

**Department of Veterans Affairs
Veterans Benefits Administration
Compensation & Pension Service
Product Development Staff (212)
October 5, 2000**

Decision Document

Issue: Staffing Issues for the Benefits Delivery at Discharge site in Germany

VBA's Benefits Delivery at Discharge in Germany initiative contemplates to staff of 7 FTE as follows:

- Office Chief (1) - GS13
- Rating Certified Veterans Service Representative (3) - GS12
- Veterans Service Representative (2) - GS10/11
- Clerical Support (1) - GS5/6

The German Government has approved four to five VA personnel to be included as members of the force (SOFA eligible). This means that if we choose to maintain a staffing level of 7 FTE two to three members of the staff will have to be local hires.

Recommendation:

We proposed to hire two to three German nationals to meet the SOFA requirement. Initially, we proposed to hire a German national to fill the Clerical Support (Receptionist) position. We also proposed to hire 1 to 2 German nationals to fill the Veterans Service Representative positions with the long-term potential of converting them to Rating Certified Veterans Service Representative position. This continuity of staffing would benefit the Benefits Delivery at Discharge site in Germany.

Recommend Approval

Yes

No

Robert J. Epley, Director
Compensation and Pension Service

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Recommend Approval

Yes

No

Yes

No

Nora Egan
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Approve/Disapprove

Joseph Thompson
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