

TOWN HALL



August 22, 23, 2000

AGENDA

- **Opening Remarks**
- **Introduction of Incoming USAG CDR**
- **A-76 Update**
- **Civilian Personnel Advisory Center Presentation**
- **Questions And Discussion**

FSH A-76 Whole-Base Study

Progress To Date

- JUL 98 Announced Whole-Base Study (WBS) to Congress**
- OCT 98 Orientation Program Begun**
- JAN 99 Data Gathering Begun**
- AUG 99 Organization PRD Development Begun**
- FEB 00 Draft PRD Reviews**
- MAY 00 Industry Comment Period/Industry Day**

FSH A-76 Whole-Base Study

YET TO DO

| | |
|-----------------------|--|
| JUNE 00 | MEO/REO Development and (PRD Refinement Continues) |
| SEP 00 | Solicitation Period Opens |
| OCT 00 | Management Studies |
| JAN 01 | Government Bid Complete and Sealed Solicitation Period Closes |
| FEB 01 | Bid Evaluation Process Begins |
| NOV 01 | Initial Award Decision Completed |
| NOV 01- FEB 02 | Appeal/Protest Window |
| MAR 02 | Final Award Decision |
| APR 02-JUL 02 | Transition Period MEO or Private Contract Starts |

EMPLOYEE PARTICIPATION

MAXIMUM PARTICIPATION

ORIENTATION
AND DATA
GATHERING

DEVELOP
ORG
PRD

DEVELOP
OMNIBUS
PRD

MANAGEMENT
STUDY
PROCESS

EVALUATION
OF BID FROM
PRIVATE
CONTRACTORS

LEAST PARTICIPATION

COST COMPARISON
(MEO BID TO PRIVATE
CONTRACTOR BID)
INITIAL DECISION

DATE LINE:

OCT 98-AUG 99

SEP 99-JAN 00

FEB-APR 00

MAR-OCT 00

FEB-NOV 01

NOV 01

INSIDE:

Editorials: 4B
Columns: 6B

August 18, 2000

Metro & State

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Section
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MySanAntonio.com



Greenberg
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Private firm to take over Lackland

California firm lands contract

By DAVID HENDRICKS
EXPRESS-NEWS BUSINESS WRITER

A California-based global information technology and facilities management corporation has been chosen to assume operation of Lackland AFB — the "Gateway to

the Air Force" — in 2001, the U.S. Air Force announced Thursday.

Computer Sciences Corp. of El Segundo, Calif., already had formed a subsidiary called Lackland Twenty-First Computer Sciences Corp. to administer Lackland AFB — the U.S. Air Force's only basic training installation — and take over its 1,450 civilian staff in the event it won the contract.

A corporate spokesman said Computer Sciences officials would not have further comment on its

contract until today.

The announcement culminated an 18-month process in which the Air Force put operations at Lackland up for bid for either commercial operation or scaled-down government operations.

The selection is subject to a 30-day public review period. Afterward, Congress will be notified of the decision.

The Air Force previously announced that the handover of Lackland to the winning bidder would

occur April 1, 2001, to coincide with the scheduled realignment of a portion of Kelly AFB — the part west of the Kelly runway — to Lackland. The Air Force is to close its operation at the rest of Kelly AFB in summer 2001.

The "A-76" process was instituted to reduce costs at military bases that traditionally have been overstaffed in case of emergencies or wartime. The goal is to reduce costs by 30 percent.

The number of private bidders

has not been announced, but 59 companies attended a pre-proposal conference last September. Three private-sector finalists were selected and compared to the government employees' own cost-cutting proposal, called "most efficient organization."

The A-76 rule specifies that if private-proposal costs are more than 10 percent less than the best government MEO proposal, the pri-

