

FORT RILEY, KANSAS

(ARMY RECOMMENDATION - OPERATIONAL ARMY (IGPBS))

SECRETARY OF DEFENSE RECOMMENDATION

Realign Fort Bliss, TX, by relocating air defense artillery units to Fort Sill and relocating 1st Armored Division and various echelons above division units from Germany and Korea to Fort Bliss, TX. Realign Fort Sill by relocating an artillery (Fires) brigade to Fort Bliss. Realign Fort Hood, TX, by relocating maneuver battalions, a support battalion, and aviation units to Fort Bliss, TX. Realign Fort Riley, KS, by inactivating various units, activating a Brigade Combat Team (BCT) and relocating 1st Infantry Division units and various echelons above division units from Germany and Korea to Fort Riley, KS. Realign Fort Campbell, KY, by relocating an attack aviation battalion to Fort Riley, KS.

SECRETARY OF DEFENSE JUSTIFICATION

This proposal ensures the Army has sufficient infrastructure, training land and ranges to meet the requirements to transform the Operational Army as identified in the Twenty Year Force Structure Plan. It also ensures the Army maintains adequate surge capacity. As part of the modular force transformation, the Army is activating 10 new combat arms brigades for a total of 43 active component brigade combat teams (BCTs). Including the results of the Integrated Global Presence and Basing Strategy (IGPBS), the number of BCTs stationed in the United States will rise from twenty-six to forty. Relocating the units listed in this recommendation to Fort Bliss, Fort Riley, and Fort Sill takes advantage of available infrastructure and training land. Fort Bliss and Fort Riley are installations capable of training modular formations, both mounted and dismounted, at home station with sufficient land and facilities to test, simulate, or fire all organic weapon systems. This recommendation enhances home station training and readiness of the units at all installations.

Relocating 1st Armored Division units and echelons above division (EAD) units to Fort Bliss will transform it from an institutional training installation into a major mounted maneuver training installation. This avoids overcrowding and overuse at other installations by stationing them at one of the installations with the greatest capacity. It also creates a potential opportunity for enhanced Operational Testing due to the close proximity of Fort Bliss to White Sands Missile Range.

Relocating an Air Defense Artillery (ADA) unit to Fort Sill supports the establishment of the Net Fires Center, combining the Artillery and ADA schools at Fort Sill and provides a force stabilization opportunity for soldiers in this unit. Relocating the Artillery (Fires) Brigade to Fort Bliss collocates the artillery with the maneuver units at Fort Bliss and vacates space at Fort Sill for the ADA unit.

Realigning Fort Riley by inactivating an Engineer Brigade Headquarters, two other engineer units, two maneuver battalions and other smaller units beginning in FY 06 directly supports the Army's modular force transformation. It also facilitates activating a BCT in FY 06, and relocating 1st Infantry Division Headquarters, the Division Support Command Headquarters, Aviation Brigade units and other units returning from overseas to Fort Riley. The relocation of an attack aviation battalion from Fort Campbell to Fort Riley supports the formation of a multifunctional aviation brigade at Fort Riley.

The Army obtained approval to temporarily station a BCT at Fort Hood in 2005 and another BCT at Fort Bliss in 2006. This recommendation validates the stationing of that BCT at Fort Bliss and relocates two maneuver battalions, an armored reconnaissance squadron and a support battalion from Fort Hood to support the activation at Fort Bliss. Relocating these battalions will provide the assets necessary to accomplish the activation. Relocating aviation units from Fort Hood supports the activation of a multifunctional aviation brigade.

While this recommendation does not in BRAC terms save money, the costs are mitigated by the non-BRAC savings that will accrue to the Department from the closure or realignment of the overseas locations from which these units come. Those non-BRAC savings amount to \$4,400M during the 6-year period and approximately \$20,000M of 20-year net present value savings.

COMMUNITY CONCERNS

Fort Bliss, TX was the only installation to express community issues to the Commission concerning the relocation of an operational air defense artillery (ADA) brigade to Fort Sill, OK. The Fort Bliss community argued relocating an operational ADA brigade to Fort Sill does not sufficiently consider the brigade's strategic deployment and training requirements. The community also believed that the certified data undervalued the airspace capacity at Fort Bliss. They urged the Commission to retain the ADA missile brigade at Fort Bliss and reject this DoD recommendation.

COMMISSION FINDINGS

The Commission found that realignments associated with this recommendation were consistent with the DoD justification.

