DCN:11640

INFORMATION PAPER

Subject: Impacts of potential transfers of employees on Team C4ISR intellectual capital.

1. Team Command, Control, Communications, Computers, Intelligence, Surveillance and Reconnaissance (C4ISR) has been involved in systematic workforce planning efforts since 1999. Initial efforts focused on analyzing work force demographic data (average age, average years of service, attrition rates, etc.) and developing strategies to counteract the aging workforce trends that were occurring not only within Team C4ISR, but nation-wide. These efforts culminated in a Team C4ISR work force plan: a systematic analysis of our current workforce, an assessment of future workforce needs, identification of gaps between our current workforce and our future workforce needs, and the development of strategies (e.g., recruitment plans, employee development programs) to close those gaps. As a result of these efforts, Team C4ISR at Fort Monmouth has hired 1600 new employees since FY00.

2. A review of Team C4ISR workforce demographics confirms a finding dating back to our original workforce analyses of 1999: that Team C4ISR will have a large number of retirement eligible employees during the period 2005 to 2010. Within Team C4ISR at Fort Monmouth, 25% of employees are eligible for optional retirement by 2007. (An additional 29% of employees will be eligible for early retirement by 2007.) By 2010, 66% of the overall workforce (38% optional, 28% early) will be eligible for retirement by 2010. Retirement eligibility numbers are especially high at the senior level (GS-14/15 and broadband equivalents), where 65% of senior employees are eligible for either optional (31%) or early (34%) retirement by 2007. In 2010, eligibility increases to 83% (45% optional, 38% early). Although these retirement eligibility numbers are high, our data indicates most of those eligible to retire will not do so immediately upon eligibility (the average retirement age for Team C4ISR is typically 61 or 62). Our experience to date has borne out this prediction. Retirements have not occurred in large waves; they have been much more gradual. Overall attrition within Team C4ISR has remained at or below 7%.

3. Realigning the Team C4ISR at Fort Monmouth work force to another location outside of the commuting area will most likely result in a significantly increased number of retirements. Historically, about 25 to 35% of a civilian work force will transfer to another location under a realignment. We will most likely experience a smaller percentage of the Team C4ISR work force at Fort Monmouth transferring due to the high percentage of retirement eligible employees. We anticipate that the transfer will compress what would normally have been a gradual number of retirements spread out over seven to ten years to a high percentage of those retirements occurring in a two to three year period. Many employees who would not have considered early retirement (or would not have had the opportunity to retire early) will take advantage of that opportunity in lieu of relocation, further exacerbating the problem. We also anticipate that our losses will be especially high among senior level employees, where retirement eligibility is

higher, causing gaps in critical leadership and technical skills that will take years to overcome. We see this as the first of two major human resources challenges that Team C4ISR at Monmouth would face under a realignment.

4. The second major challenge would be the need to hire large numbers of new employees at the new Team C4ISR location. Because the specialized skills of the employees in Team C4ISR ("domain knowledge" in the engineering and information technology fields, logistics, acquisition), there is typically a significant learning curve for new employees. For interns hired out of College (we would anticipate that the majority of our new hires would be interns), the learning curve is typically five to six years to achieve full "journeyman" level skills. For mid-career new hires, the learning curve may be somewhat shorter, but given the requirement for domain knowledge, and the uniqueness of DoD logistics and acquisition skills, we do not expect a significantly shorter learning curve. There is also a significant cost to hire and train a large contingent of employees. These costs are both tangible (e.g., recruiting, lost productivity resulting from position vacancies) and intangible (e.g., impact on morale of remaining work force). Human Resources Consulting Firms (e.g., Saratoga Institute, Hewitt Associates) have estimated the cost of turnover as high as 150% of annual salary, and this estimate is probably low given the highly skilled and technical nature of our workforce, and the additional requirements of the high number of certified acquisition positions.

