



TRANSITIONS

Joint Basing Newsletter

For current and future employees of Joint Base Pearl Harbor-Hickam

Issue 5
March 2010



Commander's Message

Captain Richard W. Kitchens
Joint Base Commander
Joint Base Pearl Harbor-Hickam

A great big "thank you!" goes out to all who have been working hard to get us to Initial Operational Capability (IOC) on Jan. 31, and to those who made the Jan. 26 Open House and Town Hall a success by attending and giving us such insightful questions and comments. Now that we are in the IOC period, we have adopted the new installation name and you may have noticed the security guards welcoming you to Joint Base Pearl Harbor-Hickam as you enter the installation.

IOC is a period of planned transition. Change is not the goal in this endeavor. Where we are headed is to structure our base in such a way that we will enhance warfighter capability while we ensure a successful, effective and efficient integration of the base support functions. You will see changes in policies during this coming year which will help us reach those goals. We are trying to make the changes as transparent and as well thought out as possible, and we intend to communicate policy changes in advance and to have a limited number of designated dates when the changes will become effective.

If you have questions about any part of the joint basing process, you can submit on line questions at the joint base Web site or e-mail them to vickie.lancaster.ctr@navy.mil. At the Web site, there is a list of more than 200 questions and answers already asked by our members.

Our joint base is a historic treasure where we are combining an Air Force workforce of 1,800 civilian and military members with a Navy workforce of 2,400 civilian and military members. Our combined annual budget for installation support for FY11 is expected to be \$748 million.

Clearly we have a big task ahead of us in becoming one big ohana, but I am enthusiastic that with all of us working together we will make our installation the jewel of the joint bases.

Warm regards,

Captain Richard W. Kitchens
Joint Base Commander

Naval Station Pearl Harbor and Hickam Air Force Base become Joint Base Pearl Harbor-Hickam

Story and photo by
MC2 Robert Stirrup

Navy Region Hawaii Public Affairs

Naval Station Pearl Harbor and Hickam Air Force Base held a ceremony to unveil Joint Base Pearl Harbor Hickam (JBPHH) on Jan. 31.

The ceremony was held to mark the beginning of the transition period, called initial operational capability.

"It is truly an honor as we stand here and bring these two historic bases together today," said Capt. Richard Kitchens, commander, JBPHH. "The Navy and Air

Force share the same goals with passion and pride and with the joining of forces today, we will be able to further our partnership between the two services." Col. Giovanni Tuck, 15th Airlift Wing commander, expressed the significance of joining the two bases together. "With the combining of forces, we will bring unity, along with excellence, into the future. I look forward to seeing a strong partnership prosper when we merge bases together today," said Tuck. "Just because we are creating something new here today, the history of Hickam Air Force Base and Naval Station Pearl Harbor will never be forgotten."

During the ceremony, the JBPHH seal was unveiled and Sailors and Airmen opened up and removed the Aloha Aina Park pedestrian gate which separated the two bases. Kitchens and Tuck then symbolically joined a maile lei together, marking the beginning of the JBPHH IOC.

Kitchens said he looked forward to the future of JBPHH's tradition continuing to grow. "There is plenty of history and tradition that is already involved with Pearl Harbor and Hickam," said Kitchens. "I know and I anticipate that there will only be plenty of good things involved with JBPHH that will continue to add to that history and tradition."

The IOC will last until Oct. 1 when full operational capability will take effect. At that time, all resources, property, personnel and authority for installation management functions will transfer to the Navy, which was designated by Base Realignment and Closure (BRAC) law to be the lead agency for the new installation.

Kitchens is the joint base commander and Col. Charles Baumgardner, commander, 15th Mission Support Group, 15th Airlift Wing, is the deputy joint base commander. Mission commanders and other tenants will remain in charge of their units. The joint base commanders will report to Rear Adm. Dixon Smith, commander, Navy Region Hawaii.



Col. Giovanni Tuck (left), 15th Airlift Wing commander, Pastor Ed Sproat, and Capt. Richard Kitchens, commander, Joint Base Pearl Harbor-Hickam, symbolically join together a maile lei at a Jan. 31 ceremony marking the official Joint Base Pearl Harbor-Hickam transition period, called initial operational capability (IOC).

Transitions provides information to both military and civilian employees about Joint Base Pearl Harbor-Hickam (JBPHH). If you have suggestions for content, please send to vickie.lancaster.ctr@navy.mil or call 473-2924.

For more on joint basing check out the following sites:

- JBPHH Website at: www.cnicy.navy.mil/PearlHarbor-Hickam
- Department of Defense BRAC Site: www.defense.gov/brac
- The JB Program Management Office on Defense Knowledge Online (CAC required): www.us.army.mil/suite/page/560093

What you need to know about CPVF



Cost and Performance Visibility Framework (CPVF)

How will the joint base leadership know if they're doing a good job in supporting the mission of the warfighters and the installation's customers? Everybody relies on feedback to judge how they are doing, and CPVF is a tool designed to give feedback to the supervisors and commanders of Joint Base Pearl Harbor-Hickam (JBPHH) so that they know if they are meeting the required standards.

