



# BRAC HUMAN RESOURCES PLAN

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# WORKFORCE DEMOGRAPHICS

- About 5100 Civilian Positions in Team C4ISR at Fort Monmouth, Fort Belvoir and Redstone Arsenal with transfer rights to Aberdeen Proving Ground (APG)
- Current break out of employees by Occupational Category
  - Engineers/Scientists: 34%
  - Administrative/Business: 25%
  - Logistics/Supply/Maintenance: 24%
  - Contracting: 8%
  - Clerk/Assistant: 5%
  - Information Technology: 4%

**Estimate  
approximately  
30 - 40% of current  
work force will  
relocate to APG...  
goal is for 50% of  
work force to relocate  
in 2010/11**

# RECRUIT, RETAIN, RELOCATE -- CURRENT INITIATIVES



- Phased relocation to APG - Numbers are dependent on available space in FY09-10
  - Establishes initial cadre of leaders and experienced employees in FY08 and 09
  - Enables us to shift hiring to APG
  - FY08 Projected Status
    - 15 Military (by Dec 08)
    - 15 Contractors (by Dec 08)
    - 141 Volunteers (by Dec 08)
    - 75 Selection made as of 22 September 2008
    - 85 Remaining vacancies to be filled
  - FY09 – projecting 833 positions (437 volunteers and 255 new hires) to relocate
  - FY10 – projecting 608 positions (364 volunteers and 178 new hires) to relocate

# RECRUIT, RETAIN, RELOCATE -- CURRENT INITIATIVES



- Hire aggressively
  - Plan to hire approximately 1,500 new employees between now and relocation (APG and Fort Monmouth)
  - Project need to hire about 2,200 additional employees after relocation
  - Target Maryland/Delaware area Colleges/Universities (400 interns hired in FY08)
  - Will expand mid level hiring as we approach 2011
  - Requested Direct Hire Authority (DHA) to streamline hiring process – current process is slow and cumbersome
    - Engineers/Scientists, Logistics, and other technical occupations
    - Covers 37% of current and projected vacancies
- Pursue simplified process to hire spouses of our employees



# WHERE WE ARE WORKING WITH STATE AND COUNTY OFFICIALS

- Excellent support to date from state and county representatives
- Need to look at lessons learned from our early relocation
- Filling vacancies
  - Attracting mid-career candidates (First Job Fair was held on 4 June-next job fair anticipate to be schedule in February 2009)
  - 13 Maryland college/universities recruitment fairs for fall FY09
  - CSSC Job Fair – 9 October 2008
- **Accurate information to our employees**
  - Maryland one-stop to provide information on quality of life
  - Employment Assistance for spouses/families
    - ✓ Ability to transport NJ teacher retirement package to other States
  - Transportation – currently surveying the workforce based on request from MD transportation state representatives
- **Workforce Education**
  - Working with Maryland Colleges/Universities to establish on line masters programs in Management or Public Administration and re-establish technical masters programs in Engineering