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DCN:11640

Total Retirement Eligible (Optional + Early)

Team C4ISR at Fort Monmouth

DCSPER Civilian Personnel Data as of May 2005

Engineers & Scientists

	FY05	FY06	FY07	FY08	FY09	FY10	
Senior	43%	48%	54%	63%	70%	80%	ES00, ST00, DB4, NH04, GS14-15
Journeyman	26%	31%	37%	43%	51%	56%	DB03, NH03, GS13, GG13
Entry	14%	16%	18%	19%	22%	24%	NH03, GS5-12

Logistics

	FY05	FY06	FY07	FY08	FY09	FY10	
Senior	74%	76%	79%	85%	89%	94%	ES00, NH04, GS14-15
Journeyman	61%	66%	71%	75%	78%	81%	NH03, GS12-13
Entry	42%	47%	50%	54%	60%	60%	NH02, GS5-11

Contracting

	FY05	FY06	FY07	FY08	FY09	FY10	
Senior	77%	77%	80%	80%	83%	90%	ES00, NH04, GS14-15
Journeyman	59%	64%	69%	72%	74%	72%	NH03, GS12-13
Entry	11%	11%	11%	11%	12%	12%	GS7-11

Other

	FY05	FY06	FY07	FY08	FY09	FY10	
Senior	67%	71%	78%	80%	83%	83%	ES00, DE04, NH04, GS14-15, GG14-15
Journeyman	60%	65%	70%	71%	76%	79%	DE03, NH03, NK3, GS12-13, GG12-13
Entry	43%	49%	55%	60%	65%	68%	DE02, DK02, NH02, NK02, NJ02, GS1-11, GG7-11

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INFORMATION PAPER

USMAPS-DC
LTC Coddington/X25307
31 May 2005

SUBJECT: U.S. Military Academy Preparatory School (USMAPS), Fort Monmouth, NJ

PURPOSE: To present Base Realignment and Closure Commission USMAPS current status

ISSUE: Consideration of relocating USMAPS from Fort Monmouth to West Point, NY.

DISCUSSION:

a. Mission: Provide focused academic, military and physical instruction in a moral-ethical environment to prepare, motivate, and inspire Cadet Candidates for success at the United States Military Academy.

b. Organization:

- Assessed 240 students for AY 2005-2006
  - Typical Class Composition:
    - 75% Invitational Reservists (High School Graduates)
    - 25% Regular Army, US Army Reserve, and National Guard
    - 35 % Recruited Athletes
    - 35% Minorities (varies a few percent annually)
  - Matriculation Rates
    - AY 2003-2004 and 2005-2006 was 85%
    - Average 75-77% Graduation Rate for past 8 years
- 0107 TDA Manning Document
  - 7 Officers
  - 9 Enlisted
  - 39 Civilians

Total of 55 Military and Civilian Staff and Faculty

NOTE: Effective 1 Jun 05, Dining Facility (DFAC) operations coverts to a full-food service contract (25 full and part-time cooks and KPs not included)

c. Facilities and Fields. JUN 05 marks completion of the $22 Million USMAPS Renovation/Revitalization Project. FT Monmouth invested over $4 Million in additional upgrades and enhancements.

- Bldg 1212 (HQs and Administration) - 6,0129 Sq Ft
- Bldg 1205 (East and West Wings) - 76,857 Sq Ft
    - East – Tactical Department Administration and Billeting
    - West – Billeting (204 students, Battalion Dayroom and Mailroom)

Wings adjoined by recently upgraded 240 seat cap. Dining Facility - 6683 Sq Ft

- Bldg 1204 (East and West Wings) - 81,998 Sq Ft
    - East – Athletic Department Administration, Training, Equipment, Meeting Rooms, Locker rooms, and Storage. Billeting for 36 Students
    - West – Three Academic Departments Administration and Classrooms. Monell Learning Center/Computer Lab

Wings adjoined by upgraded Bates Auditorium (300 seat capacity) - 6683 Sq Ft

- Multipurpose Facility- Athletic Inclement Weather Practice, In-processing Site, and Battalion Formation Location) - 20,000 Sq Ft
- Bldg 814 (Supplemental Athletic Facility/Complex). Administration, Team Meeting Rooms, Locker room, Equipment and Storage - 8863 Sq Ft

d. Athletic Facilities and Fields (essentially exclusive use or receive priority)

