

ARMY HUMAN RESOURCES COMMAND, ALEXANDRIA, VA

BASE VISIT

June 24th, 2005

TABLE OF CONTENTS

TAB

1. ITINERARY
2. BASE SUMMARY SHEET
3. SECRETARY OF DEFENSE RECOMMENDATION
4. INSTALLATION REVIEW
5. STATE MAP AND STATISTICAL DATA
6. STATE CLOSURE HISTORY LIST – Not applicable
7. PRESS ARTICLES AND CORRESPONDENCE
8. ADDITIONAL INFORMATION



VISIT ITINERARY

Army Human Resources Command, Alexandria, VA

24 June 2005

DATE/TIME	EVENT	LOCATION	POC	ACTION
8:00 pm 24 June 2005	Senior Analysts arrives	Alexandria, VA	Cyndi Fisher	Meet with installation representatives
12:00pm 24 June 2005	Senior Analysts leave	Alexandria, VA	NA	Give/receive briefings- Q& A Walk around tour



DEFENSE BASE CLOSURE AND REALIGNMENT COMMISSION

BASE SUMMARY SHEET

Human Resources Command, Alexandria, VA

INSTALLATION MISSION

Consolidate/Co-locate Active and Reserve Personnel & Recruiting Centers for Army and Air Force (HSA-33)

- Human Resources Command (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
- HRC is headquartered in Alexandria, VA, with an additional location in St. Louis, MO. The Enlisted Records and Evaluation Center remains in Indianapolis, IN

DOD 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

DOD 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

COST CONSIDERATIONS DEVELOPED BY DOD

- One-Time Costs: \$119.3 million
- Net Savings (Cost) during Implementation: \$463.0 million
- Annual Recurring Savings: \$152.8 million

- Return on Investment Year: 2006 (0)
- Net Present Value over 20 Years: \$1,913.4 million

MANPOWER IMPLICATIONS OF THIS RECOMMENDATION (EXCLUDES CONTRACTORS)

Baseline	<u>Military</u>	<u>Civilian</u>	<u>Students</u>
Reductions	575	1,438	0
Realignments	0	0	0
Total	575	1,438	0

MANPOWER IMPLICATIONS OF ALL RECOMMENDATIONS AFFECTING THIS INSTALLATION (INCLUDES ON-BASE CONTRACTORS AND STUDENTS)

	Out		In		Net Gain (Loss)	
	<u>Military</u>	<u>Civilian</u>	<u>Military</u>	<u>Civilian</u>	<u>Military</u>	<u>Civilian</u>
This Recommendation	(575)	(1,438)	0	0	(575)	1,438
Other Recommendation(s)						
Total	(575)	(1,438)	0	0	(575)	(1,438)

ENVIRONMENTAL CONSIDERATIONS

- This recommendation has no impact on air quality; cultural, archeological, or tribal resources; dredging; land use constraints or sensitive resource areas; marine mammals, resources, or sanctuaries; noise; threatened and endangered species or critical habitat; waste management; water resources; or wetlands

REPRESENTATION

Governor Mark Warner

Senator John Warner, Senator George Allen

Congressman James Moran

ECONOMIC IMPACT (entire recommendation)

- Potential Employment Loss: 3,715 (2,177 direct and 1,558 indirect)
- MSA Job Base: 3,735,000 jobs
- Percentage: 0.1 % percent decrease

MILITARY ISSUES

- Loss of Civilian workforce in move to Ft. Knox
- Continuity of operations during move
- Ability of infrastructure, particularly in IT, at gaining base

COMMUNITY CONCERNS/ISSUES

- Elected officials are concerned about the need to leave this area and its experienced workforce
- Availability of civilian housing

ITEMS OF SPECIAL EMPHASIS

Tim Abrell/Joint Cross Service Team/23 June 05



DOD RECOMMENDATION

Consolidate/Co-locate Active and Reserve Personnel & Recruiting Centers for Army and Air Force

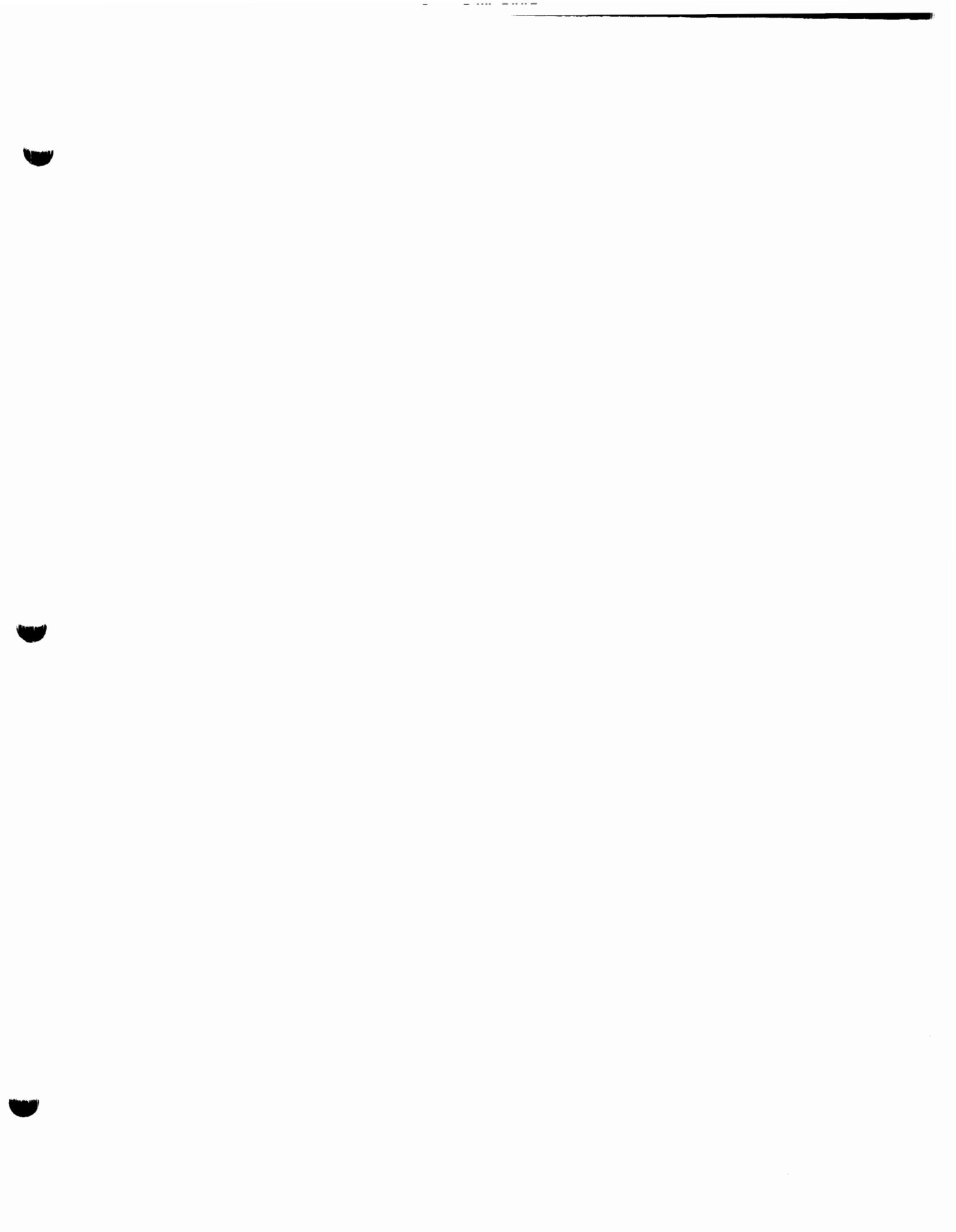
(H & SA – 33; Recommendation #143)

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. Realign the Air Reserve Personnel Center (Buckley Annex), CO, by relocating the Air Reserve Personnel Center processing functions to Randolph Air Force Base, TX, and consolidating them with the Air Force Personnel Center at Randolph Air Force Base, TX, and by relocating the Individual Mobilization Augmentee operational management functions to Robins Air Force Base, GA, and consolidating them with the Air Force Reserve Command at Robins Air Force Base, GA. Realign Robins Air Force Base, GA, by relocating Air Force Reserve Recruiting Service to Randolph Air Force Base, TX.*

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. In addition, it eliminates over 248,000 gross square feet of current excess capacity and moves a large support organization of over 2,000 personnel out of the National Capital Region. For the Air Force, this recommendation eliminates over 100,000 gross square feet of current excess capacity. The Air Force reserve Individual Mobilization Augmentee (IMA) operational command and management functions will be relocated and consolidated with the Air Force Reserve Command at Robins Air Force Base, GA for improved command management of Reserve forces assigned to the Command. The HSA JCSG agrees with the Air Force that the operational alignment of personnel would benefit the Department and this action creates a similar organizational construct with the Marine Corps. The Air Force Recruiting Service is currently located at Randolph Air Force Base; this scenario will collocate Active and Reserve Component headquarters functions in a single location and assist with overall Total Air Force Recruiting management. Randolph Air Force Base is also the current location of the Air Education and Training Command further improving opportunities to coordinate personnel life-cycle planning. The overarching strategy for these consolidated human resources and recruiting centers extends to other organizations within the Army and Navy. The relocation of Army Accessions Command and Cadet Command from Fort Monroe, VA, and their co-location with the US Army Recruiting Command Headquarters at Fort Knox, KY, is captured in the installation closure recommendation for Fort Monroe. The relocation of the Navy Reserve Personnel Center, the Enlisted Placement and Management Center and the Navy*

Recruiting Command Headquarters from Naval Support Activity, New Orleans, LA, and their consolidation with the Navy Personnel Command and Navy Recruiting Command Headquarters at Naval Support Activity Millington, TN, is captured in the installation closure recommendation for Naval Support Activity New Orleans.

Payback: The total estimated one-time cost to the Department of Defense to implement this recommendation is \$119.3M. The net of all costs and savings to the Department of Defense during the implementation period is a savings of \$463.0M. Annual recurring savings to the Department after implementation are \$152.8M with an immediate payback expected. The net present value of the costs and savings to the Department over 20 years is a savings of \$1,913.4M.



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, Senior Analyst
Timothy Abrell, Joint Cross Service Team, Senior 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. In addition, it eliminates over 248,000 gross square feet of current excess capacity and moves a large support organization of over 2,000 personnel out of the National Capital Region....The overarching strategy for these consolidated human resources and recruiting centers extends to other organizations within the Army and Navy. The relocation of Army Accessions Command and Cadet Command from Fort Monroe, VA, and their co-location with the US Army Recruiting Command Headquarters at Fort Knox, KY, is captured in the installation closure recommendation for Fort Monroe. The relocation of the Navy Reserve Personnel Center, the Enlisted Placement and Management Center and the Navy Recruiting Command Headquarters from Naval Support Activity, New Orleans, LA, and their consolidation with the Navy Personnel Command and Navy Recruiting Command Headquarters at Naval Support Activity Millington, TN, is captured in the installation closure recommendation for Naval Support Activity New Orleans.

