



FEMA

February 19, 2010

MEMORANDUM FOR: All FEMA Employees  
FROM:  W. Craig Fugate  
Administrator  
SUBJECT: FEMA Headquarters Reorganization Update

On December 3, 2009, I presented a revised organizational chart for FEMA Headquarters and charged FEMA's components to substantively review and consider changes that would result in a structure that would allow FEMA to achieve two key outcomes: 1) The structure must more closely align FEMA's form with its functions, grouping various programs together based on the nature of their mission; and 2) It must decrease the number of direct reports to the Administrator and streamline the management structure at FEMA Headquarters.

FEMA's components were charged with providing plans to implement the reorganization by February 1, 2010. All have begun to implement plans and explain the process and any changes in structure to employees. As I stated in my December 3<sup>rd</sup> memorandum, the reorganization primarily affects reporting relationships for the senior leaders named on the chart. It does not change the functional missions of the various divisions and directorates. It also will not change the day to day reporting structure for the overwhelming majority of FEMA employees or change anyone's employment status.

The attached revised organizational chart is the result of a great deal of hard work and is particularly commendable given the agency's support of response and recovery efforts to the earthquake in Haiti. The revised chart indicates final name and structural changes to FEMA. The structure is approved, final, and effective immediately. If you have questions about these efforts, please contact your office leadership.

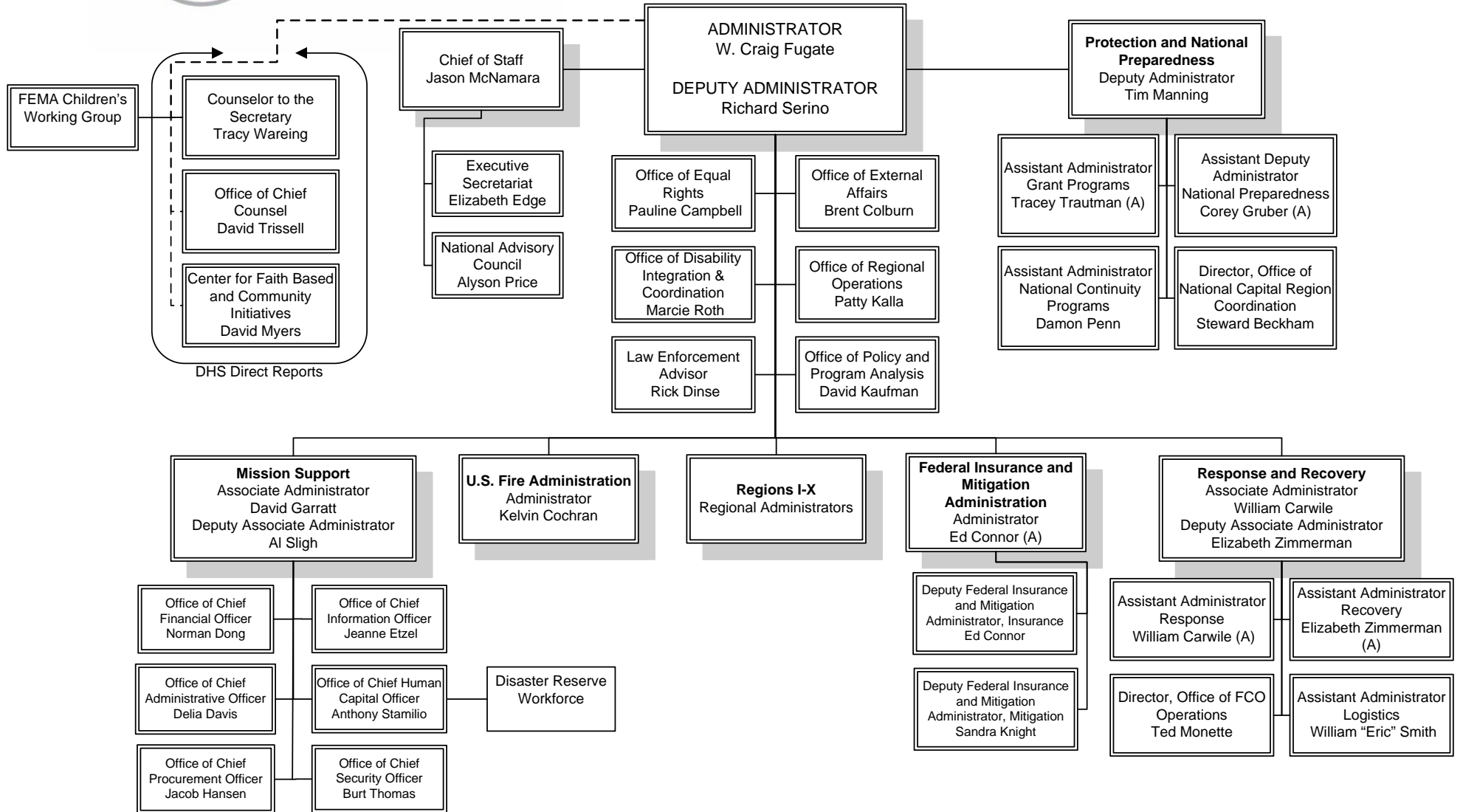
Additionally, FEMA's Regions also will be reorganizing to reflect changes at headquarters. The Office of Regional Operations will be sharing this information when plans have been finalized.

Again, thank you for your ongoing commitment to our mission to prepare for, protect against, respond to, recover from, and mitigate all hazards.

Attachments  
-February 17, 2010, FEMA Organizational Chart



# FEMA



Effective 2/17/2010

(A) denotes acting incumbent