- Hemphill Field – Practice, Physical Training and Drill Field - 7 Acres
- Deans Field – Practice and Competition Field -9 Acres
- Greely Field – Competition Field and Parades - 20 Acres
- 800 Complex – Football and Track and Field Competition Field -10 Acres
- Physical Fitness Center – Swimming, Mens and Womens Basketball, and administration of APFT and Cadet Fitness Assessment tests - 32,250 Sq Ft

USMAPS Complex Total: 207,113 Sq Ft (not including PFC at 32,250)
USMAPS Exclusive Fields: 26 Acres
USMAPS Priority Use Field: 20 Acres

APPROVED BY:
EDGAR K. RUGENSTEIN
Commandant and Dean

DCN:11640

Information Paper

SFAE-PS-BMD
J. Dempsey/X76585
1 June 2005

SUBJECT: BRAC Report Recommendation to realign the PM Acquisition, Logistics and Technology Enterprise Systems and Services (ALTESS) facility at 2511 Jefferson Davis Hwy, Arlington, VA, a leased installation, by relocating and consolidating into Program Executive Office Enterprise Information Systems (PEO EIS) at Fort Belvoir, VA.

PURPOSE: To provide the BRAC Commission information on the subject relocation.

ISSUE: As part of the recommendation to close Fort Monmouth, NJ, the DoD BRAC report recommends the relocation of PM ALTESS element, located in Arlington, VA, to Fort Belvoir, VA and consolidating into the PEO EIS.

DISCUSSION:

a. The ALTESS facility in Arlington is a sub-element of the Product Manager ALTESS, which is located at Radford, VA. The Arlington group functions as the Information Management Office (IMO) for the ASA(ALT). There are currently 11 ALTESS civilian employees in Presidential Tower in Arlington, and 1 civilian employee in the Pentagon. There are 3 military currently assigned in the Presidential Tower. The approved FY06 TDA has 14 authorized civilian spaces, but all military authorizations have been decremented and will not be backfilled as incumbents leave. There is 1 contractor employee in Presidential Tower.

b. ALTESS personnel provide IT and other support to ASA(ALT), which involves frequent, face-to-face interaction, and physical presence. Some examples of functions performed are: authorize new network accounts (SIPR and NIPR); authorize remote access accounts; process User Change Requests; process departing users; represent ASA(ALT) (as the IMO) at meetings within HQDA; issue and turn-in of cell phones and Blackberries; survey user areas and prepare work orders for: LAN drop moves/adds, VTC equipment installation, VTC lines, phone lines, etc.; and plan for and conduct office moves/relocations. ASA(ALT) is split

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into several locations in the NCR: Pentagon, Rosslyn, Crystal City/Arlington (Presidential Tower, Taylor Bldg, and Crystal Gateway 4 Bldg.) ALTESS personnel supporting ASA(ALT) are primarily located in Pres Tower, with most of the ASA(ALT) personnel - about 300 of the 450 total.

c. ALTESS personnel moved from the Pentagon into Presidential Tower in Feb 1998, along with the ASA(ALT) personnel. The COBRA information for the Fort Monmouth closing indicates that the PM ALTESS personnel are planned to move to Belvoir in FY2009. There is no information currently available on the timeframe and the actual location on Belvoir for the ASA(ALT) organization that ALTESS supports.

REVIEWED BY:

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PEO EIS

APPROVED BY:

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DCN:11640

INFORMATION PAPER

J. Preston/DSN 266-6708
1 June 2005

SUBJECT: Tactical Operations Centers/Air and Missile Defense Command and Control Systems (TOCs/AMDCCS) Project Office and Force XXI Battle Command Brigade Below – Blue Force Tracking -Aviation) in Huntsville, AL and Ft. Monmouth, NJ

PURPOSE: To present the BRAC Commissioners with information related to TOCs/AMDCCS and FBCB2-BFT resources in Huntsville, AL and Ft. Monmouth, NJ.

