

JOINT BASE PEARL HARBOR- HICKAM





Joint Base Background

- Currently the 15th Airlift Wing, as “Host Wing” at Hickam, has responsibility for its flying, employ and deploy core Air Force missions, plus Installation Management for Hickam and all of its “Tenant” Partners
- Naval Station Pearl Harbor has Installation Management Responsibility for Pearl Harbor and its Tenants
- Under Joint Basing, the Installation Management Functions are Joining for the two Bases—**NOT** the individual Mission Areas of the Two Existing Bases



Joint Base Background

- 2005 Defense Base Realignment & Closure Commission (BRAC), Recommendation #146 of 190
 - Recognized that Separate Military Departments operated similar installation services at bases in close proximity
 - Mandated Department of Defense (DoD) to Realign 26 Bases into 12 Joint Bases with one Military Department assigned as the Lead at each location
 - Legal requirement to implement Joint Basing not later than September 15, 2011



Joint Base Background

Navy Lead

NS Pearl Harbor / **Hickam AFB** = Joint Base Pearl Harbor-Hickam

Navy Base Guam / **Andersen AFB** = Joint Region Marianas

Anacostia Annex / **Bolling AFB** = Joint Base Anacostia-Bolling

NAB Little Creek / **Ft Story** = Joint Base Little Creek-Story

Army Lead

Ft Lewis / **McChord AFB** = Joint Base Lewis-McChord

Ft Myer / **Henderson Hall** = Joint Base Myer-Henderson Hall

Lead provides
Installation Support
for the entire Joint
Base

Air Force Lead

Charleston AFB / **NWS Charleston** = Joint Base Charleston

McGuire AFB / **Ft Dix** / **NAES Lakehurst** = Joint Base McGuire-Dix-Lakehurst

Andrews AFB / **NAF Washington** = Joint Base Andrews-Naval Air Facility Washington

Elmendorf AFB / **Ft Richardson** = Joint Base Elmendorf-Richardson

Lackland AFB / **Randolph AFB** / **Ft Sam Houston** = JB Lackland-Sam Houston-Randolph

Langley AFB / **Ft Eustis** = Joint Base Langley-Eustis

NAVY / AIR FORCE / ARMY / MARINES

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Other PACAF-Area Joint Bases

Joint Region Marianas (JRM)



Andersen AB, Guam - Phase 1

Joint Base Elmendorf-Richardson (JBER)



Elmendorf AFB, AK - Phase 2

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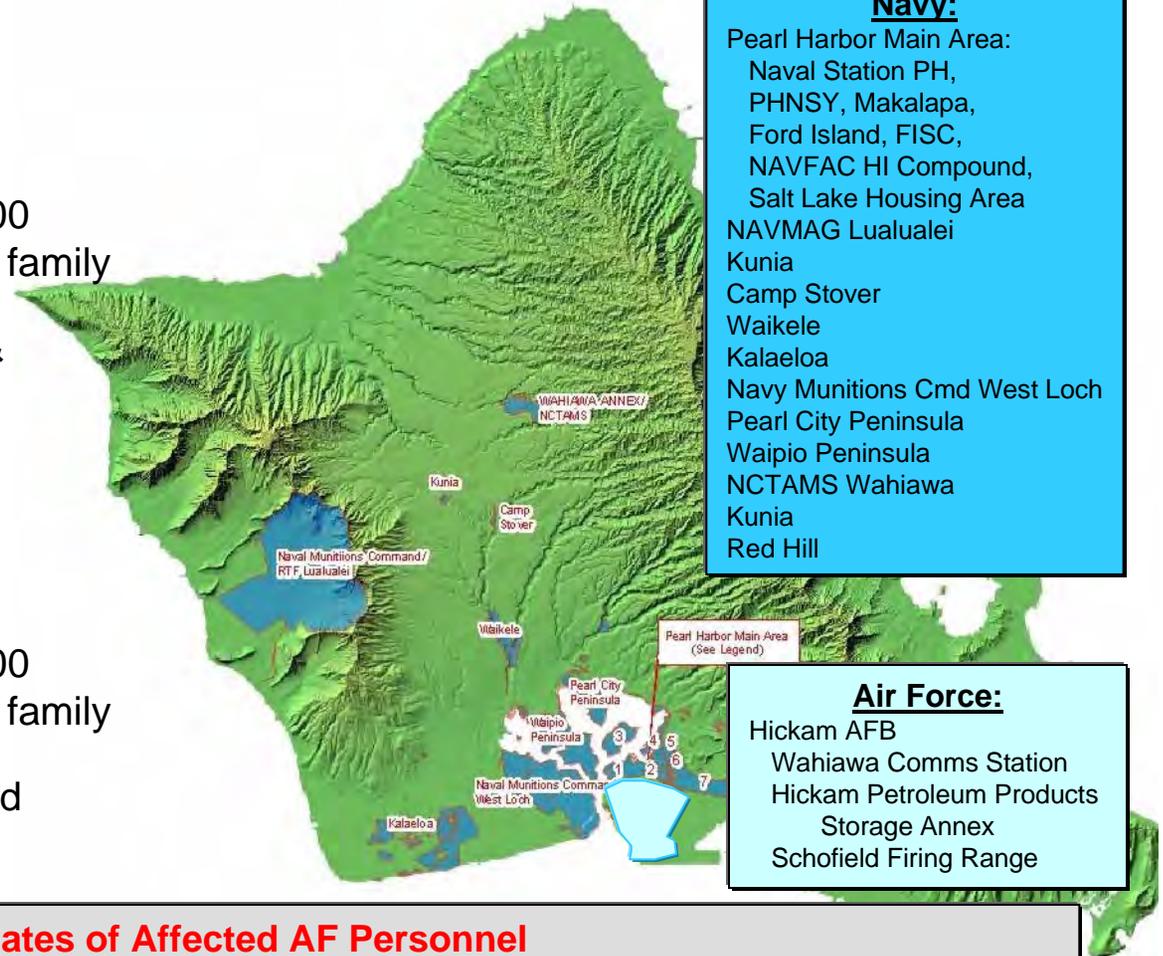
Joint Base Pearl Harbor-Hickam Scope

