

American Registry of Pathology Survey - Transition to Dover

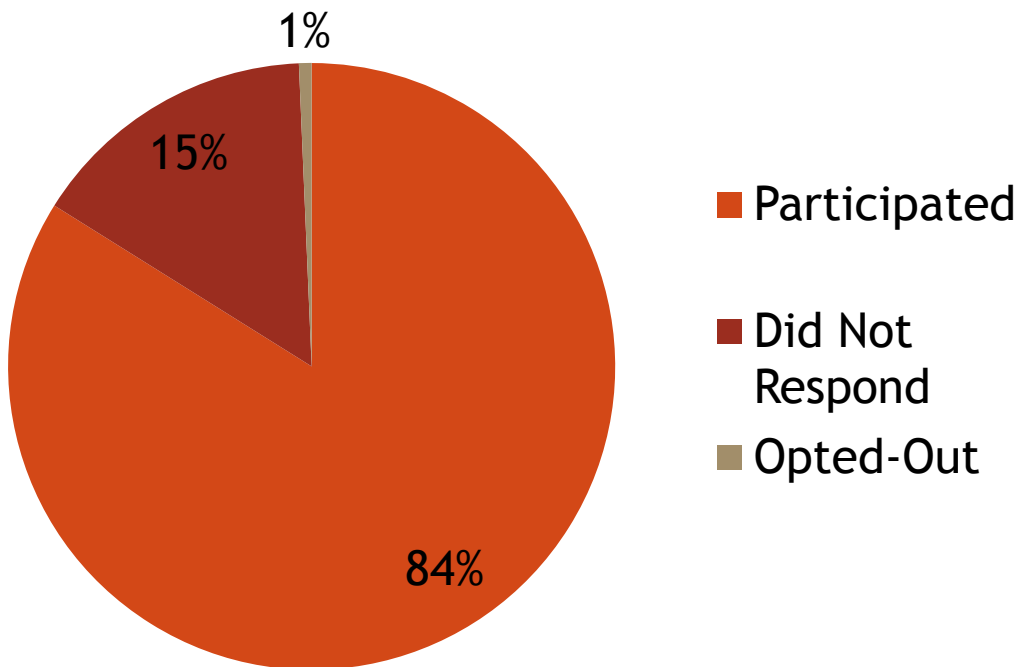
Presented by



In early February 2009, 148 employees of the American Registry of Pathology were offered participation in an on-line survey. The purpose of the survey is to assess better the needs and concerns of staff in anticipation of the eventual relocation to Dover, Delaware of the Office of the Armed Forces Medical Examiner along with the Division of Forensic Toxicology, Division of Mortality Surveillance, Department of Defense DNA Registry and the Armed Forces Repository of Specimen Samples for the Identification of Remains.

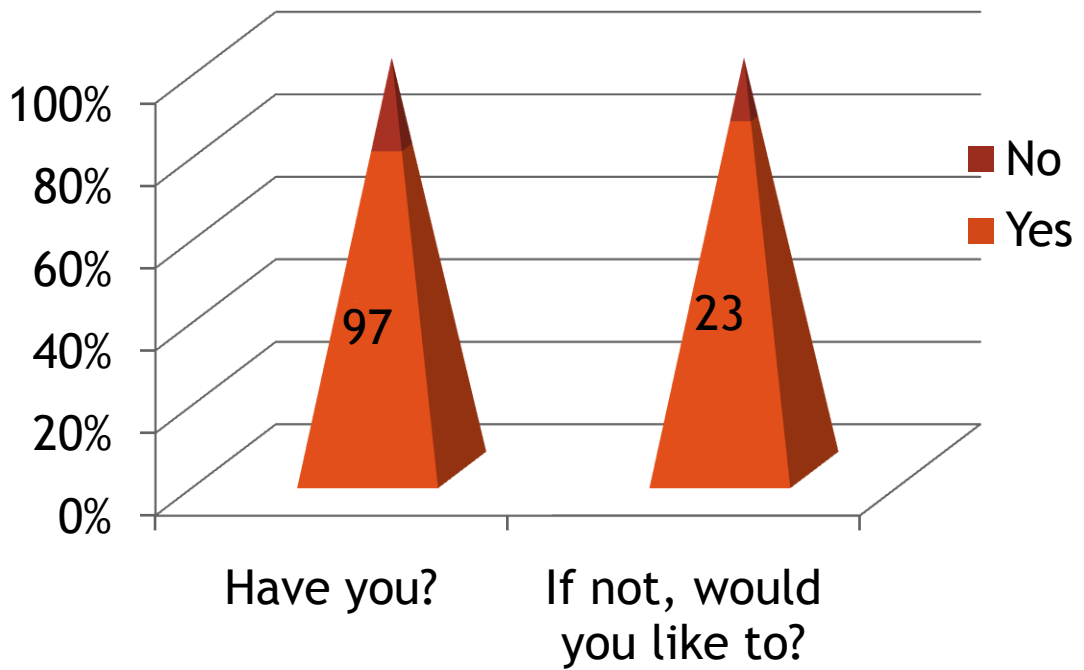
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ARP Employees - Survey Participation