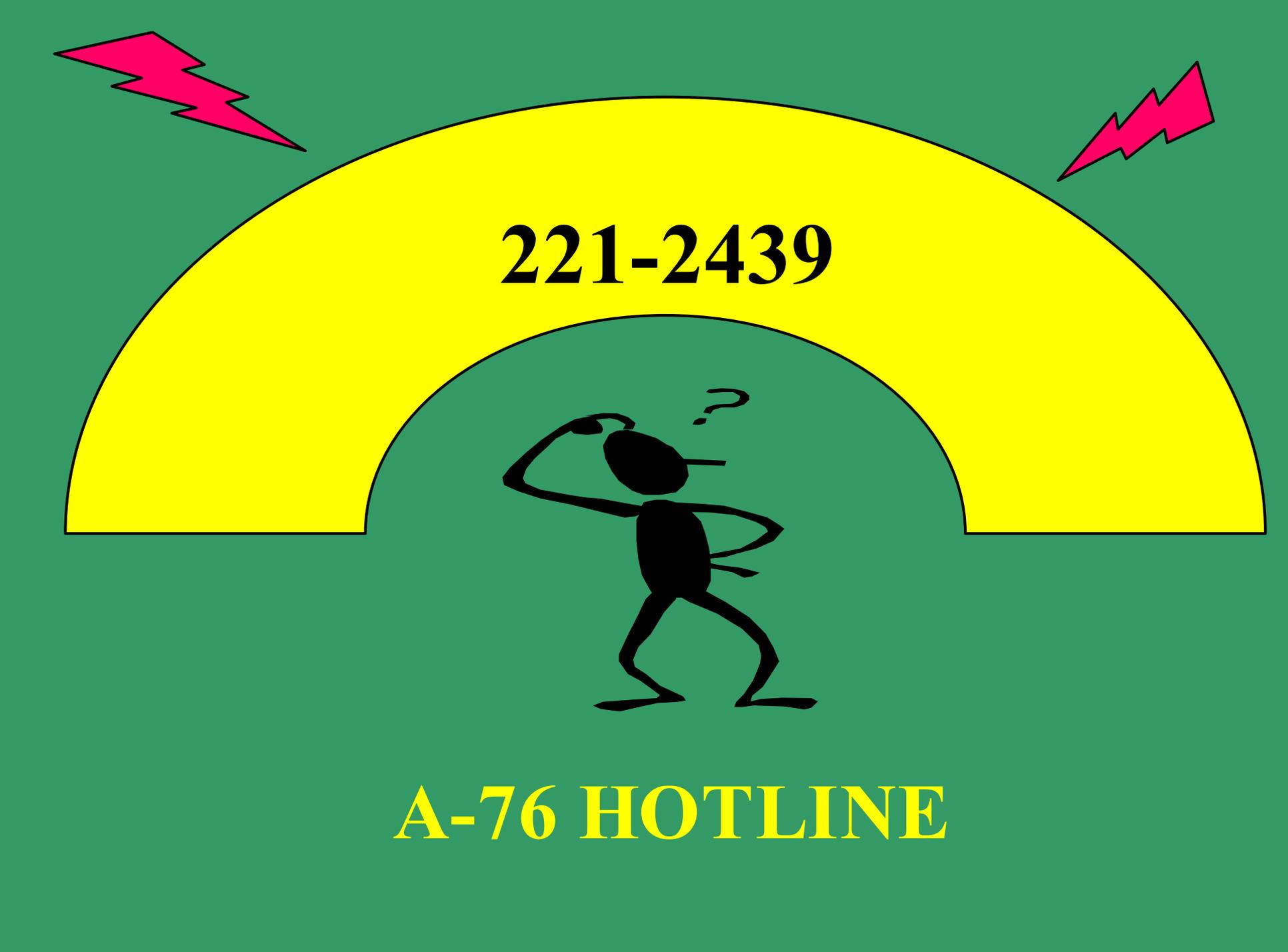
■ See CALIFORNIA/8B

"It's just you and the air up there."

