



US ARMY CHEMICAL MATERIALS AGENCY

CMA Transition Planning Update and Path Forward

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Presented to:
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Disclaimer: Information presented herein is intended for internal CMA use only. Timelines included are for planning purposes and do not represent an official schedule.

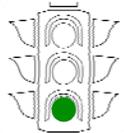


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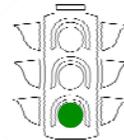
- Safely and efficiently ending the CMA Demil mission
- Minimizing risk and liability to CMA, Army, DOD
- Disposing/transferring real and personal property
- Managing personnel resources to
 - effectively complete mission
 - minimize RIF
 - prepare employees for retirement, transfer, RIF, etc.
- Establishing caretaker requirements in order to smoothly transfer closure responsibilities to BRACD/IMCOM for ultimate depot closure



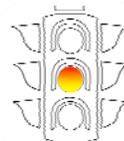
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- Mission - Safely store and eliminate stockpile (90%) and non-stockpile (100%) by 29 April 2012
 - 66% complete
 - Recordable Injury Rate of .52 for demil and 2.0 for storage
 - On track to meet Treaty obligation



- Effectively communicate with all stakeholders
 - AMC/ASC HQ
 - MSC/host installations
 - Employees



- Effectively sustain and transition workforce

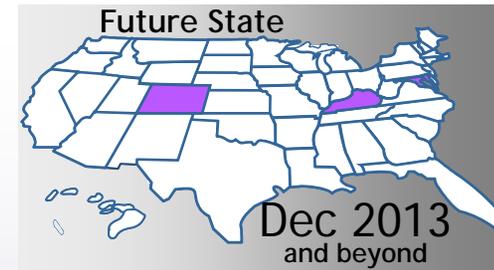
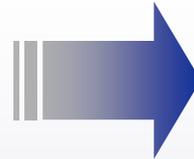


- Minimize involuntary separations



Early Planning Perspective

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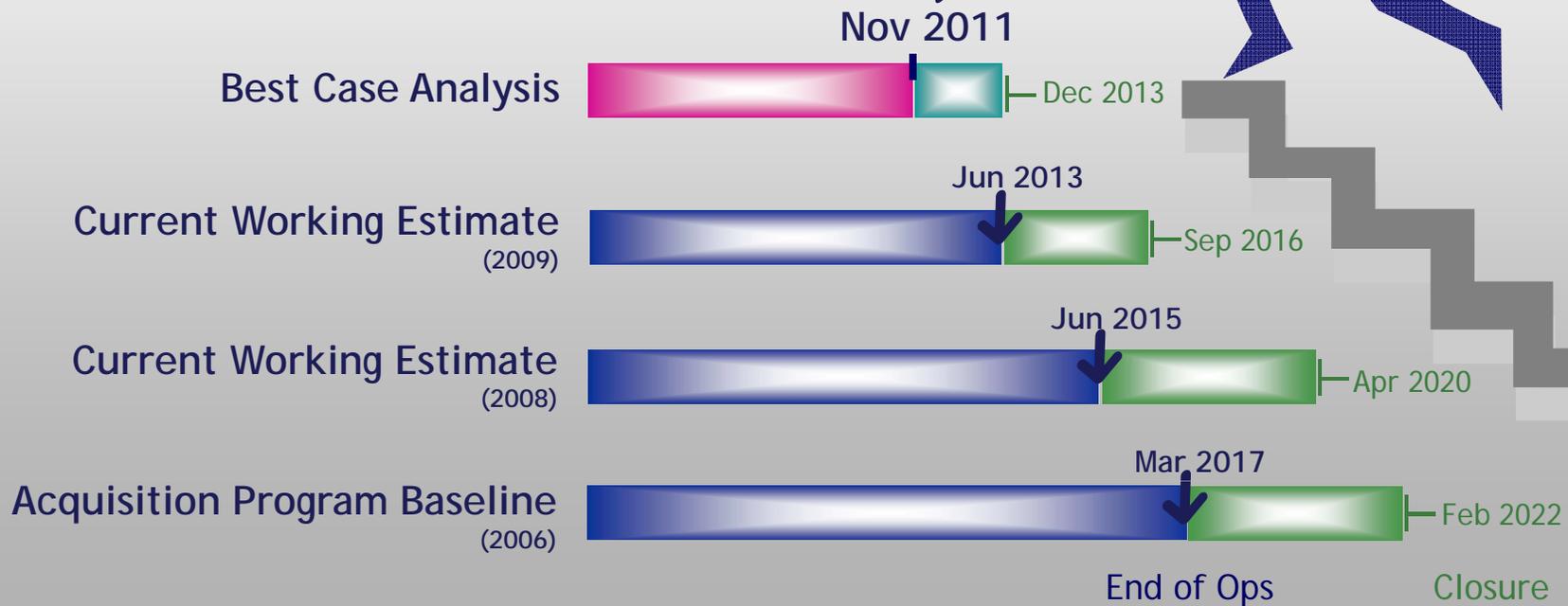
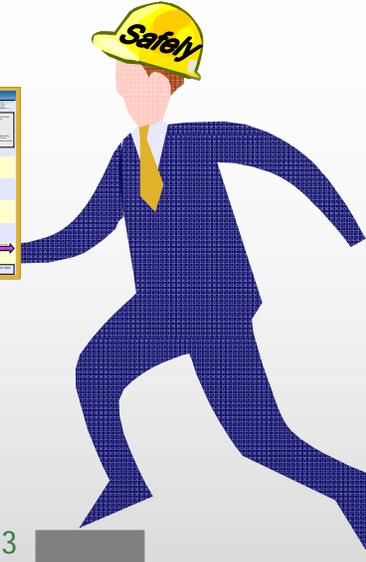
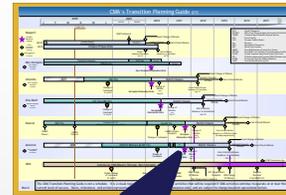


