

Base Realignment and Closure (BRAC) 2005

Frequently Asked Questions

1. What is BRAC?

"BRAC" is an acronym that stands for Base Realignment and Closure. It is the congressionally authorized process DoD uses to reorganize its base structure to more efficiently and effectively support our forces, increase operational readiness, and facilitate new ways of doing business.

Note: Even though the BRAC acronym is commonly used, the original legislation actually states that the title of the process is Base Closure and Realignment.

[Back to top](#)

2. How does the BRAC process work?

The process began with a threat assessment of the future national security environment, followed by the development of a force structure plan and basing requirements to meet these threats. DoD then applied published selection criteria to determine which installations to recommend for realignment and closure. The Secretary of Defense (SECDEF) will publish a report containing his realignment and closure recommendations, forwarding supporting documentation to the independent Base Closure and Realignment Commission. [Back to top](#)

3. Are there any specific priorities for BRAC 2005?

In his November 15, 2002, memorandum, the SECDEF established the goals and priorities for the 2005 BRAC round. A primary objective of BRAC 2005, in addition to realigning our base structure to meet our post-cold war force structure, is to examine and implement opportunities for greater jointness between the Services. To reinforce the idea that we should be looking across traditional lines to examine the potential for jointness, the Secretary established an internal BRAC 2005 decision making body that is joint at every level. [Back to top](#)

4. What is the Base Closure and Realignment Commission?

The Commission is an independent body responsible for reviewing the Secretary's recommendations for BRAC 2005. BRAC legislation specifies the selection process for Commissioners. The President is required to consult with congressional leadership on nominations to serve on the Commission. [Back to top](#)

5. What authority does the Commission have?

The Commission has the authority to change the Department's recommendations if it determines that the Secretary deviated substantially from the force structure plan and/or selection criteria. The Commission will hold regional meetings to solicit public input prior to making its recommendations. History has shown that the use of an independent commission and public meetings make the process as open and fair as possible. [Back to top](#)

6. What happens to the Commission's recommendations?

The Commission forwards its recommendations to the President for review. If approved, the President then forwards the recommendations to Congress. Congress has 45 legislative days to act on the Commission's report on an all-or-none basis. If Congress fails to act within that time, the Commission's realignment and closure recommendations become law. Implementation must start within 2 years, and actions must be completed within 6 years. (See Question 10 for more details.) [Back to top](#)

7. If my activity is on the initial BRAC list, does that mean it will definitely be closed or realigned? If not, when will I know?

In past BRAC rounds, the initial list has been a good indicator of the final actions. However, the ultimate decisions are up to the BRAC Commission, the President, and the Congress. (See Question 10 for more details). [Back to top](#)

8. If my activity is not on the list, can the BRAC Commission recommend it for realignment or closures?

Yes. The BRAC statute requires that seven of nine Commissioners vote to consider a recommendation to close or realign an installation not recommended by the Secretary of Defense. If seven of the nine vote to consider an installation, two Commissioners must visit the installation and seven of the nine Commissioners must vote to approve the recommendation. [Back to top](#)

9. What percentage of SECDEF recommendations are normally approved?

Historically, the BRAC Commissions have accepted 85 percent of the Department's recommendations. [Back to top](#)

10. What are the key events in BRAC and when will they occur?

There are several significant events taking place throughout the remainder of 2005.

- Not later than May 16, 2005, the Secretary of Defense forwards the recommendations for closure and realignment to the independent BRAC Commission, at which time the information is available to the public.
- By September 8, 2005, the BRAC Commission must forward its report to the President of the United States.
- By September 23, 2005, the President will accept or reject the Commission's recommendations on an all or nothing basis and, if approved, forward the recommendations to Congress.
- If the President disapproves the Commission's initial recommendations, the Commission must submit revised recommendations to the President not later than October 20, 2005. The President must then approve or disapprove the Commission's revised recommendations by November 7, 2005, or the process ends.
- Once the President forwards the recommendations to Congress, Congress will have 45 legislative days to enact a joint resolution rejecting all the recommendations; otherwise, they become binding on the Department. [Back to top](#)

11. How many activities were closed in the four previous BRAC rounds?

The four prior rounds of BRAC resulted in recommendations to close 97 out of 495 major domestic installations. BRAC 1988 closed 16 major installations; BRAC 1991 closed 26 major installations; BRAC 1993 closed 28 major installations; and BRAC 1995 closed 27 major installations. [Back to top](#)