Naval Station Pearl Harbor

- Acreage: 25,174
- Square Footage: 39.6M
- Buildings: 3,176
- Military & Civilian Population: 26,000
- Total Population: 46,000 (including family members)
- More than 100 tenant commands & activities

Hickam Air Force Base

- Acreage: 2,520
- Square Footage: 5.1M
- Buildings : 758
- Military & Civilian Population: 12,000
- Total Population: 32,000 (including family members)
- More than 65 tenant commands and activities



Navy:
Pearl Harbor Main Area:
Naval Station PH,
PHNSY, Makalapa,
Ford Island, FISC,
NAVFAC HI Compound,
Salt Lake Housing Area
NAVMAG Lualualei
Kunia
Camp Stover
Waikale
Kalaeloa
Navy Munitions Cmd West Loch
Pearl City Peninsula
Waipio Peninsula
NCTAMS Wahiawa
Kunia
Red Hill

Air Force:
Hickam AFB
Wahiawa Comms Station
Hickam Petroleum Products
Storage Annex
Schofield Firing Range

Estimates of Affected AF Personnel
USAF MILPERS: 606 CIVPERS: APF = 559 / NAF = 562



JBPHH Commands & Activities

- **Supporting Component: Navy**

- Installation Support delivered by 4 commands under Regional construct:
 - Naval Station PH, COMNAVREGHI, NAVFAC HI, FISC Pearl Harbor
- Major Units Supported on Naval Station Pearl Harbor:
 - COMPACFLT, COMSUBPAC, COMNAVSURFGRUMIDPAC; NAVFACPAC, DESRONS (2), SUBRONS (3); CBMU 303, Pearl Harbor Naval Shipyard, NCTAMSPAC, Naval Munitions Command EAD, NIOC
 - 39 home-ported ships and submarines and 1 NSW SDVT
 - 104 current “tenants” in Naval Station Pearl Harbor
- Major Tenants
 - NOAA, JIOCPAC, JPAC, US Army Det 16

- **Supported Component: USAF**

- Major Units Supported on Hickam AFB:
 - HQ PACAF, 13 AF, 15 AW, 515 AMOW (715 AMOG-735 AMS), 692 IG
 - 65 current “tenants” in Hickam AFB, ~7,000 personnel
- Major Tenants
 - 154 HIANG (Guard), JPAC



Joint Base Background

● BRAC Law

- Realign Hickam AFB by transferring the installation management functions to Naval Station Pearl Harbor
- Establish Joint Base Pearl Harbor-Hickam

● Implications:

- USAF will transfer to USN all Real Property for Hickam AFB plus TOA, Resources, and PP&PE to meet OSD defined levels of service
- Navy will deliver the OSD required levels of service for OSD defined installation support functions
- Jt Base Pearl Harbor-Hickam replaces NAVSTA Pearl Harbor and Hickam Air Force Base



Joint Basing Priorities

- JBPHH Implementation Guiding Tenets:
 - First, maintain or enhance Warfighter capability
 - Second, ensure successful and effective integration
 - Finally, harvest efficiencies



Joint Base Background

- Joint Basing will...
 - Preserve mission capabilities and unique Service identities
 - Respect the history of installations
 - Focus on optimizing installation management
 - Second, ensure successful and effective integration
 - Require a team effort to be successful

- Joint Basing will not...
 - Mandate a reduction of jobs
 - Be a “one-size-fits-all” approach
 - Be simple to implement, but the results promise value for the effort



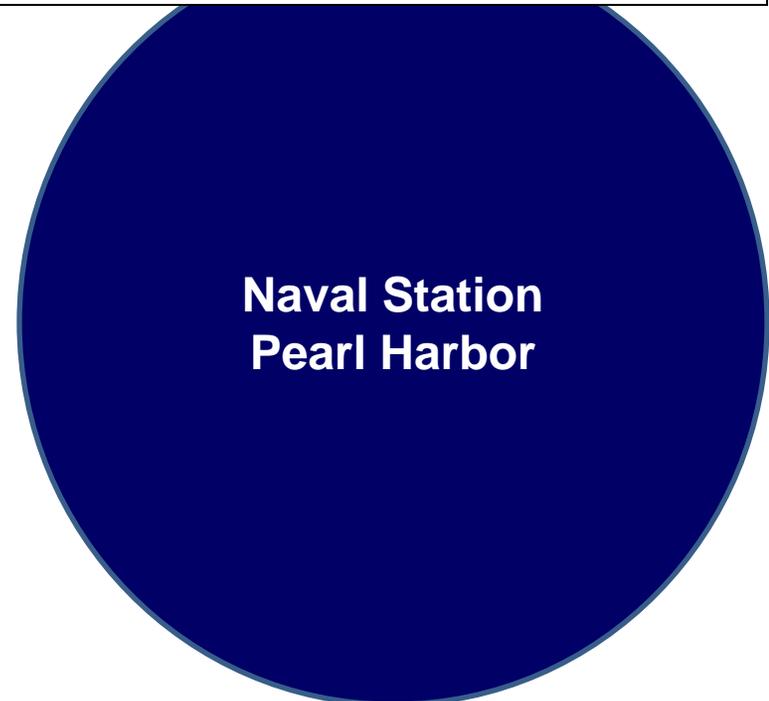
Current State

“Mission Support” vs. “Installation Support”

