

# TOWN HALL



**FEBRUARY 28, MARCH 1, & 2, 2001<sup>1</sup>**

# AGENDA

- **Welcome & Topics of Interest**  
COL Douglas A. Biggerstaff, Garrison Commander
- **A-76 Study Update**  
Kathleen Curd, Base Operations Manager
- **Civilian Personnel Advisory Center Update**  
Randy Gibson, CPAC Director
- **Questions And Discussion**

# **USAG EMPLOYEES OF THE QUARTER**

**Ms. Lavern Wright**

**CABC**

**Mr. Grady Peavy**

**HRBC**

**Ms. Connie Thomas**

**HRBC**

**Mr. Narcisco Salinas, Jr.**

**PWBC**

**LIMITED ACCESS  
STUDY**

# FSH/Camp Bullis Limited Access Study

<b>Access Control Points</b>	<b>Current</b>	<b>Recommended</b>
<b>FSH Vehicle</b>	<b>24</b>	<b>10</b>
<b>Camp Bullis Vehicle</b>	<b>2</b>	<b>1</b>
<b>FSH Pedestrian</b>	<b>2</b>	<b>3</b>
<b>TOTAL COSTS</b>	<b>DA</b>	<b>Installation</b>
	<b>\$13.4 M</b>	<b>\$3.1 M</b>
<b>Additional MP Manpower</b>	<b>68 Soldiers</b>	

# LEASING INITIATIVE

# Key Essential Requirements of Business Plan

1

Sign Lease



The

2

Acquire Tenants **xyz Incorporated**

Steps

3

Secure Financing



To

4

Begin Construction

Success



# **A76 UPDATE**

# WHERE WE'VE BEEN SINCE LAST TOWN HALL

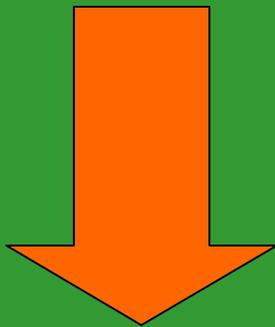
- **Strawman MEO Developed by Tecolote & G7**
- **Preliminary MEO Position Descriptions  
Developed by CPAC/CPOC**
- **Workload Data Recertification**
- **Museum and Visual Information Set Aside  
for Small Business Competition**

# WHERE WE'VE BEEN SINCE LAST TOWN HALL

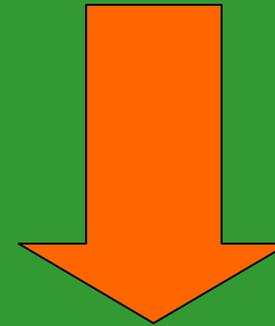
- **Tecolote Contract Ends/Extension Competed**
- **Grant Thornton Selected as Follow-on Consultant**
- **PRD Finalized**
- **Base Operations Study Solicitation Opened  
31 Jan 01**

# WHAT'S NEXT?

## TWO MAJOR TRACKS OF ACTIVITY



**Managing  
BASOPS  
Solicitation**



**Preparing & Certifying  
Government Bid (MEO)**

# **MANAGING BASOPS SOLICITATION**

- **Responding to Industry Inquiries**
- **Pre-proposal Conference**

**12-13 March, NCO Club**

**Site Visits on 12 March**

**Facility Tours: HRBC, Bldg 2263**

**ITBC, Bldg 4190**

**Maintenance Division, Bldg 4055**

**PWBC, Bldgs 4196 & 4197**

# **PREPARING & CERTIFYING GOVERNMENT BID (MEO)**

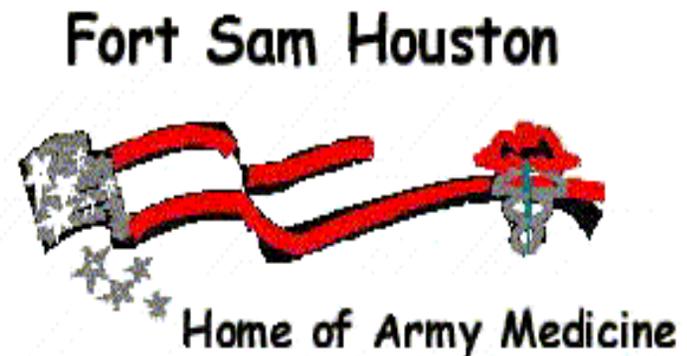
- **MEO/Management Study Development**
- **Position Descriptions Finalized**
- **In-house Cost Estimate Prepared  
(Government Bid)**
- **AAA Independent Review of MEO**
- **Government Bid Sealed & Delivered to MCC**

