



BRAC 2005 Support

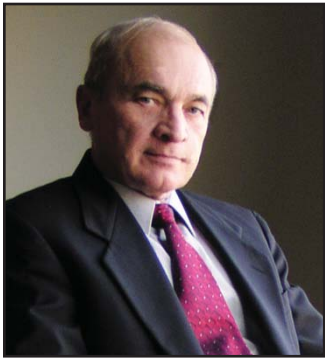
<http://www.navmar.com/brac/index.htm>

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Registration is still open for Navmar's BRAC 2005 EAST COAST REGIONAL SEMINAR. The event will be held Wednesday, June 28, 2006, in Chester, PA. For more information or to register, please go to http://www.navmar.com/brac/brac_register.htm



BRAC 2005 affected bases will go through several stages of adjustments throughout the next five years. After the shock, disbelief and final acceptance to the 'reality of the BRAC decision', the affected and receiving base organizations and workforces must begin the planning and executing of the BRAC decision. Most BRAC 2005 bases are beginning that initial stage during FY 2006. The establishment of a BRAC Transition team, at affected and receiving bases and the identification of contract support and workforce augmentation is paramount. The following BRAC 'tidbits' based on past BRAC realignments, are provided to shed some light on a few of the many issues these BRAC Transition teams will be facing.

Franz Bohn
Navmar BRAC Manager

The first year in any BRAC program is normally used to appoint base BRAC managers and Transition Teams in order to work with the Engineering Commands to determine workspace requirements at the receiving base(s) and begin the Architectural/Engineering surveys to enable the beginning of the MILCON/Rehabilitation and infrastructure design phase. **This is the most important BRAC challenge, since relocation cannot begin until the receiving workspaces are ready to accept the workforce and its mission.**

Affected workforce morale, relocation downtime of workspaces, loss of senior experts and 'early out' incentives negatively affect the capability of the affected workforce to accomplish its mission. Recently hired employees tend to look for other employment since they are not 'locked into' retirement eligibility concerns. **The biggest challenge of any BRAC relocation is to maintain mission effectiveness throughout the turmoil.**

Although the COBRA model attempts to define all the cost factors of a BRAC action, the BRAC budget cannot be accurately determined until all factors are itemized, assessed and planned. **BRAC funding will always be tight!** The number of employees relocating to receiving bases is inversely related to both the distance between the affected

and receiving bases and the age profile of the workforce. **If the distance is more than 200 miles, and the average workforce is skewed toward 50, approximately 25 of the workforce can be expected to move.**

For distances of 200 miles between affected and receiving base, approximately half of the relocated workforce will establish households in the new community. **The remaining half will 'commute' on a weekly basis until they are eligible to retire.**

Relocation is so much more than just the move. **Household and work moves can be extremely stressful, but the related issues can be very intimidating and overwhelming.**

Receiving base planning and MILCON requirements are currently being addressed by the cognizent engineering commands. **Numerous planning, architectural/engineering and construction contract opportunities have been advertised in FEDBIZOPS during the first half of CY2006.**

Due to the time consuming activities like planning, construction and infrastructure improvements at the receiving base most workforce and associated work asset moves will occur in FY 2009/10/11. **The BRAC 2005 process must be completed by end of FY 2011.**