JAN 01 1986

JAN 1988 - DESTROY
SECNAVINST 5215.5B,Part 11,Chap 1
Par 11010(1)(b)
RETENTION - 2 YEARS

18000
NREAD

27 Jan 1986

Director, Natural Resources and Environmental Affairs Division, Marine Corps Base, Camp Lejeune
Assistant Chief of Staff, Facilities, Marine Corps Base, Camp Lejeune

PROBLEMS/IMPEDIMENTS TO PRODUCTIVITY

Ref: (a) AC/S FAC Memo 11800 FAC of 7 Jan 1986

Encl: (1) NREAD Update on Status for Problems/Impediments to Productivity

1. In accordance with the reference, the 6 November 1985 NREAD submission has been updated and is submitted as enclosure (1).

J. I. WOOTEN

Writer: J. I. Wooten, NREAD 5003
Typist: J. Cross 27Jan86

IMPEDIMENTS TO PRODUCTIVITY

NREAD	6 Nov 85
Section	Date

1. Problem: Lack of automation of records and data.

   Solution: LUMS

   Status: LUMS is scheduled to be advertised in the Commerce Business Daily by 1 February 1986.

2. Problem: Restricted employee advancement opportunities.

   Solution: Upgrade employees

   Status: Re-evaluation of position descriptions will be conducted when Long Range Management Plans and Conservation Reports are completed.

3, Problem: Lack of continuity in wildlife law enforcement (Game Wardens).

   Solution: Realign law enforcement (Game Wardens) under Director, Natural Resources and Environmental Affairs Division, Assistant Chief of Staff, Facilities and civilianize the personnel in that office.

   Status: Aligned under the Provost Marshal.

4. Problem: Lack of continuity in archaeological/historical program.

   Solution: Realign total program under Director of Natural Resources and Environmental Affairs and hire a professional archaeologist.

   Status: Management and Protection Program aligned under Assistant Chief of Staff, Facilities and monitoring under Director, Natural Resources and Environmental Affairs Division.

5. Problem: Lack of mid-management position in Water Lab.

   Solution: Establish and fill a GS-9 Chemist billet.

   Status: Headquarters Manpower personnel approved additional billet to Base T/O during September 1985 on-site Manpower survey. Requisition to fill position as a Temporary GS-9 was denied by AC/S Manpower and returned to NREAD on 22 October 1985.

6. Problem: Coordination problems with Range Control

Solution: Daily coordination is being accomplished

Status: Daily coordination is working fairly well and we have had a few problems but nothing that was unexpected.

7. Heavy Equipment scheduling

Solution: Move Forestry-owned heavy equipment to Forestry Section, NREAD.

Status: Forestry equipment is assigned to Base Maintenance Officer. The Forestry equipment is still being used for non-Forestry jobs which is a violation of MCO P11000.8B.

8. Problem: Loss of key personnel

Solution: Reorganization of NREAD with emphasis on improving opportunity for advancement within NREAD.

Status: Establish GS-9 Chemist billet in Water Quality Control Laboratory to reduce impact of loss of either Environmental Protection billet and Supervisory Chemist.

9. Problem: Lack of administrative assistant

Solution: Employ individual to accomplish many administrative requirements of NREAD. This action would enable the Ecologist, Forester and Wildlife Manager to function as Natural Resources environmental program managers as they were originally hired to do.

Status: Requirement has been addressed several times. Will be presented to AC/S, BOS MAD during upcoming efficiency review.

10. Problem: Lack of awareness/sensitivity to environmental concerns by military commanders.

Solution: Recommend establishment of an Environmental Protection Officer as a collateral duty position on the staff of 2d Marine Division and 2d FSSG. Position should be assigned a specific list of responsibilities in the area of information transfers and follow-up on discrepancies within their command. This officer would also be an appropriate representative to the Environmental Review Board/Environmental Enhancement Committee.

Status: This is the first official recommendation of the above course of action. Initiation of action by Assistant Chief of Staff, Facilities as Chairman of EIRB/EIEC would be a reasonable approach.