# U.S. Army Ft. Sam Houston

Town Hall

CA Study Briefings

February 28 - March 2



# About Grant Thornton

- **One of the Largest International Accounting and Management Consulting Firms**
  - 20,000 Employees worldwide
  - 1.7 Billion Dollars in Revenue
  
- **Global Government Group**
  - A-76, Outsourcing and Privatization
  - Procurement and Acquisition
  - Performance Management
  - Business Process Reengineering (BPR)
  - Activity Based Costing (ABC)
  - Information Technology Management and Implementation

# What Do A-76 Clients Like About Us?

- Customized Approach
- Experts in Process Improvement
- “Out-of-the-Box” Thinking
- Commitment to Our Clients
- Experienced A-76, BPR and ABC consultants
- Our Understanding of the Issues
- Contacts in the A-76 Community

# The Grant Thornton Team

- ❖ Diane Shute, Defense Consulting Practice Director
- ❖ Ramon Contreras, Strategic Sourcing Dir/Program Mgr
- ❖ Marc Berson, A-76 Project Manager
- ❖ Curt Parsons, PRD Team Lead
  - ❖ Dennis Brown, PRD Senior Advisor
  - ❖ Cari Thieme-Busch, PRD Team
- ❖ Jorge Robert, Management Study Team Lead
  - ❖ David Webb, RLBC
  - ❖ Jason Passaro, DOIM/DPS
  - ❖ Michelle Straughn, PAO/DirPers/DRM
  - ❖ Josh Mayne, DPW

# Army A-76 Experience

## Watervliet Arsenal – Albany, NY

- *Full Base Multi-function Study – A-76*

## Pine Bluff Arsenal – Pine Bluff, Arkansas

- *Full Base Multi-function Study – A-76, ABC and BPR*

## U.S. Army Ammunition Demilitarization Operations

- *A-76 Study Locations: Anniston, Red River, and Letterkenny Army Depots*

## TACOM - US Army Garrison - Selfridge, MI – MWR Functions

## TACOM - Headquarters Warren, MI – Environmental Engineering Function

# Other A-76 Experience

## **Defense Distribution Center / Defense Logistics Agency**

- *Created Center of Excellence for Distributed Study Coordination*
- *A-76 Study Locations – 16 Separate Studies*
- *Function - Distribution/Logistics*

## **U.S. Marine Corp – 29 Palms, CA and Henderson Hall, Washington, D.C.**

- *Function – Facilities Maintenance*

## **U.S. Navy – Independent Reviews (IR) and Post MEO Audits**

- *Various Functions: Completed Approximately 20 IR's and 3 Post-MEO Implementation Audits*

