

**BASE VISIT REPORT**

**U. S. Army Human Resources Command-St Louis, MO**

**25 MAY 2005**

**LEAD COMMISSIONER:** BG Sue Ellen Turner, USAF (Ret)

**ACCOMPANYING COMMISSIONER:** None

**COMMISSION STAFF:** Timothy Abrell, Marylyn Wasleski

**LIST OF ATTENDEES:** COL Debra Cook, Commander; COL Limuel Hunter, Deputy Commander; Edward Busse, GSA; Charles Barnes, Senator Bond's Office; Kacky Garner, Senator Talent's office; Steven Engelhardt, Congressman Clay's office; Union representatives: James Shepherd, President, Ben Adkins, Vice-President, Elton Hooper, steward

**BASE'S PRESENT MISSION:** HRC integrates and coordinates military personnel systems to develop and optimize the utilization of the Army's human resources in peace and war. HRC also performs all personnel management functions for the distribution, development, retention and transition of active duty soldiers, mobilized Reserve component soldiers, and those on extended tours of active duty, temporary tours of active duty, or retired recalled to active duty.

**SECRETARY OF DEFENSE RECOMMENDATION:** Realign Army Human Resources Command leased facilities in Alexandria, VA, Indianapolis, IN, and St. Louis, MO. Relocate and consolidate all functions at Fort Knox, KY.

**SECRETARY OF DEFENSE JUSTIFICATION:** The collocation of military personnel and recruiting functions for Army and Air Force creates Service Human Resources Centers for Excellence and improves personnel lifecycle management. This recommendation enables Business Process Reengineering transformation to support several significant Department of Defense initiatives such as increasing Active and Reserve Component Total Force integration and effectiveness and supporting the Department's goals for the Continuum of Service concept which permits a range of participation to assist in force management and relieve stress on military skills that have been in high demand during recent operations and also supporting the ongoing development and implementation of the Defense Integrated Military Human Resource System (DIMHRS). For the Army, this recommendation eliminates over 1,100,000

square feet of leased space with annual lease savings of over \$31.0M and a one-time cost avoidance of over \$30.0M.

**MAIN FACILITIES REVIEWED:** US Army Human Resources Command, 1 Reserve Way, St. Louis, MO

**KEY ISSUES IDENTIFIED**

- Loss of experienced civilian personnel
- Critical impact of move on continuing operations and service to customers
- Lose direct access to archived records

**INSTALLATION CONCERNS RAISED**

- Capacity of IT infrastructure at new site questionable
- Highly skilled software techs for pay and personnel system at current site may be lost
- Aging demographics in civilian workforce could mean high percentage of loss during move
- Since current site is leased from GSA, there will be a gap of non-revenue generating time before a new tenant can be found

**COMMUNITY CONCERNS RAISED:**

- Deeply rooted civilian workforce
- Lack of information about benefits and rights for the move

**REQUESTS FOR STAFF AS A RESULT OF VISIT:** None