ISSUE: To provide some pertinent details to BRAC Commissioners conducting a site visit to Ft. Monmouth, NJ.

DISCUSSION:

a. The mission of the TOCs/AMDCCS Project Office is to provide an air and ground integrated command and control capability to commanders and staffs across all echelons of command, by providing the overall direction and guidance for the development, acquisition, testing, product improvement and fielding of Army Tactical Operations Centers (TOCs), Air and Missile Defense Command and Control Systems (AMDCCS), Army Airborne Command and Control Systems (A2C2S), and Common Hardware Systems (CHS). The Project Manager (PM) for TOCs/AMDCCS reports directly to the Program Executive Office Command, Control and Communications Tactical (PEO C3T) in Ft. Monmouth, NJ. PM TOCs/AMDCCS and the majority of the technical, logistics and program management workforce (approximately 74%) are located in Huntsville, AL. Approximately 13% of the TOCs/AMDCCS workforce is located in Ft. Monmouth, NJ. The remaining 13% of the workforce is co-located at various field offices throughout the U.S. (e.g., Ft. Hood, TX; Ft. Bliss, TX, Ft. Lewis, WA; Ft. Leavenworth, KS). The mission of the Force XXI Battle Command Brigade Below – (Blue Force Tracking - Aviation) is to provide the ground forces commander situational awareness of friendly forces (blue icons).

b. The TOCs/AMDCCS Project Office workforce in Huntsville, Al is currently comprised of 37 authorized plus 10 over hire military and civilian positions, 109 matrix positions from AMRDEC and IMMC (82 on-site and 18 off-site) and 130 support contractors (15 on-site and 115 off-site), accounting for approximately $37M in annual payroll and $400M in prime contracts efforts (FY06). The Huntsville FBCB2 - BFT operation is comprised of one civilian, five on-site matrix positions from AMRDEC and IMMC and 41 on-site support contractors.

c. The TOCs/AMDCCS Project Office and BFT-A are currently located in close proximity with government and contractor partners. Specific aviation expertise includes PEO Aviation, PM Utility, PM Apache, PM Chinook and the Aviation Engineering Directorate (airworthiness authority), which form a vital part of the A2C2S and BFT-A teams. AMDCCS local subject matter experts include PM Patriot, PM Sentinel, PM JLENs and PM MEADs offices, all of which require extensive coordination for the development of AD software. The AMDCCS, TOCs, A2C2S, and BFT-A prime contractors and AMRDEC Prototype Integration Facility are located in Huntsville and Redstone Arsenal.

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Economic Impact on Communities: This recommendation will not result in any job reductions (direct or indirect) over the 2006-2011 period in the Fayetteville, NC and Fort Walton Beach-Crestview-Destin, FL, metropolitan statistical areas. The aggregate economic impact of all recommended actions on this economic region of influence was considered and is at Appendix B of Volume I.

Community Infrastructure Assessment: A review of community attributes revealed no significant issues regarding the ability of the local community's infrastructure to support missions, forces, and personnel. Of the ten attributes evaluated (Child Care, Cost of Living, Education, Employment, Housing, Medical Health, Population Center, Safety, Transportation, and Utilities) two levels of support declined (Cost of Living, Education) when moving activities from Fort Bragg to Eglin AFB. There are no known community infrastructure impediments to implementation of all recommendations affecting the installations in this recommendation.

Environmental Impact: This recommendation may result in operational restrictions to protect cultural or archeological resources at Eglin AFB and Fort Bragg. Tribal consultations may also be required at both locations. Operations are currently restricted by electromagnetic radiation and/or emissions and additional operations/training may result in operational restrictions at Eglin AFB. Further analysis may be necessary to determine the extent of new noise impacts at Eglin and Bragg. Additional waste production at Eglin may necessitate modifications of hazardous waste program. Increased water demand at Fort Bragg may lead to further controls and restrictions and water infrastructure may need upgrades due to incoming population. Additional operations at Eglin may impact wetlands, resulting in operational restrictions. An evaluation of operational restrictions for jurisdictional wetlands will likely have to be conducted at Fort Bragg. Added operations may impact threatened and endangered species at Fort Bragg and result in further operational and training restrictions. This recommendation has no impact on air quality; dredging; land use constraints or sensitive resource areas; or marine mammals, resources, or sanctuaries. This recommendation will require spending approximately $1.0M for environmental compliance costs. These costs were included in the payback calculation. This recommendation does not otherwise impact the costs of environmental restoration, waste management, and environmental compliance activities. The aggregate environmental impact of all recommended BRAC actions affecting the installations in this recommendation has been reviewed. There are no known environmental impediments to implementation of this recommendation.