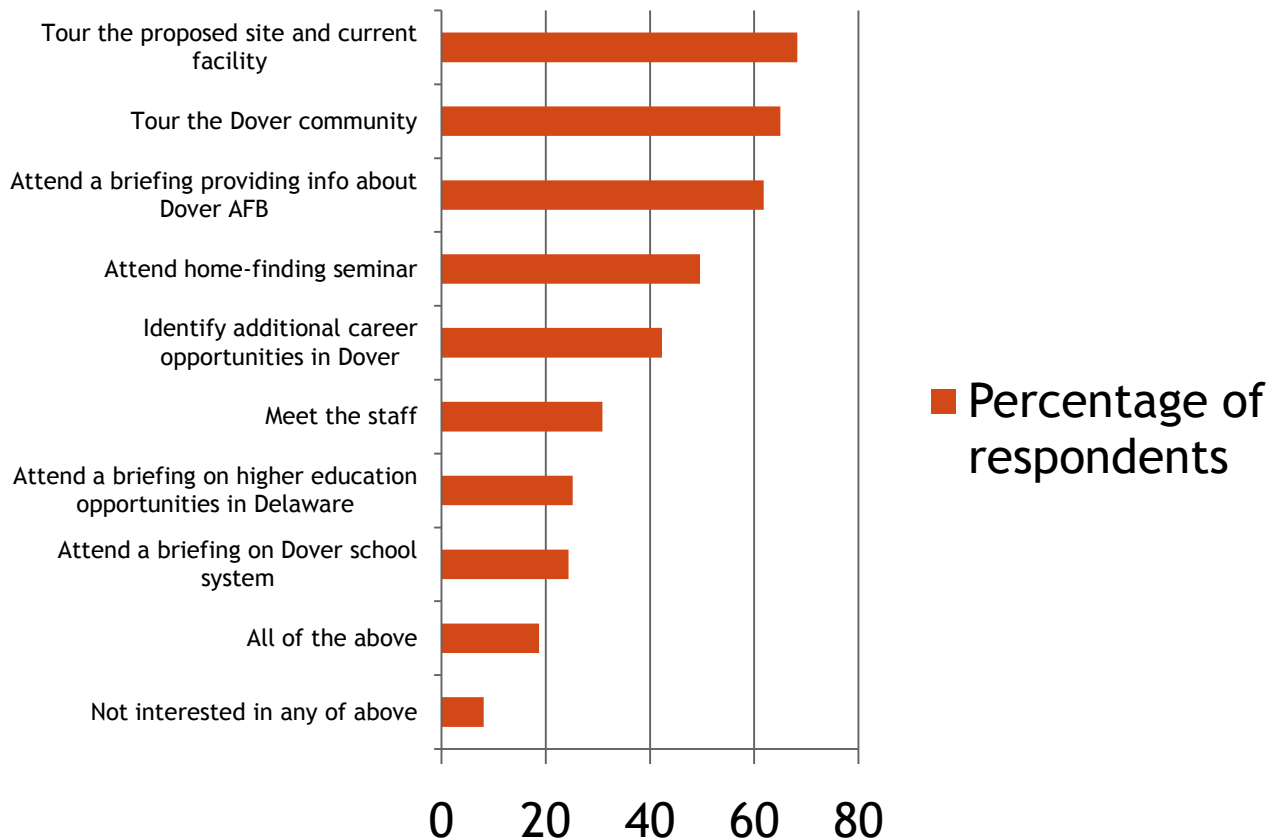
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Have you visited the Dover Port Mortuary?
If not, would you like to?