People	Approximately 6,500 (government & contractor)	→	Approximately 500	
Public	10 States served	→	3 States served	
Places (Real Property)	CMA, 7 storage sites (3 BRAC)	→	CMA, 2 storage sites	
Property (Personal)	Held by HQ, 7 sites, and central warehouse	→	Held by HQ and 2 sites	
Plants	5 demil plants	→	0 demil plants	
Paper	Official records Permits MOAs, cooperative agreements, etc	→	Archived & Closed -or- Properly maintained for ongoing missions	
Performance	Stockpile - 13,013 tons Non-stockpile - 2 tons & RCWM Response	→	Stockpile - 3,136 tons RCWM Response	



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Transition Planning Guide



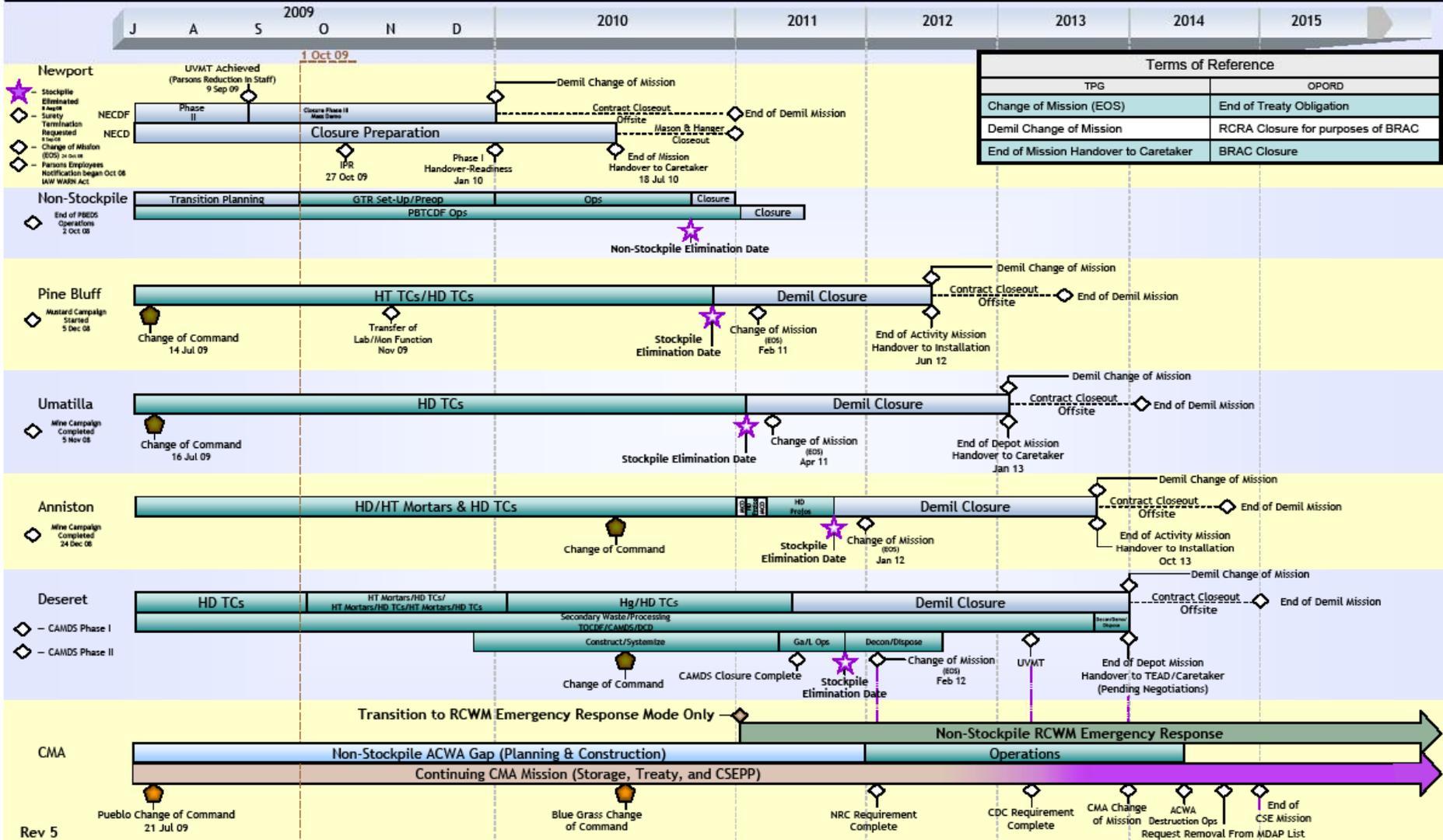


Transition Planning Guide (Best-Case Analysis)

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CMA's Transition Planning Guide (CY)

The CMA Transition Planning Guide is not a schedule. It is a visual representation of potential closure activities that will be required if CMA activities continue to operate at or near their current level of success. Dates, milestones, and actions represented on this matrix are for planning purposes only, and are subject to change based on operational factors.