Fort Monmouth, NJ

Recommendation: Close Fort Monmouth, NJ. Relocate the US Army Military Academy Preparatory School to West Point, NY. Relocate the Joint Network Management System Program Office to Fort Meade, MD. Relocate the Budget/Funding, Contracting, Cataloging, Requisition Processing, Customer Services, Item Management, Stock Control, Weapon System Secondary Item Support, Requirements Determination, Integrated Materiel Management Technical Support Inventory Control Point functions for Consumable Items to Defense Supply Center Columbus, OH, and reestablish them as Defense Logistics Agency Inventory Control Point functions; relocate the procurement management and related support functions for Depot

Level Reparables to Aberdeen Proving Ground, MD, and designate them as Inventory Control Point functions, detachment of Defense Supply Center Columbus, OH, and relocate the remaining integrated materiel management, user, and related support functions to Aberdeen Proving Ground, MD. Relocate Information Systems, Sensors, Electronic Warfare, and Electronics Research and Development & Acquisition (RDA) to Aberdeen Proving Ground, MD. Relocate the elements of the Program Executive Office for Enterprise Information Systems and consolidate into the Program Executive Office, Enterprise Information Systems at Fort Belvoir, VA.

Realign Fort Belvoir, VA by relocating and consolidating Sensors, Electronics, and Electronic Warfare Research, Development and Acquisition activities to Aberdeen Proving Ground, MD, and by relocating and consolidating Information Systems Research and Development and Acquisition (except for the Program Executive Office, Enterprise Information Systems) to Aberdeen Proving Ground, MD.

Realign Army Research Institute, Fort Knox, KY, by relocating Human Systems Research to Aberdeen Proving Ground, MD.

Realign Redstone Arsenal, AL, by relocating and consolidating Information Systems Development and Acquisition to Aberdeen Proving Ground, MD.

Realign the PM Acquisition, Logistics and Technology Enterprise Systems and Services (ALTESS) facility at 2511 Jefferson Davis Hwy, Arlington, VA, a leased installation, by relocating and consolidating into the Program Executive Office, Enterprise Information Systems at Fort Belvoir, VA.

Justification: The closure of Fort Monmouth allows the Army to pursue several transformational and BRAC objectives. These include: Consolidating training to enhance coordination, doctrine development, training effectiveness and improve operational and functional efficiencies, and consolidating RDA and T&E functions on fewer installations. Retain DoD installations with the most flexible capability to accept new missions. Consolidate or co-locate common business functions with other agencies to provide better level of services at a reduced cost.

The recommendation relocates the US Army Military Academy Preparatory School to West Point, NY and increases training to enhance coordination, doctrine development, training effectiveness and improve operational and functional efficiencies.

The recommendation establishes a Land C4ISR Lifecycle Management Command (LCMC) to focus technical activity and accelerate transition. This recommendation addresses the transformational objective of Network Centric Warfare. The solution of the significant challenges of realizing the potential of Network Centric Warfare for land combat forces requires integrated research in C4ISR technologies (engineered networks of sensors, communications, information processing), and individual and networked human behavior. The recommendation increases efficiency through consolidation. Research, Development and Acquisition (RDA), Test and Evaluation (T&E) of Army Land C4ISR technologies and systems is currently split

among three major sites – Fort Monmouth, NJ, Fort Dix, NJ, Adelphi, MD and Fort Belvoir, VA and several smaller sites, including Redstone Arsenal and Fort Knox. Consolidation of RDA at fewer sites achieves efficiency and synergy at a lower cost than would be required for multiple sites. This action preserves the Army's "commodity" business model by near collocation of Research, Development, Acquisition, and Logistics functions. Further, combining RDA and T&E requires test ranges – which cannot be created at Fort Monmouth.

