

# BRAC & DELAWARE

## BACKGROUND – BRAC

Base Realignment and Closure, or “BRAC,” is the process the Department of Defense (DoD) uses to reorganize its installation infrastructure to more efficiently and effectively support its forces, increase operational readiness, create synergy among missions, and facilitate new ways of doing business. The BRAC 2005 decision was the sixth round of BRAC and impacted 13 installations nationwide. By law, all BRAC 2005 impacted missions must be moved and fully operational by September 15, 2011. However, there is now considerable speculation that the Department of Defense budget will not be able to accomplish that goal.

### Estimated Number of Positions Moving to the Aberdeen Proving Ground:

- 8,200 new, direct positions *on Post* (civilian DoD and embedded contractors)
- 7,500 – 10,000 indirect jobs (contractor tail and spin-off located *off Post*)
- 35,000 direct, indirect, and induced new positions to the region
- 60,000 new residents to the region

The information above was prepared by the Maryland BRAC Office based on a survey conducted in early 2006. A 2007 analysis prepared by the Sage Group presented the following:

Total jobs associated with BRAC effects at APG

<i>Type of job</i>	<i>Mid-case</i>	<i>Low case</i>	<i>High case</i>
On-base	8,677	8,200	9,154
Contractor-tail	7,231	4,295	10,166
Indirect	3,440	2,702	4,178
Induced	8,432	6,623	10,241
<b>Total</b>	<b>27,780</b>	21,821	33,739
Source: Sage			

### Types of Jobs: (Partial list of federal positions transferring to APG)

Electronics Engineers	Logistics Managers	General Engineers
Computer Engineers	Contracting Officers	Security Specialists
Secretaries	Equipment Specialists	Inventory Managers
Supply Managers	Safety Technicians	Budget Clerks
Budget Analysts	Clerical	Technical Writers
Information Technology Managers		Mgmt and Program Analysts
Telecommunication Technicians/Managers		

### Who is relocating to APG?

### Team C4ISR: (Command, Control, Communications, Computers, Intelligence, Surveillance and Reconnaissance)

Communications-Electronics Life Cycle Management Command (Ft. Monmouth, NJ)  
 Communications-Electronics Research, Development & Engineering Center (Ft. Monmouth, NJ)  
 Information Systems Development and Acquisition (Redstone Arsenal, AL)  
 Procurement Management/Support for Depot Level Repairables (Ft. Huachuca, AZ)

## **ATC-AEC:**

Army Test & Evaluation Command Headquarters (Alexandria, VA)  
Elements of the Army Evaluation Center (Alexandria, VA)

## **Others:**

Army Research Laboratory Vehicle Technology Directorate (Columbus, OH/Langley, VA)  
Army Research Institute Human Systems Research (Ft. Knox, KY)  
Joint Program Executive Office for Chemical and Biological Defense (Falls Church, VA)  
Air Force Non-Medical Chem-Bio Defense Development & Acquisition (Brooks City Base, TX)  
Chem-Bio Defense Research, Defense Threat Reduction Agency (Ft. Belvoir, VA)  
Medical Chemical Defense Research from Walter Reed Army Institute of Research (Forest Glen Annex, MD)

### ***When will the transfer of jobs occur and when will unfilled job openings become available?***

Several hundred jobs have already moved to temporary facilities at Aberdeen. The Communications-Electronics Research, Development, and Engineering Center (CERDEC) has moved its Technical Director and a significant portion of their staff to Aberdeen, effective February 4, 2008. The majority of the jobs will be available beginning in early 2010, primarily in the engineering and science, logistics, support and maintenance, and business administration sectors. The Team C4ISR Command would like to begin their move in the Summer of 2009, depending on budget availability. The average salary of the on-post positions is \$86,000, and most of the jobs require a security clearance. Currently, official DoD estimates are that approximately 30% of personnel intend to transfer with the jobs; approximately 39% are undecided; and approximately 60% are eligible to retire by 2011. Most contractors think the estimates of those moving are too high. They are very concerned about their ability to recruit qualified candidates to fill the large number of vacancies that will occur starting next year.

### ***What is Delaware Doing?***

Delaware formed a BRAC Working Group in the Spring of 2007 consisting of DEDO; Delaware Department of Education; DelDOT; Delaware Workforce Investment Board; Governor's Washington, D.C. Office; City of Newark; City of Wilmington; New Castle County; Commercial Industrial Realtors Council; New Castle County Board of Realtors; Greater Wilmington CVB; University of Delaware; Delaware Technical and Community College and WILMAPCO. In addition, two existing Department of Defense contractors are participating and providing advice to the group on technical issues.