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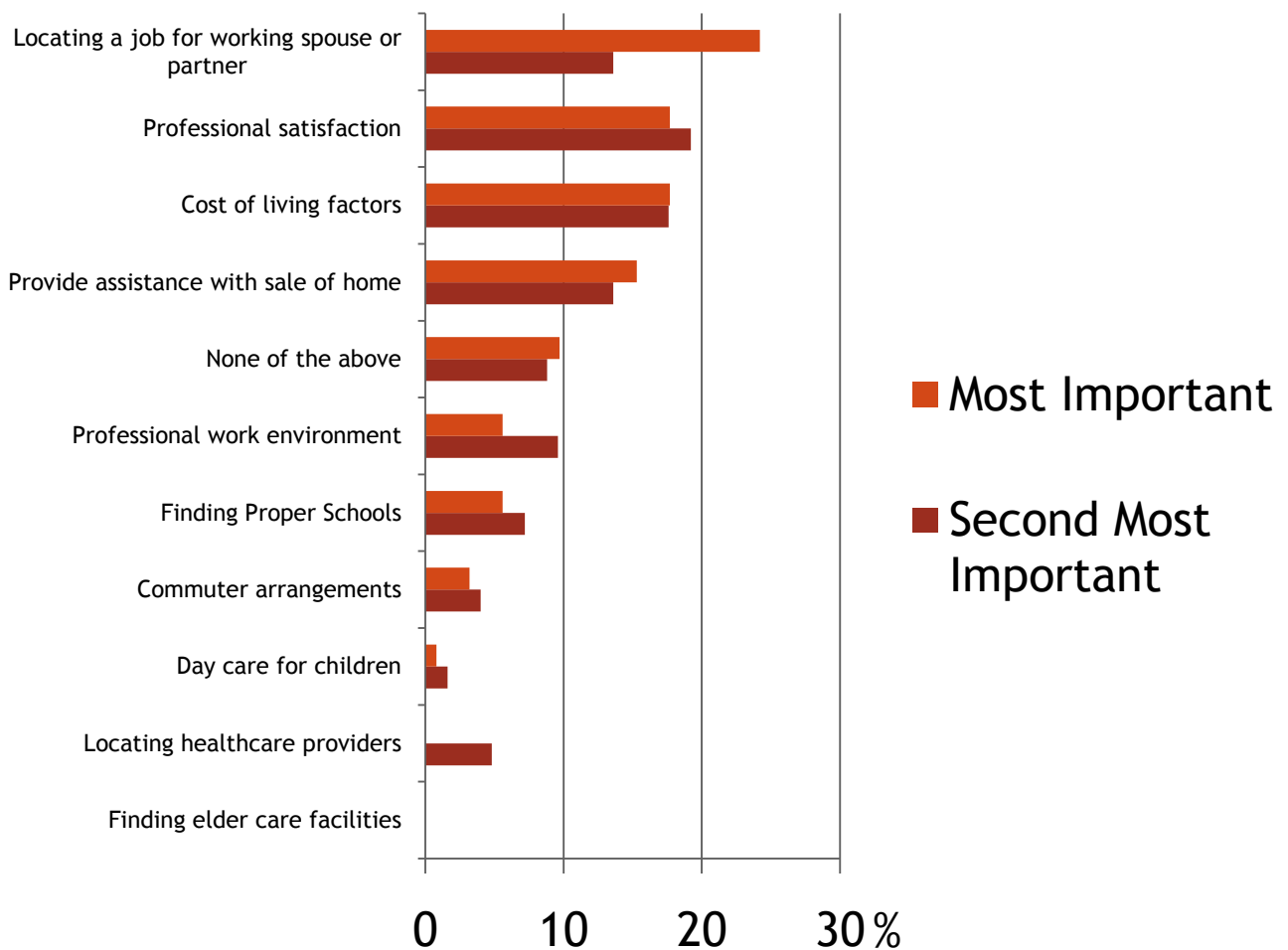
On a new or repeat visit to Dover Air Force Base, what would you like to accomplish? Please select as many as apply.



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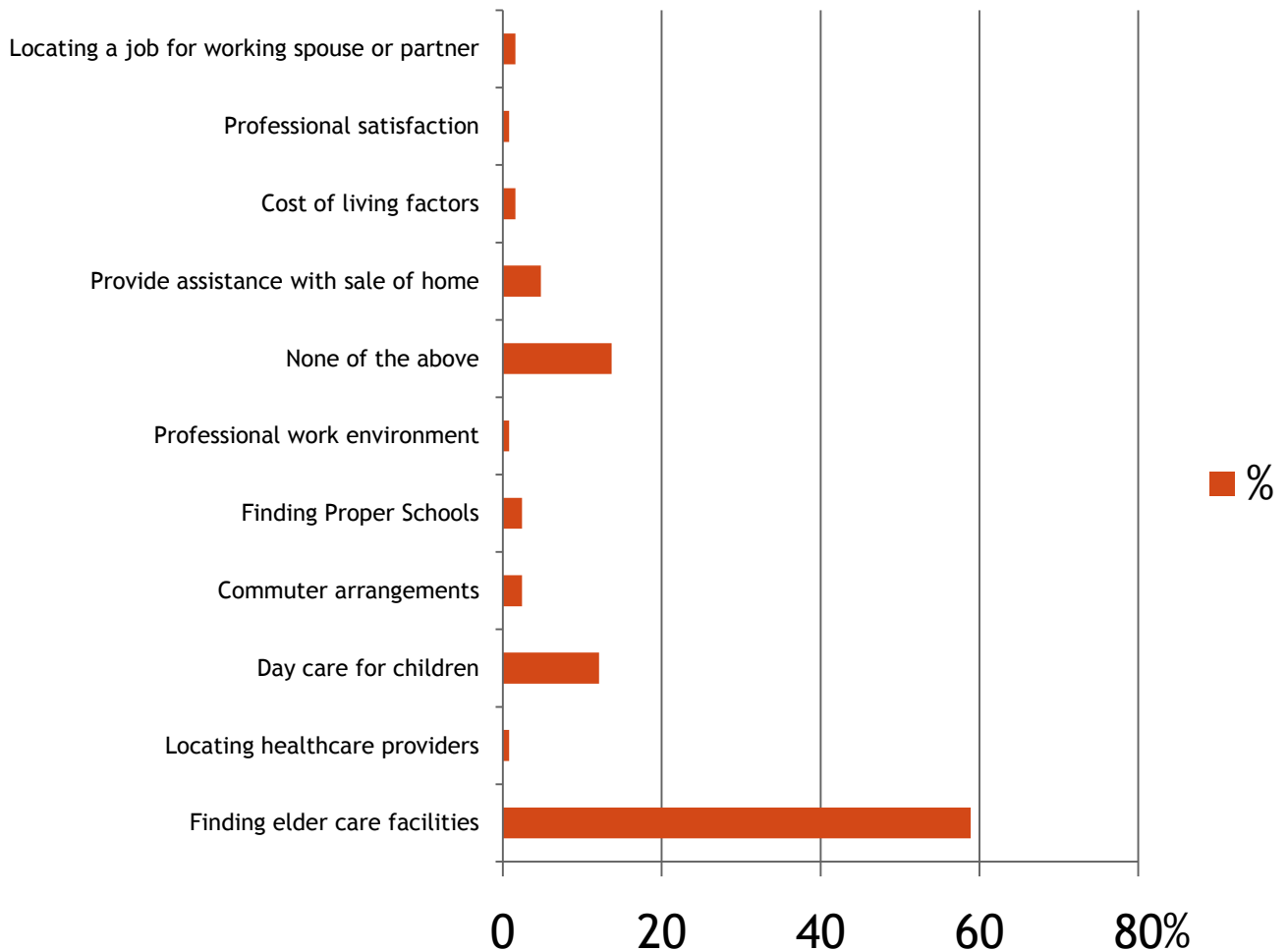
Which of the following items is **MOST** important to you when considering a move? (please mark one)