(Individual Unit Missions)

(Support for the Base)

Only **Installation Support** combines under Navy’s Lead

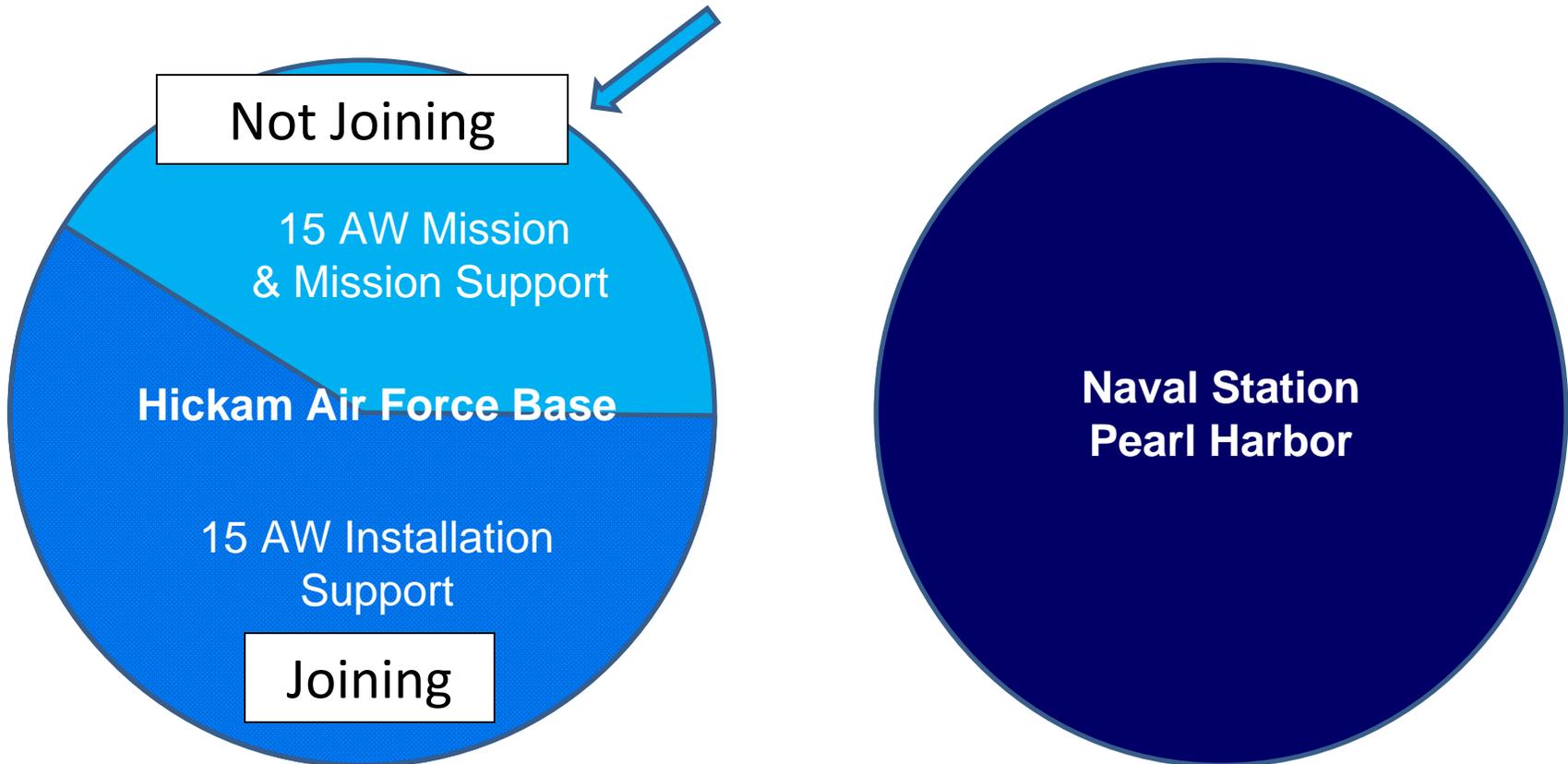


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Current State