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 enhance 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 that 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 their 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, legal expenses have been costly, and Union officials are perceived as unwilling to partner with management. The move to Ft. Knox is positively viewed as enabling a fresh start towards developing a Center of Excellence
- 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
- Accessibility for in-person interaction with high level Army personnel was considered a plus for location in the DC area
- Lease end date of 2010 is after proposed move date of 2008. This leaves two years left in the lease agreement that the government may have to continue to pay under the lease agreement. This is currently \$12.8 million annually
- GSA representatives from St. Louis raised concerns that the MILCON for building adequate facilities at Ft. Knox were underestimated and the advantage of excess capacity in St. Louis represented tremendous potential savings. The COBRA runs overwhelmingly support savings by the move to Ft. Knox even with the MILCON expenses

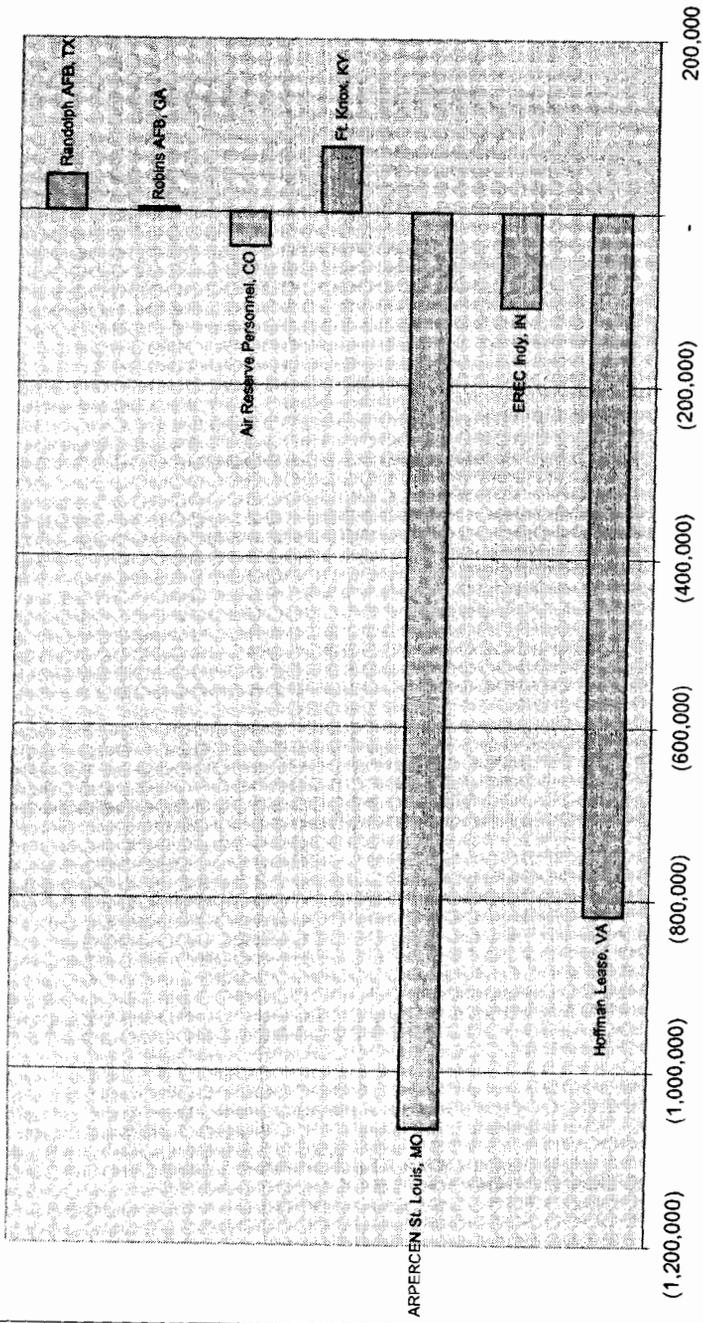
COMMUNITY CONCERNS RAISED:

- 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 million
- St. Louis representative raised concerns regarding number of hospitals and schools in the Ft. Knox area

REQUESTS FOR STAFF AS A RESULT OF VISIT: None

	143 (HS&A - 33)	Hoffman Lease, VA	EREC Indv. IN	ARPERCEN St. Louis, MO	Ft. Knox, KY	Air Reserve Personnel, CO	Robins AFB, GA	Randolph AFB, TX	Total
2006	-	-	-	-	364	99	41	945	1,449
2007	-	-	-	-	3,070	1,199	527	38	4,834
2008	(8,632)	(4,554)	(28,046)	(83,346)	5,346	(596)	649	-	(35,833)
2009	(64,904)	(8,380)	(83,346)	(83,346)	5,346	(610)	643	184	(151,067)
2010	(64,904)	(8,380)	(83,346)	(83,346)	5,346	(621)	639	11,184	(140,082)
2011	(64,904)	(8,380)	(83,346)	(83,346)	5,346	5,978	746	2,237	(142,323)
Beyond	(64,904)	(8,380)	(83,346)	(83,346)	5,346	(4,532)	82	2,967	(152,767)
0.028									
1	-	-	-	-	359.01	97.64	40.44	932.04	1,429
2	-	-	-	-	2,945.43	1,150.35	505.62	36.46	4,638
3	(8,056.17)	(4,250.21)	(26,175.09)	(83,346)	4,989.38	(556.24)	605.71	-	(33,443)
4	(58,924.45)	(7,607.96)	(75,667.41)	(83,346)	4,853.48	(553.80)	583.76	167.05	(137,149)
5	(57,319.51)	(7,400.74)	(73,606.43)	(83,346)	4,721.28	(548.43)	564.33	9,877.07	(123,712)
6	(55,758.28)	(7,199.16)	(71,601.58)	(83,346)	4,592.69	5,135.63	640.88	1,921.78	(122,268)
7	(54,239.57)	(7,003.07)	(69,651.35)	(83,346)	4,467.59	(3,787.34)	68.53	2,479.49	(127,666)
8	(52,762.23)	(6,812.33)	(67,754.23)	(83,346)	4,345.91	(3,684.19)	66.66	2,411.95	(124,188)
9	(51,325.12)	(6,626.78)	(65,908.78)	(83,346)	4,227.54	(3,583.84)	64.84	2,346.26	(120,806)
10	(49,927.16)	(6,446.28)	(64,113.60)	(83,346)	4,112.39	(3,486.22)	63.08	2,282.35	(117,515)
11	(48,567.28)	(6,270.70)	(62,367.32)	(83,346)	4,000.38	(3,391.27)	61.36	2,220.19	(114,315)
12	(47,244.43)	(6,099.91)	(60,668.60)	(83,346)	3,891.42	(3,298.90)	59.69	2,159.72	(111,201)
13	(45,957.62)	(5,933.76)	(59,016.14)	(83,346)	3,785.43	(3,209.05)	58.06	2,100.89	(108,172)
14	(44,705.86)	(5,772.14)	(57,408.70)	(83,346)	3,682.32	(3,121.64)	56.48	2,043.67	(105,226)
15	(43,488.19)	(5,614.92)	(55,845.04)	(83,346)	3,582.03	(3,036.62)	54.94	1,988.00	(102,360)
16	(42,303.68)	(5,461.99)	(54,323.97)	(83,346)	3,484.46	(2,953.91)	53.45	1,933.86	(99,572)
17	(41,151.44)	(5,313.22)	(52,844.33)	(83,346)	3,389.55	(2,873.45)	51.99	1,881.18	(96,860)
18	(40,030.59)	(5,168.50)	(51,404.99)	(83,346)	3,297.23	(2,795.18)	50.57	1,829.95	(94,222)
19	(38,940.26)	(5,027.72)	(50,004.85)	(83,346)	3,207.42	(2,719.05)	49.20	1,780.10	(91,655)
20	(37,879.63)	(4,890.78)	(48,642.85)	(83,346)	3,120.06	(2,644.99)	47.86	1,731.62	(89,159)
20yr NPV	(818,581)	(108,900)	(1,067,005)	75,055	(39,860)	3,747	42,124	(1,913,421)	
			Sum of Part 1	(1,919,432)		Sum of Part 2	6,011		

20yr NPV





Yahoo! My Yahoo! Mail

Search the Web

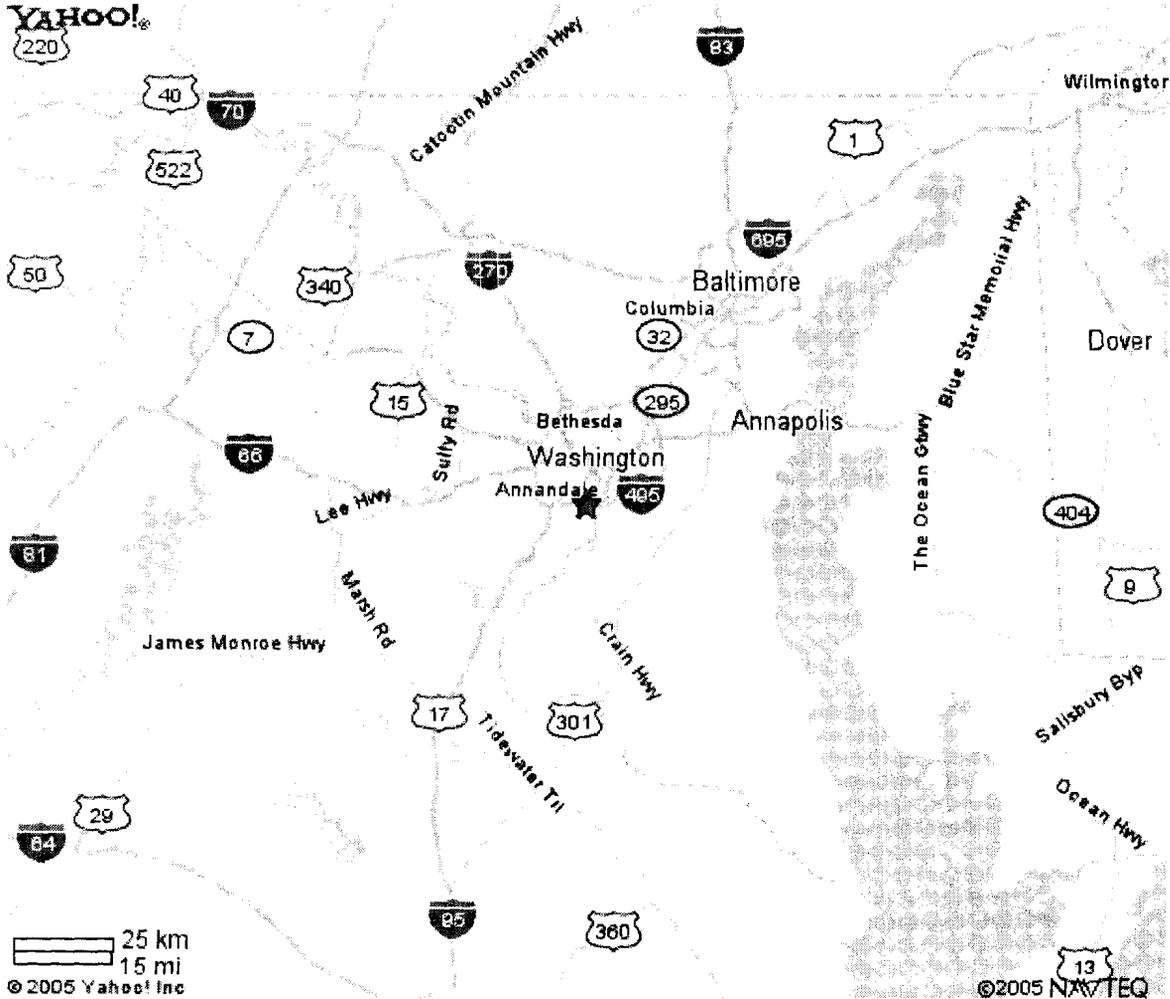
YAHOO! LOCAL Maps Welcome, **spirit_1475**
[Sign Out, My Account]

Ma

Yahoo! Maps - Alexandria, VA 22331-0001

<< Back to Map

★ 2461 Eisenhower Ave Alexandria, VA 22331-0001



When using any driving directions or map, it's a good idea to do a reality check and make sure the road still exists, watch out for construction, and follow all traffic safety precautions. This is only to be used as an aid in planning.

