

## Frequently Asked Questions

Q1. What is BRAC?

A1. "BRAC" is an acronym that stands for Base Realignment and Closure. It is the congressionally authorized process DoD has previously used to reorganize its base structure to more efficiently and effectively support our forces, increase operational readiness and facilitate new ways of doing business. (The original legislation actually states that the title of the process is Base Closure and Realignment.)

Q2. How is BRAC 2005 different from past rounds?

A2. BRAC 05 is dramatically different from previous rounds. Because we are on our 5th round of BRAC, the nature of the excess capacity has changed. Most of the excess capacity today is more fragmented, and often in the form of underused facilities. This suggests that savings can be achieved by sharing facilities to a greater extent. Excess capacity is defined as underused or unused facilities and/or infrastructure. Today, greater emphasis is being placed on reshaping the Department as opposed to simple cost cutting. There also is greater emphasis on jointness--selecting the appropriate organizations from two or more services to share facilities in the right location can significantly improve combat effectiveness while reducing costs. It also generates a more powerful military through appropriate basing. Jointness at every level plays a much greater role in this round of BRAC.

Q3. For purposes of BRAC, what is "jointness": when different services are within the same fence, or when different services are relatively close by and use the same range on one installation for training?

A3. "Jointness" is not a noun, but rather a thought process that facilitates the joint use of infrastructure assets to the overall good of the Department of Defense and the nation. There are numerous installations, active and reserve components that have active multiple services within the same fence boundary or are relatively close by. This round of BRAC focused on trying to match excess capacity with those units that can best use them.

Q4. What installations are affected by Joint Basing?

A4. **Air Force lead**

- Charleston AFB and Naval Weapons Station Charleston, SC
- McGuire AFB, Fort Dix and Naval Air Engineering Station Lakehurst, NJ
- Andrews AFB and Naval Air Facility Washington, MD
- Elmendorf AFB and Fort Richardson, AK
- Lackland AFB, Randolph AFB and Fort Sam Houston, TX

- Langley AFB and Fort Eustis, VA

#### **Navy lead**

- Naval Station Pearl Harbor and Hickam AFB, HI
- Navy Base Guam and Andersen Air Base, Guam
- Anacostia Naval Station and Bolling AFB, Washington, D.C.
- Naval Station Norfolk and Fort Story, VA

#### **Army lead**

- Fort Lewis and McChord AFB, WA
- Fort Meyer and Henderson Hall (USMC), VA

Q5. What determined who will be the supporting and supported commands?

A5. This was determined by the BRAC Commission.

Q6. Why are we restructuring to create Joint Base San Antonio?

A6. The 2005 BRAC Commission, based upon DoD recommendation, found that joint basing could be accomplished at Joint Base San Antonio (Ft. Sam Houston, Randolph AFB and Lackland AFB) and 11 other locations throughout the United States. When Congress accepted the BRAC Commission report, it mandated that we implement its findings. Ft. Sam Houston, Randolph and Lackland AFBs were chosen due to their relative proximity and common support functions.

Q7. Will the installations be renamed?

A7. No. Joint Base San Antonio (JBSA) will be the name for the new organization that will oversee installation support at the named facilities. (New unit name is 502 Air Base Wing.)

Q8. What effect will Joint Basing have on each base's mission?

A8. None. The focus of Joint Basing is on installation/base operating support not mission support. The missions on each installation will remain the same while Joint Basing will focus on delivery of installation support services.

Q9. How will the JBSA initiative impact the outcome of other BRAC moves?

A9. All BRAC moves and other transformation initiatives are being coordinated to assure no disruption in providing installation support functions.

Q10. How will Joint Basing affect each base?

A10. The BRAC Commission gave power to the local commanders to have direct input into how the realignment will be implemented. The Joint Base concept has the potential to bolster efficiency and joint operations, which are critical to a modern-day fighting force. The effort will be uniquely tailored to each base depending on installation support functions.

Q11. Why is DoD going to a Joint Basing concept?