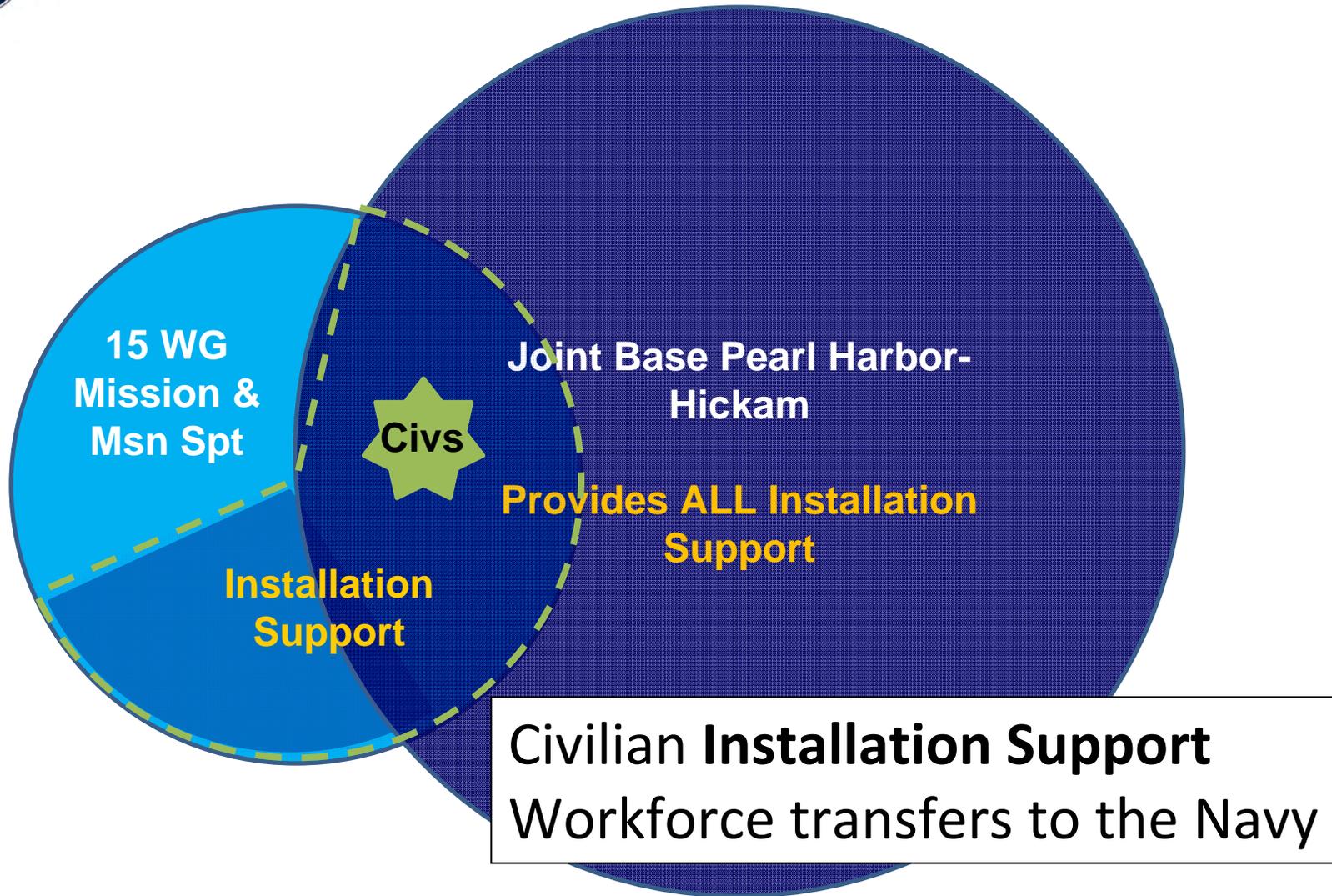
Along with 15th AW, you can plug into this wedge any tenant or other “supported” organization



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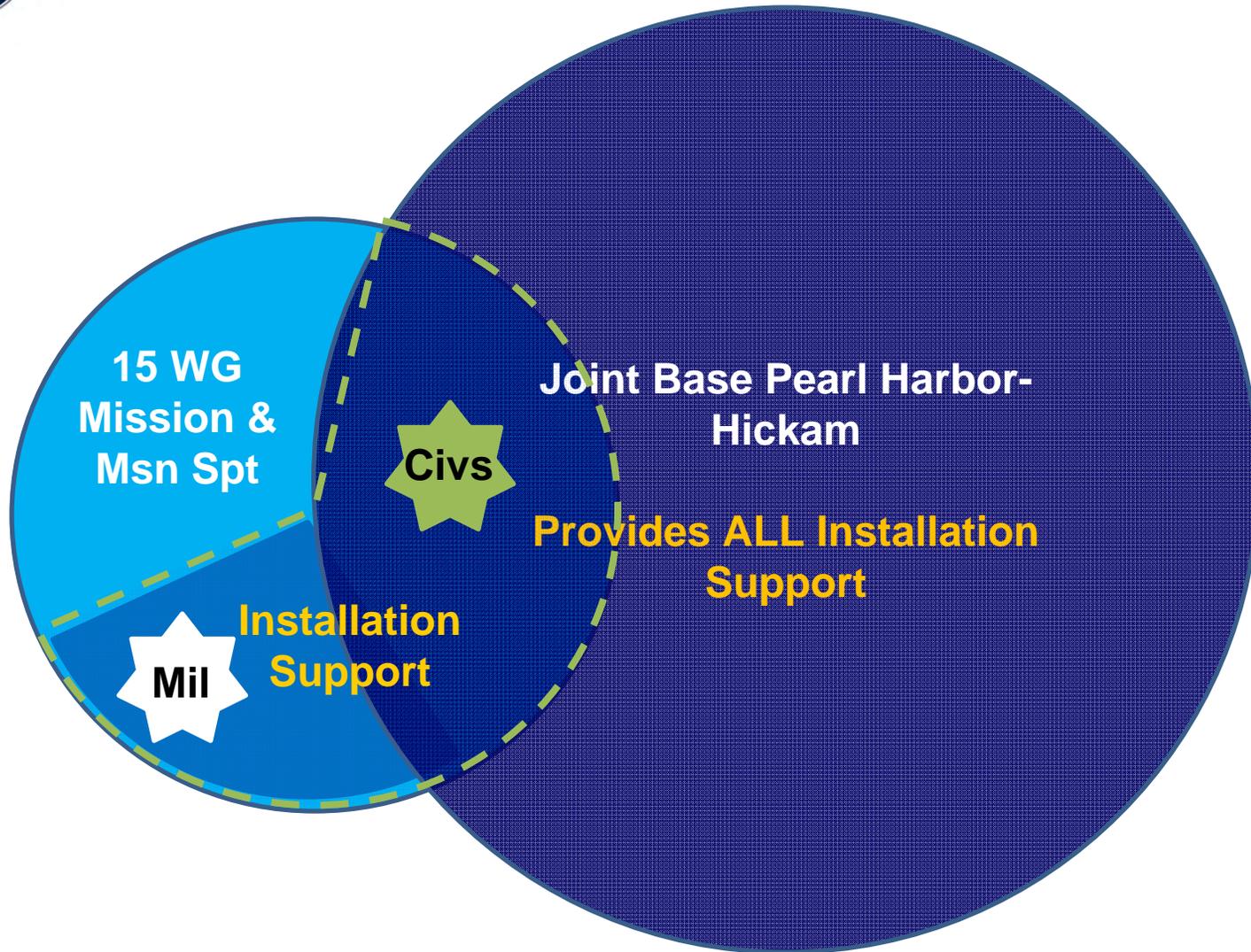
Future State



