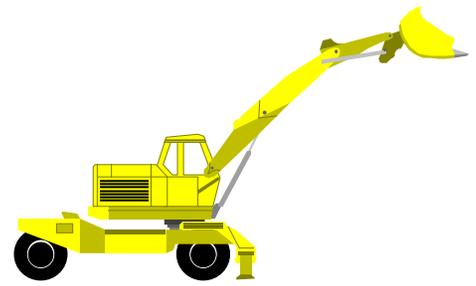
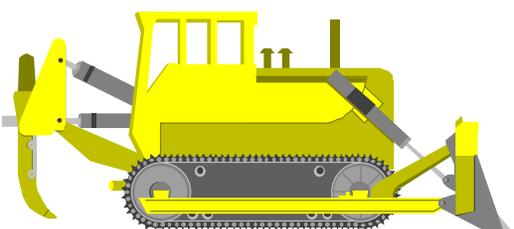




LANTDIV SCR Conference

17 Sep 02



ROICC Advocate
Gary W. Mackey P.E.
OPD/CI5



Topics

- ConRep of the Future
- ConRep positions transition to GS-802 series
- Short and long term goals of replacing Con Reps
- Con Rep Advocate position
- WIP comments/concerns



Engineering for the 21st Century

“ To provide quality facilities, proactive operational support and expert Engineer services to our nation and it’s military forces . . . ”

Air Traffic Control
Facilities



Runways



Piers



Aviation Support





Future Business Environment

- Resources will continue to diminish
- Continuing need for greater efficiency
- Ability to exercise engineering judgment by engineers/architects will continue to be a core capability
- Client expectations will continue to be high for quality, timeliness, financial performance, and personal attention



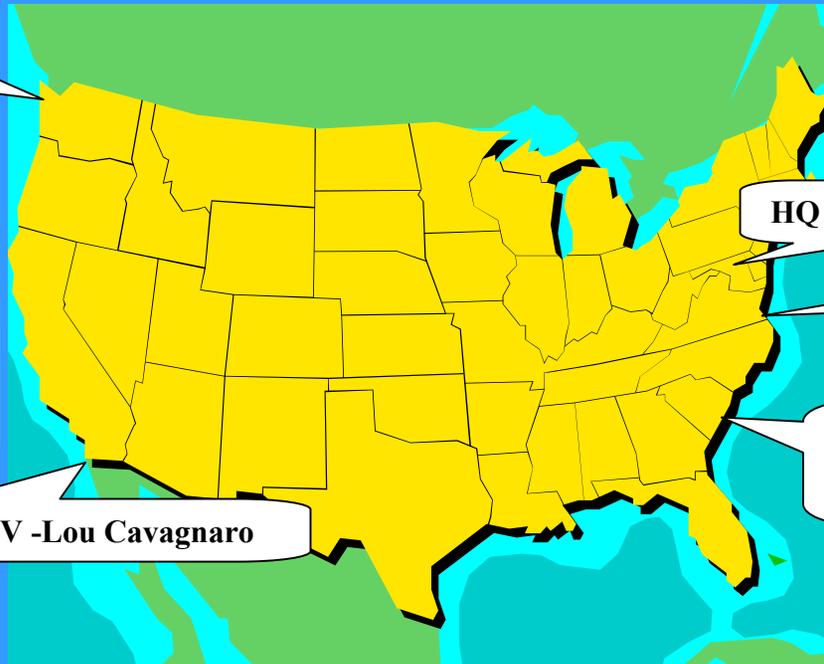
Future Business Environment

- Strong NAVFAC field presence will be required but interdependency will be high
- IT systems and web-based tools will be fully integrated
- ROM will be the guiding functional framework for ROICC Office operations



Principal Participants for ROICC Construction Team Workforce Shaping Offsite, Poulsbo, WA 5-7 February 2002

EFANW
(offsite host)



HQ -Bob Silver

**LANTDIV -
Gary Mackey**

PACDIV -Glenn Higuchi

SWDIV -Lou Cavagnaro

**SOUTHDIV - Don
Brown**

Other participants included reps from: AGC (NOVA Group President, Ron Fedrick), PWC JAX (FSC), EFANW, ROICC Silverdale, ROICC Little Creek, and EFD Construction Division and IPT staff.



Preparing for the Future...

- Establish a common approach for ROICCs in delivering:
 - Kpm (Construction Project Management)
 - T (Technical/Field Engineering)
 - Q (Quality Assurance)
- Establish a plan to transform to the ROICC Construction Team Model



Preparing for the Future...

Establishment of the
ROICC
Construction
Engineering Tech
Concept



Engineering Tech Concept

- Journeyman level shall be at GS-0802-11
ONLY after fulfilling specific skill sets
 - Experience and Education
 - Advanced Training
 - Certifications
 - IT Proficiency
- Supervisory ETs shall be at GS-0802-12



How do we do this?

- Develop and establish personnel policies and procedures to transform to end state
- Establish consistent competencies and career development requirements within the ET Community Management Plan



How do we do this?