# What Are We Here To Do?

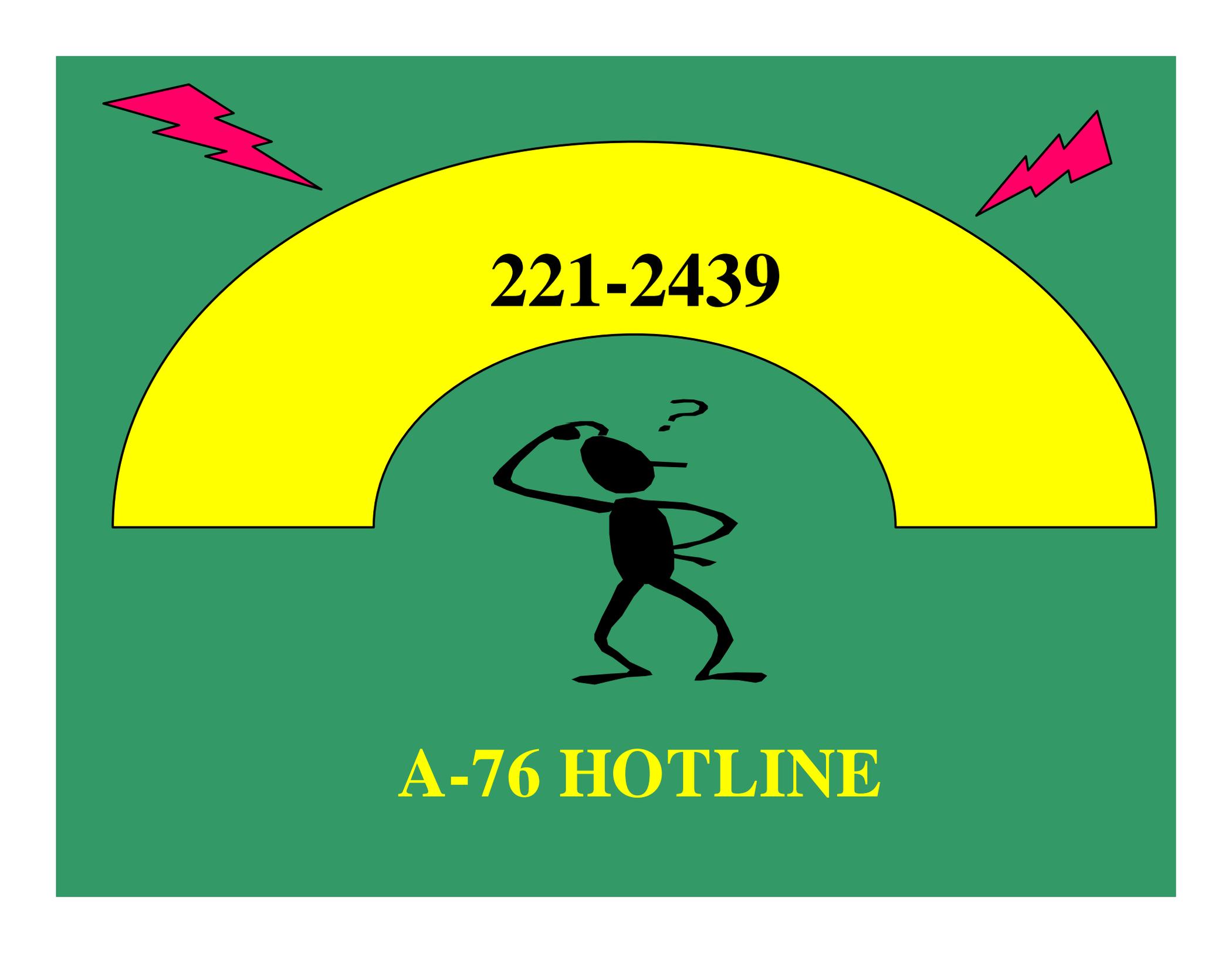
- Complete a solicitation package that will produce results and minimize government risk
- Produce a Government Proposal that will:
  - ✓ Be competitive with industry proposals, and
  - ✓ Prevent a sustainable protest
- Support entire source selection and audit processes

Grant Thornton LLP

Committed to a Winning Effort!

# AND THEN WHAT HAPPENS?

<b>JUL 01</b>	<b>Government Bid Complete and Sealed Solicitation Period Closes</b>
<b>JUL 01</b>	<b>Bid Evaluation Process Begins</b>
<b>APR 02</b>	<b>Initial Award Decision</b>
<b>APR 02- DEC 02</b>	<b>Appeal/Protest Window</b>
<b>JAN 03</b>	<b>Final Award Decision</b>
<b>JAN 03-MAY 03</b>	<b>Transition Period</b>
<b>MAY 03</b>	<b>MEO or Private Contract Starts</b>



