

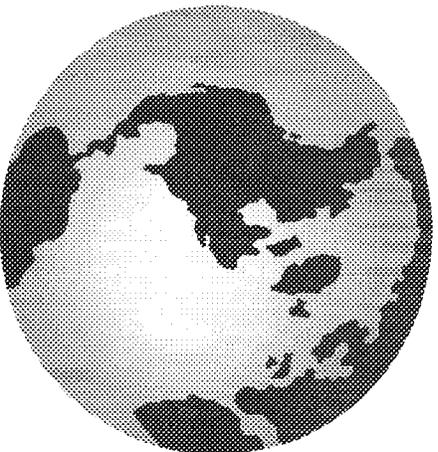
*Real Estate
Community Management Plan*

RDMIL M.K. Loose
Chairman, Community
Management Board

Howard D. Kelsey
Community Manager

RE Mission

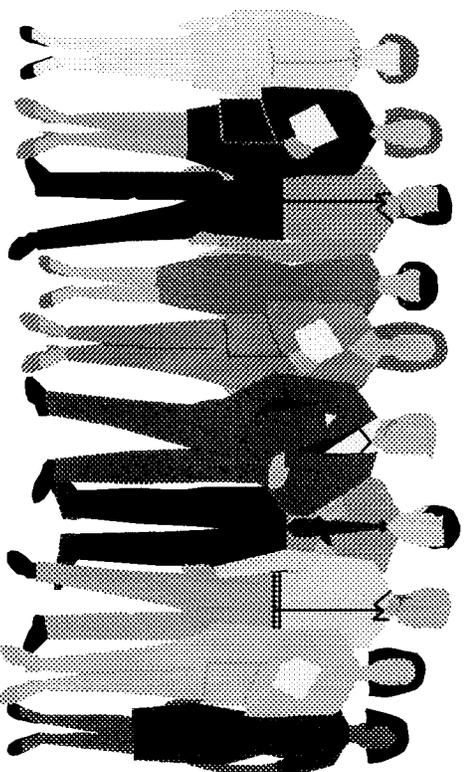
Responsible for the acquisition, management, and disposal of real property for the Navy and Marine Corps worldwide.



6/3/02

Description of RE Community

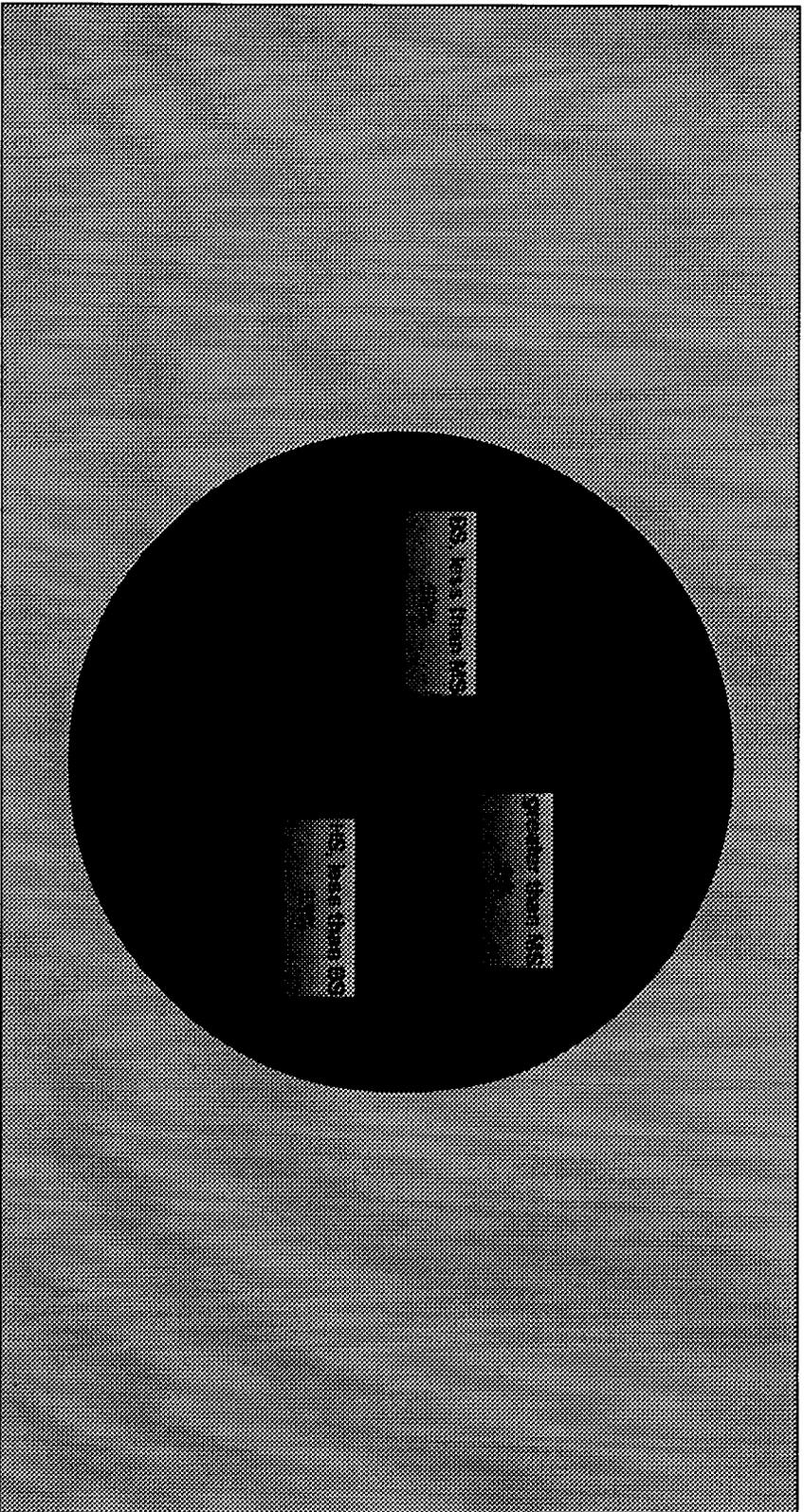
- 1170 - Realty Specialist
- 1171 - Appraiser
- 1370 - Cartographer
- 1371 - Cartographic Technician
- 1373 - Land Surveyor