12. How much has been saved through previous BRAC rounds?

The four previous BRAC rounds have eliminated approximately 20 percent of DoD capacity that existed in 1988 and, through 2001, produced net savings of approximately \$17.7 billion. This figure includes the cost of environmental clean-up. Recurring savings beyond 2001 are approximately \$7 billion annually. In independent studies conducted over previous years, both the General Accounting Office and the Congressional Budget Office have consistently supported the department's view that realigning and closing unneeded military installations produces savings that far exceed costs. [Back to top](#)

13. Has the planned realignment of military forces and bases overseas been factored into the BRAC 2005 recommendations?

Yes. On March 20, 2003, the Secretary directed the development of a Comprehensive and Integrated Presence and Basing Strategy looking out 10 years. Results of that effort, including rationalizing areas of potential excesses and identifying the utility of overseas installations, were factored into the BRAC 2005 process. [Back to top](#)

14. Will there be a reduction in force (RIF) at activities on the initial BRAC list?

None of the initial recommendations become official until the BRAC process has been completed. Therefore, unless previously planned or needed for other reasons, there will not be any RIFs as a result of activities being included on the initial list of recommended actions. [Back to top](#)

15. If my activity is on the final closure list, when will I be separated?

Normally, separations must be effective no later than the effective date of base closure. Depending on the installation's drawdown plan; however, it may be necessary to conduct one or more incremental RIFs prior to closure. Additionally, some employees may have the opportunity to remain after closure as part of a caretaker workforce. [Back to top](#)

16. How will opportunities for promotion be affected by the initial BRAC recommendations?

Since there is no certainty that all of the activities on the initial list will be closed or realigned, there may not be much of an impact on promotion opportunities. However, at the discretion of the commander, some vacancies may be filled on a temporary basis to improve the activity's posture in the event it is eventually approved for closure or realignment. [Back to top](#)

17. If my organization is realigned to another geographic location, will I be offered the opportunity to move with the work? If not, what are my options?

Your right of assignment depends on whether your organization is being moved due to a transfer of function (TOF), which occurs when a function ceases in one location and is moved to one or more other locations that are not performing that specific type of work. TOF regulations stipulate that non-temporary employees have the right to move with their work if the alternative at the losing organization is separation or demotion by reduction in force (RIF). Your human resources office will notify you if your position is involved in a TOF. If the realignment is not a TOF, you do not have the right to accompany your function to the new location. However, your agency may give you the opportunity to volunteer to relocate with the organization. If you do not volunteer, or if you volunteer and are not selected, you will be subject to any resulting RIF action. In that case, you may be eligible for transition assistance under the DoD Civilian Assistance & Re-Employment (CARE) Program. (See Question 18) [Back to top](#)

18. If I am facing separation due to base closure or realignment of my organization to another geographic area, what types of assistance are available from DoD?

The DoD Civilian Assistance & Re-Employment (CARE) Program provides a variety of transition assistance programs and benefits for employees facing involuntary separation through no fault of their own. These include job placement programs, voluntary separation incentives, early retirement, retraining initiatives, and various forms of outplacement assistance. You can get more detailed information from your human resources office, or you can review the contained on this website. [Back to top](#)

19. What placement programs are available to help employees find jobs?

The DoD Priority Placement Program (PPP) and the Reemployment Priority List (RPL) provide special consideration for placement in DoD vacancies. Employees scheduled for RIF separation may be eligible for both programs, but they must apply separately to enroll in the PPP and RPL. The Interagency Career Transition Assistance Plan (ICTAP), which is administered by the Office of Personnel Management (OPM), provides priority consideration for certain jobs in non-DoD Federal agencies within the separating employee's commuting area. Unlike the PPP and RPL, which feature centralized registration and referral systems, ICTAP requires eligible employees to apply for individual vacancies. [Back to top](#)

20. When can I register in the PPP?

PPP eligibility is based on the issuance of reduction in force (RIF) notices. However, at the discretion of the installation commander, employees may voluntarily register prior to receiving notices up to 1 year before the effective date of the RIF or base closure. The DoD CARE Office may also approve up to 1 additional year of early registration at the request of the installation. If you are entitled to severance pay, PPP registration is mandatory during the RIF notice period and for up to 1 year following separation. [Back to top](#)

