

# TRANSITIONS

## JOINT BASING NEWSLETTER

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

ISSUE 2  
AUG. 2009

## Leadership Memo

**A**loha! We are only six months away from Initial Operational Capability as Joint Base Pearl Harbor-Hickam (JBPHH), and by the time you read this letter we will have held our inaugural Joint Base combined staff meeting.

One of the challenges we have had to sort through to ensure a smooth transition is the fundamental reality that significant differences exist between Air Force and Navy, in terms of how we are organized within each of our services, to perform the wide-range of installation support functions.

This issue of *Transitions* spotlights two Navy commands that are integral to how we will operate at JBPHH under the Navy's regionalized construct for installation support. These commands are Naval Facilities Engineering Command (NAVFAC) Hawaii, led by Capt. Bret Muilenburg, and Fleet Industrial Supply Center (FISC) Pearl Harbor led by Capt. Randy Moore.

For those of you fortunate enough to be assigned to Joint Base positions within these two first-class organizations, I am certain you will be pleased and impressed with your new team.



Captain R. W. Kitchens  
Commanding Officer  
Naval Station Pearl Harbor

**O**ne of the priorities we have in transitioning to a well-run and efficient joint base is to ensure that our tenants and customers experience the same high-level of service they have come to expect. While we transition to Joint Base Pearl Harbor-Hickam (JBPHH), we will aim to stay focused on our mission and supporting the warfighter.

This will present some challenges as Navy and Air Force employees work together. Approximately 500 Air Force employees will join the 1,200 employees at Naval Facilities and Engineering Command (NAVFAC) Hawaii, and 150 Air Force employees will join the 400 employees at Fleet and Industrial Supply Center (FISC), Pearl Harbor. Other commands will also experience some degree of organizational change as JBPHH stands up.

So far, we have been encouraged by the level of interest you have shown in the joint basing process. It's important that we keep that interest up, and keep our lines of communication open. Along with this newsletter, there are a variety of ways to get information about what is happening in regards to joint basing. Some of these sources are listed on *Page 4* of this newsletter. Please take a look.

Moving forward, we hope you will take the time to ask questions and to offer solutions that will improve work processes. By taking a proactive approach to the transition to JBPHH, we will all ensure that our customers and tenants remain satisfied with our level of service.

Very best regards,



Captain Bret J. Muilenburg



Captain Randall W. Moore



**Capt. Bret J. Muilenburg**  
Commanding Officer, Naval Facilities Engineering Command, Hawaii



**Capt. Randall W. Moore**  
Commanding Officer, Fleet Industrial Supply Center, Pearl Harbor

*Spotlight on:***Joint Base  
Andrews-Naval Air  
Facility Washington**

Andrews Air Force Base, where Air Force One calls home, and Naval Air Facility Washington are combining to become Joint Base Andrews-Naval Air Facility Washington.



The Air Force will be the supporting tenant in the new Joint Base, and the transfer of power marks the first such re-assignment of civilian employees from one military branch to another. So far, four Navy civilians have transferred to become Air Force civilians and 13 others will join them later this year.

Currently, the Air Force has command of both airfields, but Navy flying units are still overseen by the Navy chain of command.

"There was some trepidation from the folks outside of Andrews and a few infrequent customers who were concerned with the transfer that there would be differences in procedures or in protocol, which isn't the case at all," said Lt. Col. Pete Doty, 316th Operations Support Squadron commander. "In fact, we're able to provide additional capacity that the Navy side didn't have before."

*Information taken from "AF's First Joint Base Flies More With Less," by Pacifica Chehy of Capital Flyer*

**MOA: Memorandum  
of Agreement**

Since Base Realignment and Closure (BRAC) became law, Naval Station Pearl Harbor and Hickam Air Force Base have planned and researched the best practices of each installation. The findings have helped create the Joint Base Pearl Harbor-Hickam (JBPHH) Memorandum of Agreement (MOA).

The MOA is a binding document that each joint base must complete before implementation. It describes the organization structure, resourcing, output levels, dispute resolution, manpower, real property, budget, performance standards, and other agreements.

In drafting the MOA, as well as in all of the other work being accomplished in joining the two installations, the participants are guided by these three principles: (1) to maintain or enhance warfighter capability, (2) to ensure successful and effective integration, and (3) to harvest efficiencies.

The Office of Secretary of Defense (OSD) conducted a MOA workshop in March 2009, at the Ford Island Conference Center. Representatives from Naval Station Pearl Harbor, 15th Airlift Wing, Navy Region Hawaii, Naval Facilities Engineering Command Hawaii, and Fleet and Industrial Supply Center Pearl Harbor all participated.

Currently, the JBPHH MOA is in the hands of the OSD and on its way to the Vice Chiefs for signature. It is anticipated that the document will be signed in the near future.

**A Preview of Future Capabilities for JBPHH**

The 15th Civil Engineer Squadron at Hickam Air Force Base, Naval Facilities Engineering Command (NAVFAC) Hawaii, and Fleet Industrial Supply Center (FISC), Pearl Harbor teamed up to finish a road project on Lehua Way on Naval Station Pearl Harbor in June 2009. The high-visibility project was completed in less than a week thanks to the teamwork everyone showed. Well done!



## Get to Know NAVFAC Hawaii & FISC Pearl



Naval Facilities Engineering Command (NAVFAC) Hawaii was established on March 10, 2005 from the Public Works Center (PWC) Pearl Harbor. NAVFAC Hawaii is a part of the NAVFAC organization, which employs approximately 16,500 military, civilians and contractor personnel at 12 commands and three specialty centers across the globe.