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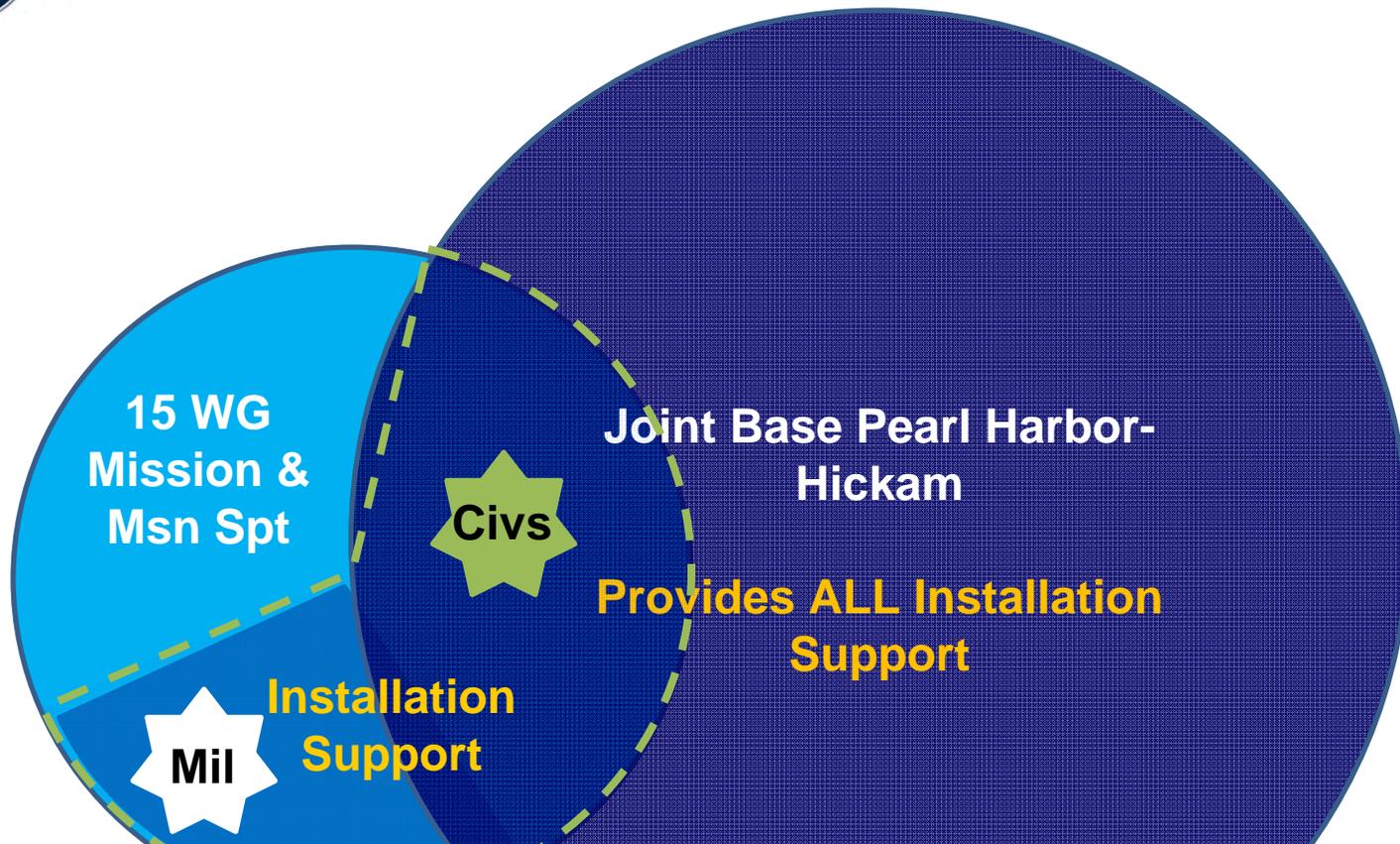
Future State



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Future State



Military Installation Support Forces remain Air Force, working day to day for the Joint Base Commander, but report under the 13th AF command structure (ADCON)

