

JB Questions for Staffing

ID	Keywords	Source	Date Rcvd	Question	Answer
1	General	unknown	12/1/2006	Is there already an established expectation of what my functional area structure will look like once we are through with the initial Joint Basing effort?	No -- the development of your functional area's structure will be left up to your FWG. You can bring your vision of the future to the meetings and use that to develop the organizational structure.
2	General	unknown	12/1/2006	When will the OSD Questionnaires be final?	Once the Joint Base Implementation Guidance is signed, the Questionnaires will be final shortly thereafter. 30 days will be given to complete the Questionnaires
3	General	unknown	12/1/2006	Once the OSD Questionnaires are submitted, how long will it be until the COLS are finalized?	Tentative estimate is 3 months
4	General	unknown	12/1/2006	What is the approval process/criteria for variance/deviation requests on the MOA? How does the process relate to ISSAs? Who has final approval authority for variances/deviations? Can individual tenants request a variance/deviations? Who will fund these	<p>Please see the <b>JBIG Sections 3.8.1 (deviations to COLS) and 3.10 (variances to guidance)</b> for the generalized guidance and process. See the draft MOA Template, Annexes M and N for detailed information. Generally speaking, the process will move through the JMOS (attachment F to the JBIG) up to the ICC (DUSD(I&amp;E), two-star level) for approval. ISSAs currently with the supported Component(s) will need to be transferred to the supporting Component. <b>Section 4.14.4.2 assigns this to the MOA SWG</b> and they are working this. The ICC has final approval. According to Section 4.17.1 of the JBIG, the tenants are to be included in the JBPC, so their requests will work through the same process as supported Component(s). The bigger question is "who is a tenant and who is a supported Component?" We are still working on this- right now, only those mentioned in the BRAC language are supported Components. The SJBWG are trying to decide whether DoD agencies, Service field agencies, and Guard and Reserve entities should be supported Components or tenants. If they are a tenant, they will retain a reimbursable relationship with the supporting Component.</p> <p>Therefore, the tenant will pay for the variance/deviations. If they are a supported Component, they will transfer the TOA (according to the JBIG as it currently reads, although the AF no longer supports this) in the amount of the cost to vary/deviate, and the supporting Component will be responsible for providing the service at that level.</p>
5	General	unknown	12/1/2006	How are mission-critical functions defined?	TBD
6	General	unknown	12/1/2006	Are there steps /methodology to the optimal delivery/variance/deviation process?	TBD to potentially involve Lean 6 Sigma
8	General	unknown	12/1/2006	Can we adopt new way of doing things vs doing it the Navy / Air Force way?	Yes. All reasonable options need to be explored at the FWG level to determine the optimal method of delivering goods and services at the common output level of service.
9	General	unknown	12/1/2006	How do A-76 studies affect the safety FWG?	We don't know and we have asked that same question of our higher echelons
10	General	unknown	12/1/2006	Is the Air Force undergoing any A-76 studies?	Yes. We have asked the FWGs to identify all Air Force and Navy A76 studies underway or contemplated for their functional areas.
11	General	unknown	12/1/2006	What does TOA mean?	Total Obligation Authority. This is the amount of funding received by the supported component
12	General	unknown	12/1/2006	What is expected at the As-Is date?	A thorough understanding of the current Air Force and Navy organizational structures, manpower authorizations, current processes, things the services have in common and things that are unique
15	General	unknown	12/1/2006	Law Enforcement & Security Forces - how will these be transferred? Who will military report to?	Until the FWG completes their As-Is analysis, we can't say. We also need additional guidance on military reporting, embedded UTCs, etc.
16	General	unknown	12/1/2006	Will the joint base employees follow Air Force or Navy policies?	Current guidance is that the joint functions will fall under the Navy lead and as such will follow Navy policy.
17	General	unknown	12/1/2006	Does the Joint Base include geographically separated locations?	Current guidance needs clarification - we have seen differing terms used for GSU's and their ultimate disposition.
18	General	unknown	12/1/2006	Will OSD define operations and base functions?	We would not expect them to. OSD is giving the joint bases broad authority to determine what functions can be joined and what cannot.
19	General	unknown	12/1/2006	What about existing MOAs at Hickam?	Existing MOAs and ISSAs will transfer to the supporting command.
20	General	unknown	12/1/2006	Is the As-Is 30 JAN 07 a hard deadline?	No. Air Force and Navy leadership has made it clear that we won't sacrifice quality for speed. However, the majority of the as-is tasks should be achievable by that date.

