



## **The Presidential Transition at EPA: Ten Things You Should Know**

The 2016-2017 presidential transition is underway. Presidential transitions are a time of significant change and important activity across the federal government as agencies prepare for new leadership. Here are ten things you should know about transition preparation here at EPA.

### **Between the Election and Inauguration**

- 1. The transition is the period between the end of the election and the Inauguration of the new President.**
- 2. The President-elect's Transition Team is responsible for laying the groundwork for the new administration.** They do so in part by assigning "Landing Teams" for each agency, which conduct a review and make recommendations to inform the new administration. The Landing Teams traditionally focus on three areas: (1) finding qualified candidates for appointed positions, (2) developing a plan to address near-term issues after Inauguration Day, and (3) beginning to develop a longer term proactive agenda based on the President-elect's positions.
- 3. EPA's Landing Team will meet with EPA leaders to learn about the key issues and skills needed to run the agency.**
  - Landing Team members may or may not ultimately become appointees at the agency.
  - Upon arriving at EPA, the Landing Team will receive space and logistical support so they can be provided information and begin meeting with senior leaders. An MOU signed by the President's Chief of Staff and the President-elect's Transition Leader governs these interactions, including access to employees and non-public information.
- 4. EPA is well-prepared to manage the transition.** Shannon Kenny, Principal Deputy Associate Administrator for the Office of Policy serves as EPA's Transition Director, and represents EPA on the Agency Transition Directors Council that coordinates transition activities across the federal government. EPA's career senior leadership, typically the Principal Deputy Assistant Administrators and Deputy Regional Administrators, also play an integral role in transition planning. They are supported by the [Transition Coordinators](#) for their program or region.
- 5. EPA's transition planning covers all aspects of the agency.** Our transition briefing materials include information about our organization and mission, budget, workforce, and key policy and management issues.

6. **EPA will continue to be led and managed by the current leadership team until Inauguration.** As directed by the President, current leaders that required presidential appointment and Senate confirmation will be submitting their resignations, with an effective date of January 19, 2017. The Administrator has asked that all other appointees submit their resignations with this effective date as well. The President-elect's new leadership team will not arrive until after Inauguration.
7. **If the Administrator were to leave prior to Inauguration, EPA's [Order of Succession](#) specifies who would be acting Administrator.**

### After the Inauguration

8. **The new President may nominate an EPA Administrator shortly after the Inauguration.** The individual nominated for this position must be confirmed by the Senate before taking office. In the absence of a confirmed Administrator, the new Administration can follow EPA's Order of Succession or appoint someone to temporarily serve. Most Assistant Administrator-level positions will be filled by acting officials, typically the principal deputy official.
9. **Additional political appointments will follow the Administrator.** As of November 1, 2016, EPA had 79 political appointees.
  - Of these, 14 positions require presidential appointment and Senate confirmation. They include the Administrator, the Deputy Administrator, the Assistant Administrators (AA), the Chief Financial Officer and the Inspector General.
  - Regional Administrators (RA) do not require Senate confirmation.
  - A number of other positions are appointed, some of which are assigned to the Administrator's office - commonly referred to as "the third floor" because of its location at the Federal Triangle complex in Washington. They include the Chief of Staff, the White House Liaison, the Associate Administrators for Public Affairs; Policy; and Congressional and Intergovernmental Affairs, and other senior advisors.
  - The Inspector General is the only political appointee position that is not subject to change with the new Administration.
10. **It typically takes months before EPA's full new leadership team is in place.**
  - During the 2008-2009 transition, most AAs and RAs were nominated and arrived in the June-December timeframe following the Inauguration.
  - On January 21, 2017, it is likely that career leaders will be serving in acting roles for the positions of Assistant, Associate and Regional Administrators until new appointed leaders are in place. Information about who is leading regions and offices can be found on the [Current Leadership](#) page.

For more information about the Presidential Transition at EPA:

Visit the [EPA Transition intranet site](#) or  
contact your [Transition Coordinator](#).