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Future State



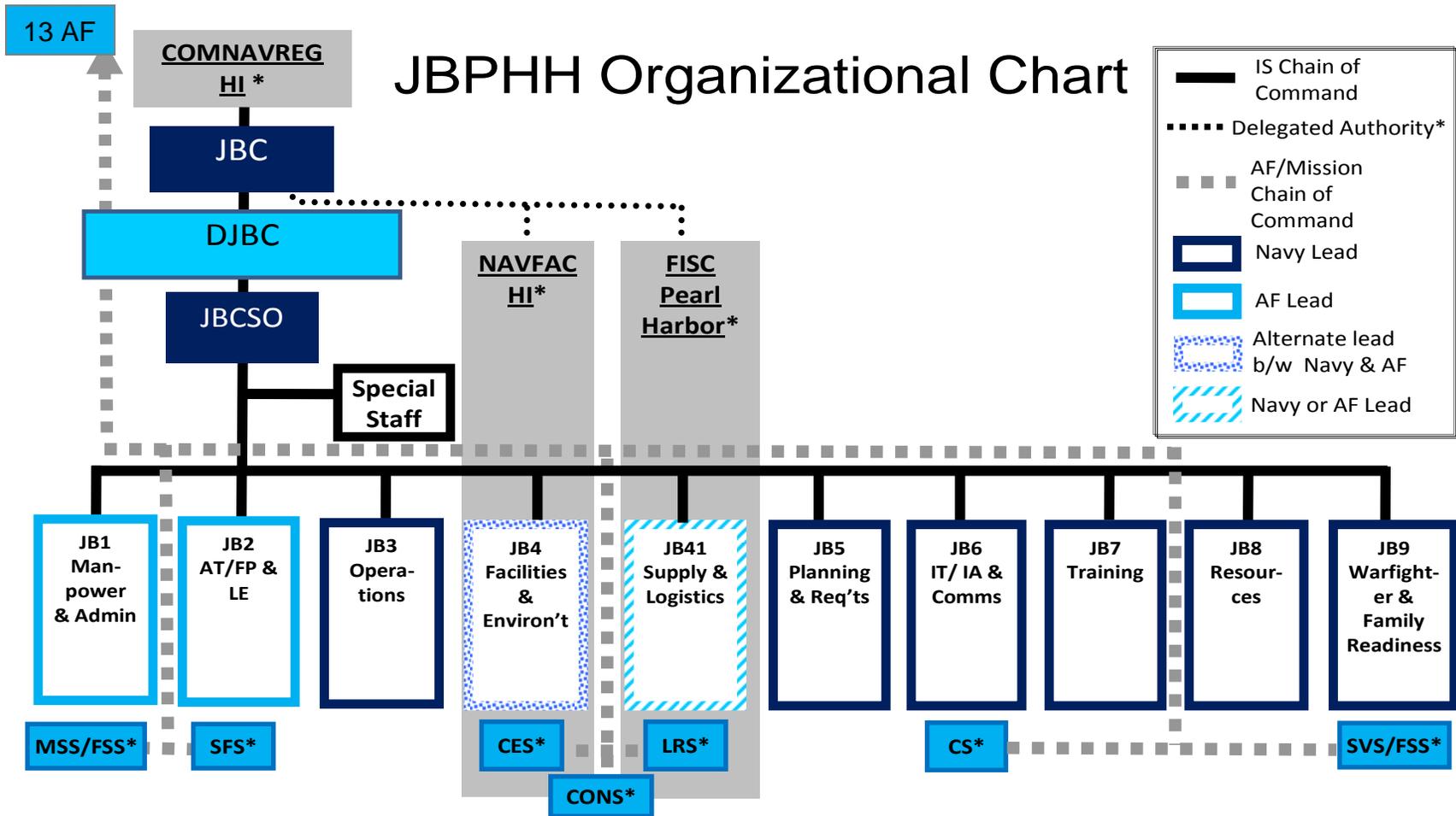
New 13th AF Organization

New 13th AF unit activates to provide ADCON for all Military **Installation Support and unity of command for Mil/Civ **Mission Support** that will no longer report to the 15th Wing as 15th Mission Support Group deactivates**

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New Joint Base Organization



MSS - Mission Support Squadron	CES - Civil Engineering Squadron	CS - Communications Squadron
FSS - Force Support Squadron	CONS - Contracting Squadron	SVS - Services Squadron
SFS - Security Forces Squadron	LRS - Logistics Readiness Squadron	JBCSO – Joint Base Chief Staff Officer

*The appearance of USAF units/commands on this organization chart is a visual aid to indicate functionally where the USAF squadrons align relative to the JBPHH command structure for delivery of installation support. USAF units are not embedded in the JBPHH command organization. Only USAF personnel in those units assigned to JBSCFS billets will be embedded in the JBPHH organizational structure and operate under the authority, direction, and control of the JBC. See Annex A for additional information.



What We've Accomplished

- Implementation Guidance by DepSecDef - Jan 2008
- Significant cross-Departmental effort to fill in details
 - 36 Teams in Functional Working Groups established
 - 49 installation support functions identified (e.g., Command Support, Community Logistics, Information Technology)
 - 128 sub-functions (e.g., Equipment Maintenance, Revenue-Generating Programs, Vehicle Maintenance)
- Output:
 - 265 performance-based metrics (definitions, outputs, cost drivers) called Common Output Level Standards (COLS)
 - Detailed supplemental guidance for 13 key functional areas
 - Detailed template and guidance for Memoranda of Agreement



Full-Join Functions Transferring

- Base Support Vehicles & Equipment
- Chaplain Ministries
- Child and Youth Services
- Emergency Management
- Engineering Services
- EO / EEO
- Facilities Services
- Facilities Sustainment
- Family Housing
- Fire Protection & Emerg Svcs
- Food Services
- Info Tech Services Management
- Installation Movement
- Installation Safety
- Laundry and Dry Cleaning
- Law Enforcement
- Lodging
- Military Personnel Services (MILPERS)
- MWR
- NAFI
- Personnel Property & Plant Equip
- Physical Security Protection
- Port Services
- Postal Services
- Readiness Engineering
- Real Property
- Senior Enlisted Advisor
- Small Arms Range Management
- SSD - Non Munitions and Fuels
- Unaccompanied Personnel Housing
- Urinalysis
- Utilities

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Pro-Rata & Non-Transferring Functions

- Pro-Rata (Portion supporting the AF mission will not transfer)
 - Admin Mgmt / Executive Office
 - Environmental
 - Financial Management
 - Inspector General / Internal Review
 - Legal Support
 - Information Technology (JBPHH phones & radios; support for AF systems remains w/AF)
 - Management Analysis
 - Procurement Operations
 - Public Affairs
 - Records Management
 - Warfighter & Family Services
 - Honors & Protocol
- Non-Transferring (Function remains with AF)
 - Aircraft Maintenance/15 MXG (Includes PMEL & Munitions)
 - Airfield Operations /15 Ops Group
 - Human Resources (AF CIVPERS)
 - Installation History Office
 - Explosive Ordnance Disposal
 - Medical Support/15 MDG (only Family Advocacy & Urinalysis will transfer)