**221-2439**

**A-76 HOTLINE**

# CPAC UPDATE

**Civilian Personnel  
Advisory Center  
(CPAC)**

Randy Gibson  
221-1425

**Downsize to:**

**Implement the  
Most Efficient Organization (MEO)  
or  
Convert to Contractor**

**And:**

**Meet the Mission in the Interim**

# **Downsizing Tools**

## **Managing the Workforce**

**Attrition**

**Hiring Limitations**

**Hiring Temps/Terms**

**Cross Leveling**

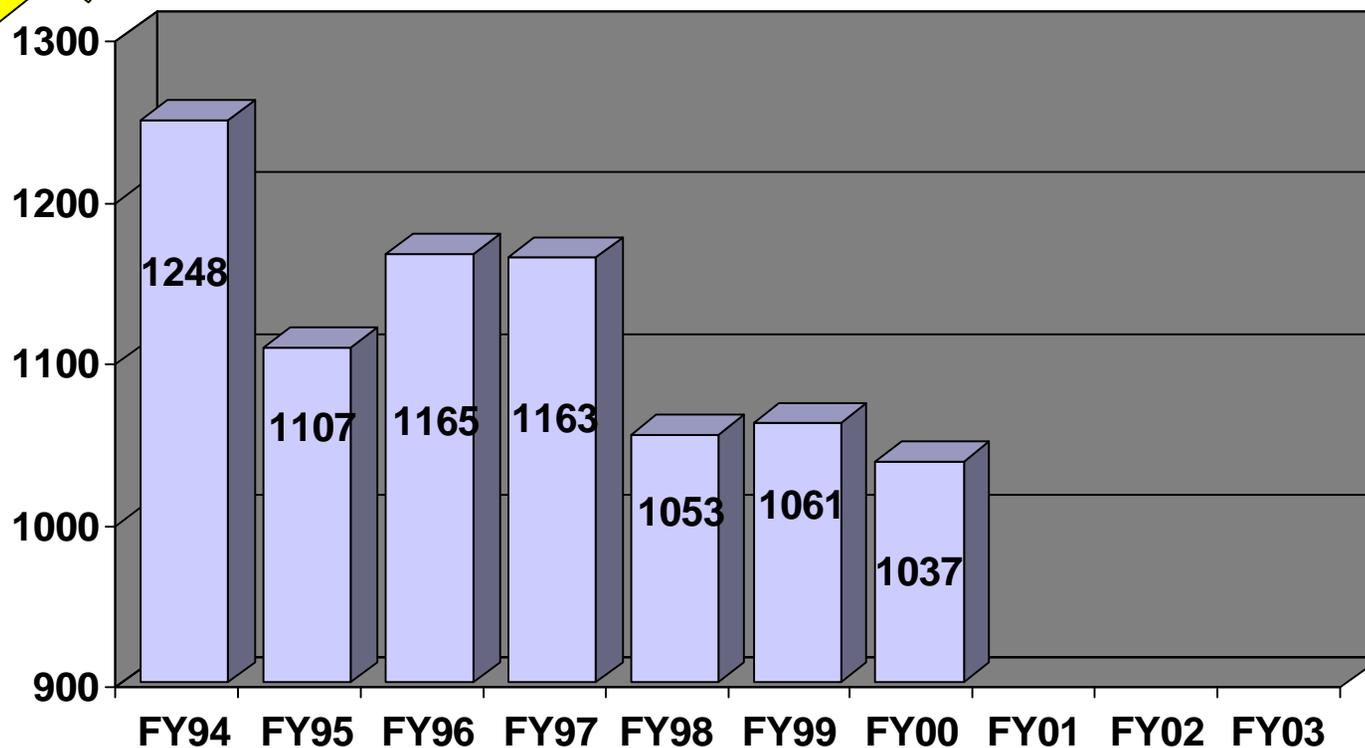
## **Maximizing Voluntary Separations**

**VERA**

**VSIP**

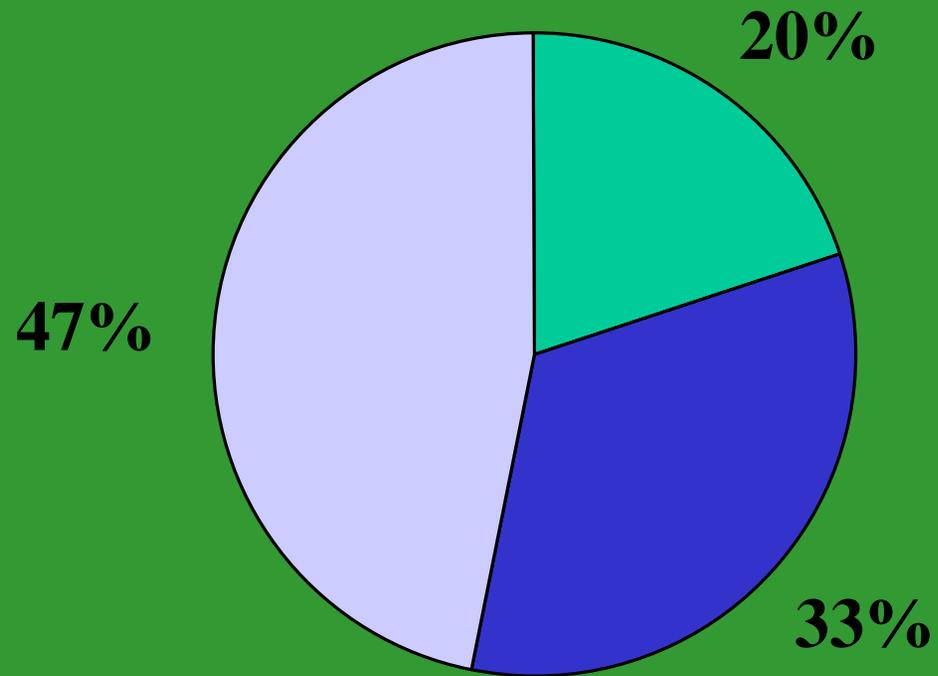