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21	General	unknown	12/1/2006	Is there any As-Is guidance not to exclude mission?	Yes. The Air Force has said, for example "Airmen will open and operate airfields". It is clear that mission transfer was not the intention of joint basing since missions cannot easily be merged like base operating support can.
22	General	unknown	12/1/2006	To-Be is defined as what?	To Be provides the organization, funding, manning, and processes proposed to operate functions in a joint environment.
27	General	unknown	12/1/2006	What will the leadership structure be?	The plan for Joint Base Pearl Harbor/Hickam is to have a Navy installation commander. Beyond that, we don't know.
28	General	unknown	12/1/2006	What is BRAC?	"BRAC" is an acronym that stands for Base Realignment and Closure. It is the congressionally authorized process DoD has previously used to reorganize its base structure to more efficiently and effectively support our forces, increase operational readiness and facilitate new ways of doing business. (The original legislation actually states that the title of the process is Base Closure and Realignment.)
29	General	unknown	12/1/2006	What are some of the major elements of the BRAC 2005 process and what will ensure it will be fair?	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 legally mandated selection criteria to determine which installations to recommend for realignment and closure. The Secretary of Defense will publish a report containing his realignment and closure recommendations, forwarding supporting documentation to the independent commission.
30	General	unknown	12/1/2006	How will BRAC 2005 be different from past rounds?	BRAC 05 is dramatically different from previous rounds. Because we are on our 5th round of BRAC, the nature of the excess capacity has changed. Most of the excess capacity today is more fragmented, and often in the form of underused facilities. This suggests that savings can be achieved by sharing facilities to a greater extent. Excess capacity is defined as underused or unused facilities an/or infrastructure. Today, greater emphasis is being placed on reshaping the Department as opposed to simple cost cutting. There also is greater emphasis on jointness--selecting the appropriate organizations from two or more services to share facilities in the right location can significantly improve combat effectiveness while reducing costs. It also generates a more powerful military through appropriate basing. Jointness at every level will play a much greater role in this round of BRAC.
31	General	unknown	12/1/2006	For purposes of BRAC, what is "jointness" when different services are within the same fence, or when different services are relatively close by and use the same range on one installation for training?	"Jointness" is not a noun, but rather a thought process that facilitates the joint utilization of infrastructure assets to the overall good of the Department of Defense and the nation. There are numerous installations, active and reserve components that have active multiple services within the same fence boundary or are relatively close by. This round of BRAC focused on trying to match excess capacity with those units that can best use them.
32	General	unknown	12/1/2006	Are there any web sites where I can obtain additional information about BRAC?	The following websites provide BRAC information: <a href="http://www.defenselink.mil/brac">www.defenselink.mil/brac</a> - DOD BRAC site <a href="http://www.af.mil/brac">www.af.mil/brac</a> - Air Force BRAC site <a href="http://www.bracpmo.navy.mil">www.bracpmo.navy.mil</a> - Navy BRAC site <a href="http://www.cpmns.osd.mil/brac">www.cpmns.osd.mil/brac</a> - DOD BRAC Transition Assistance for DOD Employees <a href="http://www.oea.gov">www.oea.gov</a> - Office of Economic Adjustment (OEA) site
33	General	unknown	12/1/2006	Personnel	TBD
37	General	unknown	12/1/2006	Will an installation's presence on the DOD recommended closure list affect the status of civilians selected for special career development training or attendance at DOD professional military education in residence?	An installation's presence on the DOD recommended closure list should not affect the status of civilians selected for special career development training or attendance at DOD professional military education in residence. However, if the training opportunity being provided is held at a base affected by closure, the geographical location of the training would be shifted to another location.
14	HRO General	unknown	12/1/2006	Do Hickam employees transfer to the Navy?	Current guidance is for Air Force civilian employees to convert to Navy civilians for those areas that can be effectively joined.

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23	HRO General	unknown	12/1/2006	What about RIFs and cuts?	The To-Be analysis, compared to the As-Is analysis will describe any efficiencies proposed with manpower. Those efficiencies could generate Reductions In Force.
34	HRO General	unknown	12/1/2006	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.
35	HRO General	unknown	12/1/2006	If I am facing involuntary separation because my organization is being realigned, what are my options; e.g., voluntary early retirement authority, voluntary separation incentive pay, priority placement?	The DOD Civilian Assistance and Re-employment program provides a variety of transition assistance programs available for employees facing separation because of base closure or realignment. These include employee placement programs, civilian separation incentives and early retirements, and retraining initiatives and outplacement assistance. Civilian Personnel Flights can provide more information concerning these programs.
36	HRO General	unknown	12/1/2006	Will there be a civilian reduction in force at bases nominated/selected for closure?	A reduction in force will not occur as a result of a base being on the BRAC nomination list. If a base is officially selected and announced for closure, there are usually incremental reductions in force as part of the installation drawdown implementation plan. However, eligible civilian area employees will have the opportunity to register for priority placement or take advantage of separation incentives such as buyouts and voluntary early retirement, in order to decrease the number of involuntary separations.
38	HRO General	unknown	12/1/2006	Will employees at installations having implemented the National Security Personnel System have the same rights and benefits as other civil service employees?	Since the Department of Defense has not finalized the National Security Personnel System enabling regulation or implementing issuances at this time, we are unable to answer this question. Additional information about NSPS can be found on the DOD website at <a href="http://www.defenselink/mil/brac/">www.defenselink/mil/brac/</a> .
39	HRO General	unknown	12/1/2006	Are there any other programs available to help employees find continued employment with other Federal agencies outside the Department of Defense?	Yes, under the Interagency Career Transition Assistance Plan, employees separating by reduction in force or as a result of declining relocation outside of the commuting area can receive priority consideration for jobs in other federal agencies within the commuting area. This program, which is administered by the Office of Personnel Management, requires agencies in the commuting area of the separating employee to give preference to well-qualified registrants before hiring other candidates from outside the agency. The plan requires federal agencies to publish information on all competitive service vacancies at <a href="http://www.usajobs.opm.gov">www.usajobs.opm.gov</a> . Employees must submit an application that complies with all job announcement instructions and a copy of the separation notice must be attached. Transition assistance plan eligibility begins on receipt of a specific separation notice or a certificate of expected separation and continues for up to one year after separation, or up to two years for those with veteran's preference.