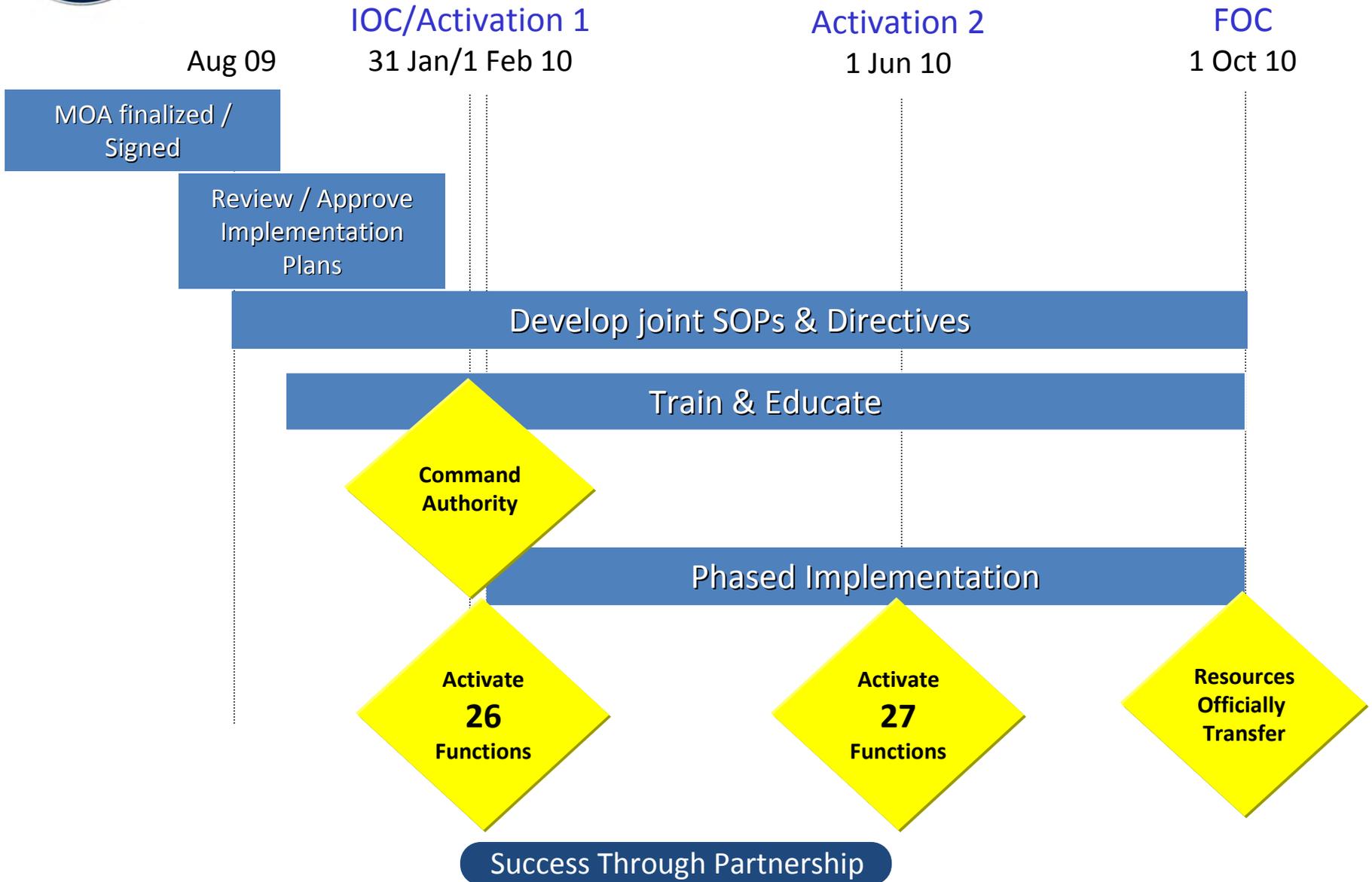


Implementation Timeline

- MOA – Final Signature Aug 09
- Initial Operational Capability (IOC) - 31 Jan 10
 - New Joint Base Commander's office will stand up
 - Posture for civilian transfer and transition of military billets
 - Physical reassignment and repositioning of resources
- Full Operational Capability (FOC) – 01 Oct 10
 - By this date all functions will be transferred as well as the TOA for all supported organizations
 - Air Force Civilians performing installation support become Navy employees



Implementation Timeline





Transition Timing—First Phase

Functions Activating 1 February 2010

- Administrative Mgmt & Executive Office
- Base Support Vehicles & Equipment
- Chaplain Ministries
- Emergency Management
- EO/EEO
- Financial Management
- Fire Protection & Emergency Services
- Honors & Protocol
- Information Technology Services Mgmt
- Inspector General
- Installation Law Enforcement Ops
- Installation Movement
- Installation Physical Security Protection & Services
- Installation Protection Support
- Installation Safety
- Internal Review
- Laundry & Dry Cleaning
- Legal Support
- Personal Property & Plant Equipment
- Port Services
- Procurement Operations
- Public Affairs
- Records Management
- Senior Enlisted Advisor
- Small Arms Range Management
- Supply, Storage & Distribution (Non-Munitions)



Transition Timing—Second Phase

Functions Activating 1 June 2010

- Children & Youth Programs
- 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 Services
- Pollution Prevention
- Real Property
- Real Property Leases
- Real Property Management & Engineering Services
- Refuse Collection & Disposal
- Unaccompanied Personnel Housing
- Utilities
- Warfighter & Family Services