RE Community Profile

- Realty Specialist (GS-1170) 110
 - Appraiser (GS-1171) 11
 - Cartographer (GS-1370) 2
 - Cartographic Technician (GS-1371) 6
 - Land Surveyor (GS-1373) 4
 - Total 133
-
- Working level at GS-12 (61% of RE Community at GS-12 or below)
 - Large population retiring at one time (22% of RE Community age 51-55)
 - Smaller population replacing them (17% of RE Community age 35 and below)

RE Community by Education



RE Vision for 2007

- More business oriented - increased competencies including finance, real estate development, and asset management
- Integral part of the FE Career Field
- Development and implementation of standardized, web-based RE documents, policies, and procedures - increased competencies in web-based IT applications
- Increase in number of college degrees - focus on business, land management/ development and real estate
- Increase in number of professional designations - CRE, CCIM, MAI, etc.

Key Points of RE Community Management Plan

- RE Community will have skills to complete new non-traditional work - EUL, PPV management, BRAC
- Increased education level of community to be accomplished through attrition and target recruiting
- More emphasis placed on rotation of interns into different RE job functions and with customer (Regions, USMC, etc.)

RE Career Development

- Acquisition, Management, Disposal training
 - Coordinated with FHWA, Army, Air Force, and GSA
- Technical training
 - Private providers (MCI)
 - Professional Associations (IRWA, ULI, AI, ASA)
 - Community Colleges

RE Career Development

- **Project Management**
 - Legal (Business/Real Estate Law)
 - Environmental (NEPA, CERCLA, RCRA)
 - Contracting (CICA, FAR)
- **DAWIA**
 - Certification

RE Community Management Support

- Atlantic Division Rick Bonelli
- Southern Division Dale Johannesmeyer
- Southwest Division Karen Ringel
- Pacific Division Mike Kilian

Appendix B - Common Competencies

- Level 3 (GS 12-13): Common Competencies for Realty Specialists
 - Meeting management
 - Intergovernmental coordination
 - Technical consultation
 - Cross-functional team leadership
 - Source selection
 - Preparation of lease documents
 - Coaching/counseling/mentoring
 - Development of real estate policy
 - Represents organization and negotiates agreements

Appendix C - Career Guide

- Level 3 (GS12-13): Workforce Development for Realty Specialists
 - **Continuing Education**
 - Contracting by Negotiation
 - NEI I/II/III
 - Advance Appraisal
 - Federal Acquisition Streamlining Act
 - Lease Administration
 - Relocation Assistance
 - Federal Real Property Lease Law
 - Real Property Asset Management
 - Basic Presentation
 - Advance Contract Administration
 - Contracting by Sealed Bidding
 - Techniques of Negotiating Real Property Leases
 - Supervisory/Management Training
 - Advanced Presentation

Appendix C - Career Guide

- **Level 3 (GS12-13): Workforce Development for Realty Specialists**
 - **Developmental Assignments**
 - Project Management - Major Acquisitions, Disposals
 - Serve as Acting EFD/EFA RE Division Director on intermittent basis
 - **Rotational Assignments**
 - ASN(I&E)/N463/HQ Rotational Assignments
 - **Leadership Development Initiative**
 - LDI Tier II/III

Communications

- Official Correspondence
- Electronic mail
- Monthly Conference Calls
- NAVFAC Intranet - RE and CM sites
- Bi-annual Meetings

What's Next

- FY03 - Increased competencies including finance, real estate development, and asset management
- FY03 - Increased competencies in web-based IT applications
- FY03 - Integral part of the FE Career Field
- FY05 - Increase in college degrees from 67% to 75%
- FY06 - Increase in number of professional designations