

# AFMC CIVILIAN PERSONNEL AT ALC'S

# BRAC RECOMMENDATION

- Transfer the Civilian Personnel Office from Tinker AFB to Randolph AFB
  - Results in loss of 111 jobs
- Same recommendation proposed for Hill, Robins, and Wright Patterson AFBs.

# REQUEST BRAC RECONSIDER RECOMMENDATION

- Eliminates local HR capability for civilian workforce of 14,000
- Severs Commander Title 5 USC accountability from execution
  - Breaks the “Chain of Command” between doers and owners
- Establishes structure that differs from the rest of AF installations
  - Other AF bases will retain Civilian Personnel Offices on-site

# AF CONSOLIDATION PLAN - “PALACE COMPASS”

- Implemented under direction of DoD
- Some personnel workload already transferred to Randolph
  - computer data systems, on-line insurance processing, etc.
- Additional workload schedule to migrate to Randolph before FY 10
  - staffing vacancies, records management, etc.
- Positions already realigned to Randolph – transfer of workload pending

# Palace Compass Cont.

- Face-to-face workload remains at local installation
  - Hiring, firing and disciplinary action
  - Union/mgt. relations grievances
  - EEO and affirmative actions
  - Workers Compensation
  - Job Classification
  - Examining

# REQUEST BRAC RECONSIDER RECOMMENDATION

- AF to proceed with PALACE Compass
- Retain 111 jobs at Tinker AFB to provide important “hands-on” HR support
- Keep ALC personnel aligned with all other AF installations

**DEPARTMENT OF DEFENSE PERSONNEL  
BRAC RECOMMENDATIONS  
FOR RECONSIDERATION**

**By**

**Lieutenant General Richard A. Burpee Ret.**

**BRAC Recommendation: Consolidate Civilian Personnel Offices (CPO) within the three USAF Air Logistics Centers by relocating their CPO's to Randolph AFB.**

The justification for this relocation within these military departments is to reduce excess capacity, reduce the use of leased facilities and achieve manpower saving through consolidation and elimination of duplicate functions.

The Oklahoma City Air Logistics Center will lose 111 direct jobs, Ogden 85 and Warner Robins 95. All of these personnel jobs provide important human relations functions in a "face-to face interaction" to a large number of civilian employees, at Tinker for example over 14,000.

**Title 5 USC**

This realignment would sever the installations commander Title 5 accountability from executing personnel actions within their command. While the personnel center at Randolph may be ultimately responsible for personnel actions at each of the ALC's, they would not execute the personnel actions. In short transferring the personnel staff from the ALC's to Randolph would break the "chain of command" between the "doers and owner".

**This transfer establishes a structure that differs from the rest of the Air Force installations. All other AF bases will retain civilian personnel offices on site.**

**PALACE COMPASS**

DOD directed the components to regionalize civilian personnel services in early 90's. The Air Force Plan was PALACE COMPASS. It opted to centralize servicing personnel at AFMPC at Randolph AFB. The ALC's and WPAFB gave up 89 personnel spaces to AFMPC. AFMPC was unable to handle the workload and the transfer was halted in 1998. The ALC's and the 11<sup>th</sup> Wing were relabeled "Interim Personnel Centers".

Meanwhile, the ALC's had given up the personnel spaces but still had the workload. The Air Force Corporate Board authorized Tinker to have "22 over hires" to meet the personnel workload requirements. I recommend that the Air Force proceed with Palace Compass since they have the personnel spaces and continue the pending workload transfer to AFMPC. They should continue to accept the transfer for handling routine staffing vacancies, records management, computer date systems, on-line insurance processing and etc.

However, the face-to-face workload should remain at the local installations (ALC's) such as Tinker with 111 people. **Human relation actions such as the following should not be "remote":**

- **Hiring, firing and disciplinary action.**
- **Union/mgt. relations grievances.**
- **EEO and affirmative actions.**
- **Workers compensation.**
- **Job Classification**
- **Examining.**

**Furthermore such activities should also remain at the ALC's:**

- **Employment forecasting.**
- **Program execution.**
- **Civilian awards.**
- **Exit interviews.**

## **Rationale**

The rational to transfer the personnel from the ALC's to AFMPC was based on reducing excess capacity and leased facilities and consolidating personnel. There is no excess capacity and leased facilities at the ALC's. Consolidating the personnel activity at Randolph creates a "remote" operation and eliminates the important face-to-face human relations in the personnel business. For the above reasons, I don't believe it will work.

**REQUEST BRAC RECONSIDER THE DOD RECOMMENDATION**

1. The Air Force should proceed with Palace Compass and AFMPC perform the workload commensurate with the current personnel transfers.
2. Retain 111 jobs at Tinker AFB to provide the important "hands on human" relations support.
3. Keep the ALC's personnel function aligned along with all the other Air Force installations.