Our joint base Memorandum of Agreement (MOA) specifies 239 Common Output Level Standards (COLS) applicable to the Navy and 225 COLS applicable to the AF pertaining to installation support, manpower, and financial impacts of joining and standing up JBPHH. These COLS are standardized not only at JBPHH but at the other eleven joint bases as well. Through the use of the CPVF tool, we will get standardized reports that not only tell us how we are doing individually, but how we are doing as compared to the other bases across the DoD.

In February there was a trial run period to get the functional Subject Matter Experts (SME) trained on using the tool. April 1st will mark the start of the first actual inputs for our JBPHH CPVF FY10 Quarter 2 performance data. This reporting will establish a baseline, and thereafter performance against COLS will be reported quarterly.

Post FOC both the Navy and Air Force will continue to report on performance quarterly, with the lead component (Navy) also reporting cost and manpower on an annual basis.

Combined component performance tracking will be ultimately approved by the Joint Base Partnership Council (JBPC) whose members include the Joint Base Commander; Commander 15th Airlift Wing; Deputy Joint Base Commander; Commanding Officer, NAVFAC Hawaii; and Commanding Officer, FISC Pearl Harbor.

For more information on the CPVF process, please see your supervisor and or you may contact the following:

Navy administrators: Monica Barden: 473-3083, Monica.barden@navy.mil;
Ann Hanson: 473-2146, Ann.hanson@navy.mil

Air Force administrator: Bill Meyers: 449-2219, William.meyers@hickam.af.mil

IN FOCUS

Working together....



Air Force Col Maureen Mintzlaff shows Danille Sincoff, Human Performance and Rehabilitation Center (H-PARC) civilian worker how to log on and use the new joint base wellness program, called "Feel like a Million" (FLAM).

Joint service wellness program encourages military members to "feel like a million"

Information from story by Blair Martin, HNN contributing writer

Hickam Air Force Human Performance and Rehabilitation Center (H-PARC) is currently working with the Naval Health Clinic Hawaii health promotion team and other military branches to help service-affiliated patrons "feel like a million" with a new interactive online health program.

The "Feel like a Million" (FLAM) program, which was launched on Feb. 15, focuses on five core areas in a person's life including exercise, nutrition, balance, purpose and other important health-related activities such as sleep, gratitude and volunteering.

By following the wellness guidelines outlined in the program, participants will be able to earn virtual "dollars." Those who achieve the virtual \$1 million goal will be entered into a final drawing to win a grand prize, a Nintendo Wii Fit. The program also includes daily motivational e-mails and fun tips that will be sent to participants to keep them engaged. Air Force Col Maureen Mintzlaff, individual mobilization augmentee (IMA) Reservist to Air Force Medical Operations Agency (HQ AFMOA), said what makes FLAM unique from other typical

See Working Together FLAM, pg 3

Spotlight on:



**Joint Base Lewis-McChord
Ft. Lewis, Washington**

**Soldiers don Air Force
coveralls**

Joint Base Lewis-McChord in Washington State joins Ft. Lewis and McChord Air Force Base with the Army as the supporting (lead) service.

The initiation of Joint Base Lewis-McChord means more than the changing of a few signs. Soldiers donned Air Force blue coveralls last week as part of an ongoing personnel swap between the 555th Engineer Brigade and the 62nd Civil Engineer Squadron.



Photo by Ingrid Barrentine

The exchange aims to provide valuable training to junior enlisted Soldiers and bolster the cooperation between Army and Air Force engineers. Staff Sergeant Adam Stadler, section leader in the 62nd CES electrical shop, said the swap has been mutually beneficial.

In one example of the work being done, the Soldiers helped replace fault indicators on high-voltage power transmission lines near access gates on JBLM McChord Field.

On the ground, Spc. Keith Schleis, who has been in the Army for two and a half years, said the experience gained by working alongside the Airmen was invaluable.

Stadler said that productivity for the electrical shop has skyrocketed with the extra hands.

Information taken from a story by Rick Wood, The Northwest Guardian, JBLM Base Newspaper

What's happening on JBPHH?

Designated Policy Change Dates

Congratulations! We made it to the Initial Operational Capability (IOC) transition period. Moving forward with Joint Base Pearl Harbor-Hickam (JBPHH) implementation, policy change dates have been designated to assist with structuring the process of change. Where there will be a policy change within your function, in the way that you do business, or that affects the base customers in general, the actual change will happen on one of three dates:

- June 1
- August 1
- October 1

The JBPHH departments will begin to notify all affected stakeholders; employees and staff as well as customers and clients of the upcoming changes no later than 30 days prior to the change. For instance, for any June 1 policy changes, the department will begin notifying their stakeholders around May 1.