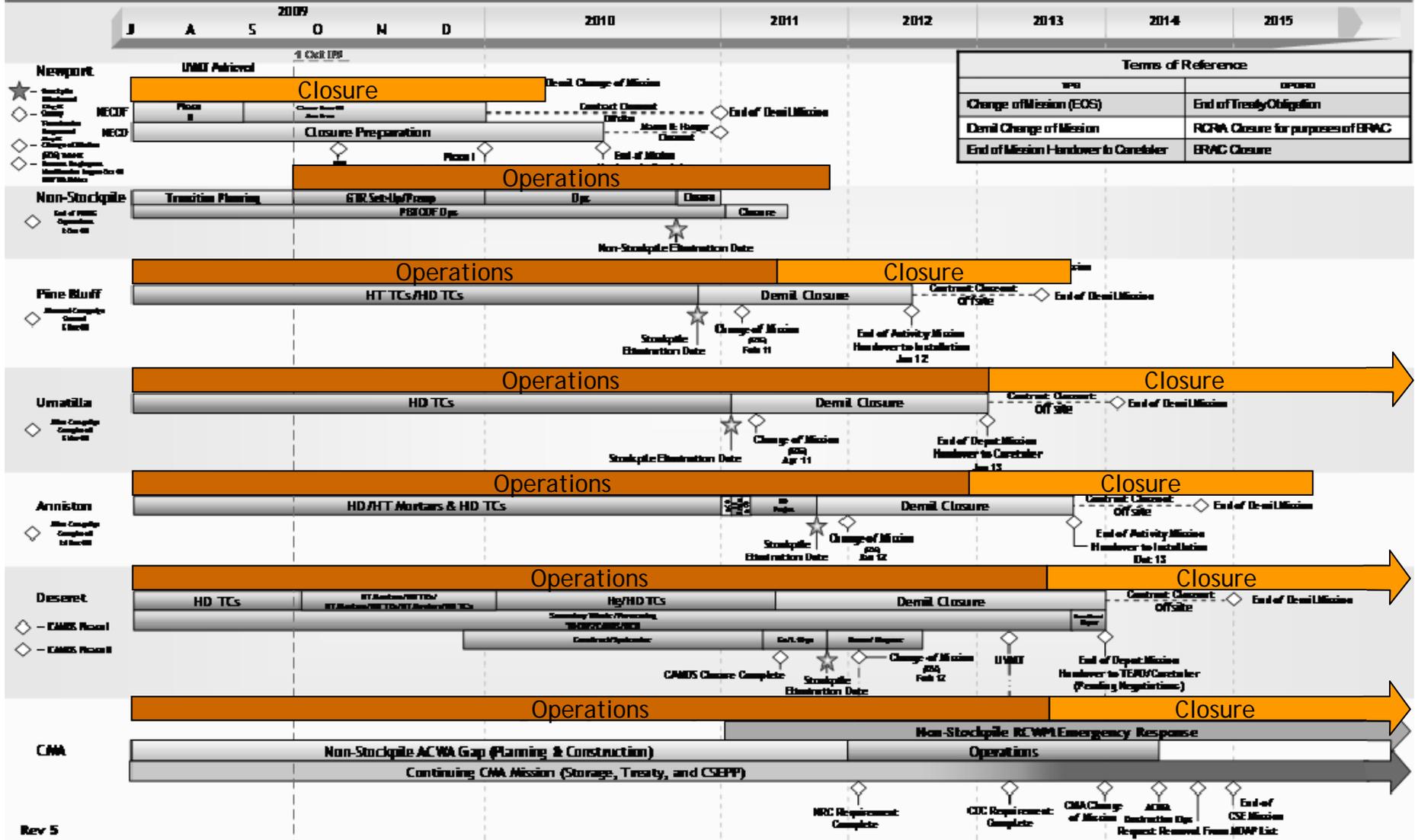
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FY09 Current Working Estimate
(Against Best-Case Analysis)

CMA's Transition Planning Guide (CY)

