



**Federal Aviation
Administration**

Shaping Engineering Services for the Future

Engineering Services Efficiency Plan (ESEP)

*An Engineering Change Strategy
in Support of the ATO*

Presented to: CSA Management Team

By: ESEP Implementation Team

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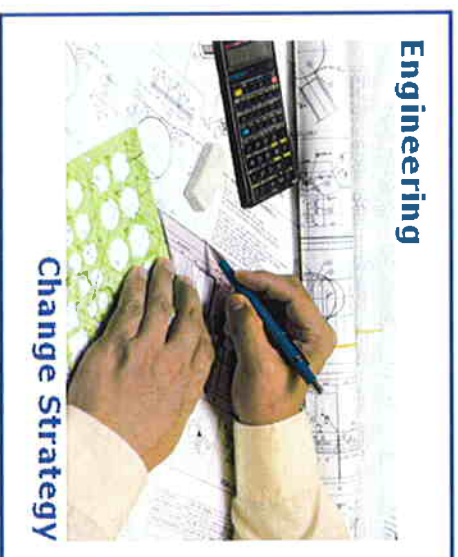
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Purpose

- Develop a more streamlined ES Services
- Get concurrence to move overview forward
- Administrator to approve implementation of the plan



Background

- **In July 2007 the VP, Tech Ops Services, ATO-W, requested that:**
 - Director, ATC Facilities, AJW-2 establish a joint Planning & Requirements (P&R) and Engineering Services (ES) Team for the purpose of developing the ESEP.
 - Team included representatives from:
 - ES community
 - ATO Service Center Planning & Requirements groups
 - ATO Transition Team
 - Contract Technical Support



Shaping Engineering Services for the Future

Primary Goals:

1. Consolidate ES into three organizational units co-located in Service Area Office (SAO) locations.
2. Optimize Business Process Efficiencies and Improve Customer Service.

Key Performance Activities

Co-locate some Engineering Service functions at Service Area Office (SAO) Locations

Integrate ES non-core functions into the Service Centers/Other LOBS

Have insource/source balance

Adjust Operating Expenses & Positions to Levels Required to Gain Additional Efficiencies

Achieve Measured Cost Savings

Improve workload and workflow processes

Increase collaboration with Service Center functions to improve customer satisfaction

Redefine F&E/Ops Engineering Position roles and responsibilities

Improve ES culture dynamics



Drivers and Assumptions

- ES is realigning from the 9 regions to 3 Service Area Office (SAO) locations, which would occur within 3 years from the start date.
- ES Construction and Installation staffs (*Resident Engineering, Technical Onsite Representatives*) are not part of the impacted community slated to relocate to one of the three SAO locations.
- Field personnel will remain dispersed and assigned to local offices.
- K-Band managers will relocate to a SAO location by Jan. 2009.
- Bargaining unit notification requirements must be met.
- Historical data (last 3 years) of CWP requirements will guide ES efforts to minimize cuts in direct core workforce and preserve the appropriate number of engineers and technicians to implement projects.
- Space is needed at SAO locations for the ES impacted community.