IMPEDIMENTS TO PRODUCTIVITY

1. PROBLEM: LACK OF AUTOMATION OF RECORDS AND DATA.

SOLUTION: LUMS

Status: LUMS is scheduled to be advertized in the Commerce Business Daily by 1 February

2. PROBLEM: Restricted employment advancement opportunities.

SOLUTION: Upgrade Employees

Status: Re-evaluation of position descriptions will be conducted when Long Range Management Plans and Conservation Reports are completed.

6. PROBLEM: Coordination problems with Range Control

Solution: Daily coordination is being accomplished

Status: Daily coordination is working fairly well and we have had a few problems but nothing that was unexpected. ~~As we accomplish more of the planned training~~ scheduling ~~will be more difficult but this is an annual problem~~

(7.) Heavy Equipment Scheduling

SOLUTION: Move Forestry owned heavy equipment to Forestry Section, NREAD.

Status: Forestry equipment is assigned to Base Maintenance Officer. The Forestry equipment is still being used for non-forestry jobs which is a violation of MCO-P11000.8B.

FEB 3-20 CAN CAD EAST IC

IMPEDIMENTS TO PRODUCTIVITY

NREAD
Section

6 Nov85
Date

1. DUE IN CMD FY-86 FUNDS. on street by 1 FEB.

1. Problem: Lack of automation of records and data.

Solution: LUMS

Status: LUMS is due to go to Contracting Division at Headquarters Marine Corps soon.

2. Problem: Restricted employee advancement opportunities.

RE EVALUATION to be conducted AFTER 10 YR. PLAN, conservation report, AND possible RE-ORGANIZATION

Solution: Upgrade employees

Status: Evacuation of Position Descriptions and Performance Standards for existing positions.

3. Problem: Lack of continuity in wildlife law enforcement (Game Wardens).

Solution: Realign law enforcement (Game Wardens) under Director, Natural Resources and Environmental Affairs Division, Assistant Chief of Staff, Facilities and civilianize the personnel in that office.

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6. Problem: Coordination problems with Range Control.

Solution: Make Range Control Officer and his staff aware of what and why Forestry jobs need to be accomplished and closer coordination on a daily basis.

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Status: Daily coordination is being accomplished on an "as needed" basis and field trips for the Range Control Officer and his staff ~~are planned for the beginning of prescribed burning season~~. have been accomplished.

7. Problem: Heavy equipment scheduling.

SAME

Solution: Move Forestry-owned heavy equipment to Forestry Section, Natural Resources and Environmental Affairs Division.

Status: Forestry equipment assigned to Base Maintenance Officer.

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Solution: Reorganization of NREAD with emphasis on improving opportunity for advancement within NREAD.

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NATURAL RESOURCES AND ENVIRONMENTAL AFFAIRS
Marine Corps Base
Camp Lejeune, North Carolina 28542

8 Jan 86
Date

From: Director
To: Charles Peter DPD
Subj: attached
Review and provide comments for a response by 24 Jan 86

Julian
1/10/85

Julian -
Items 3 and 4 previously forwarded remain unchanged. Suggest they be resubmitted.

Charles

NATURAL RESOURCES AND ENVIRONMENTAL AFFAIRS
Marine Corps Base
Camp Lejeune, North Carolina 28542

8 Jan 86
Date

From: Director
To: Charles Pitts DPW
Subj:
attached
Review and provide comments
for a response by 24 Jan 86

Julian

OPNAV 5216/144A (Rev. 8-81)
S/N 0107-LF-052-2320

DEPARTMENT OF THE NAVY

Memorandum

11800
FAC

DATE: 7 JAN 1986

FROM: Assistant Chief of Staff, Facilities, Marine Corps Base, Camp Lejeune

TO: DISTRIBUTION

SUBJ: UPDATE ON STATUS FOR PROBLEMS/IMPEDIMENTS TO PRODUCTIVITY

Ref: (a) AC/S FAC memo 11800 FAC dtd 3 Oct 85

Encl: (1) Status of problems/impediments

1. The reference requested you identify the status of ten most significant problems/impediments to productivity. Please provide by 1 February 1986 an update on the status listed in the enclosure for solving these impediments.

B W Elston
B. W. ELSTON
By direction

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