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Rev 5

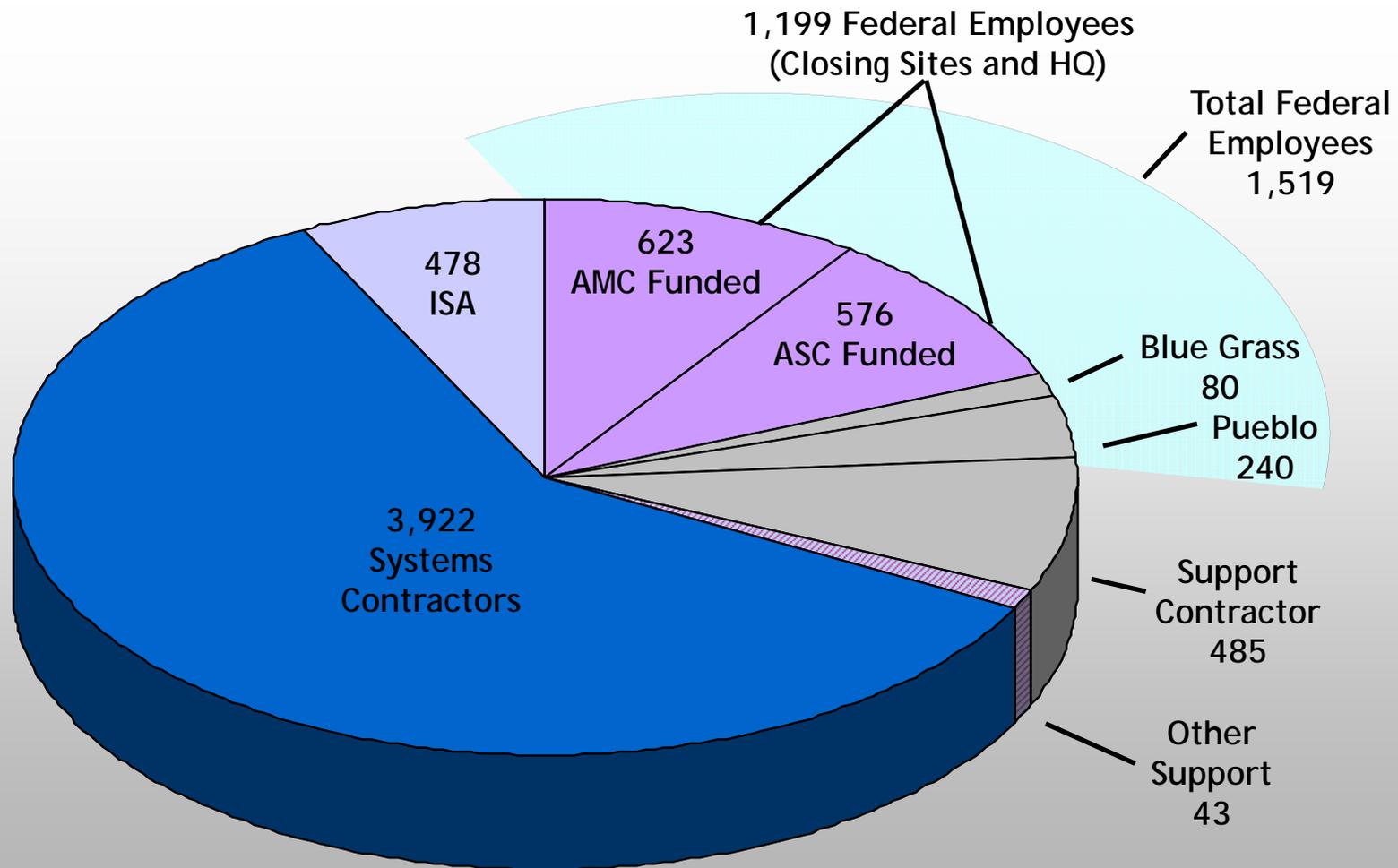


- For sites in operation phase
 - Fully staffed storage organization at Pueblo and Blue Grass
 - Non Stockpile Mission - RCWM Emergency Response
 - Headquarters staff right sized to oversee continuing mission
- For sites in transition phase
 - All missions and activities have ceased or been relocated
 - Plants have been demolished
 - Personnel positions have been eliminated or relocated except for personnel required for caretaker operations
 - Personal property transfers have been completed
 - Facilities are in a state ready for caretaker maintenance or return to the installation
 - Contracts, permits, and/or MOAs with non DOD activities are terminated or follow on arrangements have been made



Workforce: Bird's Eye View

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AMC: US Army Materiel Command
ASC: US Army Acquisition Support Center



Estimated Transition/Closure Milestones

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<u>Location</u>	<u>Change of Mission</u>	<u>End of Mission</u>
Newport	Oct 2008*	Jul 2010 (14**)
Pine Bluff	Feb 2011 (126**)	Jun 2012 (60**)
Umatilla	Apr 2011 (265**)	Jan 2013 (50**)
Anniston	Feb 2012 (127**)	Oct 2013 (67**)
Deseret	Feb 2012 (265**)	Jan 2014 (50**)
CMA HQ	Jan 2014 (150**)	N/A