New Castle County is a signatory to the Memorandum of Understanding creating the Chesapeake Science and Security Corridor (CSSC). The CSSC began as a marketing effort primarily oriented to Maryland, but now is a partnership of the eight (8) jurisdictions within a 40 mile radius of Aberdeen Proving Ground. It is a planning and policy effort to prepare for BRAC, working together and funded by the Department of Defense, Office of Economic Adjustment.

## **Actions To Date:**

1. Identified the Fort Monmouth Contractors.
2. Investigated the possibility of an EZ Pass discount for commuters – DelDOT determined that the budget impact would be too severe.
3. Prepared Personal and Corporate Tax comparisons between Delaware and Maryland based on the recently enacted changes to Maryland's tax law.
4. Investigated the NSA's small business clearance system (PISA) to determine if it has applicability to Aberdeen – Needs to be an agenda item in discussions with C4ISR Command.

5. Created a BRAC information Section on the DEDO web site.
6. Asked the University of Delaware to consider waiving their one year residency requirement to be eligible for in-state tuition.
7. Assisted in having DoD waive contractor time and distance requirements.
8. Prepared materials for distribution to Fort Monmouth workers, attended relocation fairs in June 2006 and October 2007. Participated with a Delegation headed by County Executive Chris Coons to meet with the new Fort Monmouth Commander, Major General Dennis L. Via.
9. Determined the fiber optic infrastructure capacity between New Castle and Aberdeen.
10. Determined the lack of available Secure, Compartmentalized, Information Facility (SCIF) space in Delaware.
11. Begun formulating an approach to the lack of an available pool of workers with security clearances and the question of "clearability."
12. The University of Delaware has been in discussions with the Communications and Electronics Research and Development Center's Technical Director, Gary Martin, to explore the possibility of the University working with CERDEC on non-classified research and the recruitment of personnel needed by CERDEC.
13. Developed a four step Action Plan for outreach to Fort Monmouth Contractors.

**The framework for the action plan going forward is based on an interrelated series of four actions/events.**

1. Sent a letter from the State and New Castle County to all Fort Monmouth Contractors in January. This letter was sent in mid-January signed by the Governor and County Executive Coons. The letter told the contractors of our interest in having them consider Delaware/New Castle County as their new home and notifying them that we have assembled a team dedicated to providing them with whatever information or assistance, on a personal or company basis, they may need to make a location decision. This letter also announced that a team would be coming to Fort Monmouth in March to meet with companies and provide them with information.
2. Electronic follow-up to this letter in February with information pertinent to their decision and reminding them of the upcoming event. This follow-up is planned to go through the Industrial Representatives Association (IRA) who represents the contractors at Fort Monmouth.
3. The Delaware Information Expo on May 8, 2008 in Eatontown, New Jersey.
4. A follow-up event here in Delaware on June 28 at the University of Delaware showcasing Delaware/New Castle County as a place to live and work (time, place and duration to be determined). Invitees would be those companies who expressed interest in a Delaware location at the March event.

## **BACKGROUND – C4ISR:**

Fort Monmouth is the center of gravity for the development of the Army's Command and Control, Communications, Computers, Intelligence, Sensors and Reconnaissance (C4ISR) systems. Much of the Army's research and development of these hi-tech systems is done at Fort Monmouth by members of Team C4ISR.

Several of the most technologically, advanced systems currently being used today in Operation Iraqi Freedom, Enduring Freedom and Homeland Defense were developed at Fort Monmouth. Team C4ISR equips the joint warfighter with tomorrow's technology by providing the architectural framework and systems engineering to ensure joint interoperability and integration across the battle space.

The organizations that make up "Team C4ISR" are collocated at Fort Monmouth to create the synergy that allows rapid prototyping, fielding and modernization of systems that save lives on the battlefield. The Team executes its mission through a collaborative process of technology, lifecycle development, acquisition excellence, and logistics power projection.

Team C4ISR's contributions to today's joint warfighting capabilities are part of Fort Monmouth's long history of research and technology development. In 1917 Fort Monmouth, then called Camp Vail, was home to the Army's

Signal School. The War Department declared the camp a permanent military post in 1925 designating it Fort Monmouth in honor of soldiers who fought during the American Revolution on the nearby fields.

The post's location in high-tech New Jersey provides ready access to the premier institutions in academia and industry and a skilled workforce to provide Team C4ISR with an unprecedented knowledge base to develop the most advanced warfighting systems.