Which of the following items is **SECOND** most important to you when considering a move? (please mark one)



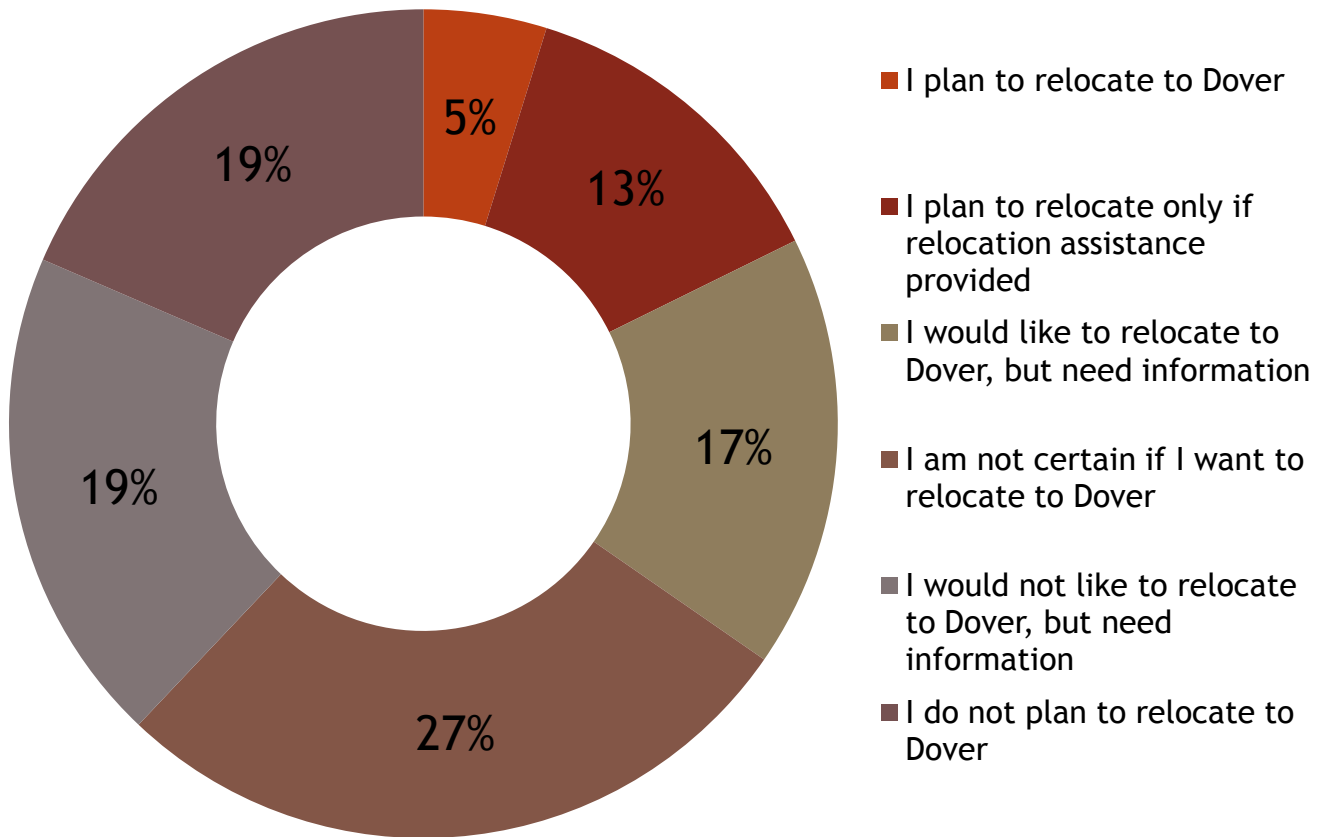
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Which of the following items is LEAST important to you when considering a move? (please mark one)