** No Reduction in Force necessary*

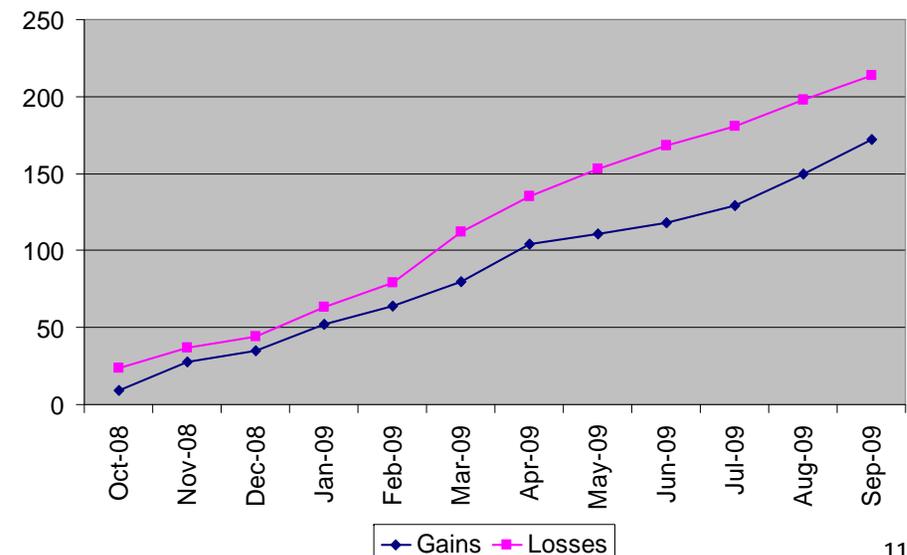
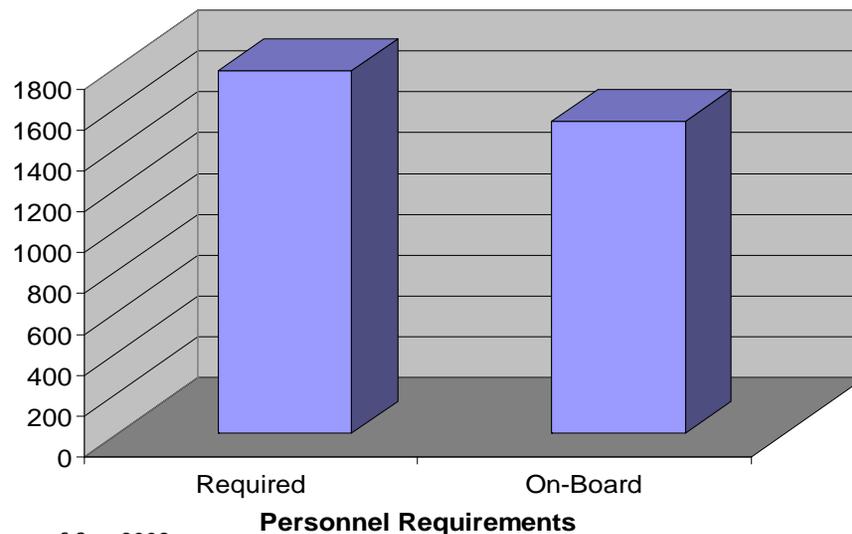
***Estimated worst case projection of CHRA workload*



Sustain and Transition Workforce

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- Biggest Issue - Sustain Readiness (using concepts from FM 100-11 as a model)
- Current situation
 - Losing personnel faster than planned
 - Employees at APG, Anniston, Pine Bluff, Deseret: Applying for and getting jobs at other government agencies on host installation
 - Other sites losing to outside organizations
- 14% (246 employees) below readiness requirement
- 18% (330 employees) below authorization (managing mission change)
- Gains and losses - trend not getting better



