



# Base Realignment and Closure

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## Fort Sam Houston remains Fort Sam Houston

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The 2005 Base Realignment and Closure Recommendation 146, directed the establishment of 12 joint bases throughout the Department of Defense. Twentysix military installations from all of the services are affected in forming the joint bases. In each joint base being formed, a service component is designated as the lead service, which will provide the command and control over the delivery of installation support services.

Randolph and Lackland Air Force Bases and Fort Sam Houston have been directed to form Joint Base San Antonio.

The Air Force is designated as the lead service. This means the Air Force will be responsible for providing installation support services on Fort Sam Houston where the U.S. Army Garrison, under the direction of the Army's Installation Management Command, currently delivers over 400 services. The intent of this change is to optimize installation support.

In order to accomplish this Joint Base mission the Army and the Air Force must partner to build the right organization, resource it appropriately, and put it into operation between January and October 2010. This will change how we are currently organized using IMCOM's standard garrison organizational structure and melding it into the Air Force's Air Base Wing structure.

Joint Base San Antonio will be led by the 502<sup>nd</sup> Air Base Wing. It will be commanded by an Air Force brigadier general and the ABW headquarters will be located on Fort Sam Houston.

This will require some minor reorganization of the USAG into an Air Force Mission Support Group officially titled the 502nd Mission Support Garrison, and commanded by an Army colonel.

The installation will retain a strong Army identity and ties to its long history and lineage as Fort Sam Houston.

Other implementation changes will include the transfer of command authorities, real property, installation support property and plant equipment, total obligation authority, and the Garrison's employees who are Department of the Army civilian personnel to the Air Force.

The transfer of Army civilian employees to become Air Force civilian employees is of primary interest to many in our community. People are the most valuable resource in the delivery of installation support service and senior leaders in both services are committed to treating all affected individuals equitably during the Joint Base San Antonio implementation process.

## **Planning and Timing**

Planning efforts for standing up the Joint Base have been underway for over 18 months. Local Army and Air Force officials have been working to develop a Memorandum of Agreement, which will document how the two service components will deliver installation support. This agreement will be briefed to senior leaders later this spring before it is sent to the vice chiefs of staff of the Army and Air Force for their approval and signatures in September 2009. Joint Base San Antonio will begin its initial operating capability in January 2010, for Lackland and Randolph Air Force Bases, and April 6, 2010 for Fort Sam Houston with full operating capability by October 2010.

## **Civilian Personnel**

### **Transfer Process**

Probably the most important question for the workforce focus is how they will transfer from being Department of the Army employees to Department of the Air Force employees before the full operating capability date. Fortunately the services have put a lot of thought and effort into how a mass transfer can occur with minimal risk of disruption.

The Air Force will establish an Air Force Civilian Personnel Office on Fort Sam Houston. This section will provide the same type of services as Army employees currently receive from the Fort Sam Civilian Personnel Advisory Center. Face to face advisory services, National Security Personnel System, civilian personnel programs, labor management and employee relations, resource management, and employee training for the new Air Force employees will be available locally.

### **What to Expect**

An Army civilian employee transferring to the Air Force can expect his or her position, pay, benefits, duty location and co-workers and supervisors to remain the same. What they can expect to change include the employing agency, organization name and leadership, some policies and civilian personnel processes, CivPers service providers and some aspects of the Air Forces' culture may be a little different.

The Garrison Commander will host several town hall meetings for the garrison.