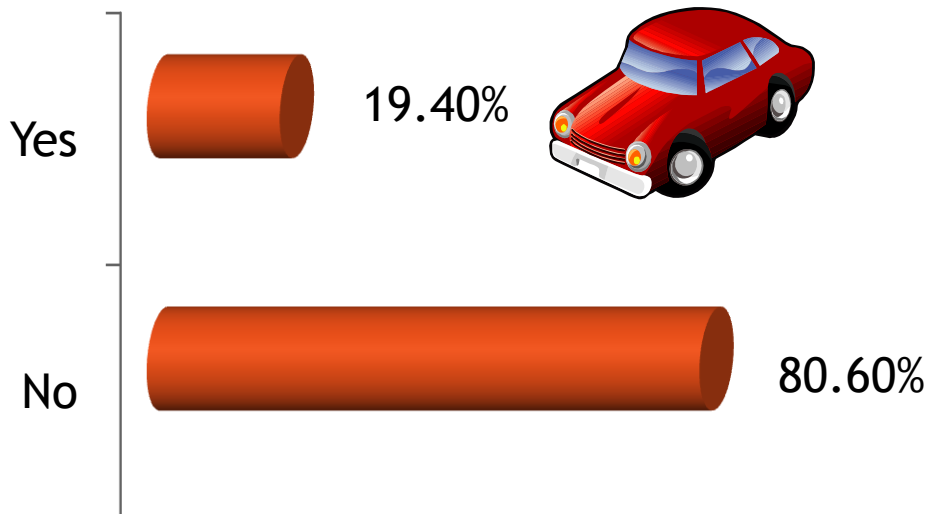
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If your job position is relocated, please select the one statement that most closely resembles your thoughts:



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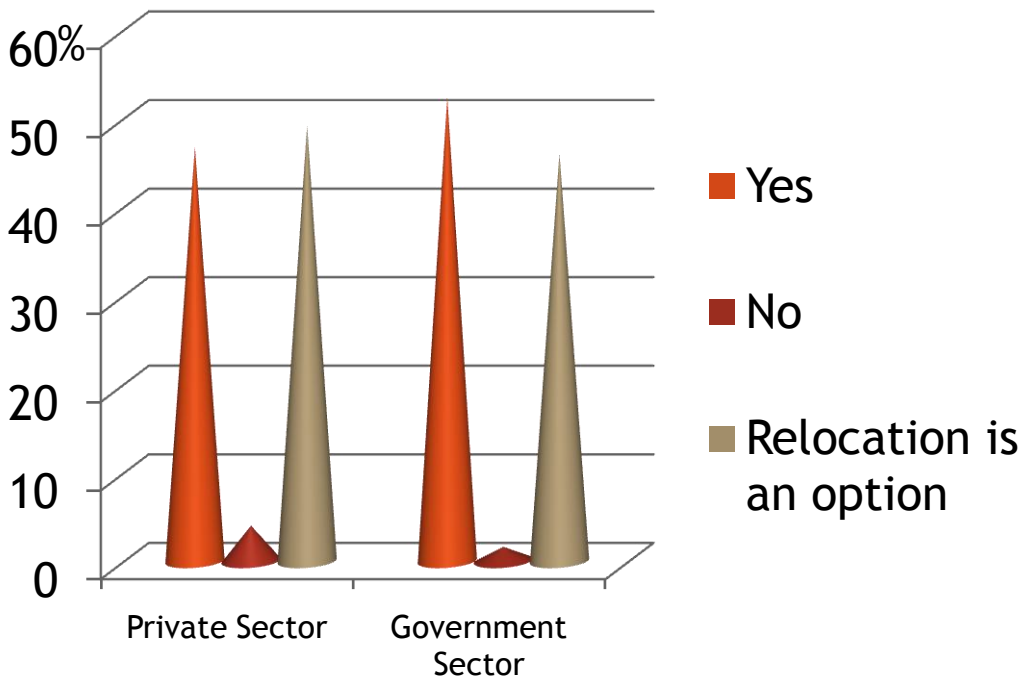
If your job position is relocated, would you consider commuting between your job at Dover Air Force Base and home in metropolitan Washington?



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If relocation to Dover is not an option for you, do you wish to seek other employment in the private sector?