The Commission conducted an independent and in-depth review of the requirements for training and live-fire of these systems. Fort Sill has 42,000 maneuver acres compared with 992,000 maneuver acres at Fort Bliss. While Fort Sill ranges cannot support live fire, and they are not compatible with tank or mechanized infantry unit maneuver requirements, they are compatible with the movement and positioning of artillery units. Field artillery units have trained at Fort Sill successfully for years, and the air defense artillery brigade will be able to accomplish its maneuver training at Fort Sill as well. The Commission's analysis confirmed that ADA units at Fort Sill will have to deploy to Fort Bliss to live-fire. The Avenger system requirement is to live-fire one missile per platoon every six months. Therefore, this will require additional simulation and deployments to Fort Bliss to meet the requirement. However, the Patriot system live-fire requirement is infrequent, with one missile launch per battery every other year, and only if missiles are available. This can be satisfied through simulation and deployments to Fort Bliss in conjunction with other joint exercises, to include Roving Sands.

The Commission found that relocating this brigade was not optimal, but it was suitable and did not rise to the level of a substantial deviation. It enabled the Net Fires center and concepts at Fort Sill through the collocation of an operational ADA brigade with an institutional ADA brigade, thus creating synergies and force stabilization opportunities between the units.

COMMISSION RECOMMENDATIONS

The Commission found the Secretary's recommendation consistent with the final selection criteria and force structure plan. Therefore, the Commission approved the recommendation of the Secretary.

FORT RILEY, KANSAS
(JOINT CROSS SERVICE GROUP – HEADQUARTERS AND
SUPPORT ACTIVITIES; CONSOLIDATE CIVILIAN PERSONNEL
OFFICES (CPO’S) WITHIN EACH MILITARY DEPARTMENT AND
THE DEFENSE AGENCIES)

SECRETARY OF DEFENSE RECOMMENDATION

Realign Fort Richardson, AK, by relocating the Civilian Personnel Operations Center (CPOC) to Fort Huachuca, AZ, and consolidating it with the Civilian Personnel Operations Center at Fort Huachuca, AZ. Realign Rock Island Arsenal, IL, by relocating the Civilian Personnel Operations Center to Fort Riley, KS, and Aberdeen Proving Ground, MD, and consolidating with the Civilian Personnel Operations Center at Fort Riley, KS, and Aberdeen Proving Ground, MD.

Realign Human Resource Service Center-Northeast, 111 S. Independence Mall, East, Bourse Bldg., a leased installation in Philadelphia, PA, by relocating the Civilian Personnel Office to the Naval Support Activity Philadelphia, PA. Realign Human Resource Service Center-Southeast, 9110 Leonard Kimble Road, a leased installation at Stennis Space Center, MS, by relocating the Civilian Personnel Office to the Naval Support Activity Philadelphia, PA, and consolidating it with the relocated Human Resource Service Center-Northeast at the Naval Support Activity Philadelphia, PA. Realign Human Resource Service Center-Southwest, 525 B Street, Suite 600, a leased installation in San Diego, CA, by relocating the Civilian Personnel Office to Naval Air Station North Island or Marine Corps Air Station Miramar, CA. Realign Human Resource Service Center-Pacific, 178 Main Street, Bldg 499, Honolulu, HI, by relocating the Civilian Personnel Office to the Human Resource Service Center-Northwest, 3230 NW Randall Way, Silverdale, WA, and Naval Air Station North Island or Marine Corps Air Station Miramar, CA and consolidating with the Human Resource Service Centers at Silverdale, WA and Naval Air Station North Island or Marine Corps Air Station Miramar, CA.

Realign Wright-Patterson Air Force Base, OH, by relocating the Civilian Personnel Office to Randolph Air Force Base, TX. Realign Robins Air Force Base, GA, by relocating the Civilian Personnel Office to Randolph Air Force Base, TX. Realign Hill Air Force Base, UT, by relocating the Civilian Personnel Office to Randolph Air Force Base, TX. Realign Tinker Air Force Base, OK, by relocating the Civilian Personnel Office to Randolph Air Force Base, TX.

Realign Bolling Air Force Base Washington, DC, by relocating the Civilian Personnel Office to Randolph Air Force Base, TX. Consolidate the relocated civilian personnel offices with the Civilian Personnel Office at Randolph Air Force Base, TX.

Realign 2521 Jefferson Davis Hwy, a leased installation in Arlington, VA, by relocating the transactional functions of the Defense Commissary Agency Human Resource Division and the Washington Headquarters Services Civilian Personnel Office to the Defense Logistics Agency, 3990 East Broad Street, Columbus, OH, and consolidating them with the Customer Support Office of the Defense Logistics Agency. Realign the Department of Defense Education Activity, 4040 North Fairfax Drive, a leased installation in Arlington, VA, by relocating the transactional functions of the Civilian Personnel Office to the Defense Logistics Agency 3990 East Broad Street, Columbus, OH, and consolidating them with the Customer Support Office of the Defense Logistics Agency. Realign the Defense Information Systems Agency, 701 S. Courthouse Road, Arlington, VA, by relocating the transactional functions of the Civilian Personnel Office to the Defense Finance and Accounting Service, 8899 E. 56th Street, Indianapolis, IN,

and consolidating them with the Civilian Personnel Office of the Defense Finance and Accounting Service at Indianapolis, IN.