# Where We're Going

Appropriated  
Fund  
Only



**U.S. Army Garrison End Strength**

# Retirement Eligibility



**■ Early ■ Optional ■ Ineligible**

# **Last Resort Downsizing Tool Reduction-in-Force (RIF)**

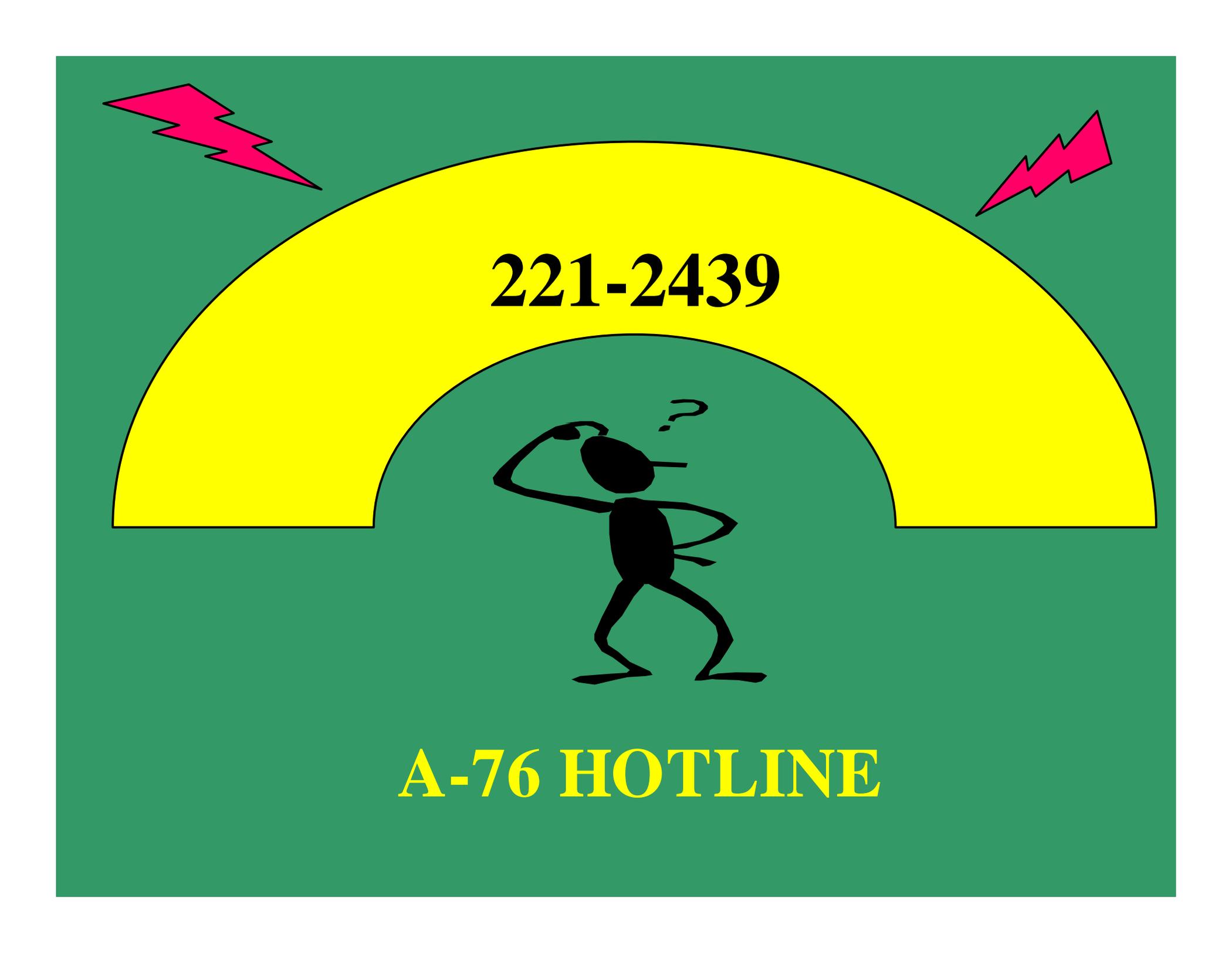
**Release Temps and Terms  
Offer Vacancies  
Bump and Retreat**

**Reassignment  
Change to Lower Grade  
Separation**

**Priority Placement Program (Stopper List)  
Other DoD Activities  
RPL  
Expanded VSIP**

**Civilian Personnel  
Advisory Center  
(CPAC)**

Randy Gibson  
221-1425



**221-2439**

**A-76 HOTLINE**