The Fort is located a few miles west of the "Jersey Shore," one hour south of New York City and an hour and a half east of Philadelphia with easy access to several major rail and air hubs. Nearby Maguire Air Force Base and Fort Dix provides the acreage for large scale C4ISR experimentation.

***Fort Monmouth is home to a variety of other Army, Department of Defense and government activities, but the primary tenants are the members of Team C4ISR:***

The Army's Communications Electronics Command (CECOM), although geographically dispersed at various locations throughout the U.S. and around the world, is the host and largest activity at Fort Monmouth. The Software Engineering Center (SEC); Information Systems Engineering Command (ISEC); Logistics and Readiness Center (LRC); Tobyhanna Army Depot; and CECOM Acquisition Center (AC) are all part of CECOM.

The Communications and Electronics Research and Development Center (CERDEC) has made many contributions in research and development, such as Night Vision goggles, counter equipment for improvised explosive devices, shortstop electronic protection systems, and well sensor systems to provide soldiers with a safe method for rapidly inspecting wells and underground locations in OIF/OEF. CERDEC is part of the Research, Development and Engineering Command (RDECOM), headquartered at Aberdeen Proving Grounds, but the CERDEC at Fort Monmouth is its largest activity.

Team C4ISR's other members are three of the Army's Program Executive Offices (PEO) two of which are headquartered at Fort Monmouth; The PEO for Command, Control, Communications Tactical (PEO C3T) and the PEO for Intelligence, Electronic Warfare and Sensors (PEO IEWS). The third is the PEO for Enterprise Information Systems (PEO EIS), headquartered at Ft. Belvoir, with Program Managers located at Fort Monmouth.

Other Fort Monmouth tenants include the Defense Information Systems Agency, the Joint Interoperability Engineering Organization which further joints interoperability through an alliance with its Navy and Air Force counterparts and a jointly-staffed Commanders in Chief Interoperability Program Office (CIPO).

The United States Military Academy Preparatory School (USMAPS), which trains 250 cadet candidates each year for entrance as freshmen into the United States Military Academy at West Point, NY, also calls Fort Monmouth home.

The 754th Explosive Ordinance Disposal, which provides emergency response to military and federal civilian agencies throughout New Jersey, New York, Rhode Island, Connecticut, Massachusetts, New Hampshire, Maine and Pennsylvania is also one of Fort Monmouth's tenants.

The facilities at Fort Monmouth also serve the families and service members from Earle Naval Weapons Station in Colts Neck, NJ and the Coast Guard at Sandy Hook with the commissary, Post Exchange and Patterson Army Health Clinic. Patterson also serves more than 7,000 retirees in the area with its new VA clinic.

The Garrison provides installation management and support to Team C4ISR elements, and tenant organizations on post. The Garrison is responsible for Base Operations, Contractor Support and Real Property that includes main post and the Charles Wood Area, as well as various programs and services to enhance the quality of life for soldiers and civilians at Fort Monmouth.

***A full array of modern Morale, Welfare and Recreation activities are available on post including:***

A 900-seat Expo theater; a Centralized Hospitality and Catering Office; a renovated Auto Craft Center with new car wash; a 20-lane bowling center with new lounge area; dining and meeting room upgrades at the Officers' Club; a new Child Development Center which accommodates 244 children; and an 18-hole golf course, which has a new pro shop, golf cart storage area and renovated locker rooms.

Fort Monmouth is considered a leader among Army installations in providing infrastructure development and support to the Team C4ISR mission of equipping the joint warfighter with tomorrow's technology. Following the goals, objectives and strategy outlined in Army Vision 2010 and Joint Vision 2010, Fort Monmouth is moving forward with the Army vision for the future. Web Link:

<http://www.monmouth.army.mil/C4ISR/about.shtml>

## **Team C4ISR Leader**

**Major General Dennis Via**



### **Commanding General Army Communications-Electronics Life Cycle Management Command Fort Monmouth, NJ**

Major General Dennis L. Via serves as the Commanding General, Communications-Electronics Life Cycle Management Command (CECOM LCMC). Prior to assuming command, he served as Commanding General, 5th Signal Command, and U.S. Army, Europe and Seventh Army (USAREUR) Chief Information Officer/Assistant Chief of Staff, G6 (CIO/G6).

A native of Martinsville, VA, Via attended Virginia State University, where he graduated in May 1980 as a Distinguished Military Graduate, and received his commission as a Second Lieutenant in the Signal Corps. He holds a Master's degree from Boston University, and is a graduate of the Army Command and General Staff College, and the Army War College.