Data as of Sep 2009



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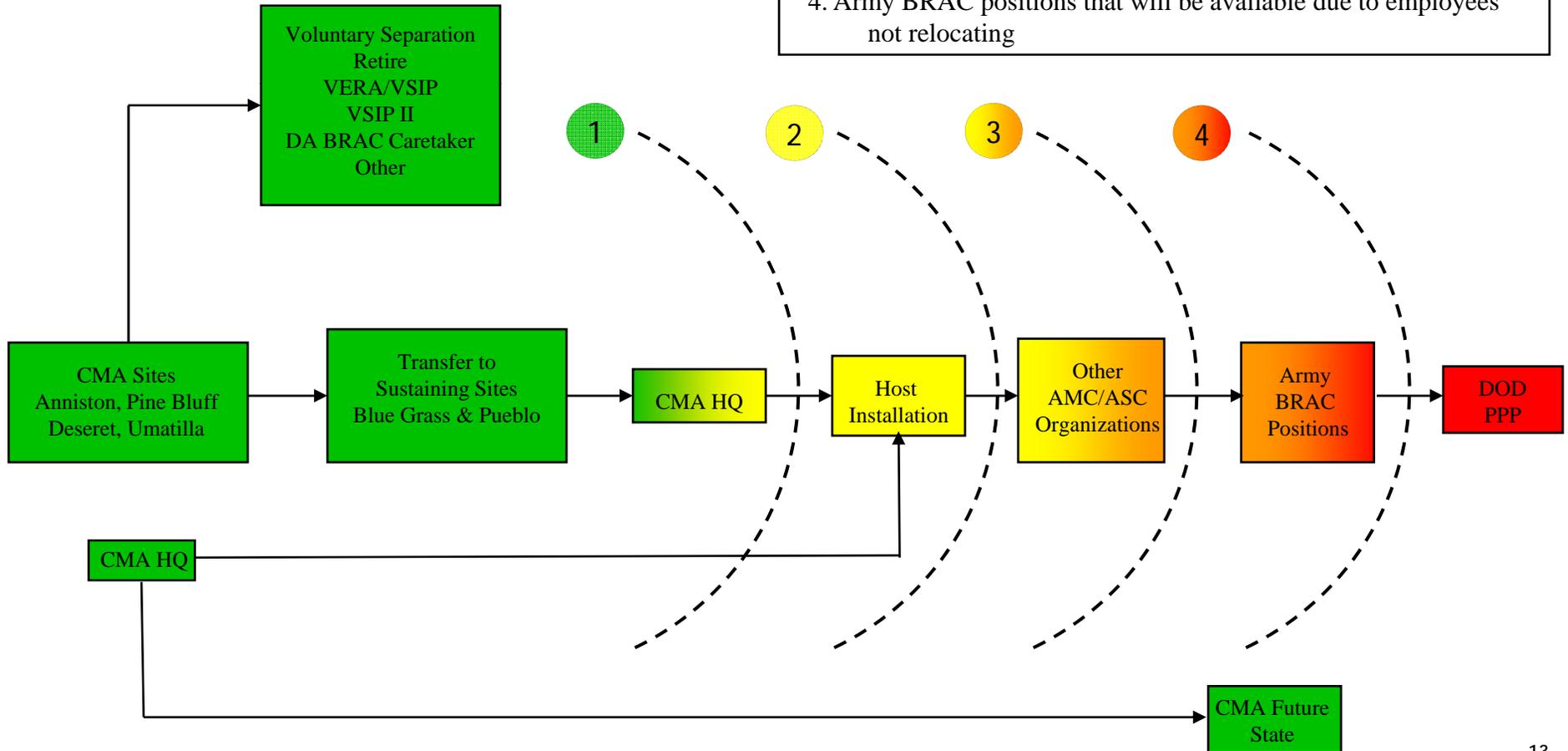
- CMA Closure Smart Book
- Human Capital Planning Timelines
- Employee Benefits Timeline
- Early CPAC involvement
- Town hall meetings
- Surveys
- One on one discussions with HR and CPAC
- One stop centers for individual employees
- Office of Economic Adjustment
- CMA Internal Placement Plan
- CMA-CECOM Placement Program
- AMC/ASC Placement Program
- Educating employees on RIF , PPP, BRAC, etc.
- Team Retention
- VSIP/VERA