A11. BRAC 2005 mandated Joint Basing at 12 designated locations. Greater emphasis in BRAC 2005 is placed on "jointness" and sharing facilities, rather than simple cost cutting measures. DoD included a concept called "joint basing" in BRAC 05 where two or more installations in the right location will consolidate the delivery of installation support functions to significantly improve combat effectiveness while reducing costs. Modern warfare is joint warfare. In addition to saving scarce funds, this move to Joint Basing will allow us to build closer relationships and forge stronger ties between services. We will not only train as we fight, we will live as we fight. This is part of an ongoing effort to maintain the most efficient and effective force structure.

Q12. How will this affect the military and civilian employees on the base? Will people lose jobs?

A12. While questions still remain concerning the impact on jobs that Joint Basing may have, a few things are known. Once the joint base organization is implemented, all civilian personnel billets providing installation support on the supported base will become part of the lead service's civilian personnel management system. Additionally, we plan to make maximum use of normal attrition to reshape the workforce. The DoD Civilian Personnel Sub Working Group is addressing personnel issues and will provide guidance to assure that employees from all three bases are treated equitably for job selection, promotion and retention purposes. Additionally, according to the Draft Joint Base Implementation Guidance (31 Jan 07), civilian employees of merged installation support functions will realign under the lead component.

Q13. When will the positions be affected?

A13. No positions will be affected at JBSA until installation support functions have been transferred to the 502 ABW. The process for determining which functions will transfer includes determining which functions can merge smartly and how to combine them and then handle any excess, as necessary, in accordance with guidance from the Civilian Personnel Sub-working Group.

Q14. What areas will be transferred?

A14. The following areas will transfer:

Operational Mission Services; Chaplain Ministry; Command Management; Environmental Services; Facilities; Fire Protection and Emergency Services; Financial Management; Food Services; Housing; Information Technology Services Management; Installation Safety; Legal Support; Logistics Support; Management Analysis; Morale, Welfare, and Recreation/Child and Youth Programs; Procurement Operations; Protection

Support; Public Affairs; Readiness Engineering Services; and Warfighter & Family Services.

Q15. Who will be in charge of the new Joint Base?

A15. IAW Joint Basing Implementation Guidance (22 Jan 2008), the new joint installation will have an Air Force Brig. Gen. Joint Base Commander, with an Army Deputy Joint Base Commander. The mission commanders and other organizations will remain in charge of their units.

Q16. To whom will the Joint Base Commander report?

A16. Commander, Air Education and Training Command.

Q17. How long will the changes take?

A17. The Joint Base will stand up by Jan 31, 2010; and will be fully operational by Oct. 1, 2010.

Q18. How will the supported installation be assured of equal standing in services received?

A18. Common Output Level Standards or COLS are being developed that will set the expectations at Joint Base installations to ensure the highest level of support is delivered across the board.

Q19. Each service has always seemed to have widely varying levels of things like clubs and gyms. How will these differences be addressed?

A19. The services will develop policy relating to transfer and upkeep of recreational facilities. Consistent levels of service will be provided as determined by the COLS.

Q20. Where will services be located? Will services still be available at both installations?

A20. Preserving customer accessibility to services on Lackland, Randolph, and Ft Sam Houston is a key issue in joint basing consolidation. Services will continue to be available at all installations.

Q21. How will this affect contracting with outside businesses?

A21. New contracts for installation support functions will be done by the Joint Base Command for installation support functions. For the same or similar services and goods, the Joint Base Command will attempt to utilize one contract where there is currently a separate one for each base.

Q22. How will this affect the operational and rotational deployments?

A22. These are mission areas. Joint Basing is focused on installation support. Therefore, it will have no direct effect on deployments.

Q23. How will this affect or be affected by the new National Security Personnel System (NSPS)?

A23. Joint basing does not affect nor is it affected by NSPS.

Q24. Are there any Web sites where I can obtain additional information about BRAC?

A24. The following Web sites provide BRAC information:

[www.defenselink.mil/brac](http://www.defenselink.mil/brac) - DOD BRAC site

[www.af.mil/brac](http://www.af.mil/brac) - Air Force BRAC site

[www.bracpmo.navy.mil](http://www.bracpmo.navy.mil) - Navy BRAC site

[www.cpms.osd.mil/brac](http://www.cpms.osd.mil/brac) - DOD BRAC Transition Assistance for DOD Employees

[www.oea.gov](http://www.oea.gov) - Office of Economic Adjustment (OEA) site