



DEPARTMENT OF THE TREASURY  
INTERNAL REVENUE SERVICE  
WASHINGTON, D.C. 20224

CHIEF  
HUMAN CAPITAL OFFICER

JUL 28 2004

RECEIVED

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OFFICE OF THE NATIONAL PRESIDENT

Colleen M. Kelley  
National President  
The National Treasury Employees Union  
1750 H Street, NW  
Washington, DC 20006

Dear Ms. Kelley:

We are responding to your concerns regarding limiting the area of consideration for some bargaining unit (BU) positions. This letter is our commitment to discontinue the practice of hiring from only within a division or function, unless otherwise appropriate. Additionally, we have issued policy guidance addressing the area of consideration restrictions for non-bargaining unit (NBU) positions so the same policy now applies to both BU and NBU positions.

The policy specifies that, during the reshaping of the workforce and until further notice, the area of consideration for NBU vacancy announcements should not be restricted. The intent of this policy is to ensure the availability of as many placement opportunities as possible for employees impacted by reorganization initiatives throughout the Service.

Should you have questions regarding this issue, please contact me at (202) 622-7676 or a member of your staff may contact Barbara L. Kelly, Director, Personnel Policy Division at (202) 283-9000.

Sincerely,

  
Beverly Ortega Babers  
Chief Human Capital Officer