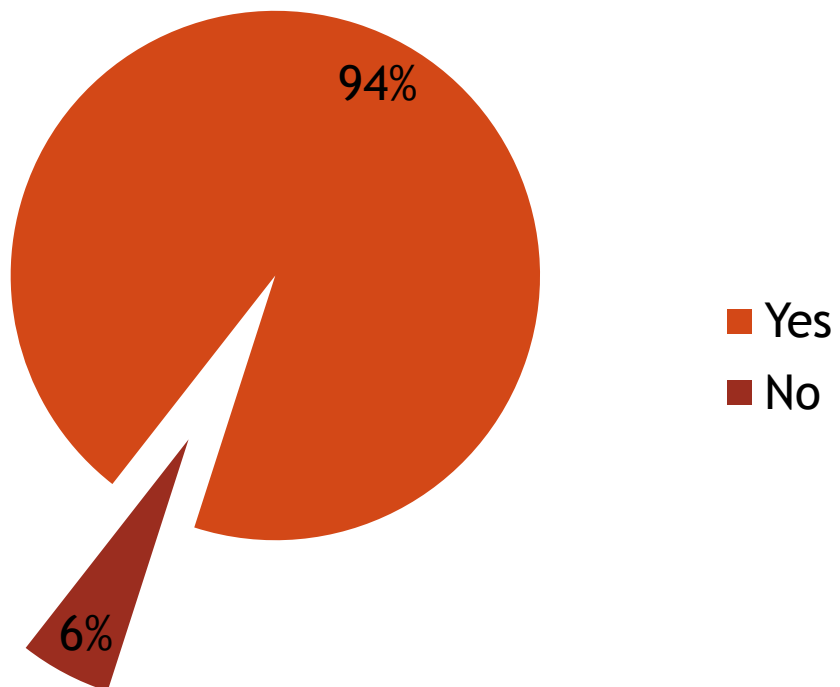
If relocation to Dover is not an option for you, do you wish to seek other employment in the government sector?



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Do you plan to continue on your current career path?