The closure of Fort Monmouth and relocation of functions which enhance the Army's military value, is consistent with the Army's Force Structure Plan, and maintains adequate surge capabilities. Fort Monmouth is an acquisition and research installation with little capacity to be utilized for other purposes. Military value is enhanced by relocating the research functions to under-utilized and better equipped facilities; by relocating the administrative functions to multi-purpose installations with higher military and administrative value; and by co-locating education activities with the schools they support. Utilizing existing space and facilities at the gaining installations, maintains both support to the Army Force Structure Plan, and capabilities for meeting surge requirements.

Payback: The total estimated one-time cost to the Department of Defense to implement this recommendation is $822.3M. The net of all costs and savings to the Department of Defense during the implementation period is a cost of $395.6M. Annual recurring savings to the Department after implementation are $143.7M with a payback expected in 6 years. The net present value of the costs and savings to the Department over 20 years is a savings of $1,025.8M.

This recommendation affects non-DoD Federal agencies. These include, the U.S. Post Office, the Department of Justice and the General Services Administration. In the absence of access to credible cost and savings information for those agencies or knowledge regarding whether those agencies will remain on the installation, the Department assumed that the non-DoD Federal Agencies will be required to assume new base operating responsibilities on the affected installation. The Department further assumed that because of these new base operating responsibilities, the affect of the recommendations on the non-DoD agencies would be an increase in cost. As required by Section 2913 (d) of the BRAC statute, the Department has taken the effect on the cost of these agencies into account when making this recommendation.

Economic Impact on Communities: Assuming no economic recovery, this recommendation could result in a maximum potential reduction of 9,737 jobs (5,272 direct and 4,465 indirect jobs) over the 2006 – 2011 periods in the Edison, NJ Metropolitan Division, which is 0.8 percent of economic area employment.

Assuming no economic recovery, this recommendation could result in a maximum potential reduction of 20 jobs (11 direct and 9 indirect jobs) over the 2006 – 2011 periods in the Elizabethtown, KY Metropolitan Division, which is 0.03 percent of economic area employment.

Assuming no economic recovery, this recommendation could result in a maximum potential reduction of 1,218 jobs (694 direct and 524 indirect jobs) over the 2006 – 2011 periods in the Washington-Arlington-Alexandria, DC-VA-MD-WV Metropolitan Division, which is 0.04 percent of economic area employment.

Assuming no economic recovery, this recommendation could result in a maximum potential reduction of 63 jobs (37 direct and 26 indirect jobs) over the 2006 – 2011 periods in the Huntsville, AL Metropolitan Division, which is 0.03 percent of economic area employment.

Assuming no economic recovery, this recommendation could result in a maximum potential increase of 9,834 jobs (5,042 direct and 4,792 indirect jobs) over the 2006 – 2011 periods in the Baltimore-Towson, MD Metropolitan Division, which is 0.6 percent of economic area employment.

Assuming no economic recovery, this recommendation could result in a maximum potential increase of 422 jobs (264 direct and 158 indirect jobs) over the 2006 – 2011 periods in the Poughkeepsie-Newburgh-Middletown, NY Metropolitan Division, which is 0.1 percent of economic area employment.

Assuming no economic recovery, this recommendation could result in a maximum potential increase of 89 jobs (49 direct and 40 indirect jobs) over the 2006 – 2011 periods in the Columbus, OH Metropolitan Division, which is 0.01 percent of economic area employment.

The aggregate economic impact of all recommended actions on these economic regions of influence was considered and is at Appendix B of Volume I.