— Elizabeth Schwenkler, engineless plane flier

GLIDING HIGH

Budget troubles officers



221-2439

A-76 HOTLINE

TOWN HALL



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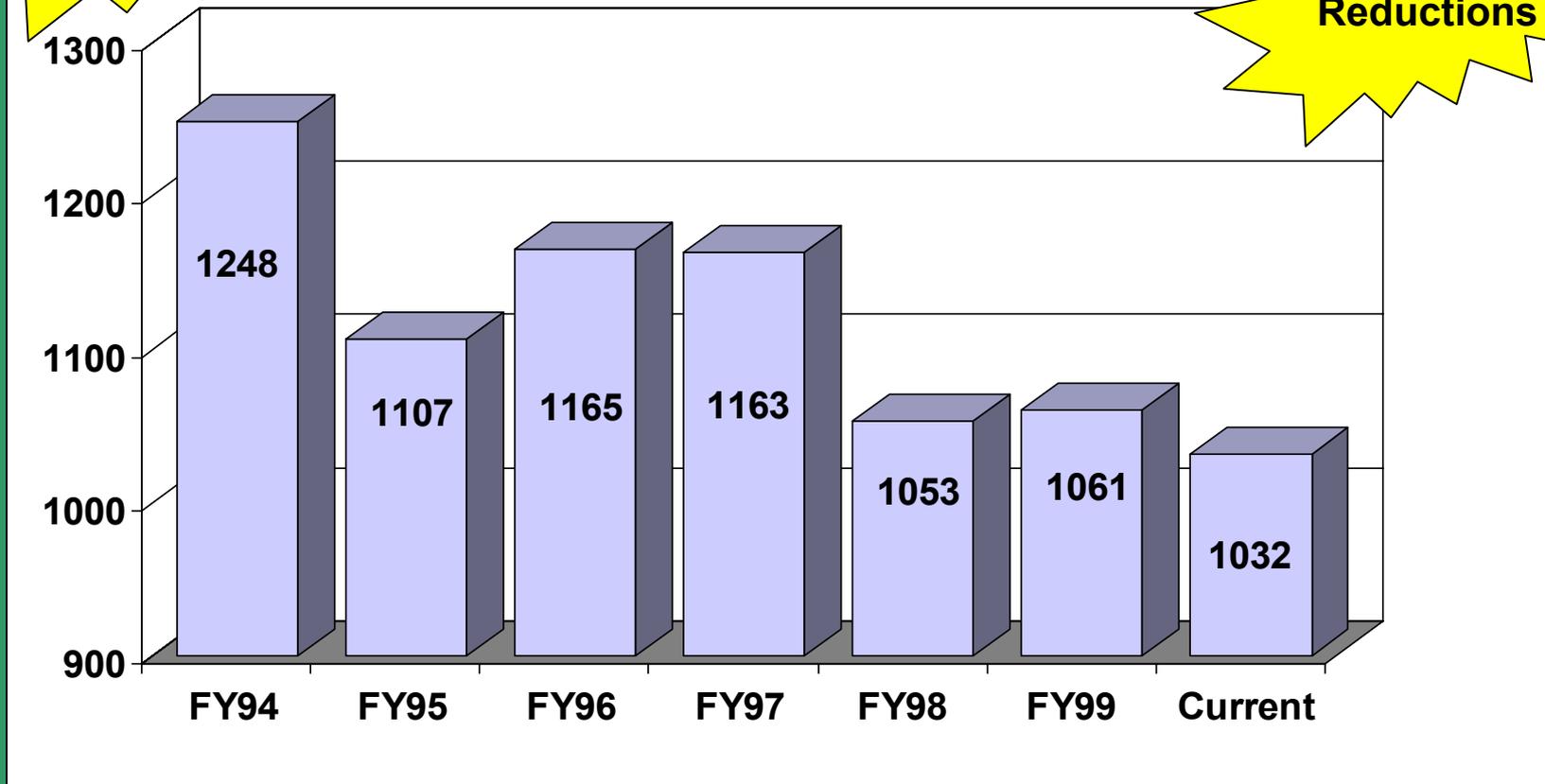
Discussion Points

- **Where We Were**
- **Where We Are**
- **What Is Ahead**
- **How We Communicate**
- **Human Resource Downsizing Milestones**
- **Summary**

Where We Were

**Appropriated
Fund
Only**

**216 Net
Reductions**



U.S. Army Garrison End Strength

Where We Are

- **Attrition**
 - During FY 00, we are averaging 4 losses per month
- **Executive Steering Committee (ESC) Vacancy Review**
- **Fill of Permanent Positions Using Term Appointments**
- **Placements via Repromotion**
- **Management-Directed Reassignments**
 - Within the USAG
 - Outside the USAG

