

Minutes of JPAT Working Group meeting, 14 August 2003.**Topic: Personnel****1. Attendance**

- a. The following members attended the meeting:

Dave Fletcher	JCSG HSA
Joanna Chan	CEAC
James Auchter	SAFM-CES
John Desiderio	OSD BRAC
Jack Leather	Navy BRAC
Frank Sosa	AF BRAC
Alex Yellin	OSD BRAC
Jack Francisco	DLA / JCSG S&S
Marcia L. Kilby	OIG DoD Auditor
Omer Alper	Navy BRAC
Rich Marshall	JCSG Industrial
Joan Muskeyvalley	JCSG Industrial
James Short	JCSG Technical
Andrea Beck	AAA
John Spicer	JCSG S&S
Rafo Villalba	ODUSD (Labs)
Armando Drake	DLA
Tom Mahalek	GAO
Dharam Jain	OIG DoD
Rich Gladhill	USAAA
Peter DeSalva	JCSG Technical
Steven Evans	JCSG Technical
Saul Pleeter	OSD (P&R)
Art Levesque	R&K Engineering
John Dovich	R&K Engineering

- b. The following groups did not send a representative:

JCSG Medical
 JCSG E&T
 JCSG Intel
 OSD Comptroller
 OSD PAE

2. Opening Remarks. MAJ Smith opened the meeting by stating the purpose and objectives of the session. He then requested that JPAT members do preliminary research

THE ARMY BASING STUDY (TABS) GROUP

into potential BOS and SRM issues. Members were requested to review the COBRA algorithms to identify and raise issues. Issues are to be put in email form and sent to the JPAT members to generate discussion before the scheduled BOS and SRM special sessions. MAJ Smith then proceeded with the first agenda item, civilian pay and allowances.

3. Agenda Item #1. Civilian Pay and Allowances. Summary of comments and discussion. MAJ Smith presented the recommendations of the expert panel that met on 6 August. This group had recommended that average civilian salary be eliminated from the standard factors and that civilian salaries, in two categories (General Schedule and Federal Wage System), be made installation specific data elements along with a Locality Pay factor for each installation. After discussion, the JPAT working group decided on the following:

- a. The locality pay rate will be added to each installation's static data. This can be found on Data Entry Screen Four - Base Information Static. The locality pay rate will be used to determine the difference in paying civilians at point A versus paying civilians at point B.
- b. Civilians will not be divided into two groups, white collar and blue collar. The number of blue collar workers has decreased by over 50% in the last decade and during that same time the Services have hired very few WG1 through WG3 workers. The JPAT agreed that since the number of WG workers was relatively small compared to GS workers that the addition category would do little to change the cost.
- c. Average civilian salary will not be used as an installation specific data element. The JPAT decided that the addition of locality pay was sufficient to capture the salary delta resulting from moving civilians. Also, most of the civilian salary savings in COBRA comes from the civilians eliminated. Most of the civilians eliminated in a closure would be GS level. The JPAT agreed to find the CONUS GS median salary and use that as a standard factor.
- d. An idea to use average salary at an installation to capture the civilian demographic of that installation was discarded. The JPAT agreed that the most likely scenario is to move functions to a base that performs similar functions, so the locality pay would capture the difference in civilian salary cost.

4. Agenda Item #2, Median Home Prices. Summary of comments and discussion.

THE ARMY BASING STUDY (TABS) GROUP

- a. The JPAT approved using a linear equation developed from least squares regression to estimate the local median home price at each installation. The independent variable is the BAH while the dependent variable is the median home price for the installation's county (census bureau data). The BAH is already in the model and it is easy to certify since it is DoD approved. BAH also is developed based on rents which intuitively should parallel housing costs. The linear equation will be refined with the help of Saul Pleeter from OSD (P&R) and the data from the other Services will be included; the concept was approved.
- b. Officer BAH will be for an O-3, with dependents. Enlisted BAH will be for an E-5 with dependents.

5. Agenda Item #3, Military Pay. Summary of comments and discussion.

- a. The JPAT decided to use one DoD average salary factor for officers and one DoD average salary factor for enlisted. The differences in the Services are not significant enough to affect outcomes. Also, for joint scenarios we would have to then track officers and enlisted from all of the Services. Again, this level of analysis would provide little to the macro COBRA model.
- b. All references and algorithms that referred to BAQ and VHA were modified to include BAH.
- c. The JPAT agreed that military eliminations **WOULD** be considered as salary savings. Also the JPAT recommended to remove the input boxes for Scenario Changes (No Salary Savings) found on Screen Six - Base Information. The JPAT found no reason to have these input boxes any longer. (NOTE: The GAO representative, Tom Mahalek, advised the JPAT that he disagreed with the salary issue. He stated that GAO felt salary savings would only be accomplished with military end strength reductions. GAO considers itself a non-voting member of the JPAT and attends as an advisor only. No other JPAT members had issue with the decision.)

6. Agenda Item #4, Other Items. Summary of comments and discussion.

- a. Change the name of "Percent Military Families Living on Base" to "Percent Military Families Living in Military Housing (not drawing BAH).
- b. Change name "Force Structure Changes by Year (+Increase/-Decrease)" to "Programmed Installation Population Changes (non-BRAC)".
- c. Changed names "Percent of Officers/Enlisted Married" to "Percent Officers/Enlisted Accompanied".
- d. Changed name "Priority Placement Rate" to "Priority Placement Program".

THE ARMY BASING STUDY (TABS) GROUP

Rate".

- e. Changed name "PPS Placements Involving PCS" to "PPP Placements Involving PCS".
- f. Average Unemployment Costs/Week will use the nationwide average from Department of Labor.
- g. Unemployment Eligibility will be 26 weeks.

7. Old Due Outs

- a. R&K Engineering
 - 1) Tasked to determine a value for the site preparation standard factor that can be certified.
 - 2) Tasked to find the source of the statutory limit of spending 75% of the cost of a new building to rehabilitate an old one.
 - 3) Tasked to find out when the next DoD FPG is slated to be published.
- b. A standard factor is needed to account for the cost to install new IT equipment in military construction. This value will be discussed at a follow on JPAT meeting on IT in general.

8. New Due Outs

- a. MAJ Smith - Find the source of civilian employment factors
- b. R&K - Refine HAP standard factors with Corps of Engineers

9 Closing Statements. MAJ Smith closed the meeting after announcing that the next JPAT Working Group meeting will be on 21 August 2003 with the subject being privatization and outsourcing.

Attachments:

COBRA JPAT Agenda, Briefing, and supporting handouts – 14 August 2003