

BASE VISIT REPORT

U. S. Army Human Resources Command-Alexandria, VA

24 June 2005

LEAD COMMISSIONER: None

ACCOMPANYING COMMISSIONER: None

COMMISSION STAFF:

Colleen Turner, Joint Cross Service Team, Lead Analyst
Timothy Abrell, Joint Cross Service Team, Support Analyst

LIST OF ATTENDEES:

BG Dorian Anderson, Commander
Mike Brinker, GSA
Edward Busse, GSA
William Boos, GSA
Lois Hickey, G-1
LTC Goering, Dep COS
AL Blanchard, Personnel
Lou Henkel, Dep EPMD
Rick Porter, TAG
Rhett Hernandez, Dir OPMD
Cyndi Fisher, Dep COS Personnel, Logistics
LTC Arcuri, IG
LTC Prosser, Plans
COL Jim Larsen, Dep TAG
LTC Alexandria Shephard, BRAC Lead
COL Sheila Hickman, Commander EREC
CSM John Gathers, CSM

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, 2461 Eisenhower AVE, Alexandria, VA

KEY ISSUES IDENTIFIED

- Consolidation was planned before BRAC 2005
- The Commander, MG Anderson, is not concerned where new site is to be. He sees that moving out of all sites and consolidating into a separate site will create synergy that enables the organization to create improved business practices and incorporate leading edge technologies
- Co-locating to a military base will help create a better working environment with constant reminders of focus on soldiers that are not present in current off post sites
- Military services (commissary, PX, medical) will be more readily available for soldiers than they are in St Louis and Indianapolis if HRC were to be located on a military base
- Service and support of legacy systems are a problem that can be solved with new infrastructure and construction at a new site
- Recently had a 30% reduction in personnel based on new data system implementation. However, new system start up has been delayed and still operating under legacy system. This has a tremendous impact on the workload of current staff. Since moving will cause estimated 25% turnover in personnel there are fears about how that will negatively effect the units ability to accomplish there mission after the move to a new site
- Consolidation will speed fielding of the new system and create the integration of all three sites into a common data base that will be invaluable in mission support
- Greatest risk in moving to a new site will be continuity of operations
- The Command has experienced many labor relations problems with St Louis civilian personnel. They have had costly legal expenses and Union officials have been unwilling

to partner with management. Moving to Ft. Knox will help to remove them from an adversarial relationship

- Civilian Personnel Management Center in Aberdeen, MD is programmed to combine with HRC in 2005 (delayed until after BRAC). There are 2000+ personnel involved in this move (not a BRAC action)

INSTALLATION CONCERNS RAISED

- The Alexandria site does meet many force protection criteria, contrary to what has been said of leased facilities
- Lease end date of 2010 is after proposed move date of 2008. This leaves two years left in the lease agreement that the government will have to continue to pay for under the lease agreement. This is currently \$12.8 million annually

COMMUNITY CONCERNS RAISED:

- Necessity of moving out of lease space is concern of elected officials from Virginia
- Commitment of dedicated employees not weighed in criteria
- Regional hearing testimony stated that no facility on Ft. Knox is large enough to house consolidated HQ (approx. 3,500). Estimate that it will cost \$200

REQUESTS FOR STAFF AS A RESULT OF VISIT: None