Community Infrastructure Assessment: A review of community attributes revealed no significant issues regarding the ability of the infrastructure of communities to support forces, missions, and personnel. When moving from Fort Monmouth to Aberdeen, MD, the following local area capabilities improve: Cost of Living and Medical Health. The following attributes decline: Safety and Transportation. When moving from Fort Monmouth to West Point, the following local area capabilities improve: Education and Employment. The following attribute declines: Housing. When moving from Fort Monmouth to Fort Belvoir, the following local area capabilities improve: Employment and Medical Health. The following attributes decline: Education and Safety. When moving from Fort Monmouth to Fort Meade, the following local area capabilities improve: Cost of Living and Medical Health. The following attributes decline: Education and Safety. When moving from Fort Monmouth to Columbus, OH, the following local area capabilities improved: Cost of living, Employment, and Medical Health. The following attribute declines: Safety. When moving from Fort Belvoir to Aberdeen, MD, the following local area capabilities improve: Cost of living and Education. The following attributes decline: Employment, Safety and Transportation. When moving from Fort Knox to Aberdeen, MD, the following local area capabilities improve: Housing, Employment, and Medical Health. The following attributes decline: Cost of Living, Safety, and Transportation. When moving from Redstone Arsenal to Aberdeen, MD, the following local area capabilities improve: Child Care, Housing, and Medical Health. The following attributes decline: Employment, Safety, Population Center, and Transportation. When moving from Arlington, VA, to Aberdeen, MD, the following attributes decline: Population Center, and Transportation.

Environmental Impact: Closure of Fort Monmouth will necessitate consultations with the State Historic Preservation Office to ensure that sites are continued to be protected. Fort Monmouth's

previous mission-related activities will result in land use constraints/sensitive resource area impacts. An Air Conformity Analysis and a New Source Review and permitting effort is required at Aberdeen, West Point, and Fort Belvoir. The extent of the cultural resources on Aberdeen, West Point, and Fort Belvoir are uncertain. Potential impacts may occur as result of increased times delays and negotiated restrictions. Additional operations at Aberdeen, West Point, and Fort Belvoir may further impact threatened/endangered species leading to additional restrictions on training or operations. Significant mitigation measures to limit releases may be required to reduce impacts to water quality and achieve US EPA water quality standards. Due to the increase in personnel there would be a minimal impact on waste production and water consumption at Defense Supply Center Columbus (DSCC), OH. This recommendation has no impact on dredging; land use constraints or sensitive resource areas; marine mammals, resources, or sanctuaries; noise; or wetlands. This recommendation will require spending approximately $2.95M for environmental compliance activities. These costs were included in the payback calculation. Fort Monmouth reports $2.9M in environmental restoration costs. Because the Department has a legal obligation to perform environmental restoration regardless of whether an installation is closed, realigned, or remains open, these costs were not included in the payback calculation. This recommendation does not impact the costs of environmental restoration, waste management, and environmental compliance activities. The aggregate environmental impact of all recommended BRAC actions affecting the installations in this recommendation has been reviewed. There are no known environmental impediments to implementation of this recommendation.

Fort Hood, TX

Recommendation: Realign Fort Hood, TX, by relocating a Brigade Combat Team (BCT) and Unit of Employment (UEx) Headquarters to Fort Carson, CO.

Justification: This recommendation ensures Army BCTs and support units are located at 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 the military value of the installations and the home station training and readiness of the units at the installations by relocating units to installations that can best support the training and maneuver requirements associated with the Army's transformation.

This recommendation relocates to Fort Carson, CO, a Heavy BCT that will be temporarily stationed at Fort Hood in FY06, and a Unit of Employment Headquarters. The Army is temporarily stationing this BCT to Fort Hood in FY06 due to operational necessity and to support current operational deployments in support of the Global War on Terrorism (GWOT). However, based on the BRAC analysis, Fort Hood does not have sufficient facilities and available maneuver training acreage and ranges to support six permanent heavy BCTs and numerous other operational units stationed there. Fort Carson has sufficient capacity to support these units. The Army previously obtained approval from the Secretary of Defense to temporarily station a third BCT at Fort Carson in FY05. Due to Fort Carson's capacity, the BRAC analysis indicates that the Army should permanently station this third BCT at Fort Carson.