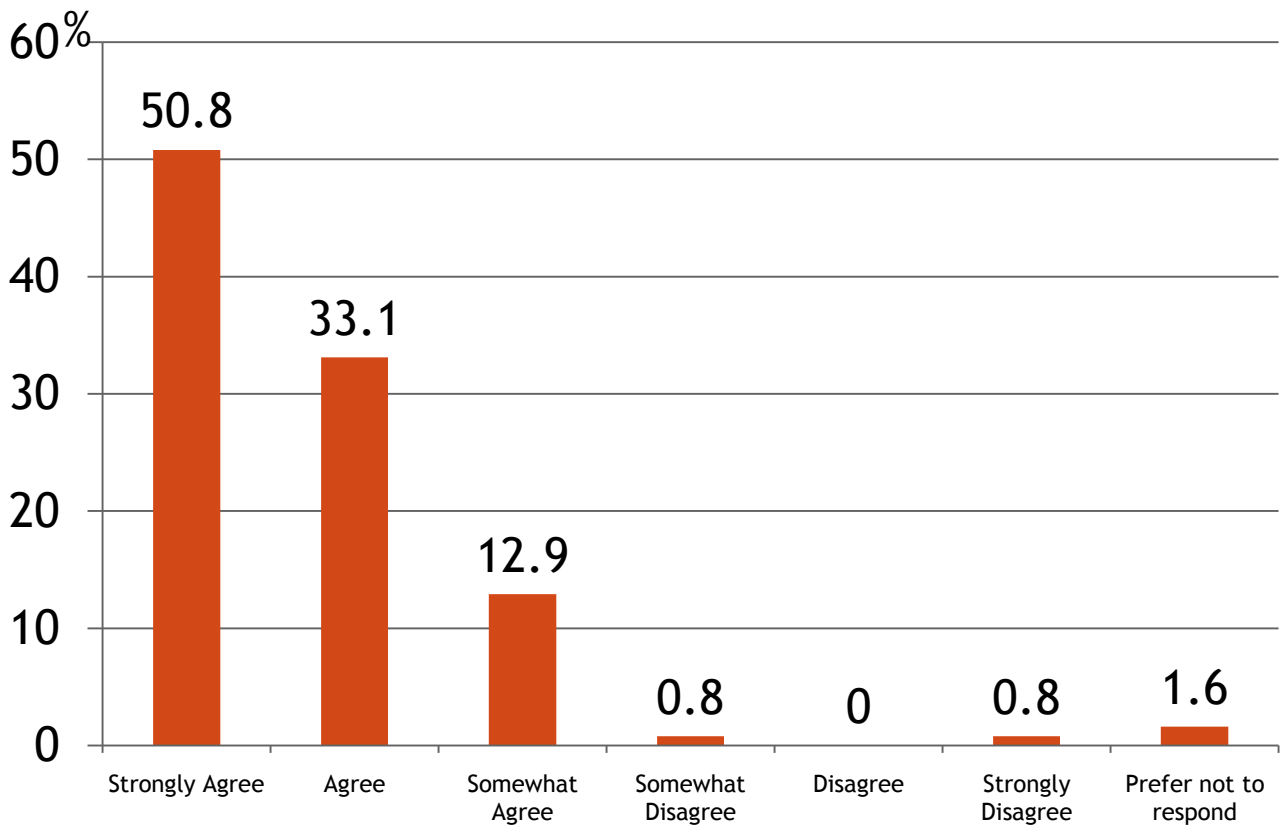
Continue Current Career



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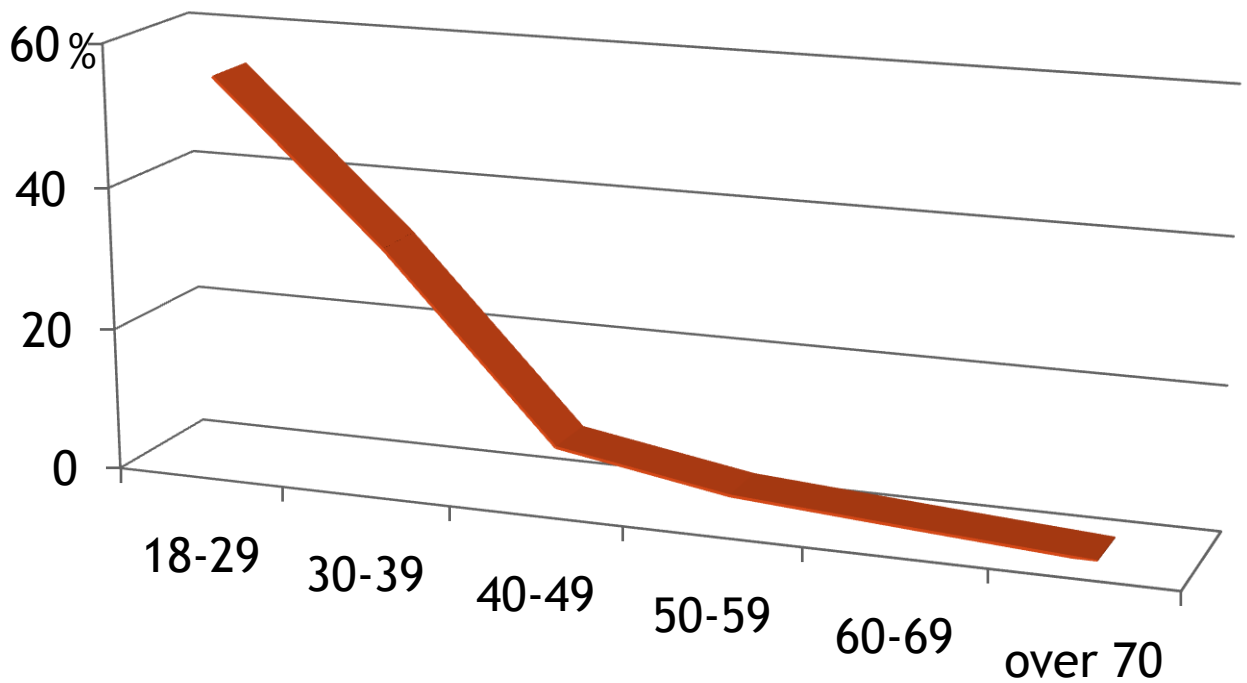
Please indicate your response to this statement:

I like my current employment.



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Please indicate your age range.



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What are your five, most important, unanswered questions that would impact your decision to relocate to Dover?

Hundreds of responses (many duplicates) were divided into categories:

Job Compensation

- How will my salary/compensation/benefits be affected by the move?
- Will we become GS employees?
- Will there be flexibility in work schedule hours?
- Whether I stay or go, is there a severance/incentive package?
- Will I qualify for unemployment?

Relocation Assistance

- Will there be compensation for relocation expenses?
- Will there be compensation for breaking a rental lease?
- Will there be assistance with selling a home?
- Is telecommuting a possibility?
- May I work from home (case work)?
- Will you help my spouse/partner find a job?
- Will you help me find another job if I don't move?
- Will we receive time-off to move?
- May we visit Dover in advance?

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What are your five, most important, unanswered questions that would impact your decision to relocate to Dover?

Job Guarantee

- Will my job be available in Dover?
- Will ARP win the contract renewal?
- Will we become federal employees rather than contractors?
- Will the mission remain intact?
- Will job functions change?
- What type of contract must I sign?
- Will promotions be impacted by decision to move to Dover?
- Must I reapply for my job?

Professional Growth/Education

- Will there be increased career advancement opportunities in Dover?
- How will tuition assistance/degree participation be handled in Dover?
- How can I finish my graduate degree from Dover?
- What other continuing education programs are available to us in Dover?

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What are your five, most important, unanswered questions that would impact your decision to relocate to Dover?

Quality of Life

- Will we have access to base facilities (gym, golf, commissary)?
- Will my spouse/partner find a career in Dover?
- What type of housing is available in Dover and surrounding area?
- What are the housing costs in Dover?
- What is the caliber of the school system?
- What is the caliber and availability of day care?
- How safe is the Dover community?
- What cultural/recreational activities are available?
- Is my church/synagogue/mosque available in Dover?
- Is there diversity (race/ethnic/sexual orientation/age) in Dover?
- May we telecommute?
- What is the availability of mass transit?

Our Favorite Question

- Do I have to become a NASCAR fan? If yes, how do I pick which driver to root for?

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What are your five, most important, unanswered questions that would impact your decision to relocate to Dover?

Laboratory Concerns

- Is the laboratory built next to an airstrip? Will that impact the sensitivity of our instruments?
- Will we have a say in the design of the laboratory?
- What happens to the quality of the laboratory if supervisors and staff do not relocate?
- What are the contingency plans if construction is delayed?
- Will employees who are not US citizens have access to the military base and lab?
- Will ARP help employees obtain green cards?
- Which departments will be moving?
- How will we continue to interact with DC-based agencies?
- What size will our offices/desk space be?
- Are my co-workers moving too?
- Will admin and scientific staff be treated the same?
- Will our reputation suffer?

