




FEMA

December 3, 2009

MEMORANDUM FOR: All FEMA Employees

FROM: W. Craig Fugate
Administrator 

SUBJECT: FEMA Headquarters Reorganization

I am pleased to present you with a revised organizational chart for FEMA Headquarters. This revised structure achieves two key outcomes. First, it more closely aligns FEMA's form with its functions, grouping various programs together based on the nature of their mission. Second, it decreases the number of direct reports to the Administrator, streamlining the oversight structure at FEMA Headquarters.

In practical terms, this 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.

Senior leaders from across the agency were involved throughout the design of this reorganization to ensure we could seamlessly move from one structure to the next, and I want to personally thank everyone who was involved for their hard work and counsel.

This organizational structure is approved, final, and effective immediately. I expect the strong support of the entire FEMA workforce as we move into the implementation phase of this reorganization. I have directed senior leaders to fully execute implementation plans for their respective new components no later than February 1, 2010. More details will be forthcoming from your direct supervisors.

With respect to the FEMA Regions, the Office of Regional Operations will facilitate discussions among the Regional Administrators to determine what, if any, impact this Headquarters reorganization has on the organization of Regional offices. Regional offices are not being directed to reorganize based on this Headquarters reorganization.

Thank you in advance for your assistance in rapidly implementing this reorganization and for your ongoing commitment to our mission.

Attachments

- December 3, 2009, FEMA Organizational Chart
- Reorganization Frequently Asked Questions