Copyright © 2005 Yahoo! Inc. All rights reserved.
[Privacy Policy](#) - [Terms of Service](#) - [Copyright/IP Policy](#) - [Yahoo! Maps Terms of Use](#) - [Help](#) - [Ad Feedback](#)

Yahoo! My Yahoo! Mail

Search the Web

YAHOO! LOCAL Maps Welcome, spirit_1475 [Sign Out, My Account]

Ma



Yahoo! Maps - Alexandria, VA 22331-0001

< Back to Map

★ 2461 Eisenhower Ave Alexandria, VA 22331-0001



When using any driving directions or map, it's a good idea to do a reality check and make sure the road still exists, watch out for construction, and follow all traffic safety precautions. This is only to be used as an aid in planning.

Copyright © 2005 Yahoo! Inc. All rights reserved.
Privacy Policy - Terms of Service - Copyright/IP Policy - Yahoo! Maps Terms of Use - Help - Ad Feedback

Yahoo! My Yahoo! Mail

Search the Web



Welcome, spirit_1475 [Sign Out, My Account]

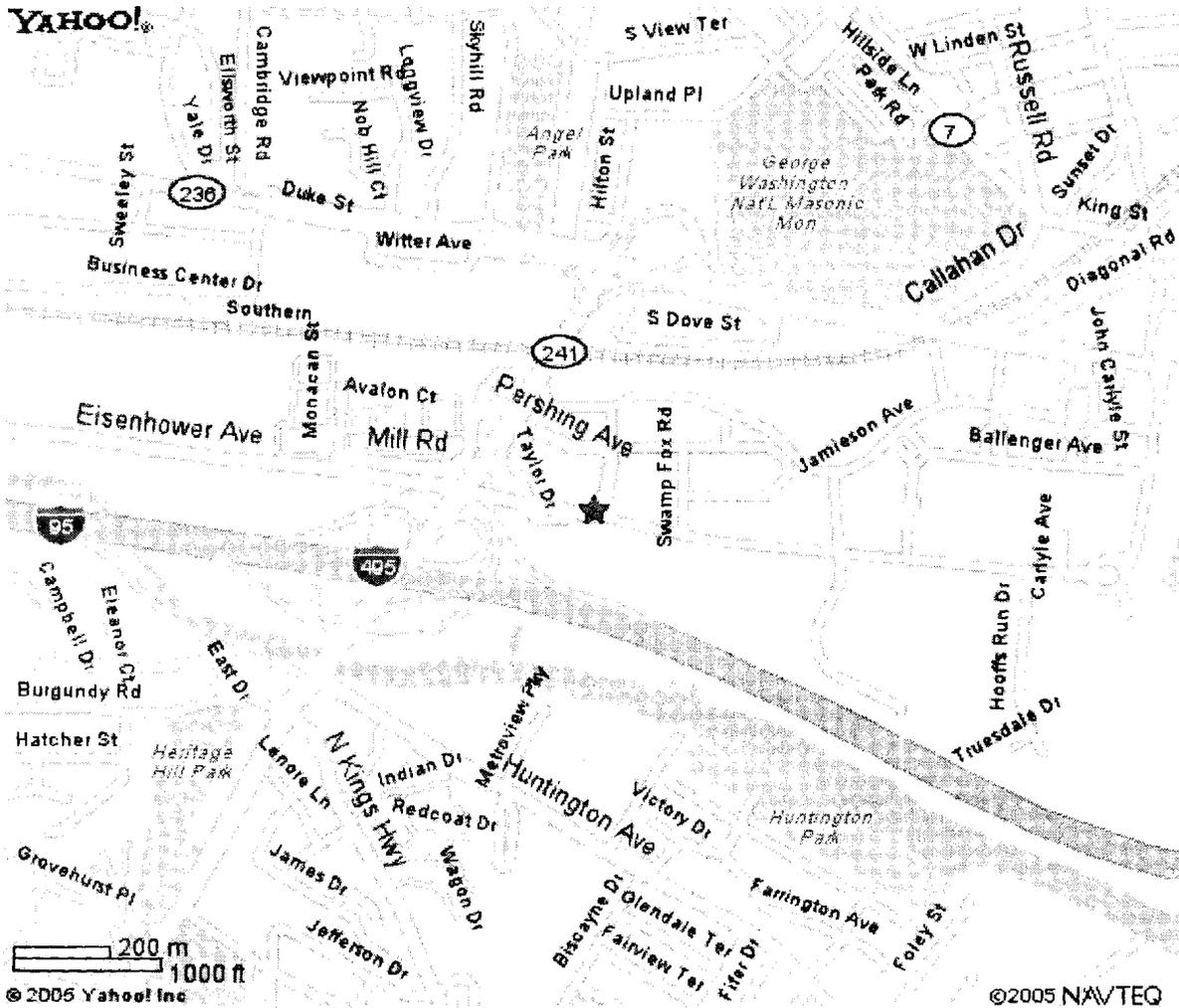
Me



Yahoo! Maps - Alexandria, VA 22331-0001

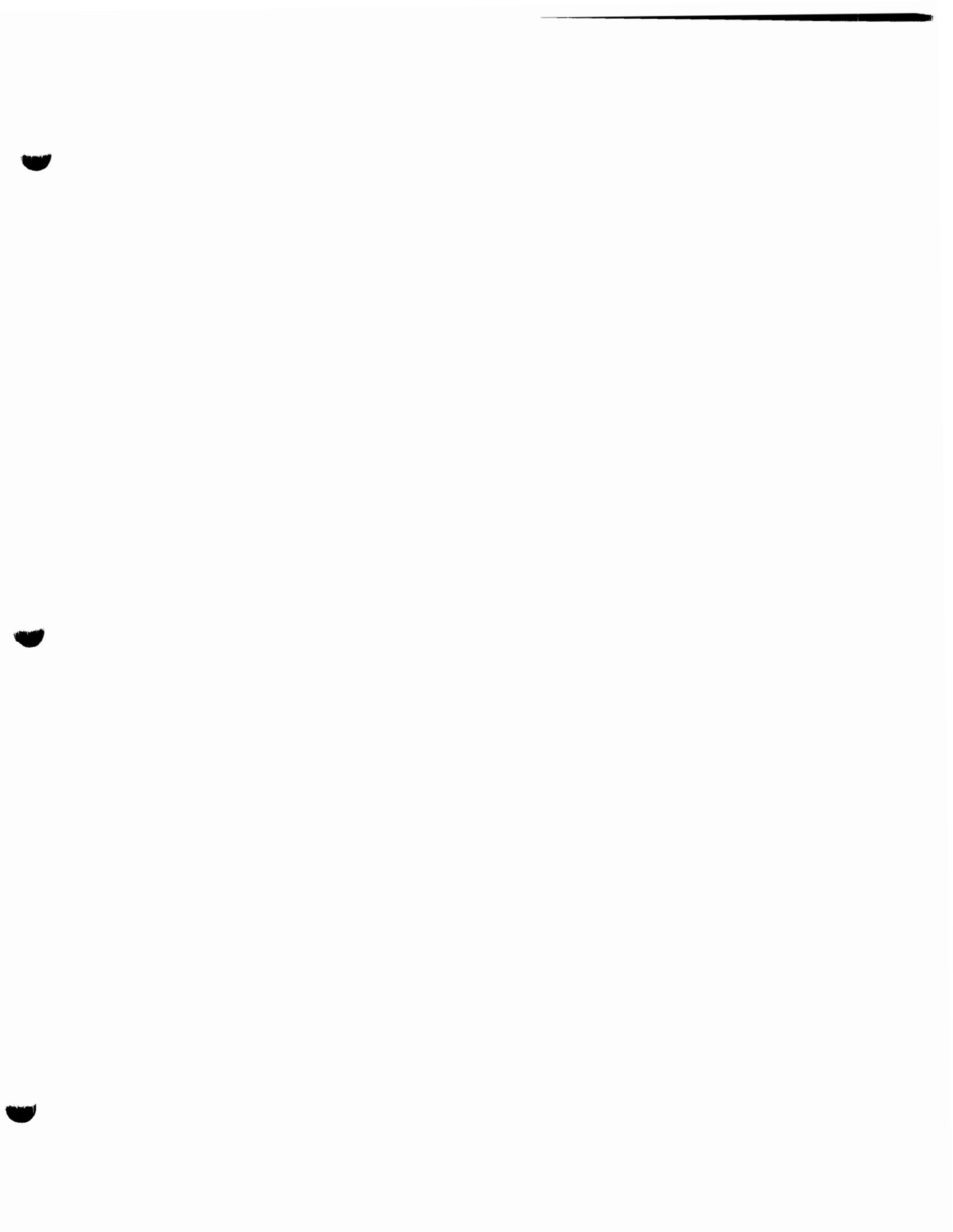
< Back to Map

★ 2461 Eisenhower Ave Alexandria, VA 22331-0001



When using any driving directions or map, it's a good idea to do a reality check and make sure the road still exists, watch out for construction, and follow all traffic safety precautions. This is only to be used as an aid in planning.

Copyright © 2005 Yahoo! Inc. All rights reserved.
[Privacy Policy](#) - [Terms of Service](#) - [Copyright/IP Policy](#) - [Yahoo! Maps Terms of Use](#) - [Help](#) - [Ad Feedback](#)





Army Human Resources Command

National News Articles

Local News Articles

Fort Knox gets good news in wake of closings

Missouri senators protest command move to Fort Knox

General's E-mail Says Military Should Pull Jobs From St. Louis Because Of Union Workers

Missourians make play to save unit at Overland

Editorial/Opinion Articles

National News Articles

Local News Articles

Fort Knox gets good news in wake of closings

The Kentucky Standard

July 9, 2005

The Hardin community, indeed the entire region and the state of Kentucky, breathes a collective sigh of relief as more and more information has become known on the changes set forth in the Base Realignment and Closure (BRAC) process.

It is estimated Fort Knox will be picking up 5,000 additional personnel, many in human resources, during the remaining years of this decade. Those are long-term, decent-paying positions. The downside is the moving of the Armor Center and School, and the tradition that goes with it, as well as the recommendation to downsize Ireland Army Community Hospital. The latter move would result in losing all of inpatient services, which are modest, thus making the hospital more of a clinic with ambulatory services. Pharmacy and outpatient services would remain. There are some 32 beds at the hospital, 13 in the obstetrics unit and another 19 beds in the surgical unit. The good news is that Ireland already has working partnerships with local hospitals, which would mean there would be no real change in patient insurance.

The biggest hit is the loss of some 7,000 trainee spots, which usually average from two to nine month-stay.

The change in directions will mean an estimated \$100 million in new construction at Fort Knox in the coming years.

The Army's Accessions and Cadet commands would be moving to Fort Knox along with the Human Resources Command, which all are currently headquartered at Fort Monroe in Virginia. That fort dates back to the early years of the 19th century. The move to Fort Knox transfers some 5,200 military and 2,500 civilian positions. In addition, Fort Knox also would be getting a three star general spot as a result of the move from Virginia.

Various meetings have been going on within the Hardin community since BRAC came out and the feeling among most people is there are a lot of positives for Fort Knox. The BRAC recommendations, of course, still have to pass muster of a special federal commission, which is to report by Sept. 8, then the president and finally the Congress.

Around the country, 33 bases are to be closed, ranging from Maine to California and from South Dakota and Wisconsin to Texas. While some states lose installations, they have a net gain in jobs. The Lone Star State, for instance, is set to realize a net gain of 9,000 military jobs.