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What are your five, most important, unanswered questions that would impact your decision to relocate to Dover?

Communication/Timelines

- What is the timeline for positions relocating to Dover?
- How much advance notice will we receive about the move?
- Will we know for certain the timeline at least 6 months before the move?
- How will a delay in construction impact our planning/timing?
- What type of communication will ARP use to keep us informed?
- How much time will we be given to move?
- Will our concerns really be addressed?

General Concerns

- Is AFIP going away?
- Will ARP make the move to Dover?
- Why is the government spending taxpayer money to move us to Dover?

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Please indicate below any additional comments, concerns or suggestions you have.

Hundreds of responses (11,000 words) were divided into categories

Job Satisfaction

We currently have a perfectly working lab in a socially and culturally rich area of the country - hard for many of us to understand why that needs to change.

I would definitely stay with AFIP if the lab moved to a base in DC.

I do not want to go to Dover, but if I learned more I may be convinced to change my mind.

We have no guarantee that ARP will be our contracting managing entity and if that changes there are certainly many more unknowns that will arise.

I like my job now, mostly because of the work I do but also because I like the people I work with.

AFDIL has been my home now for two years, and in that time, I've grown to have an immense amount of respect for not only the mission, but the individuals that work here on a day to day basis.

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Communication Vehicles

It would be a great idea to put up a blog site.

With all due respect, I am not satisfied with the amount of information we have received regarding the move.

I would consider moving to Dover, but there are numerous questions that need to be answered before I can make a decision.

Please be sensitive to our concerns - it is hard to pick up and move to a new city so any information and assistance you could give would be helpful.

I would like to see something in place to regularly update us about progress with the new building and relocation.

I understand not spreading rumors, but this is a huge decision and people will need some information ahead of time.

I think it's imperative for a more concrete timeline to be set.

A clear, written proposal and documentation about the move, timeline and expectations are needed.

I feel as though we all have a lot of unanswered questions and no one knows the answers.

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Please indicate below any additional comments, concerns or suggestions you have.

Compensation Issues

I will only consider relocation if a significant compensation package is offered.

Will there be a revision to the comp time regulations?

Will any admin leave be provided during this moving time?

Will I be given a relocation allowance?

Aside from job performance, will my job be guaranteed even after the move to Dover?

Will ARP provide any sort of severance package?

Will salaries be compensated for the loss in spousal salary?

If our job description changes with a new contract, would we need to reapply for our jobs?

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Quality of Life Issues

*My biggest concern isn't about daycare, healthcare, schools for children.
My biggest concern is quality of life.*

I love the mission that I am involved with, but Dover Delaware does not seem like a fun and inviting place for a person who is young and single.

I am concerned about the degree program I am presently enrolled in...and how I will be able to complete (it) if I relocate.

I am concerned about the quality of public schools in the Dover area.

I am concerned about the religious community in the Dover area.

I am very open to moving to Dover under the right circumstances.

I have major concerns about my spouse recovering some semblance of his salary.

What on earth is there to do in Dover aside from work?

Make Dover awesome and then I will want to live there forever.

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Please indicate below any additional comments, concerns or suggestions you have.

The Laboratory

The building layout appears to offer larger lab space, but what about personal work space?

Will the validation of equipment be external or internal?

What food is available on base since leaving for lunch would no doubt be a headache?

We need more than one bathroom in the new lab.

Concerned regarding airplane landings and takeoff with the runway located so close to the laboratory with the instrumentation that we utilize.

I am concerned about job functions both during (and after) the transition...

I am concerned about the lack of a University with a masters-level program in forensics...

Concerned about the impact a move to Dover will have on AFDIL's chances of securing outside funding...

If you can't attract good scientists, you can't do good scientific work.

Do you have any idea of the number or percentage of current employees who are willing to make the move?

Special Shout-Out

Thank you to the staff member who shared past, personal experiences with moving forensic laboratories!

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Please indicate below any additional comments, concerns or suggestions you have.

Comments on ARP and Town Hall Meeting

The most unsettling part of this whole experience thus far is the thought of what happens to us if ARP is not selected as the contract manager when the contract expires...

Please don't skip around the issue, just tell us what you know, what you don't know, and what you're trying to get answered.

Why didn't ARP choose to provide this survey two and a half years ago when BRAC was announced...

The briefing session on 03 Feb 2009 should have been held sooner.

The relocation to Dover greatly affects everyone at AFDIL. In order to have a transition where most of us are able to go, I believe it is imperative that people making the decisions realize how stressful and anxious this entire situation is for everyone.

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Please indicate below any additional comments, concerns or suggestions you have.

Additional Ideas to Consider

For those beginning/completing programs at GWU, will an additional Travel Expense Credit be added to the percentage of educational costs covered? Students are unable to transfer from one masters program to another.

I think it would be very beneficial for people to be given the opportunity to go to Dover.

My current responsibilities involve a great deal of local travel (meetings) around the Washington Metro Area... (how will I accomplish this) from DAFB?

Since the facility is located on Dover AFB, it would be nice to be able to utilize the facilities located on base...

I personally think there needs to remain the potential in the future for certain positions to work in an annex lab/office closer to DC.