SECRETARY OF DEFENSE JUSTIFICATION

The consolidation of Civilian Personnel Offices within each Military Department and the transactional functions among the Defense Agencies reduces excess capacity, reduces the use of leased facilities, and achieves manpower savings through consolidation and elimination of duplicate functions. This recommendation supports the Administration's urging of federal agencies to consolidate personnel services. During the implementation of this recommendation it is important to partner with the National Security Personnel System (NSPS). NSPS provides the opportunity to improve the effectiveness of the Department through a simplified personnel management system that will improve the way it hires and assigns employees. This recommendation will be an effective tool for NSPS and provide the flexibility and responsiveness that supports the implementation of this system. Since NSPS will define a new human resource system featuring streamlined hiring, simplified job changes, and a less complex classification system, it covers all functions that would be supported by Civilian Personnel Offices.

COMMUNITY CONCERNS

Community leaders questioned DoD's security standards, stating they were unnecessarily more stringent than those developed by the Interagency Security Committee (tasked with developing and evaluating security standards for Federal facilities.) Also, they questioned whether DoD had surveyed each facility to determine compliance and the level of compliance with the DoD security standards (or even those "less stringent" standards approved by OMB in September 2004.) Finally, affected communities felt BRAC was not the proper instrument to effect DoD employee relocation from leased facilities. More specific concerns are noted as follows:

Army:

Rock Island Arsenal - The community emphasized that DoD previously identified Rock Island Arsenal for closure, which unfairly precluded a scenario considering the North Central CPOC as a "receiving site." DoD deviated significantly from the criteria for several reasons. NC CPOC ranked first among 25 DoD personnel offices. Rock Island Arsenal is a prime location for further consolidation of human resources (HR) processing because its automation infrastructure can support further expansion, a key element in the Army's decision to site the Army Civilian Data Center (ACDC), the central site for all of Army's major HR production data systems. The servicing ratio that will result from the elimination of 44 positions will alter the current servicing ratio from 1:148 to 1:175; the Army standard is 1:144. The North Central CPOC provides HR services to Fort Belvoir, Fort Meade and Fort Sam Houston, which stand to gain thousands of civilian employees as a result of other BRAC recommendations. Finally, the community argued that the OSD BRAC Clearinghouse justification that CPOC relocation enables offices to be near their customer bases is flawed. Currently, NC CPOC supports a substantial civilian workforce in Afghanistan and Iraq and is engaged in standing up a CENTCOM organization in Iraq. The community asserts that the Army's regionalization of personnel services and centers was based on a determination that the processes performed in the personnel centers did not require geographic proximity to the customer, a concept supported by NC CPOC current customer base.

Navy:

HRSC Pacific - The community argued realignment of HRSC Pacific to CONUS West Coast would negatively affect approximately 135 Navy activities and 12,000 employees in Hawaii and those served in the Western Pacific. Also, they expressed concerns over increased travel costs and the seemingly arbitrary number of consolidated centers. As an alternative, the community offered to host a consolidated DoD Human Resource Personnel Center as a pilot program in Hawaii.

HRSC Southeast - The community submitted that DoD's recommendation to move the HRSC Southeast was based on flawed assumptions, specifically that HRSC Southeast is a typical "leased installation" and

would need \$2M to meet force protection standards. In reality, HRSC Southeast resides lease-free in a Level 1 security rated, federally-owned facility. Navy's fair share of installation operating costs is only \$12.53/sf, a rate that is among the lowest in the nation. The community contended that jointness and synergy already exist at Stennis, that Stennis has a higher Military Value than the proposed site at Naval Support Activity Philadelphia, and that Stennis is more cost effective than Philadelphia. Currently, there are approximately 2,200 personnel employed by the various Navy tenants that include Naval Research Laboratory, Naval Small Craft Instruction and Technical Training School and Special Boat Team 22 (a Navy SEAL unit). The Navy has plans to introduce additional active-duty units permanently to the installation. The community argued that these factors gave Stennis a distinct advantage over the NSA Philadelphia site and recommended consolidation of HRSC Southeast and HRSC Northeast at the Stennis Space Center.

HRSC Northeast - The community submitted a rebuttal to the rationale and recommendation that HRSC Southeast remain at and HRSC Northeast be realigned to Stennis Space Center. The community argues that advocates for Stennis included several serious errors of fact that depart from the official COBRA report. The community supported the original DoD recommendation.

Air Force:

The community argued that "military judgment" dominated improperly over quantitative scores, and consolidating civilian personnel activities at Randolph Air Force Base would remove the customer bases farther away from the personnel who serve them.