Key Leaders



CAPT Kitchens
Naval Station
Pearl Harbor

*Prospective CO,
Joint Base Pearl
Harbor - Hickam*



Col Tuck
15th Airlift Wing -
Hickam



Col Baumgardner
15th Mission
Support Group
(MSG)

*Prospective Deputy,
Joint Base Pearl
Harbor - Hickam*



CAPT Muilenburg
Naval Facilities
Engineering
Command
(NAVFAC)



CAPT Moore
Fleet &
Industrial
Supply Center
(FISC)

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JBPHH Current Initiatives

- FWGs developing functional area Implementation Plans and Standard Operating Procedures
- Equipment Inventories to be transferred
- Facilities Inventory and Assessment
- Strategic Communications



How We Will Get There

- Leadership
- Common Framework
- Flexibility
- Careful Planning and Execution
- Communication

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Where to Get More Info

- See our **Website**:
<http://www2.hickam.af.mil/library/joint-basinginformation/index.asp>
 - FAQs, Newsletters, Definitions
 - Submit your own questions
- Attend Commanders Calls / Civilian Calls / Town Hall meetings
- Transitions Newsletter, Newspaper Articles, Press Releases

We are committed to keeping you informed!



Human Resources Addendum Slides



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Comp Time and Time-Off Awards

- **Appropriated Fund** Civilian Employee transfer between Components will result in the following:
 - Time-off award balance at the time of the transfer will be forfeited **if not used prior to transfer**
 - Regular Compensatory time & credit hour balances **will be paid** by the losing activity to employees in lump sum at time of transfer
 - Religious compensatory time for **non-NSPS** employees **will be paid** by the losing activity at time of transfer
 - Religious compensatory time for **NSPS** employees **will transfer** with the employee
 - Compensatory time for travel **will transfer** with the employee



NSPS Employee Transfers

- Supported Component NSPS employees will remain in their current pay pool structure until Full Operational Capability (1 Oct 10)
- NSPS employees receive the number of **shares & rating assigned by their former Component**
- Funding to support pay outs to these NSPS employees have been included in the Joint Basing PB-14 Functional Transfer budget
- Supported & Supporting Component installation support NSPS employees will receive **share value of the supporting Component**

“Supported”-Air Force; “Supporting”-Navy

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M2M Personnel & D2D Payroll Transfers

M2M: “Modern-to-Modern” Automated Personnel Data Transfer Tool

D2D: “Data-to-Data” Automated Payroll Transfer Tool

- M2M Mass Transfer in personnel data system (APF & NAF)
 - 1 Oct 10 – NAF Employees; 10 Oct 10 – APF Employees
- No movement of payroll office ID at FOC—status quo
- No requirement for completing new payroll forms (W-4, direct deposit, TSP loans, union deductions, etc)
- D2D transfer will not take place until post FOC (~March)
 - Allows for smooth end of FY and CY payout actions



Common Access Cards

- Defense Manpower Data Center (DMDC) confirmed employees transferring must have new CACs; cannot simply transfer data to current cards
- DMDC assisting with process:
 - Components provide DMDC listing of employees transferring
 - DMDC creates additional placeholder for new CAC
 - Components create new CAC with future date and hold in escrow until FOC





Joint Base Terminology

- BRAC – Base Realignment and Closure: The process DoD uses for efficient and effective force support, to increase operational readiness and facilitate new ways of doing business.
- Joint Base: A location designated in BRAC 2005 as having installation support (IS) functions transferred from one or more installations to another for efficiency of delivery.
- JBPHH: Joint Base Pearl Harbor–Hickam, the consolidation of installation support functions for Naval Base Pearl Harbor and Hickam AFB



Joint Base Terminology

- Supported Component: Component transferring Installation Support (IS) management functions to another at the Joint Base. (JBPHH = Air Force)
- Supporting Component: Component having IS functions transferred to them and now responsible for providing IS to the entire Joint Base. (JBPHH = Navy)
- Tenant: Any unit or organization, both DoD and non DoD, at a joint base not specifically attached to the joint base command. (JBPHH = Air National Guard, HQ PACAF, 13thAF, etc.)
- IS – Installation Support: Any of the five categories of services and support activities utilized for installation management; Facilities, Services, Family Housing, Environment and BRAC



Joint Base Terminology

- MOA – Memorandum of Agreement: The binding document for each joint base that describes the organizational structure, resources, output levels, dispute resolution process and other agreements developed between the components
- Annex: An attachment to the MOA specifically describing responsibilities and agreements for each functional area (i.e., Emergency Services)
- FWG – Functional Working Group: A joint team of subject matter experts for a particular IS function responsible for developing their respective annex, implementation plan and standard operating procedures



Joint Base Terminology

- JBC – Joint Base Commander: The billet established by the supporting component dedicated to the delivery of IS at the joint base (JBPHH = CO NAVSTA PH)
- IOC – Initial Operational Capability: The beginning of the period of transition to the joint base, marked by stand up of the joint base command (JBPHH = Jan 31, 2010)
- FOC – Full Operational Capability: The end of the joint base transition period at which the resources, property, personnel and authority for IS management functions have been transferred to the supporting component (JBPHH = Oct 1, 2010)



Joint Base Terminology

- COLS – Common Output Level Standards: The output or performance level standards established by DoD for IS using a common framework of definitions, outputs, output performance metrics and cost drivers. These standards provide a description of the capability associated with each IS function
- JMOS – Joint Management Oversight Structure: The structure responsible for providing equitable conflict resolution and resource allocation between the components at the joint base



Joint Base Terminology

- TOA – Total Obligation Authority: The budget authority granted from Congress
- JBIG – Joint Base Implementation Guidance: Detailed OSD guidance providing a common framework for implementation of joint basing
- Variance: Formal request to diverge from Joint Base Implementation Guidance