The mission of NAVFAC Hawaii is to be the Navy's single touch-point for all facilities engineering products and services in Hawaii. Personnel deliver best-value planning, engineering, public works, environmental, and ac-



quisition services to Navy, Marine Corps, DoD, and other federal agency clients. Services are delivered through in house shop forces and a broad range of contract vehicles.

NAVFAC Hawaii executes approximately \$225 million in Navy Working Capital Fund work and \$200 million in Mission Fund work each year, including major construction and service contracts.

All command work is connected to one of four business lines: Asset Management, Capital Improvements, Environmental, and Public Works.

The **Asset Management Business Line** is responsible for all aspects of land-use planning and development from real estate actions involving acquisition, real property

management, leasing, disposal, and licensing to providing technical advice and assistance in land-use planning, special studies, and facilities development.

Expert architectural and engineering design, program management, and construction management products and services to command clients are provided by the **Capital Improvement Business Line**.

For environmental management, evaluation, assessment, operational recommendations, and technical support necessary for the Navy and the Marine Corps to comply with federal, state, and local regulations, the **Environmental Business Line** has ultimate responsibility.

The **Public Works Business Line** provides all phases of facility services, utilities and energy management, and base support vehicles and equipment.



NAVAL SUPPLY SYSTEMS COMMAND  
FLEET & INDUSTRIAL SUPPLY CENTER PEARL HARBOR

The Fleet and Industrial Supply Center (FISC) Pearl Harbor was born during the dark, early days of World War II. Its mission was to provide supply support to ship and shore activities across the Pacific.

FISC Pearl, a component of the Naval Supply Systems Command, located in Mechanicsburg, Pennsylvania, is one of seven Navy supply centers located throughout the world. They provide an array of

logistics services to Navy and DoD commands. The 400 military and civilian personnel who work at the command provide an array of integrated logistics and contracting services to shore commands, as well as homeported and transiting ships and submarines. The products and services provided by FISC Pearl Harbor include:

**Fleet Logistics Support** coordinates all material and service requirements for ships/submarines, and assistance/training in food service and ship's store programs.

**Fuels** operates and maintains the Defense Fuel Stock Point, providing

fuel to all DoD and Coast Guard units.



**Household Goods** counsels Navymembers & dependents; and manages personal property shipments for all DoD and Coast Guard personnel.

**Contracting** procures goods and services for all Navy and authorized DoD customers in Hawaii and the Marianas region (including Guam).

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## Frequently Asked Questions

### Q: Will jobs be cut?

**A:** There are no plans for a Reduction In Force (RIF) for appropriated fund employees in conjunction with the initial stand up of the Joint Base. The guiding principles for joint basing are (1) maintain or enhance warfighter capability; (2) ensure successful and effective integration; and

(3) harvest efficiencies. Efficiencies will only be considered after the Joint Base is fully operational and the first two principles have been satisfied.

### Q: Will I lose pay?

**A:** No. Air Force appropriated fund employees (NSPS / GS / WG / WL / WS) will not be negatively impacted as a result of initial transfer to the Navy. Employees will transfer with their current position title, series,

and grade, and continue to receive their current rate of pay.

### Q: Will Voluntary Early Retirement Authority (VERA) and Voluntary Separation Incentive Pay (VSIP) be offered?

**A:** At this time, there are no plans to offer VERA/VSIP prior to Full Operational Capability (FOC) since all positions and employees will transfer to the Navy at FOC.

## JOINT BASING DEFINITIONS:

### **Common Output Level Standards (COLS):**

Output or Performance Level Standards have been established by the DoD for installation support using a common framework of definitions, outputs, output performance metrics and cost drivers for each installation support function. These standards provide a description of the capability associated with the particular installation support function. For example, how quickly a command is required to respond to an Emergency Service Order.

### **Joint Base Commander (JBC):**

A billet established by the supporting component dedicated to the delivery of installation support at the joint base. The JBC has the authority and responsibility for effectively using available resources for planning, organizing, directing, coordinating, and controlling the delivery of installation support as detailed in the Memorandum of Agreement (MOA).

**Tenant:** Any unit or organization, both DoD and non-DoD, at a joint base not specifically attached to the joint base command. For example, the Hawaii Air National Guard.

*FISC (Continued From Page 3)*

**Ocean Terminals Services** manages traffic, and loading and offloading of cargo for all DoD shippers, including exercise and deployment support for Army and Marine Corps units.

**Supply Support Services** manages material and support services for Pearl Harbor Naval Shipyard and Intermediate Maintenance Facility and Naval Facilities Engineering Command, Hawaii.

**Postal Services** operates a Consolidate Mail Facility which provides central mail metering and dispatch services for DoD customers.

## Additional Sources for Joint Basing Information



Log on to <http://www2.hickam.af.mil/library/joint-basinginformation/index.asp> Here you can download this newsletter, read frequently asked questions and submit your own, and link to other resources.

Pick up a copy of **Hawaii Navy News** & **Hickam Kukini** for the latest information and issues facing the joint basing process.



Information sessions such as **Captain's Calls** & **Commander's Calls** will be held often. Ask your supervisor for information about the next session.

### **The next issue of *Transitions* will contain:**

- Decisions made and included in the Memorandum of Agreement.
- What to expect during "Activation."
- Tips on how to succeed during organizational changes.