Being on the BRAC list for closure can be devastating and many of the communities and states affected are readying for a fight. All in all, it is estimated there will be about 30,000 civilian and military jobs lost, should the BRAC recommendations pass.

The commission, it should be noted, can spare any base by a simple majority vote among its nine members. Once the report leaves the commission's hands, it goes to the president, who has until Sept. 23 to let his thoughts be known. If he disapproves, it goes back to the commission for possible amending. It then goes back to the president, who either gives it, in its entirety, a thumb's up or down. The latter would terminate the base closing process. From there, Congress would have its turn. If by joint resolution the Congress decided to reject the report, the president would be allowed to veto the joint resolution, which would then give Congress an opportunity to over-ride his veto. It will be a long, hot summer.

Missouri senators protest command move to Fort Knox

The Courier-Journal

Michael A. Lindenberger

June 20, 2005

ST. LOUIS – U.S. senators from Missouri today blasted the Pentagon's recommendation to move about 2,000 human resources jobs from St. Louis to Fort Knox, calling the decision expensive and irrational.

After a hearing before the independent commission charged with reviewing hundreds of closures and other changes to military bases proposed by the Pentagon on May 13, Sen. Jim Talent, R-Mo., said it would cost at least \$60 million in new construction to consolidate the U.S. Army Human Resources Command at Fort Knox.

"If they manage to sustain this recommendation and then come back in a few years with a request for construction dollars for a new facility, I can tell you that will happen over my dead body," Talent said at a press conference following the hearing.

But a member of Kentucky's delegation to the commission meeting said the Missouri arguments were overstated. Retired Army Maj. Gen. Bill Barron said existing buildings at Fort Knox could be renovated to accommodate the Human Resources Command, and said Fort Knox offers better security than the facility in St. Louis touted by Talent and others as a better location for the new combined Human Resources Command.

The hearing, presided over by three members of the Base Realignment and Closure Commission, is the first public opportunity for officials from Kentucky, Indiana, Missouri, Iowa, Illinois, Michigan and Wisconsin to respond to the Pentagon's proposals.

U.S. Rep. Ron Lewis, R-2nd District, and other representatives from Kentucky are expected to argue this afternoon that the Pentagon's proposals – including moving both the U.S. Army Human Resources Command and the U.S. Army Accessions Command to the post – should be endorsed. Locating the Human Resources Command at Fort Knox would mean moving about 2,800 jobs from St. Louis and Alexandria, Va. A smaller number of personnel jobs also would be relocated from Indianapolis.

Sen. Kit Bond, R-Mo., told the commissioners that the Pentagon was wise to recommend combining those jobs, but argued they should be combined at the U.S. Federal Records Center in St. Louis, not at Fort Knox.

"What does not pass the common sense test is the recommendation to ... relocate this command to Fort Knox, a location with no existing HRC footprint," Bond said in sworn testimony.

In an interview after the hearing, Bond said as a member of the Senate Appropriations Committee, he, too, would be reluctant to support funding for a new human resources facility at Fort Knox.

"I would have minimal enthusiasm for a recommendation that, with money so tight, would build a new building at Fort Knox when there is a building just completed in 1990 that has been designed for this precise function," Bond said.

The Pentagon proposals pleased officials in Kentucky and Indiana. But they don't come without costs.

Fort Knox, for instance, would lose more than 11,000 jobs if the U.S. Armor Center is moved to Fort Benning, Ga., though officials do not plan to challenge that recommendation before the commission. Most of those lost jobs, said retired Brig. Gen. Jim Shane, would be in Army trainees who stay in Kentucky for less than a year.

In addition to the 2,800 jobs expected to come with the U.S. Human Resources Command, the Accessions Command, which oversees recruitment, basic training and advertising, will bring 275 jobs. Most importantly, Shane and other officials said, the proposal calls for a new infantry combat brigade that would bring about 3,200 soldiers to Fort Knox.

General's E-mail Says Military Should Pull Jobs From St. Louis Because Of Union Workers

KSDK News

Jeff Small

6/30/2005

It's not a cost saving measure that is behind a move to cut jobs across the St. Louis area. A high ranking Army official says the proposed changes are due to complaints about St. Louis union workers.

It's probably safe to say that an email, reportedly from a military official, was not supposed to go public. The email says St. Louis' union members ring up more than 350 thousand dollars each year in litigation expenses. It also says the St. Louis workforce does not take care of its soldiers.

Last week, Missouri Senator Jim Talent talked about a recommendation to move jobs from the Army Human Resource Command in Overland, to Fort Knox, Kentucky. Members of BRAC, or the Base Realignment and Closure Commission say it's a cost cutting move. A statement now being questioned due to an email. It reportedly came from Dorian Anderson, the commanding general of the HRC.

Part of the message was presented before members of the Missouri Military Preparedness and Enhancement Commission. Craig Borchelt says he recently got the email. It contains statements that support relocating St. Louis' HRC facility.

The email says the Army wants a new culture and a fresh start. It also says there is a perception the St Louis union workforce is problematic. Craig Borchelt says the perception right now is the reality. He also says there are reasons why there are perception problems.

Borchelt says the workforce in St Louis is overworked. Borchelt says workers are expected to manage hundreds of thousands of people without the proper resources.

Currently, St. Louis has one of three HRC facilities. The others are in Alexandria, Virginia, and Indianapolis, Indiana. A decision on what happens to them is less than three months away.

We made numerous calls to get a reaction from the human resources command or any military officials following the meeting. We were told to call back Thursday morning.

During Tuesday's meeting, one Army general commented that it probably would not be a good thing if the media found out about the email. He didn't realize a Newschannel 5 camera was in the room.

Missourians make play to save unit at Overland

St. Louis Post-Dispatch
Harry Levins and Tim O'Neil
June 20, 2005

Missourians told a military base closing panel here Monday that consolidating an Army Reserve command made sense - as long as the unit was consolidated in Overland instead of in Kentucky.

Sen. Christopher "Kit" Bond, R-Mo., zeroed in on the Pentagon's call to consolidate the operations of the Army Reserve's Human Resource Command in Overland and in two other cities at Fort Knox, Ky.

Such a move would cost this area about 2,000 jobs. Bond said it made more sense to do the combining in Overland, where a million square feet of space is due to

open up before the decade's end.

"There's nothing like that at Fort Knox," Bond said. He said replicating the center at Fort Knox would cost at least \$60 million and probably more.

During the hearing at St. Louis University's Busch Center, the Missourians also made their cases for:

Keeping Missouri Air National Guard F-15 Eagle fighters and about 250 jobs at Lambert Field.

Maintaining operations of the Defense Finance and Accounting Services in St. Louis and Kansas City. The St. Louis operation involves nearly 300 jobs. The Kansas City operation has more than 600.

After the Missouri presentation, Illinois leaders spoke for:

Keeping Illinois Air Guard F-16s and 163 jobs at Abraham Lincoln Capital Airport in Springfield.

Preserving 1,263 administrative support jobs at the Rock Island Arsenal in the Quad Cities area of Illinois and Iowa. That's one-fourth the payroll at Rock Island, which makes armor for military vehicles.

Elected officials from seven states made their cases during the hearing. Three of the nine members of the national Base Realignment and Closure Commission took their sworn testimony.

Also appearing were leaders from Indiana, Iowa, Kentucky, Michigan and Wisconsin. The hearing was the third of 12 the commission is holding around the country.

Its members are studying a wish-list of closings and transfers put out last month by the Pentagon. By Sept. 8, the BRAC Commission will send its own recommendations to President George W. Bush.

The three commissioners present Monday were retired Adm. Harold W. Gehman Jr., retired Air Force Brig. Gen. Sue A. Turner and former U.S. Rep. James V. Hansen of Utah, a Republican.

After taking more than eight hours of testimony, the commissioners said they would return to Washington to study the issue further.

Missouri's arguments for keeping the Air National Guard fighters at Lambert Field have been heard often since the Pentagon issued its closing list on May 13.

But the call to consolidate the Army Reserve's Human Resources Command in Overland was a new twist.

The Overland operation is in a 377,000-square-foot building that went up off

Page Avenue in 1989. Next door sits the million-square-foot National Personnel Records Center, where the National Archives houses old military files.

By 2009, the National Archives hopes to build a new building in the same general area. Under the Missourians' proposal, that building would open up the current one for the Army Reserve.

The landlord now is the government's General Services Agency. With the Army moving in, the agency could then hand title over to the Army. Such a transfer would erase one of the Pentagon's objections to Overland - that it's leased, not military-owned.

Mike Brincks of the General Services Agency said the enhanced Overland site could handle what it now has, plus Human Resources Command operations in Indianapolis and Alexandria, Va. - an additional 2,000 jobs.

The Missourians hammered home their contention that although space would open up at Fort Knox, that space was unsuitable for the Human Resources Command.

Fort Knox is losing its Armor Center to Fort Benning, Ga. Craig Borchett of the Missouri Military Preparedness and Enhancement Commission said that the empty space at Fort Knox would consist of barracks, orderly rooms and mess halls - hardly the type needed by the high-tech Human Resources Command.

"It appears that Fort Knox was decided upon, with the numbers then generated to justify the Fort Knox recommendation," said Borchett, who also serves at the Overland office as an Army Reserve major.

Sen. Jim Talent was among the speakers urging the panel to keep the F-15 Eagles of the 131st Fighter wing at Lambert Field. He said that the 131st "can fly more sorties at less cost with more experienced pilots than any other F-15 unit." He charged that moving the planes "would leave the heartland vulnerable to terrorist attack."

Rep. Todd Akin, R-Town and Country, said that the Air Force had failed to discuss its closure and realignment plans with either the Air National Guard or the nation's adjutants general, who run the Guard in each state.

And at a brief news conference afterward, Bond spoke darkly of "a basic Air Force bias against the Guard. They took a hatchet to the Air National Guard," in Missouri and many other states, he said.

Quad Cities: "No better place"

The Illinois delegation gave its issues a full run as well. Sen Richard Durbin, D-Ill., drew one of the few laughs during the long day when he said the Illinois and Iowa governors "will be extremely brief so that the senators will have more time."

The Illinois and Iowa delegations shared the microphone to defend the Rock Island jobs, which are slated to move to the Detroit suburb of Warren, Mich.

The payroll is almost evenly divided between Illinois and Iowa residents. Rock Island, which has had a military installation of some kind since 1816, is in the Mississippi River between Rock Island and Moline in Illinois, and Davenport and Bettendorf in Iowa - the Quad Cities.

Because the commission says it wants arguments about military necessity, not local pork, all the speakers began by claiming the Pentagon's plans flunk the military test. But they sprinkled their arguments with pleas for the hometown crowds.

"We want to make sure that guidelines are being followed, but bases are not just line items," said U.S. Sen. Barack Obama, D-Ill. "These are parts of communities, with hard-working Americans who want nothing more than to serve their country and raise their families."

Iowa Gov. Thomas J. Vilsack, who argued that moving the office jobs to higher-priced Michigan will increase payroll costs, added this: "There is no better place in the U.S. of A. to train and educate workers than the Quad Cities."

As for Springfield, the Defense Department wants to move the 17 F-16s to the Indiana Air National Guard Unit at Fort Wayne, which also would get the Falcon jets now at Terre Haute, Ind. Illinois leaders charged that the Fort Wayne base gets a lower military rating than does the 183rd at Springfield.

"Fort Wayne is not as well equipped, and the economic impact has been drastically miscalculated," said Springfield Mayor Tim Davlin.

Davlin said the 183rd now provides firefighting and snow removal for the general-use airport. He said it would cost at least \$500,000 annually to replace those services.