COMMISSION FINDINGS

The Commission disagreed with three elements of the Secretary's recommendation.

First, the Civilian Personnel Operations Center (CPOC) at Rock Island Arsenal, IL, was recommended for relocation based on a later withdrawn proposal to close the arsenal. The Commission learned that the late timing of the decision did not allow the HSA JCSG to analyze the CPOC recommendation sufficiently.

Second, HRSC Southeast is located on Stennis Space Center, a Federally-owned, level-1 security rated facility whose tenants pay a "fair share" of the base's operating costs. Because of DoD's blanket assumptions with regard to leased space, the facility received the low military values assigned to leased space. The Commission found that, in this case, DoD's assumption of low military value was not supported by the facts.

Third, with regard to the relocation of the five Air Force CPOs, the effect of the recommendation would deprive the associated losing installations of mandatory personnel management advisory services, otherwise referred to as non-transactional functions. The Commission found this was not the Air Force's intention.

COMMISSION RECOMMENDATIONS

The Commission found that the Secretary of Defense deviated substantially from final selection criteria 1, 2, 4, and 5 and the Force Structure Plan. Therefore, the Commission recommends the following:

Realign Fort Richardson, AK, by relocating the Civilian Personnel Operations Center to Fort Huachuca, AZ, and consolidating it with the Civilian Personnel Operations Center at Fort Huachuca, AZ.

Realign Human Resource Service Center-Northeast, 111 S. Independence Mall, East, Bourse Building, a leased installation in Philadelphia, PA, by relocating the Civilian Personnel Office to the Naval Support Activity Philadelphia, PA.

Realign Human Resource Service Center-Southwest, 525 B Street, Suite 600, a leased installation in San Diego, CA, by relocating the Civilian Personnel Office to Naval Air Station North Island or Marine Corps Air Station Miramar, CA.

Realign Human Resource Service Center-Pacific, 178 Main Street, Bldg 499, Honolulu, HI, by relocating the Civilian Personnel Office to the Human Resource Service Center-Northwest, 3230 NW Randall Way, Silverdale, WA, and Naval Air Station North Island or Marine Corps Air Station Miramar, CA and

consolidating with the Human Resource Service Centers at Silverdale, WA, and Naval Air Station North Island or Marine Corps Air Station Miramar, CA.

Realign Wright-Patterson Air Force Base, OH, by relocating the transactional functions of the Civilian Personnel Office to Randolph Air Force Base, TX. Retain sufficient positions and personnel to perform the personnel management advisory services, the non-transactional functions, necessary to support the Wright-Patterson Air Force Base, OH, civilian workforce.

Realign Robins Air Force Base, GA, by relocating the transactional functions of the Civilian Personnel Office to Randolph Air Force Base, TX. Retain sufficient positions and personnel to perform the personnel management advisory services, the non-transactional functions, necessary to support the Robins Air Force Base, GA, civilian workforce.

Realign Hill Air Force Base, UT, by relocating the transactional functions of the Civilian Personnel Office to Randolph Air Force Base, TX. Retain sufficient positions and personnel to perform the personnel management advisory services, the non-transactional functions, necessary to support the Hill Air Force Base, UT, civilian workforce.

Realign Tinker Air Force Base, OK, by relocating the transactional functions of the Civilian Personnel Office to Randolph Air Force Base, TX. Retain sufficient positions and personnel to perform the personnel management advisory services, the non transactional functions, necessary to support the Tinker Air Force Base, UT, civilian workforce.

Realign Bolling Air Force Base, DC, by relocating the transactional functions of the Civilian Personnel Office to Randolph Air Force Base, TX. Consolidate the relocated civilian personnel offices with the Civilian Personnel Office at Randolph Air Force Base, TX. Retain sufficient positions and personnel to perform the personnel management advisory services, the non-transactional functions, necessary to support the Bolling Air Force Base, DC, civilian workforce.

Realign 2521 Jefferson Davis Hwy, a leased installation in Arlington, VA, by relocating the transactional functions of the Defense Commissary Agency Human Resource Division and the Washington Headquarters Services Civilian Personnel Office to the Defense Logistics Agency, 3990 East Broad Street, Columbus, OH, and consolidating them with the Customer Support Office of the Defense Logistics Agency.

Realign the Department of Defense Education Activity, 4040 North Fairfax Drive, a leased installation in Arlington, VA, by relocating the transactional functions of the Civilian Personnel Office to the Defense Logistics Agency 3990 East Broad Street, Columbus, OH, and consolidating them with the Customer Support Office of the Defense Logistics Agency.

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The Commission found this change and the recommendation as amended are consistent with the final selection criteria and the Force Structure Plan. The full text of this and all Commission recommendations can be found in Appendix Q.