



**MCB Camp Pendleton, Labor-Management Forum
February 15, 2011**

MEETING MINUTES

Member Attendees:

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| Charles Molden/CHRO | David John/Facilities | Terry Hoeft/CHRO |
| John Magnus/BPO | Tony Reyes/NFFE 919 | Michael Kelley/Logistics |
| Michael Jacobson/AFGE 1881 | | |

Opening Remarks and Agenda

Mr. Charles Molden welcomed the Forum members. Mr. Molden distributed and presented the agenda to the Forum. The following topics were presented:

- Update on LM assessment
- Update on Force Structure Review
- Current hiring freeze to be extended
- Reorganization of Dispatchers
- Future meeting schedule.

Update on LM assessment and CO's Letter

Mr. Molden discussed the current status of the CO's letter and the LM assessment. It was explained that WACO had some issues with several of the LM assessment questions. Mr. Molden also explained why there were delays in receiving the CO's signature. The Forum members discussed the topics and came to an agreement on the following:

- The LM assessment would have more questions concerning demographics. Questions concerning ethnicity, gender and age would be added. Employees participating in the survey would have the choice to not disclose demographic information. The Forum members felt that these types of question would add value to the assessment.
- The LM assessment will commence on March 2011.
- It was agreed that Mr. Molden would deliver the CO's letter and receive the CO's signature. This will expedite the signature process.

Update on Force Structure Review and Extension of Hiring Freeze

Mr. Molden briefed the Forum members on the Force Structure Review and on the extension of the current hiring freeze. The Forum members were briefed on the following:

- The Forum members were told by Mr. Molden that the Commanding General and the management team had been briefed on the realignment of functions for regional and base personnel.
- All MCIs will be reporting to Installations and Logistics. The target date for this transition will be September 30, 2011. MCIs are being targeted, because they are considered HQ layers. Camp Pendleton and the region would be headed by a Brigadier General, not a Major General. Ms. Judi Ramiro would stay as the regional director and Mr. Molden would be dual-hatted. He would serve as the human resources director and as the regional deputy director. Mr. Molden stated that this was all he could say at this time. He stressed that this information had only been given to COs and management.
- The Forum members were also told that Mr. Molden would be attending a meeting in Quantico, VA. to discuss and help with a strategic force analysis. He explained that this would help us move forward as we restructure. Mr. Molden told the Forum members that he would give them an update at the next meeting.
- The hiring freeze for MCIWEST will be extended to FY 2011.
- Mr. Molden discussed the possibility of RIFs, but that Ms. Ramiro is proposing attrition and early retirement options to negate the possibility of RIFs. It was stressed to the Forum members that all of this was at the pre-decisional stage.

Reorganization of Dispatchers

Mr. Ken Couchman addressed the Forum members on the proposal to reorganize the dispatchers. He distributed two handouts and discussed these materials with the Forum members. The following represents the key points from the discussion:

- Mr. Couchman explained that events at Fort Hood and Hawaii have prompted the proposal for reorganizing the dispatchers. The assumption is that reorganizing the dispatchers would link all emergency services and better allow for faster response times.
- In order to reorganize the dispatchers Mr. Couchman explained that certain assumptions are being made. These assumptions are as follows: existing facilities will be refurbished, pre-fabricated structures may initially be required with MILCON projects to follow, MCIWEST will POM for dispatch centers, public safety dispatch and MCRD-SD will be included with the Western Regional Center.
- Mr. Couchman also discussed that certain constraints would exist with reorganizing the dispatchers. These constraints are as follows: redundancy & surge ability, E911 SECNAV Memo, facility requirements per CERS CPD, MROC DM 20-2010/40-2010, CERS CONOPS and DOJ certification for dispatchers.
- Mr. Couchman also explained that a restraint to reorganizing the dispatchers would be that contractors can't use NCIC terminals.

A discussion was held among the Forum members about the costs associated with mutual aid to nearby cities. Mr. Michael Jacobson wanted data on all calls that MCBCP responded to, due to mutual aid agreements. Mr. Terry Hoeft reminded the Forum members that the topics being discussed were pre-decisional only.

New Items Not on the Agenda

The Forum members discussed new topics not listed on the agenda. The following was discussed:

- Mr. Molden explained to the Forum members that the USA Staffing system will replace the Navy CHARTS system. All applications will be taken in and certified using the new USA Staffing system. The new system should be implemented by May for all MCIWEST installations. Training will be done for supervisors and employees. CHART users will receive a notice explaining that their account will be deleted and need to save their resumes to USAJOBS.
- Mr. Molden discussed with the Forum that the NCIP will be replaced with the Pathways program. All interns under NCIP will be converted to a permanent basis by March 1, 2011. All new interns hired will be placed on the Pathways program.

Conclusion and Follow-Ups

The Forum members concluded and discussed some follow-ups to current topics. The following was discussed:

- The Forum members decided that a link to the LM assessment will be placed in the CO's letter. This will allow for access to employees who don't have access to a computer at work.
- Mr. Jay Smith told the Forum members that FECA costs could rise due to the restructuring of organizations and because of the potential for RIFs. Mr. Hoeft reminded the Forum members that all information discussed within the Forum was confidential.
- Mr. Molden told the Forum that the Forum charter was complete and the LM assessment was almost complete. He also explained that the LM assessment would only be accessible via a computer. No facilities would be provided to employees who didn't have access to a computer at work.

Future Meeting Date

- The next meeting for Forum members will be at 0900 to 1100 on 3/15/11 at the CHRO.