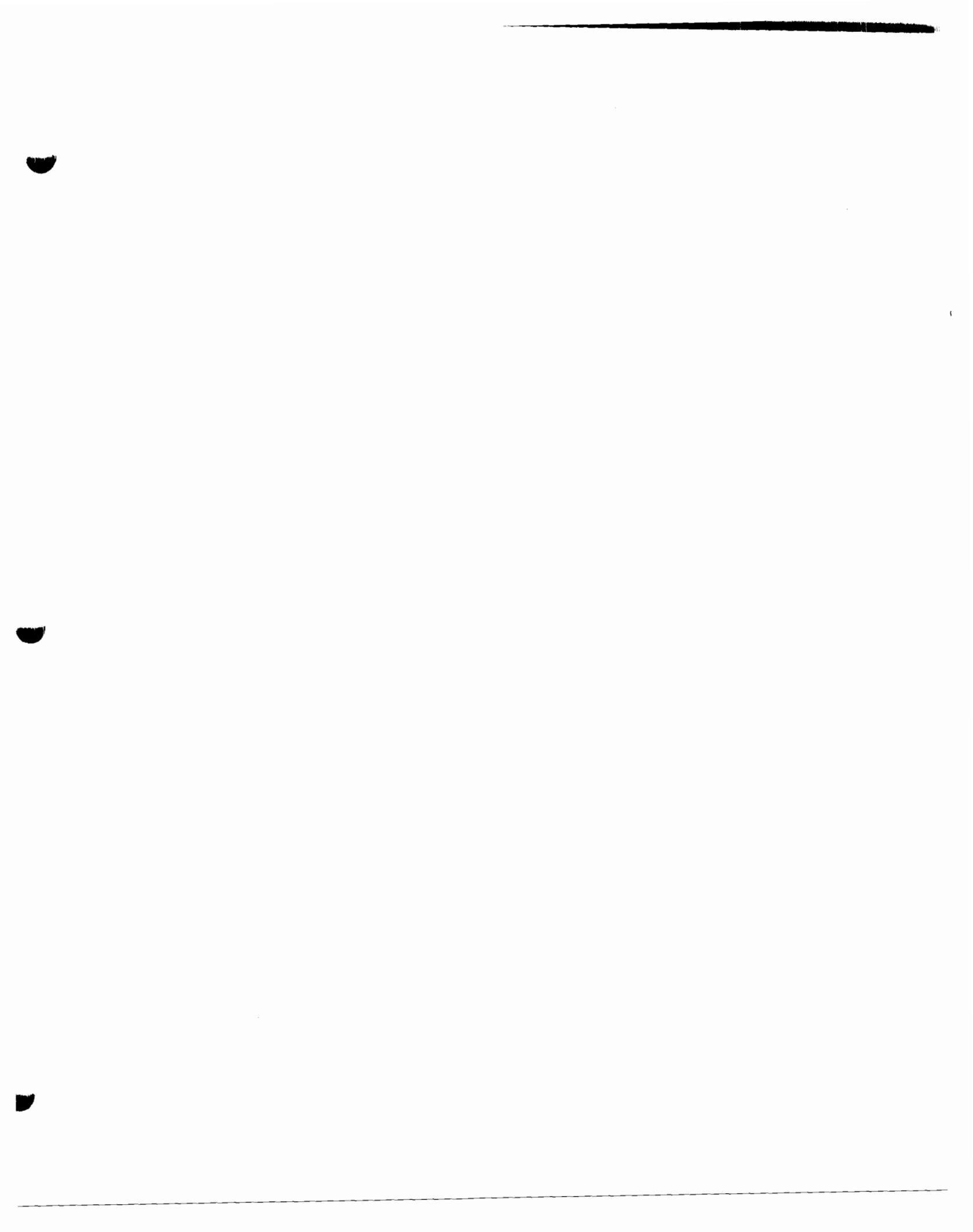
Sitting in the front row of audience seating were seven supporters who wore bright red T-shirts emblazoned with, "Save the 183rd." University security officers at first denied them admission with the shirts, but let them in shortly before the Illinois testimony began.

Al Pieper, president of the Springfield Area Trades and Labor Council - and one of those in bright red - said Durbin's office cleared the way.

Two university professors weren't so well-connected. Christine Stevens and Thomas Moisan made it to the door outside the hearing room with protest signs before security officers escorted them out of the building. Their signs urged the government to close the detention center at Guantanamo Bay, Cuba.

"Maybe we should make some T-shirts," said Stevens, a mathematics professor. "If they're looking to close bases, we've got one for them."

Among other speakers were Missouri Gov. Matt Blunt; Rep. William Lacy Clay Jr., D-St. Louis; St. Louis County Executive Charlie A. Dooley; Illinois Gov. Rod Blagojevich; and Rep. John Shimkus, R-Collinsville.



U.S. Army Human Resources Command



U.S. ARMY

Briefing to Members of the
BRAC Commission

24 June 2005



Agenda

- Vision/Mission
- Organization
- What We Do
 - Officer Personnel Management
 - Enlisted Personnel Management
 - The Adjutant General Directorate
 - Personnel Information Systems
 - Operations
 - Plans
- Walk-through



Vision, Missions & Priorities

Vision:

The Nation's Premier Human Resources Provider

Mission:

Army Readiness and Well Being of the Force

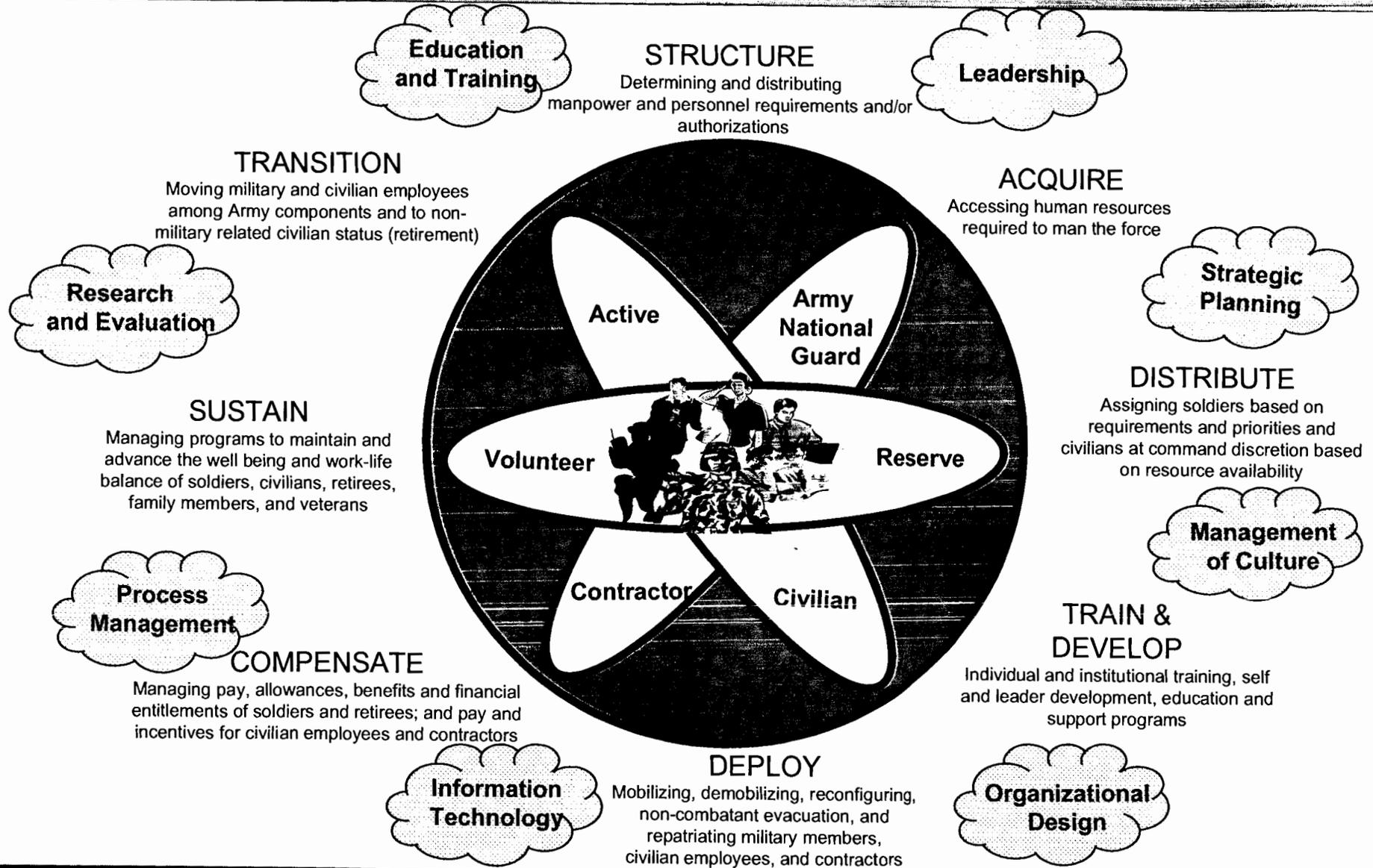
Priorities:

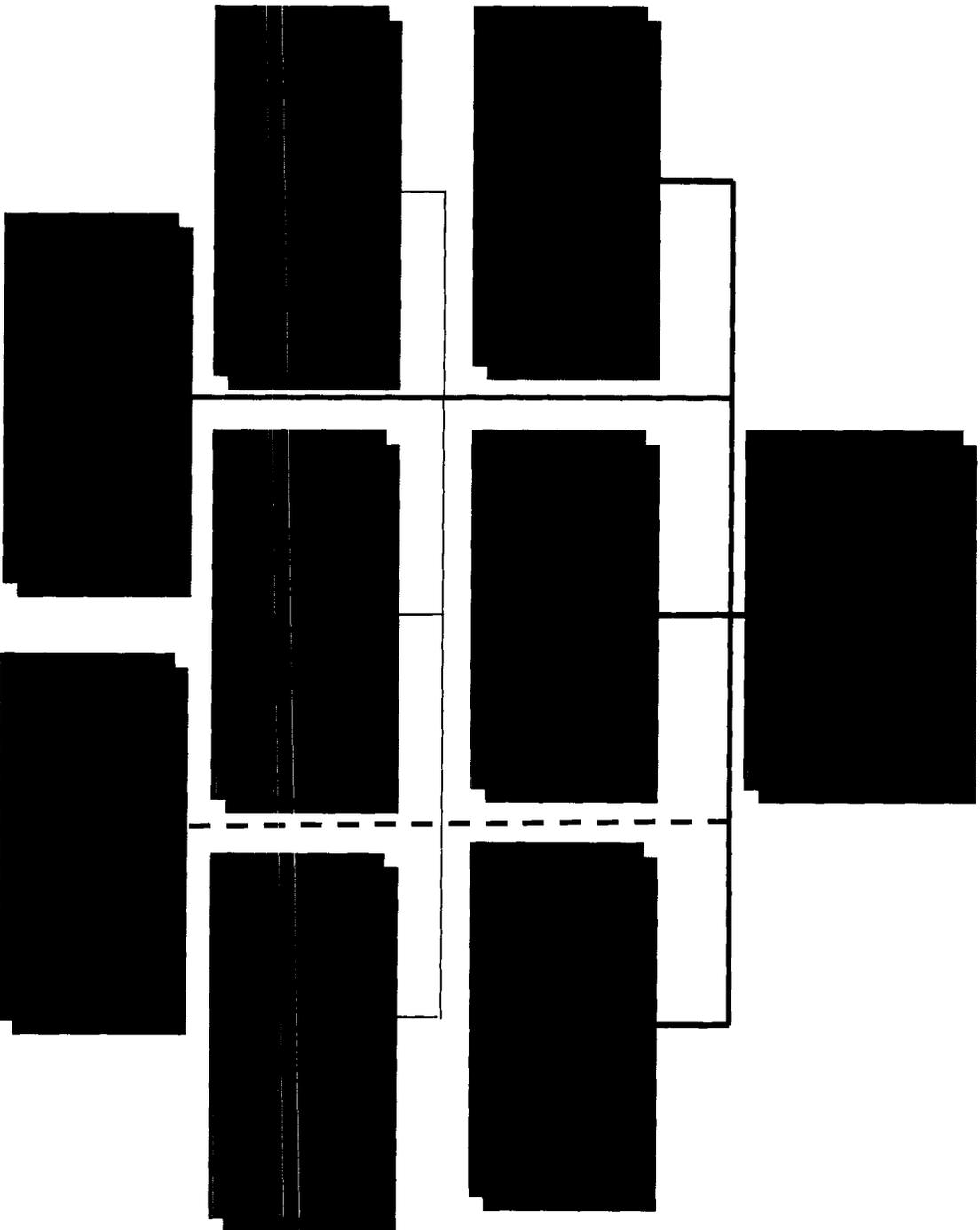
- #1 - Global War on Terrorism**
- #2 - Transformation**