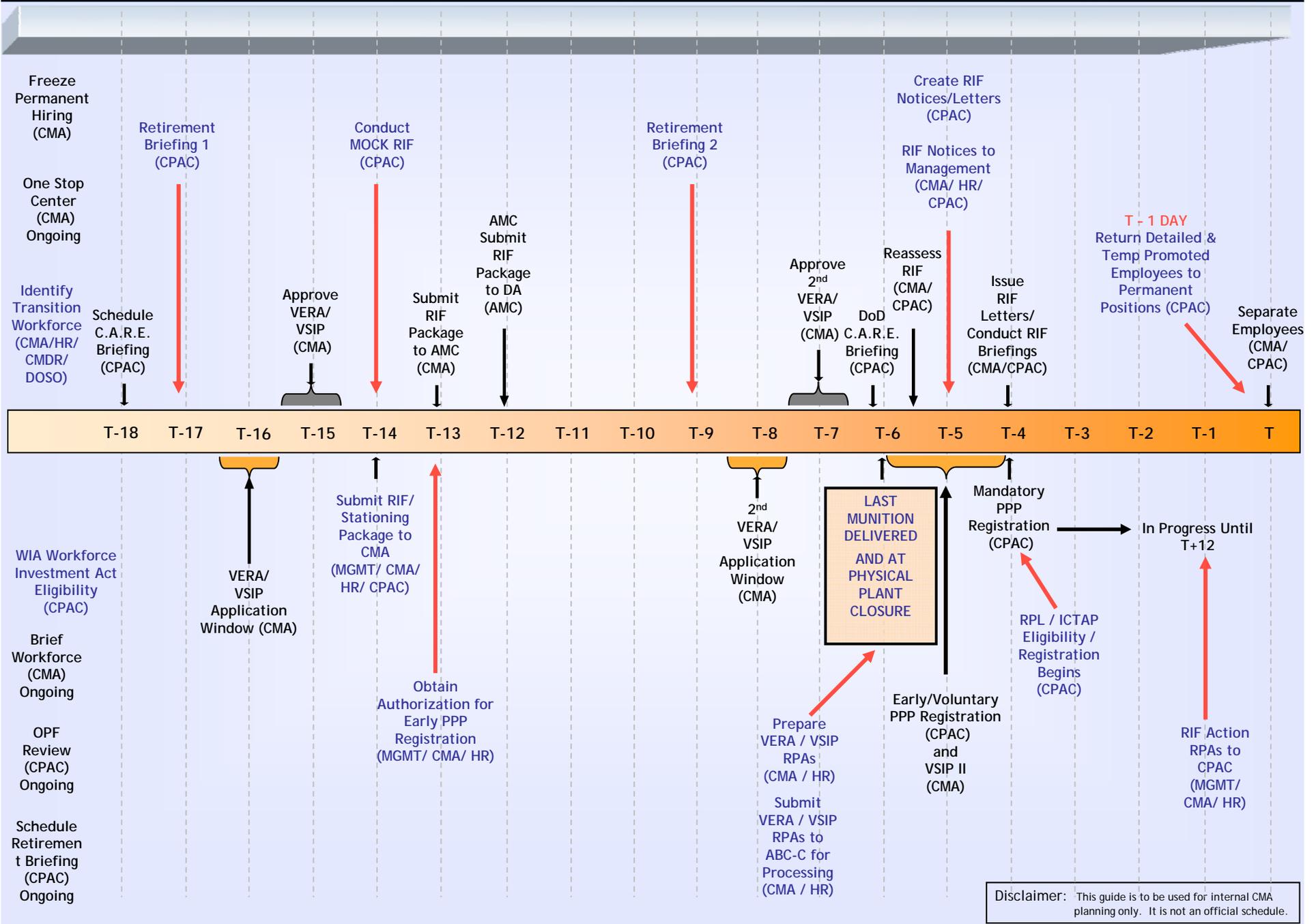
Minimize Involuntary Separation

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1. CMA will attempt to place people at Blue Grass, Pueblo, or at CMA HQ at end of mission or now and matrix back until end of mission
2. AMC and ASC will attempt to place people at host installation organizations now and matrix back to CMA
3. AMC and ASC directs subordinate organizations to hire (or give priority to) CMA employees at end of mission
4. Army BRAC positions that will be available due to employees not relocating



Human Capital Planning Timeline





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- Tremendous amount of work - but very important
- Mission first - but need people to do mission until the end
 - Balance important
- New ideas/perspectives