Stay tuned to our new JBPHH web site for major changes and watch for notices in your base newspaper, soon to be a joint base news paper. www.cnmc.navy.mil/PearlHarbor-Hickam

For low-impact policy changes that do not require major resource or allocation changes, or where the affected audience is quite small, and where it is prudent and efficient to implement prior to one of the designated dates listed above, the first of the next month may be used to implement policy changes, provided the 30-day notice was utilized.

If you have any questions regarding policy changes within your department, please see your supervisor.

Upcoming Events

- **June 1: Phase II Functions activate**
- **August 15: "Full Activation"**
- **October 1: Full Operational Capability (FOC)**

Working Together: FLAM
(continued from page 2)

military health-related programs is its holistic approach to overall wellness rather than relying solely on strict diet and exercise.

The program is free and open to all adult military community members 18 years and older of all branches including active duty, family, civilians and retirees.

To register and for more information, visit <http://hickam.ifeellikeamillion.com> or call Hickam H-PARC at 448-6170

For more information on health promotion classes, call 473-1880, ext. 2282 or 2247.

Join **FLAM** now!
It's a **FREE** Fitness program and you could earn yourself a new

Nintendo WiiFit!!!
And Get Fit!



Jan. 26 Open House & Town Hall Q&As

Almost 400 employees, staff, and contractors attended the JBPHH Jan. 26 Open House and Town Hall meeting. Here are a few of the questions that were answered by JBPHH leadership.



Q: [CE Electric Shop] When we become one entity, are we civilians going to be under civilian rule or will GI bosses be in charge?

A: We will have shops both on the Pearl side and Hickam side that are largely the way they are today. The shops at Pearl will be under the public works officer at Pearl Harbor. That shop has all civilian supervisors. On the Hickam side, we'll have a public works officer who will largely have the production shops the way they are today. So you can expect that structure for the near future.

Q: What is happening with the Hickam supply warehouse employees? It has been said that one day we will be FISC then

another day, we will fall under DLA. Does FISC or NAVFAC have material expeditors and if so what are the WG pay grades?

A: There is no mandate, Navy or otherwise, to transfer Hickam's supply function from FISC to DLA. FISC does not have any wage grade material expeditors; FISC material expeditors range from GS-06 to GS-09.

Q: Will the supply folks assigned to the Vehicle Maintenance section be replaced by COPARS contractors?

A: We have a Contractor Operated Parts Store (COPARS) at our NAVFAC HI Pearl Harbor storefront today but we continue to maintain a core of civil service buyers as the

store can't carry everything. As long as it's within FISC's control, no one from the Air Force who transfers to FISC will lose their jobs to a contractor. It has been a NAVSUP/FISC policy to in-source or convert from contractor to civil service wherever possible. We use contractors for certain functions, but not as a tool to replace civilians.

Q: [15CES, Environmental Planning] The Air Force utilizes support contractors to fill some positions. Will the Navy carry over the support contract positions or will they be converted to government position?

A: What's going to happen here is the money will transfer, but not the bodies. We don't have any

contractors doing that type of work, as you know, so it's a different model from the Air Force. We understand that the requirement transfers – the work still needs to get done, so we have to wrestle with that. Maybe it means we're creating positions, but we still have to get the work done. We are hiring, we are looking for good people and we need them in many fields. If you are in this position, get with HRO and start the conversation. We understand that there's some exceptional talent over there and we'd like to get you on board.

See a full listing of JB Q&A's posted on the JBPHH Web site located at: www.cnic.navy.mil/PearlHarbor-Hickam

IOC Phase II Activations

We are now in full swing of the Initial Operational Capability (IOC) period of the joint basing implementation process. Twenty-six functions activated on Feb. 1 and are now working closely together and "practicing" operations as a joined team. The second phase of this IOC period will activate the remaining 27 functions on June 1:

- Children & Youth Program
- Custodial Services
- Environmental Compliance
- Environmental Conservation
- Environmental Restoration
- Facilities Demolition
- Facilities New Footprint
- Facilities Restoration & Modernization
- Facilities Sustainment
- Family Housing

- Food Services
- Grounds Maintenance & Landscaping
- Lodging
- Management Analysis
- Military Personnel Services
- Morale, Welfare & Recreation (MWR)
- Non-Appropriated Fund Instrumentality (NAFI)
- Pavement Clearance Services

- Pest Control Service
- Pollution Prevention
- Real Property
- Real Property Leases
- Real Property Management & Engineering Services
- Refuse Collection & Disposal
- Unaccompanied Personnel Housing
- Utilities
- Warfighter & Family Services