U.S. ARMY







LOCATIONS

**Physical Evaluation Board
(PEB)
(Ft. Lewis, WA – military)**

**EREC
Indianapolis
(leased)**

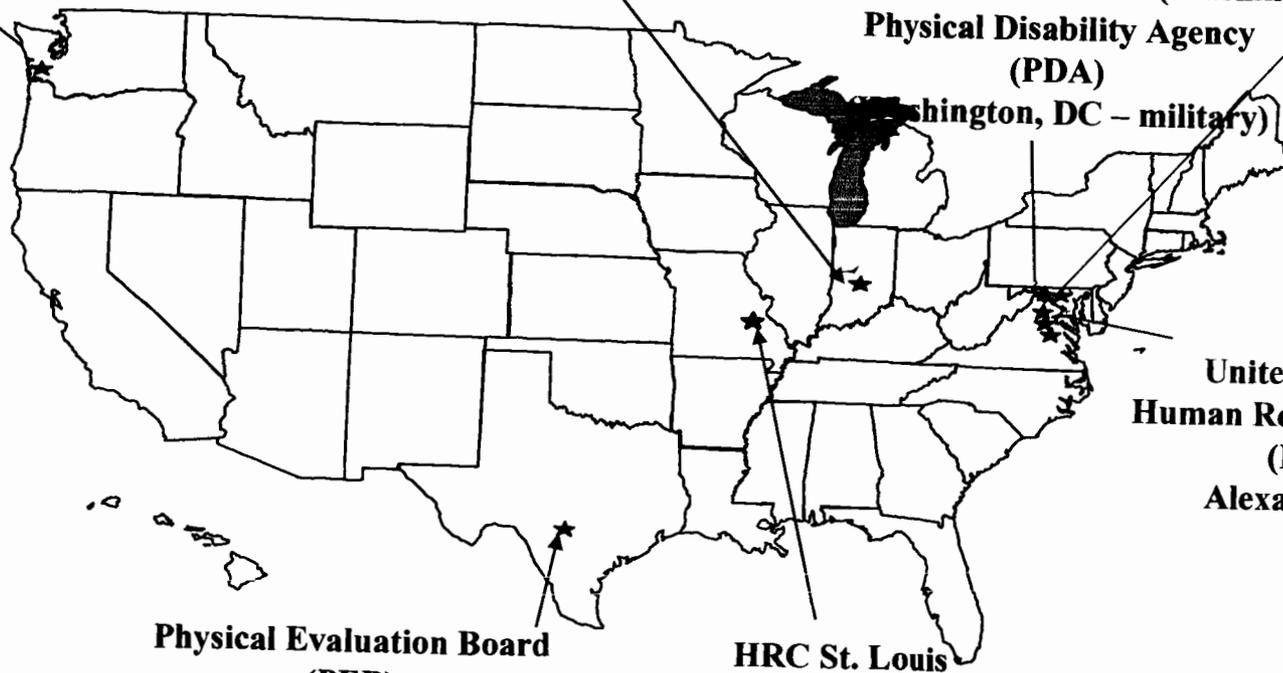
**Physical Evaluation Board
(PEB)
(Washington, DC – military)**

**Physical Disability Agency
(PDA)
(Washington, DC – military)**

**United States Army
Human Resources Command
(HRC HQ)
Alexandria (leased)**

**Physical Evaluation Board
(PEB)
(Ft. Sam Houston, TX – military)**

**HRC St. Louis
(leased)**



U.S. ARMY



Property

Hoffman Complex (200 Stovall Street and 2461 Eisenhower Avenue)

HRC Occupied Space: 419,858

Average rental rate per sq ft: \$31.36

Generators and Emergency Power

Loading dock – guarded; deliveries screened prior to entering loading dock

Parking Spaces

Reserved Spaces: 680

General Parking: > 1700

Handicapped: > 50

Visitor: varies

Distance to:

Pentagon: 6.7 miles

Metro Train: 300 yards

Ft. Belvoir: 12.2 miles

Ft. McNair: 10.6 miles

Ft. Myer: 8.4 miles

National Airport: 5.4 miles

Dulles: 35.6 miles

BWI: 41.3 miles

Average number of TDY trips per month: 323



U.S. ARMY



7

Amenities – Hoffman Complex

Amenities:

On-site Barber Shop

On-site Cafeteria

On-site Dry Cleaner

On-site Gift Shop

On-site Fitness Center

On-site Clinic

Commercial Gym

Public Transportation

Restaurants

Conference Facilities

Credit Union ATM

Nursing Mothers' Room

Supply Store (VIB)

Hotels in walking distance



U.S. ARMY



Hoffman I (leased)

- ✦ 93,223 USF
- ✦ 594 personnel
- ✦ 65,340 General office space (@ 110 square ft per person x 594 people)
- ✦ Lease expiration: 2010
- ✦ Annual rent rate: \$31.71/USF

Hoffman II (leased)

- ✦ 326,635 USF
- ✦ 1884 personnel
- ✦ 207,240 General office space (@ 110 sq ft per person x 1884 people)
- ✦ Lease expiration: 2015
- ✦ Annual rent rate: \$31.01/USF

Warehouse (leased)

- ✦ 5,945 USF
- ✦ 1 person
- ✦ Lease expiration: 2007
- ✦ Annual rent rate: \$7.75/USF



Source: Aberdeen CPOC/Modern Defense Civilian Personnel Data System (DCPDS)

Retirement eligibility as of 1 October 2007:

Total Strength	Optional Retirement	Early Retirement	Deferred Retirement
GS 1-8: 405	88(22%)	91(22%)	297(73%)
GS 9-12: 572	193(34%)	163(28%)	502(88%)
GS 13 – 15: 269	106(39%)	88(33%)	254(94%)

Total: 1246*

*Does not include 2 SES assigned



Personnel Strength

Source: HRC Strength Report as of EOM May 2005

	Alexandria	Indianapolis	St.Louis
Military Assigned	548	4	26
Military Attached	152	0	0
DMO Assigned	12	0	0
USAR Asgn/Attached	237	0	367
ARNG Attached	110	0	5
Civilian	1,429*	95	640
Contractors	450	1	199
TOTAL	2,938	99	1,237
GRAND TOTAL		4,274	

*Includes civilians working in St. Louis and Indianapolis whose chain of command is through Alexandria



U.S. ARMY



Demographics - Age and Grade - Movement

Average Age = 49

Average Grade = 9

GS 1 - 8 = 405

GS 9 - 12 = 572

GS 13 and above = 269



U.S. ARMY



Demographics - Alexandria & St. Louis

Veteran's Preference Eligible = 592

Disabled Employees = 199

Minorities = 1027

Male = 760

Female = 1438



U.S. ARMY



Demographics — Education Levels — Alexandria & St. Louis

High School diploma or less = 903

Some college, no degree = 721

Associate degree = 114

Bachelor's degree = 222

Post Bachelor's = 31

Master's degree = 128

Post Master's = 13

Doctorate degree = 54

Post Doctorate = 8



U.S. ARMY



Force Protection

Pentagon Force Protection Agency (PFPA) is to provide force protection, security, and law enforcement for the people, facilities, infrastructure, and other resources on the Pentagon Reservation and for DoD activities and DoD occupied facilities, not under the jurisdiction of a Military Department, within the National Capital Region.

PFPA is the primary agency for exercising command and control over the HRC-Alexandria AT/FP program.

Contract Guards on site

Perimeter standoff protected by concrete barriers or poles

Security cameras for exterior and parking lots

Off-duty police officers in marked cars located in parking lots

Local authorities are first responders for fire and police (City of Alexandria)

Fire Department: 1.5 mi

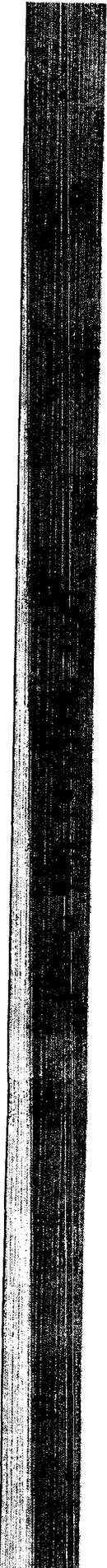
Alexandria Sheriff's Office: 0.7 mi

Alexandria Police Department: 0.7 mi



U.S. ARMY





What We Do



U.S. ARMY



Mission - Office Personnel Management Directorate

- Provide Career Advice and Support
 - Interface with proponents (AR 600-3)
 - Interface with Soldier (DA Pam 600-3, -25)
 - Communicate Army messages
- Assign Individuals to meet Army/Joint requirements
- Slate Individuals selected for Command & and Key Billets
- Schedule Individual Training and Leader/Professional Development
- Appoint Commissioned and Warrant Officers
- Strength accounting and analysis
- Recall Management
- Support for board management

OPMD, HRC-Alexandria Annual Workload

Assignments Made	Schooling/ Training Scheduled	Accessions/ Retirements/ Separations Actions
19,000	15,000	12,000



U.S. ARMY



MISSION - ENSURE ADEQUATE MANPOWER FOR THE ARMY

Direct the Army's Enlisted Personnel Management System, to include assignment and career management of Soldiers to ensure combat readiness throughout the Army

- Meet Army Requirements
 - Support to the Global War on Terrorism and Modularity
 - Rest of the Army readiness
- Manage Professional Development and support the 410K Active Component enlisted force
- Assign the right Soldier...skills and experience to the right place at the right time

Approximate volume of weekly workload

Assignments Made	Schooling/ Training Scheduled	Promotions	Special Actions	Deletions/ Deferments	Reenlistment Actions	Requisitions Opened/Changed	Retirements/ Separations/ Reclassification Actions
5,000	2,600	6,000 (per month)	2,900	1,500	1,000	2,500/500	2,500



Provide essential personnel and administrative support to Commanders and Soldiers to enhance the readiness and well-being of America's Army

Core Functions

- Casualty & Memorial Affairs Operations
- Personnel Accounting
- Postal Operations
- Military Awards & Decorations
- Personnel Information Systems
- Evaluations
- Promotions
- Officer and Enlisted Selection Boards
- Military Personnel Records
- Physical Disability Evaluations
- Disabled Soldier Support System
- Continuing Education Programs
- Army Career & Alumni Program
- Army Bands
- Identification Cards (CAC)



Mission – Enlisted Records and Evaluation Center – Indianapolis

To provide essential personnel service and support to Commanders, Units of Action, Major Army Commands, Headquarters, Department of the Army, and all active duty enlisted Soldiers by:

- ❖ Providing accurate and timely Official Military Personnel File life-cycle management.
- ❖ Managing the Noncommissioned Officer Evaluation System and Evaluation Report Appeals Program.
- ❖ Conducting centralized enlisted selection board for promotions, schooling, standby advisory boards, and qualitative management. administering the Qualitative Management Program for active duty enlisted Soldiers.
- ❖ Processing all personnel actions to correct, verify and disseminate information in the Official Military Personnel File.