Via began his career with the 35th Signal Brigade, XVIII Airborne Corps, Fort Bragg, NC. Key assignments have included: Commander, 82nd Signal Battalion, 82nd Airborne Division; Commander, 3rd Signal Brigade and III Corps Assistant Chief of Staff, G6; Division Chief, Joint Requirements Oversight Council Division, Office of the Deputy Chief of Staff, Army G8, Headquarters, Department of the Army; Director, Global Operations, Defense Information Systems Agency; and Deputy Commander, Joint Task Force-Global Network Operations (USSTRATCOM).

Via's military awards and decorations include the Distinguished Service Medal, the Defense Superior Service Medal, two awards of the Legion of Merit, two awards of the Defense Meritorious Service Medal and five awards of the

Meritorious Service Medal. He is authorized to wear the Army Staff Identification Badge and the Master Parachutist Badge.

## **KEY ISSUES:**

1. **Workforce:** The most critical issue facing the Command and the contractors is replacing their workforce. It is estimated that 60 to 70% of the current civilian workforce will not relocate when the base does. Contractor estimates are somewhat lower but over half of their employees are not expected to move. They are faced with replacing a highly skilled, very experience workforce in a very short timeframe. They know it cannot be done in the Aberdeen area and are looking to the region to try and secure the skill sets needed to function. They are looking more to Delaware than to the Baltimore/Anne Arundel Counties areas of Maryland. Those Counties are undergoing a similar expansion and major restructuring at Fort Meade and will be competing for many of the same skilled workers.

The University of Delaware is currently working with C4ISR generally and CERDAC specifically, to develop an ongoing working relationship to allow them to utilize faculty and facilities for research and to give them the opportunity to recruit from the student body.

Virtually all jobs at C4ISR require at least a Bachelor's degree and most require a Master's or higher. The average annual salary is over \$86,000. Many households are dual income households, so the availability of job opportunities for spouses also impacts the move. Issues such as will Delaware accept certifications for professional positions such as teachers, nurses, etc. which are very important, as is the availability of continuing education opportunities.

2. **Security Clearances:** The workforce issue is compounded by the fact that many Delaware residents, as well as Delaware businesses, have the skills necessary to perform the tasks required. However, with no significant defense or homeland security industry sector in the State, finding employees or contractors with the required security clearances is very difficult. At a recent meeting with potential contractors, Booze Allen Hamilton had sent out a request for qualifications and received 600 responses from Delaware firms, but only 10 had security clearances and only one (1) was a minority firm. Virtually all jobs in C4ISR require at least a basic security clearance and most need a much higher level. An approach to assisting individuals and businesses obtain clearances in a timely fashion is critical. The Working Group has suggested that the Army commence a program similar to the NSA's PISA program where they work with contractors on non-classified projects and assist them in getting through the clearance process.

A related matter is the need for 'Secure Compartmentalized Information Facility' (SCIF) space for offices and laboratories. Virtually none of this space is available in Delaware generally and New Castle County specifically, but the development community is confident that the needs of contractors can be met quickly and economically.

3. **Taxes:** Because of the significant differences in taxes and cost-of-living, a number of Army civilian employees and contractor employees are considering Delaware for their residence. The more the workforce looks to Delaware, the more attractive it becomes for contractors to locate here. However, the employees face the issue of being taxed in two states, as Maryland and Delaware do not have reciprocal tax agreements.
4. **Education:** Maryland has agreed to waive their one year residency requirement in order to be eligible for in-state tuition rates for the University of Maryland's system. While not a deal breaker for most, it is an issue that has been brought up at public forums attended by C4ISR employees. The University of Delaware has also agreed to such an arrangement for C4ISR and contractor employees. Also, K – 12 Education is important to the families who might relocate and have school age children. The Fort Monmouth area public schools are apparently quite good and they are seeking comparable schools if they relocate.

5. Transportation: While many of the current Fort Monmouth and contractor employees commute significant distances to their current jobs, many are put off by the high tolls on Interstate 95 between Delaware and Maryland. A commuter pays up to \$13 per day and this discourages many from considering Delaware. At previous events, a number of people have asked if we, and Maryland, could not work out some type of reduced toll for daily commuters similar to what Maryland does on the Chesapeake Bay Bridge utilizing the EZ Pass system.

A related complaint is the lack of high speed EZ Pass toll lanes at the I-95 toll booths. According to many, the high toll is bad enough, but to have to wait a significant amount of time to pay it is especially frustrating.