21. When can I register in the RPL?

RPL eligibility does not begin until you receive either a specific RIF separation notice or a Certificate of Expected Separation (CES). Agencies are required to issue specific separation notices a minimum of 60 days prior to the RIF effective date. A CES may be issued up to 6 months prior to the RIF effective date, but agencies are not required to use this form of notice. (NOTE: RPL eligibility is limited to employees who are being separated from career or career-conditional appointments. If you are being separated from an excepted appointment, ask your HRO about priority reemployment consideration for excepted service positions.) [Back to top](#)

22. When can I apply for jobs in other Federal agencies under the Interagency Career Transition Assistance Plan (ICTAP)?

If you meet the basic requirements, your ICTAP eligibility begins on receipt of a specific separation notice and continues for up to 1 year after separation; or up to 2 years if you have veteran's preference and separated from a restricted position (see 5 CFR 330.407). Employees must submit an application that complies with all job announcement instructions and a copy of the separation notice must be attached. [Back to top](#)

23. If I'm placed in a job outside of the commuting area, will my moving expenses be reimbursed?

The DoD PPP is the only job placement program that provides consideration for jobs outside your commuting area. If you're scheduled for separation and accept a job in another commuting area through the PPP, your relocation costs will be reimbursed in accordance with the Joint Travel Regulations (JTR). If you find a Federal job outside the commuting area on your own initiative, your relocation costs may or may not be reimbursable. Before accepting employment outside your commuting area, you should consult with your human resources offices regarding your eligibility for reimbursement. [Back to top](#)

24. Do I receive special consideration for jobs with private contractors hired to prepare the activity for closure or to maintain it afterwards?

Yes. Employees at closing installations have hiring preference for certain jobs with these private contractors to prepare the activity for closure or to maintain it after it is closed. The contractor must afford eligible and qualified DoD employees right of first refusal before hiring from any other source. Normally, these jobs are in areas of environmental cleanup and restoration, utilities modification, roads and grounds work, security, and fire protection. [Back to top](#)

25. Is there any type of program that provides retraining and other forms of assistance in preparing for a job search?

Yes. Through the Workforce Investment Act (WIA), the Department of Labor provides funding for retraining and readjustment assistance to displaced Federal employees, including Nonappropriated fund employees. In addition to retraining, the WIA provides for, counseling, job testing, placement assistance, and other related support activities. This assistance is made available to employees through the appropriate State Employment Security Agencies. Employees assigned to DoD installations approved for closure or realignment may apply for WIA assistance up to 24 months in advance of the effective date of the closure or realignment. [Back to top](#)

26. If I accept a job in another geographic location, am I eligible for assistance with the sale of my home?

Employees at some BRAC activities may be eligible for the Homeowners Assistance Program (HAP). The HAP, which is administered by the U.S. Army Corps of Engineers, provides financial relief to employees who are relocating outside of the commuting area and would otherwise lose money on the sale of their primary residence. To be eligible for HAP, you must be employed at or near an installation scheduled for realignment or closure and be the owner-occupant of the residence at the time of the BRAC announcement. You may also be eligible if you are serving on a tour of duty overseas and own a residence at or near a BRAC installation. Regardless of your circumstances, HAP assistance is not available until the Corps of Engineers has conducted a real estate survey and confirms that certain market conditions are in effect. Your HRO can refer you to the appropriate point of contact for more information regarding the HAP, or you can review the HAP brochure online at <http://www.sas.usace.army.mil/hapinv/HapBroc.pdf>. [Back to top](#)

27. What impact does BRAC have on the implementation of NSPS, particularly those activities in Spiral One?

BRAC will not affect the overall implementation of NSPS. NSPS is also critical to the Department's transformation and the Department will not delay its implementation as a result of BRAC. No activity on the BRAC list will automatically be excluded from Spiral One. Components will assess whether inclusion of a BRAC site in Spiral One is appropriate, considering such factors as the anticipated time frame for the closure/realignment and impact on the mission and the workforce. [Back to top](#)

28. Will employees at installations having implemented the National Security Personnel System have the same benefits, e.g. severance pay, as other DoD employees?

Benefits such as health and life insurance, retirement, thrift savings plan, annual and sick leave, severance pay and moving expenses are untouched as a result of NSPS. Additionally, the Department's traditional tools for transition assistance for its civilians, such as outplacement services, priority placement and separation incentives, will be available to employees under NSPS. Eligibility for those programs and services is not affected by NSPS. Human Resources Office staff will have more detailed information on these programs. [Back to top](#)