U.S. ARMY



MISSION - PERSONNEL INFORMATION SYSTEMS DIRECTORATE

Provide information technology (IT) solutions aligned with the G1's strategic management objectives. This includes managing both the IT staff and IT operations that support worldwide customers.

•CIO Competencies

- ▶ Operational Planning
- ▶ Policies
- ▶ Capital Planning
- ▶ Architecture
- ▶ Technology
- ▶ Results Management
- ▶ Acquisition

•Current State

- ▶ ~160 Systems--Design, develop, maintain, and enhance integrated and active-unique human resource software and databases for the U.S. Army personnel community ensuring readiness, data accuracy, support for the GWOT, Personnel Transformation, and daily operations.

•Future State

- ▶ Enterprise HR system
- ▶ Integrated HR functionality with OSD core automation system
- ▶ Provide net-centric system that supports entirety of Army personnel (military, civilian, contractor)



Infrastructure

•Support to HRC Personnel (~5000)

- System Automation (hardware/software)
- Desktop Automation
- Telecommunications Services

•Command Support

- 60 Meg NIPRNet connection
- 10 Meg SIPRNet connection
- Multi-gigabit core
- Tiered, load-balanced Firewall
- Message trafficking (e-mail, DMS, PKI)
- 1 Mainframe
- 425 Servers
- 4500 Kva Generator
- Continuity of Operations Planning
- Official Mail Room
- Training and classroom support
- Multiple VTC facilities (secure)
- Help Desk (internal and external)
- Call Center



Mission – Deputy Chief of Staff, Operations

- **Ensure the personnel readiness of deploying units, and manage wartime distribution and replacement operations in support of Army contingency operations.**
- **Coordinate the timely manning of transforming and life-cycle managed units.**
- **Coordinate multi-directorate actions requiring a unified Human Resources Command position or response.**
- **Manage 14 Army incentive pay programs totaling an annual budget of \$210M.**
- **Develop and publish Army international travel policy, and manage travel and transportation support programs directly affecting the movement of over 40,000 travelers monthly--includes operating the R&R programs from the DFW and Atlanta airports.**
- **Manage Army's PCS Budget and conduct analysis as required, which currently includes analyzing personnel programs and policies and conducting analysis for Reserve Component casualty estimation.**
- **Direct and Control the Army's Military Occupational Classification and Structure (MOCS) to include establishing personnel qualifications for recruitment, training, classification, assignment, professional development, utilization and promotion.**
- **Establish Army POM training programs and validate training requirements annually during the Structure Manning Decision Review (SMDR).**



U.S. ARMY



Mission – Deputy Chief of Staff, Plans

DCSPLANS oversees the HRC execution of Force Stabilization (CSA Focus Area) through synchronization with transformation, modernization, basing decisions and numerous other Army - Strategic Personnel/Focus Area Initiatives. A detailed coordination effort with staff agencies across the Army Staff, MACOMS, installations and units is necessary to ensure success of this CSA Focus Area. End state is Force Stabilization successfully implemented across the Army resulting in more cohesive, combat-ready units while at the same time providing predictability and stability to Army Families.

Key Tasks:

- Strategic Initiatives/Strategic Personnel Transformation Plan/Force Stabilization
- Provide assistance to the Army G-1 on the Army Campaign Plan (ACP)/Army Transformation Roadmap (ATR)
- Identify/finalize all tasks associated with facilitating and monitoring execution of Force Stabilization Army-wide
- Provide assistance to the Army G-1 on policies that effect Force Stabilization, provide solutions and recommended changes
- Synchronize the implementation of Lifecycle Manning with the ARSTAFF
- Develop methodology/create tools necessary to monitor implementation of Force Stabilization
- Write articles for public release for military professional journals, civilian journals and civilian newspapers and magazines regarding Force Stabilization as a new Army manning strategy
- Assist Army G-1 as required to provide information briefs as necessary for MACOM or ARSTAFF



U.S. ARMY



Work Environment

- Command Area
- Officer Personnel Management Directorate
- The Adjutant General Directorate
- Personnel Information Systems Directorate
- Enlisted Personnel Management Directorate
- Hoffman Management
- Hoffman Exterior
- Warehouse





BACKUP



Additional Facilities

Army Center for Substance Abuse Prevention (ACSAP) – leased space, Alexandria, VA

Army Research Institute – leased space, Arlington, VA

Physical Disability Agency (PDA) – military installation, Walter Reed Army Medical Center

Physical Evaluation Board, Walter Reed – military installation

Physical Evaluation Board, Ft. Lewis, WA – military installation

Physical Evaluation Board, Ft. Sam Houston, TX – military installation

General Officer Management Office – military installation, Pentagon, VA

Decision Management Support Office – military installation, Pentagon, VA

Enlisted Records and Evaluation Center (EREC) – leased space, Indianapolis, IN

HRC-STL – leased space, St. Louis, MO

Personal Effects Depot – military installation, Aberdeen, MD

Dover Port Mortuary – military installation, Dover AFB, DE



U.S. ARMY



Additional Information

Hoffman I:

93223 USF

65340 General office space (@ 110 square ft per person x 594 people)

27883 sq ft General Use Space: other space: conference rooms, interview rooms, storage space, copier space, file areas, printer areas, etc.

Hoffman II:

326635 USF

207240 General office space (@ 110 sq ft per person x 1884 people)

Computer room: 17100 sq ft

Mail rooms: 5645 sq ft

TCC: 1795

94855 sq ft General use space: conference rooms, VTC, interview rooms, storage room, board rooms, copier rooms, file rooms (CRSC in particular), printer areas



DCSOPS Backup



U.S. ARMY



Mission

Plan and execute HRC support for Army contingency operations. Develop and analyze personnel programs and policies, manage the Army's Military Occupational and Classification Grade Structure and related human engineering programs, provide limited information technology support, and coordinate and execute cross-directorate actions.



U.S. ARMY



Functions

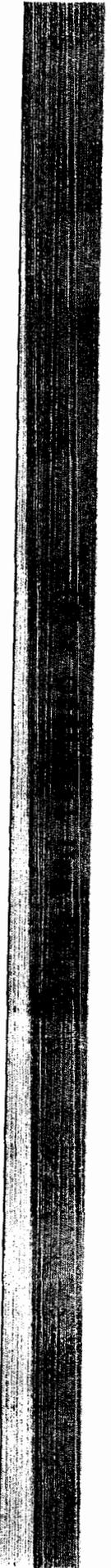
- Provides analytical support to DCSPLANS in support of Task Force Stabilization / Lifecycle Manning.
- Collects data and conducts analysis for Reserve Component Casualty Estimation.
- Provides oversight of Permanent Change of Station (PCS) budget.
- Establishes Army POM training programs and validates training requirements annually during the Structure Manning Decision Review (SMDR).
- Determines male / female apportionment for initial entry training.
- Monitors, audits, and validates most Army incentive pays.
- Approves most medical and alcohol flight waivers.
- Processes gate waivers and Flight Evaluation Board actions.
- Directs and Controls the Army's Military Occupational Classification and Structure (MOCS) and serves as the central coordination point for all related actions and support activities.
- Develops, reviews and maintains a MOCS that will identify Army personnel position skill and grade requirements.
- Establishes personnel qualifications for recruitment, training, classification, assignment, professional development, utilization and promotion.
- Manages the Army Personnel Proponent System, AR 600-3.
- Provides liaison cell to HQDA G-1 Personnel Contingency Cell (PCC) in the Army Operations Center and Site-R as required.
- Provides CG, HRC, primary source for all Reserve Component subject matter expertise, in coordination with HRC-STL, on all mobilization personnel actions for assigned and deployed Soldiers.
- Manages the HRC-A Individual Mobilization Augmentee Program.
- Plans, executes and evaluates exercises.
- Conducts military mobilization manpower analyses for Army G-1 & others.
- Conducts military filler and casualty replacement analyses, in coordination with CINCs, for contingency planning and operations support.
- Provides technical advice to HQDA G-1 (DMPP) on casualty estimation processes, methodologies, and results.
- Serves as the functional proponent for Replacement Operations Automation Management System (ROAMS) and its subsystems.



Functions Continued

- Manages wartime distribution and replacement operations.
- Assigns mobilized Individual Ready Reserve (IRR) Soldiers.
- Processes requests for AC MACOM analysis via the Worldwide Individual Augmentation System (WIAS).
- Manages non-unit related personnel (NRP) for contingency operations.
- Processes Army Operations Center (AOC) operational taskings.
- Integrates DA civilian manpower in support of contingency operations.
- Provides comprehensive administrative and logistical support for Soldiers and family members moving on official orders to and from worldwide locations.
- Provides travel and transportation support for DA Casualty in moving Next-of-Kin of Soldiers declared Seriously Ill (SI) or Very Seriously Ill (VSI).
- Manages all operations for the scheduling of individual replacements through the CONUS Replacement Centers (CRC).
- Coordinates the validation and scheduling of charter airlift in support of movements from the CRC to the Theater of Operation.
- Manages CONUS aerial port operations associated with the deployment of individual replacements and the movement of individuals involved in the CENTCOM R&R program.
- Researches, coordinates, and finalizes the integrated HRC position on cross-directorate actions.
- Plans, coordinates and executes special missions as directed by the DCSOPS, CoS, or CG-HRC.
- Plans, coordinates and develops the Anti Terrorism (AT) and Operations Security Plan (OPSEC) for HRC.
- Serves as the HRC point of contact for the G-1 Personnel Leader's Meeting (PLM).
- Develops, coordinates, and exercises the HRC Continuity of Operations (COOP) plan.
- Manages ACP/LO14 in support of Army Transformation.
- Manages the Strategic Readiness System (SRS).
- Manages command training program/coordinates online training initiative.
- Coordinates unit moves between HRC directorates.
- Coordinates HRC legislative proposals.
- Coordinates fill of the Armed Forces Inaugural Committee (AFIC).
- The Army NCO/Soldier of the Year.

EREC Backup



U.S. ARMY



Demographics (1 of 2) Enlisted Records and Evaluation Center - Indianapolis

RETIREMENT PLANS:

	CORE	ISA
CSRS	37	7
FERS	47	11

GRADES**:

	CORE	ISA
GS-4	7	0
GS-5	35	1
GS-6	7	0
GS-7	18	2
GS-8	3	0
GS-9	3	0
GS-10	1	0
GS-11	3	5
GS-12	5	6
GS-13	0	4
GS-14	1	0
WG-7	1	0

**Does not include Terms



U.S. ARMY



Demographics (2 of 2) Enlisted Records and Evaluation Center - Indianapolis

<u>AGE GROUPS:</u>	CORE	ISA
60 & ABOVE	18	0
50-59	38	10
40-49	22	6
30-39	6	2

•Average age of EREC personnel is 51.4 years thru end of FY05.