What is Ahead

Downsizing Tools

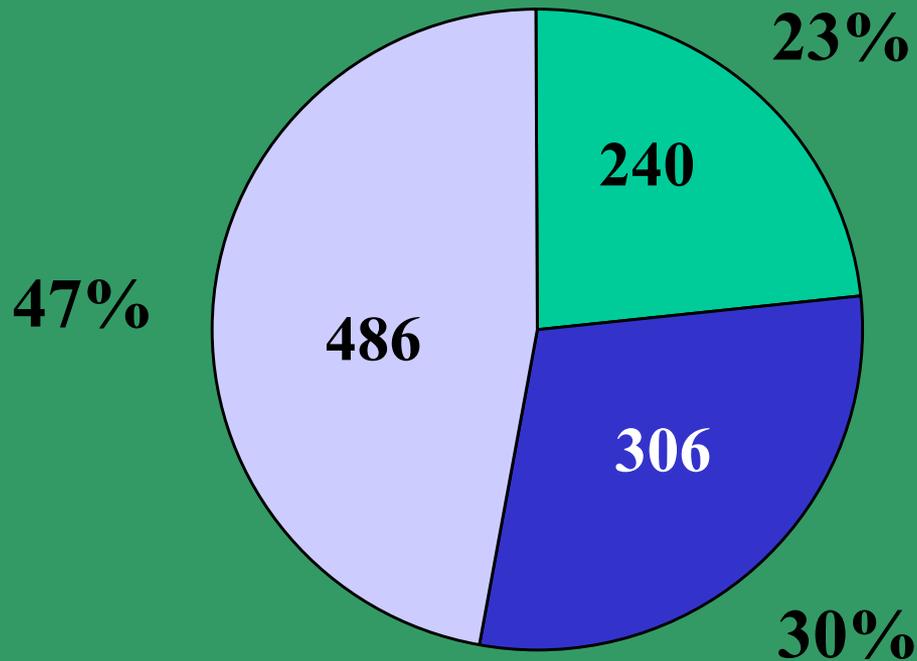
- **Placement of Surplus Employees**
 - Loss of Mission
 - Privatization
- **Limited Hiring Freeze**
- **Total Hiring Freeze**
- **Request Exception to Priority Placement Program**
 - Cross Level the Work Force
- **Early PPP Registration**
 - Voluntary

What is Ahead

Downsizing Tools

- **Use of Voluntary Separation Incentives Program**
 - **Resignation**
 - **Voluntary Early Retirement Authority**
 - **Must Request from DA**
 - **Eligibility**
 - **25 years of service/any age**
 - **20 years of service/50**
- **Optional Retirement**
 - **62 Years of Age with 5 Years of Service**
 - **60 Years of Age with 20 Years of Service**
 - **55 Years of Age with 30 Years of Service**
 - **MRA +10**

Retirement Eligibility as of FY 02



Early **Optional** **Ineligible**

***1032 End Strength**

What Is Ahead

- **Implement the Most Efficient Organization (MEO)
(Work Force Remains In-House)**
 - **Conduct Reduction-In-Force**
 - **Reassignments**
 - **Change To Lower Grade**
 - **Fewer Separations**
- **Implement Out Sourcing/Contracting Out**
 - **Conduct Reduction-In-Force**
 - **Reassignments**
 - **Change To Lower Grade**
 - **Numerous Separations**
- **Mandatory Registration in Priority Placement Program**

How We Communicate

- **Employee Briefings**
- **Hotline -- 221-2439**
- **Web Site -- <http://a76fsh.amedd.army.mil>**
- **News Leader Articles**
- **CPAC Bulletins**
- **Townhall Meetings**

Human Resource Milestones

| | FY 00 | FY 01 | FY 02 | FY 03 |
|--------------------------|----------|----------|----------|----------|
| Develop MEO | ▲ | | | |
| Develop MEO Structure | ▲ | | | |
| Develop Job Descriptions | | ▲ | | |
| Conduct Mock RIF | | ▲ | | |
| Limited Hire Freeze | | ▲ | | |
| Cross Level Work Force | | ▲ | | |
| Submit VERA Request | | | ▲ | |
| Total Hire Freeze | | | ▲ | |

Human Resource Milestones

| | FY 00 | FY 01 | FY 02 | FY 03 |
|--|----------|----------|----------|----------|
| Early PPP Registration | | | ▲ | |
| Offer Buy-Outs | | | ▲ | |
| Conduct RIF | | | ▲ | |
| Issue RIF Letters | | | ▲ | |
| Implement MEO or Implement Contract | | | | ▲ |

Summary

- **This Is Not Easy**
- **No Turning Back**
- **Total Commitment Is Essential**
- **Partnering Is Critical**
- **Communicate ... Communicate... Communicate**

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