

Teammates, the purpose of this message is to update you on the Corps' preparations for a possible federal government shutdown beginning at 12:01 a.m., Saturday, April 9, with the potential expiration of the Continuing Resolution Authority (CRA), and how you might be affected. I know this is a subject that has been on many of our minds as we wait to see how Congress will fund the federal government for the remainder of fiscal 2011. I thank each of you for the way that you have continued to focus on mission accomplishment even as we've faced the uncertainties of a possible government shutdown multiple times over the past several weeks.

With the very real possibility of a shutdown beginning this weekend drawing ever closer, I want to ensure you are aware of how the Corps will operate during the shutdown and your role. Leaders throughout the Corps have been preparing to implement an orderly shutdown of operations by identifying excepted activities and the personnel required to maintain and support those activities during a shutdown. Excepted activities are those necessary for national security and the protection of life and property, and will be minimally staffed during the shutdown. Additionally, since some of our appropriations are prior year funds, we are reviewing those activities paid by prior year appropriations to determine excepted activities.

If the federal shutdown is implemented on Saturday, all USACE teammates will report to work on the first scheduled duty day following the shutdown to begin executing shutdown activities. This will be on Monday, 11 April, for most of us. Your supervisor will provide you with formal written notification informing you of your status as an excepted or non-excepted employee. Having said that, I instructed that all Corps employees be notified verbally of their status before they depart from work Friday, 8 April 2011. As we refine our plan on which activities are excepted and non-excepted this is subject to change as we continue to receive updated guidance.

If you are identified as an excepted employee, you will continue to report for duty as normally scheduled but will not be paid while the shutdown is in effect. You will be paid for hours worked during the shutdown following enactment of legislation that funds the Corps for the remainder of the fiscal year or a CRA.

Active duty military personnel are exempt from furlough and will report for duty in an unpaid status during the shutdown. You will be paid for the shutdown timeframe following enactment of funding legislation or CRA.

If you are identified as a non-excepted employee, you will be placed in a "non-pay" furlough status until the Corps is provided funding through either enacted appropriations or CRA and the shutdown is lifted. There will be no retroactive pay provided for the furloughed period unless legislation is enacted that specifically authorizes that pay.

As a reminder and caution, anyone in a furloughed status during the shutdown is legally prohibited from performing any work for the government, even voluntarily. There are potential penalties if you violate the rules, and I ask that you not put yourself at risk.

Those of you who are identified as non-excepted employees may be authorized to be placed in a paid leave status rather than non-pay status during the shutdown. You can use accumulated

annual leave, compensatory hours or credit hours for this purpose. Leave requests must be requested and approved prior to the end of your first reporting work day following the shutdown, and approved leave status cannot be changed later if an appropriation or CRA is enacted that might provide retroactive pay for the shutdown timeframe.

I encourage each of you to regularly monitor the Office of Personnel Management's website at www.opm.gov and media reports during the shutdown to see if an appropriation or CRA has been enacted to end the shutdown. All furloughed employees will be expected to report to work on the first duty day following such an enactment.

Leadership throughout the Corps is prepared to provide more specific details on the excepted functions and operations that the Headquarters or your division, district, lab or center will perform during the shutdown. Additionally we are compiling questions and answers that we will distribute to your commands for additional information.

We all hope that Congress is able to quickly resolve the funding issues, and that we will be able to get the full Corps team back together as soon as possible to continue our great legacy of service to the Nation.

Building Strong.

Vr,

CoL Dan Anninos

Classification: UNCLASSIFIED

Caveats: NONE