RETIREMENT ELIGIBLE:	FY05		FY06		FY07		FY08	
	<u>CSRS</u>	<u>FERS</u>	<u>CSRS</u>	<u>FERS</u>	<u>CSRS</u>	<u>FERS</u>	<u>CSRS</u>	<u>FERS</u>
Eligible to Retire	15	6	20	7	25	9	28	10
MRA w/ 10 yrs (FERS Only)	0	6	0	5	0	5	0	6
Eligible for Early Retirement	25	6	21	9	16	11	14	11



Facilities Enlisted Records and Evaluation Center - Indianapolis

EREC - Indianapolis (leased)

- ❖ 84,802 USF
- ❖ 148 personnel
- ❖ Space utilization rate: 84,802
- ❖ Lease expiration: No lease
- ❖ Annual rent rate: \$26.82/USF
- ❖ Storage space – no cost /not included in USF



Property

Enlisted Records and Evaluation Center - Indianapolis

• Computers	292
• Monitors	317
• Printers	19
• Network Printers	19
• QMS Printer (PERMS)	18
• Plotter	1
• Fax Machine	8
• Digital Senders	4
• Scanners	10
• AARTS Sequel Server	1
• EREC owned Servers	2

****Additional Information:** In plans for move to STL, transportation estimated:

Computer Room equipment - \$30K, Audio Visual Equipment - \$8.5K,

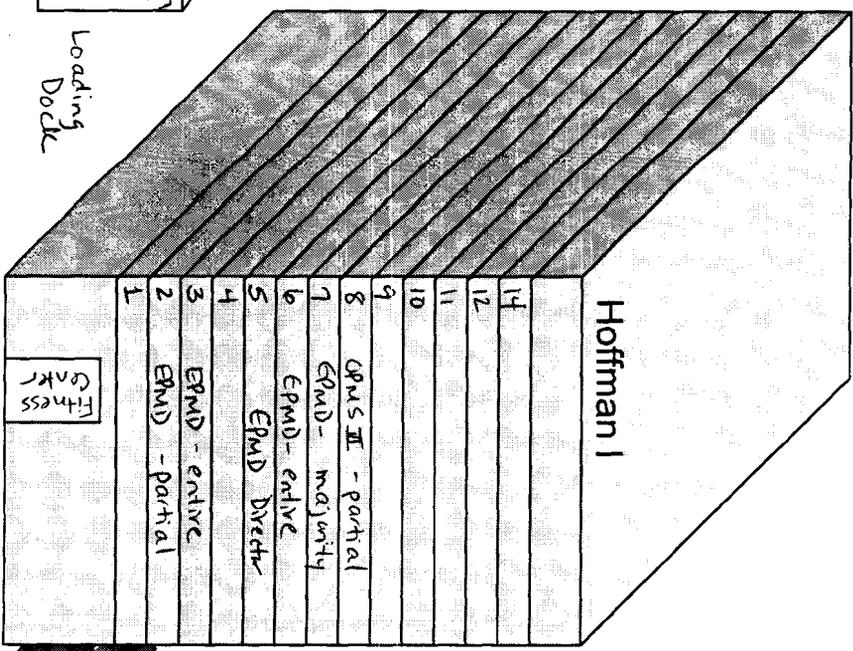
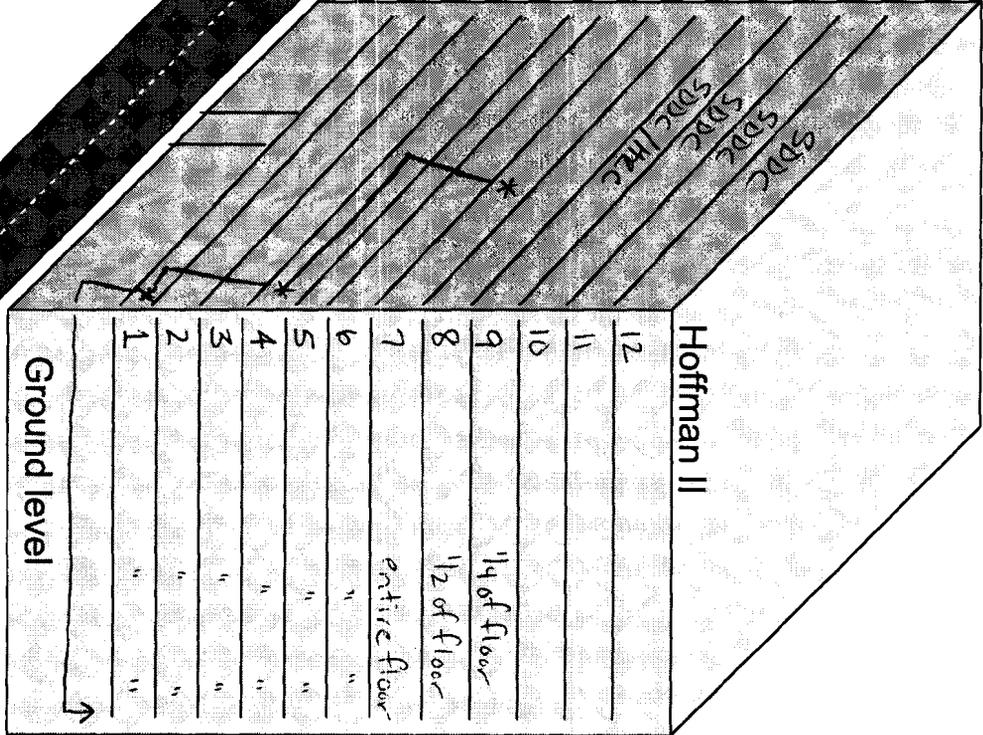
Office Equipment - \$70K

****Cost Excludes:** PERMS equipment, Uninterruptible Power Supply, and Army supported equipment shipping cost



U.S. ARMY





INSTALLATIONS RECOMMENDED FOR ADDITION TO THE SECDEF LIST

RECOMMENDED INSTALLATION: Change recommendation from consolidating US Army Human Resources Command currently at Alexandria, VA, St. Louis, MO, and Indianapolis, IN to Ft. Knox, KY to consolidating at current St Louis facilities (recruiting headquarters co-location remain the same).

RATIONALE FOR RECOMMENDATION:

- Consolidating at St Louis site accomplishes same high military value gained from consolidation of three parts of the command onto one site. It will significantly lessen the consolidated 40% of the workforce.
- St Louis is a high security site and does not have force protection issues like the Alexandria and Indianapolis sites do. It can be expanded through renovation and new construction to accommodate other components.
- St Louis is a relatively low cost (\$16/SF) GSA owned site leased to Army. The Alexandria site is in a privately owner leased facility at \$31/SF and \$24/SF in Indianapolis.
- There is a risk involved in possible losing a highly technical and sensitive legacy computer system workforce in St Louis if there are moved to Ft Knox as is proposed in the current recommendation.
- The IT support capability in St Louis exceed that of Ft. Knox. It can be expanded at a significantly lower cost to accommodate the entire headquarters activity than would have to happen to create this capacity at Ft. Knox.

ASSOCIATED DOD RECOMMENDATION: (IF APPLICABLE)

Consolidate/Co-locate Active and Reserve Personnel and Recruiting Centers for the Army and Air Force (Vol I, Part 2: H&SA-33)

RELEVANT COST DATA: (COBRA DATA OR DATA REQUESTED)

The new scenario shows immediate payback with NPV of \$648 million in savings. See attached COBRA data.

DID DOD EXPLORE THIS SCENARIO: (Y/N) - BRIEF EXPLANATION CHECK WITH KARL GINGRICH OR TYLER OBORN FOR COBRA RUP

This scenario was not explored by DoD. They had wanted to consolidate this headquarters at Ft. Belvoir.

OTHER FACTORS:

INSTALLATIONS RECOMMENDED FOR ADDITION TO THE SECDEF LIST

RECOMMENDED INSTALLATION: Change recommendation from consolidating US Army Human Resources Command currently at Alexandria, VA, St. Louis, MO, and Indianapolis, IN to Ft. Knox, KY to consolidating at current St Louis facilities. Recruiting headquarters co-location remain the same.

RATIONALE FOR RECOMMENDATION:

-Consolidating at St Louis site accomplishes same high military value gained from consolidation of three parts of the command onto one site. It will significantly lessen the impact on 40% of the workforce.

-St Louis is a high security site and does not have force protection issues like the Alexandria and Indianapolis sites do. It can be expanded through renovation and new construction to accommodate other components.

-St Louis is a relatively low cost (\$16/SF) GSA owned site leased to Army. The Alexandria site is in a privately owner leased facility at \$31/SF and \$24/SF in Indianapolis.

-There is a risk involved in possible losing a highly technical and sensitive legacy computer system workforce in St Louis if there are moved to Ft Knox as is proposed in the current recommendation.

-The IT support capability in St Louis exceed that of Ft. Knox. It can be expanded at a significantly lower cost to accommodate the entire headquarters activity than would have to happen to create this capacity at Ft. Knox.

ASSOCIATED DOD RECOMMENDATION: (IF APPLICABLE)

Consolidate/Co-locate Active and Reserve Personnel and Recruiting Centers for the Army and Air Force (Vol I, Part 2: H&SA-33)

RELEVANT COST DATA: (COBRA DATA OR DATA REQUESTED)

The new scenario shows immediate payback with NPV of \$648 million in savings. See attached COBRA data.

DID DOD EXPLORE THIS SCENARIO: (Y/N) - BRIEF EXPLANATION CHECK WITH KARL GINGRICH OR TYLER OBORN FOR COBRA RUNS

This scenario was not explored by DoD. They had wanted to consolidate this headquarters at Ft. Belvoir.

OTHER FACTORS:

ADD SPIDER CHARTS IF AVAILABLE – IF NOT AVAILABLE, CHECK WITH ED BROWN TO SEE IF ONE CAN BE GENERATED

CONSOLIDATE/CO-LOCATE ACTIVE AND RESERVE PERSONNEL & RECRUITING CENTERS FOR ARMY AND AIR FORCE

LEASED SPACE, VA

REALIGN

Out		In		Net Gain/(Loss)		Net Mission Contractor	Total Direct
Mil	Civ	Mil	Civ	Mil	Civ		
(6,199)	(15,754)	0	0	(6,199)	(15,754)	(972)	(22,925)

LEASED SPACE, IN

REALIGN

Out		In		Net Gain/(Loss)		Net Mission Contractor	Total Direct
Mil	Civ	Mil	Civ	Mil	Civ		
(25)	(111)	0	0	(25)	(111)	0	(136)

LEASED SPACE, MO

REALIGN

Out		In		Net Gain/(Loss)		Net Mission Contractor	Total Direct
Mil	Civ	Mil	Civ	Mil	Civ		
(709)	(1,234)	0	0	(709)	(1,234)	(150)	(2,093)

BUCKLEY ANNEX, CO

REALIGN

Out		In		Net Gain/(Loss)		Net Mission Contractor	Total Direct
Mil	Civ	Mil	Civ	Mil	Civ		
0	0	13	81	13	81	0	94

ROBINS AFB, GA

REALIGN

Out		In		Net Gain/(Loss)		Net Mission Contractor	Total Direct
Mil	Civ	Mil	Civ	Mil	Civ		
(484)	(225)	453	224	(31)	(1)	781	749

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.

Recommendation: Realign the Air Reserve Personnel Center (Buckley Annex), CO, by relocating the Air Reserve Personnel Center processing functions to Randolph Air Force Base, TX, and consolidating them with the Air Force Personnel Center at Randolph Air Force Base, TX, and by relocating the Individual Mobilization Augmentee operational management functions to Robins Air Force Base, GA, and consolidating them with the Air Force Reserve Command at Robins Air Force Base, GA.

Recommendation: Realign Robins Air Force Base, GA, by relocating Air Force Reserve Recruiting Service to Randolph Air Force Base, TX.

CONSOLIDATE/CO-LOCATE ACTIVE AND RESERVE PERSONNEL & RECRUITING CENTERS FOR ARMY AND AIR FORCE