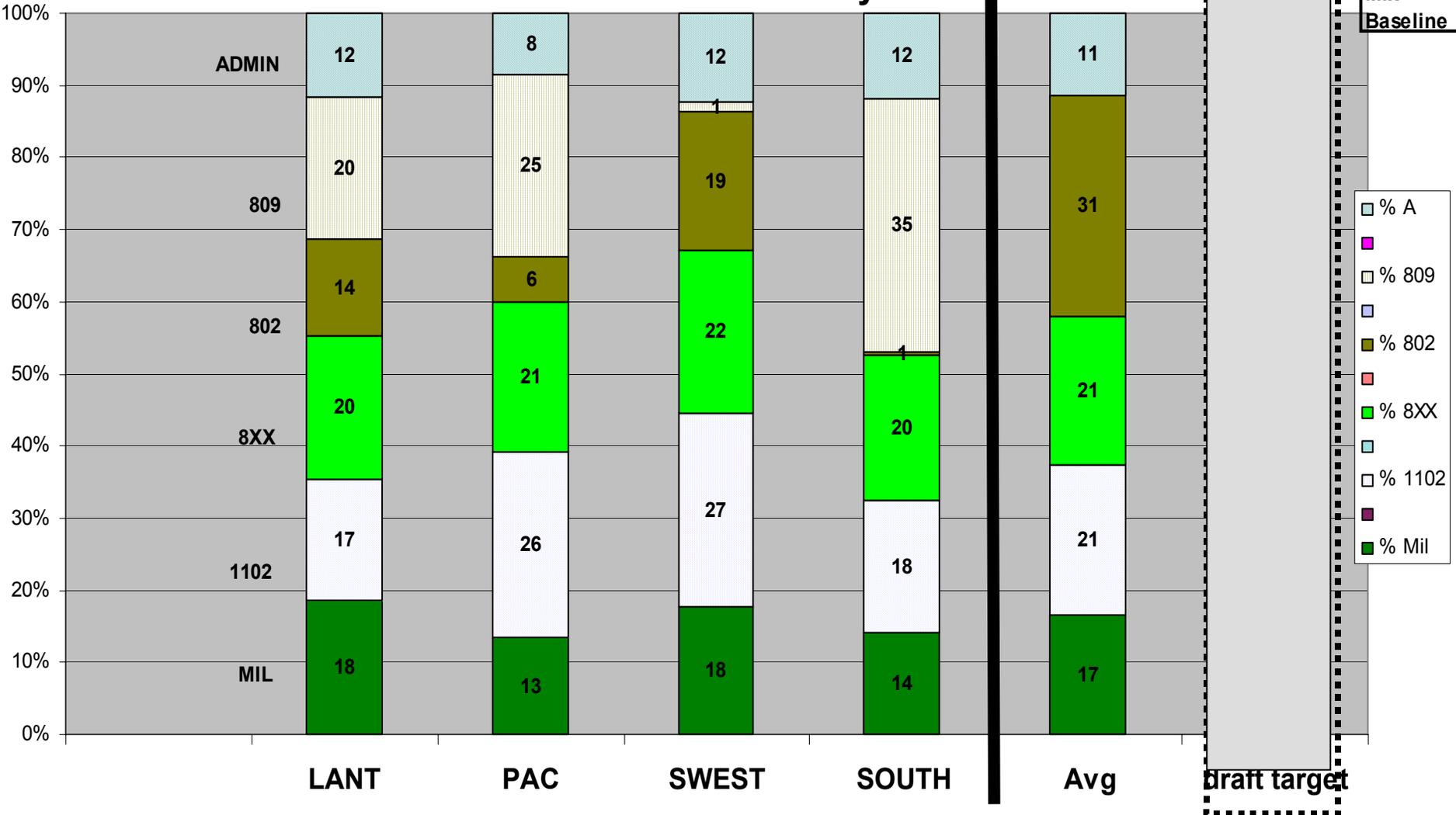
“Continued”

- Reduce Conrep workforce through natural attrition, SIPs/VERA
- Targeted RIFs may be necessary
- Develop 0802 position for competition among qualified personnel
- Develop/train engineers to perform more QA functions
- Revise CQM philosophy to incorporate more of an ISO based approach



Field Series Comparison – FY02

ROICC Office % billets Micro - FTE & CASU Construction Only





Timeline

- Finalize FTE reduction goal – **30 Sept 02**
- Complete PD for new GS-802 Construction ET's – **30 Oct 02**
- Identify ROICC services that must be eliminated an/or redistributed amongst Kpm, T, & K. – **30 Nov 02**
- Develop communication plan for work force & clients - **30 Dec 02**
- **Offer targeted VERA/SIP FY03 & 04**
- % of workforce reductions and Plan of Action and Milestones (POA&M) is being worked by 1) Leadership Council and 2) ROICC Advocates and 3) a LANTDIV team tasked by Admiral Loose



Const. ET Advocate for LANTDIV

- Want your recommendations !!!
- Where it sits in the organization?
- How it could shape the Community Management plans for this community?
- What will this room look like in five years???



WIP reporting is still
misunderstood by some
ROICCs



Work-in-Place (WIP)

- Process for projecting and documenting annual workload
- Accurate projection and documentation is critical to our business for it is the basis for determining our resources (our jobs).
- To maintain credibility we need to ensure against “overprojection”.



Work-in-Place (WIP)

- WIP is properly reported by forecasting through the end of each month.
- WIP is reported in the “inception to date” field in FIS.
- Construction WIP should not be based on payments but on actual estimated WIP and material on site.



Questions