

S E R B U L L E T I N #1

21 May 1973

In keeping with the policy of informing ALL HANDS of the latest developments relative to SER (Shore Establishment Realignment), and reorganization, Mr. John Strobel of the PAO office has been assigned, on a full time basis, the responsibility for timely and accurate dissemination of news on this program.

Releases will be made whenever information is available. Some will be on a daily basis. Bulletin boards and the "Missile" will be used. Multiple copies of these releases will be provided for circulation within each command at Point Mugu. Copies will also be made available to any news media desiring them. Copies will be forwarded to local civic leaders and to authorities in Washington, D. C.

Compliance with the SER directive entails much effort. Many individuals will be involved in defining and evaluating data, analyzing alternatives, and conducting discussions and briefings. Many who are not in the SER Task Force will also have constructive thoughts that should be considered by those planning these complex transitions to contractor operations. You represent thousands of man-years of experience; experience and intimate knowledge of Range functions that is only found here at Point Mugu. You have been requested to forward constructive comments and suggestions for consideration by the SER Task Force. Forms are being developed for you to use and will be distributed soon. Procedures to be followed will be specified with the forms; these procedures will insure that each comment and recommendation will be considered and acknowledged by the SER Task Force.

ITEM: The only team from Washington to visit this area relative to SER was the one headed by RADM Lewis Hopkins. They visited Point Mugu on Wednesday, 9 May 1973 and held briefings with union leaders and supervisors. There were representatives of NAVAIR here 15-17 May to help with SER staffing.

ITEM: RADM Harnish will discuss the facts of SER with some of the civic leaders in the County. Press conferences and meetings with union leaders and supervisors will be held from time to time to discuss and report important developments in the SER program.

ITEM: The SER Task Force at Point Mugu met last week (15-17 May) with RADM Evans and other representatives from NAVAIR to consider various aspects of SER implementation.

Assisting in the detailed planning are employees of Arthur Anderson and Company. Technical services from this firm have been obtained to help ensure that all aspects of the reorganization problem are considered and dealt with in an effective manner. This action has been taken in order to minimize delays and to help insure that the reorganization to be recommended to the Secretary of the Navy is sound.

ITEM: The complexity of tasks involved in SER may require additional time beyond the planned completion date of 31 December 1974 for the conversion of 1,448 civilian positions and 225 military billets to contractor operations. The following time schedule is most probable for major contracts: Jan 74 - issue requests for quotes to prospective contractors; Jan 75 - award contract(s); May 75 - complete the transition to contractor operations.

ITEM: A schedule of major SER events will be developed as soon as feasible.

ITEM: COMPMR will recommend to NAVAIR those functions to be contracted. Guidelines and criteria used in this process will be based on guidance from Washington while the exact ones to be used here will be forwarded to NAVAIR for review and comment. After the guidelines have been approved by NAVAIR, a detailed examination of functions will be made. Final recommendations will be made on what areas to contract only after this detailed examination has been completed. These recommendations will require approval above the level of COMPMR.

ITEM: NAVAIR has been requested to fix ceilings and military allowances at PMR and NMC so that the planning for SER and reorganization can be executed from a known base with a minimum of perturbations.

ITEM: Weekly exchange visits of PMR and NAVAIR representatives will be made during the period of 29 May - 1 July 1973. These exchange visits will further the close coordination necessary to ensure that efforts here at Mugu are consistent with guidance furnished by senior commands and that the recommendations submitted in July benefit from views of senior officials in NAVAIR. The cancellation of any meeting will be made only upon the mutual agreement of both commands.

ITEM: Where NMC is presently Naval Industrially Funded (NIF) and PMR is Institutionally Funded it has been recommended that the new organization be institutionally (direct cost reimbursable) funded beginning in FY-75.

ITEM: Attached is a copy of the tentative organization which will be used by the SER Task Force in determining contractor-Navy interfaces. This organization will be subjected to detailed study during the next few weeks and some changes undoubtedly will be made before it is submitted to Washington for approval.

ITEM: VXE-6 with 358 officers and enlisted men will be transferred to Point Mugu from its present home at Quonset Point, Rhode Island.

The Squadron is nicknamed the "DEEP FREEZE SQUADRON" because of its primary mission which is the support of scientific operations in the Antarctic. Each year the squadron deploys for 4 to 6 months in support operations in Antarctica. Approximately 50% of the men are married and it should mean at least 175 families of VXE-6 personnel will settle here in Ventura County. The relocation of the first families will begin after



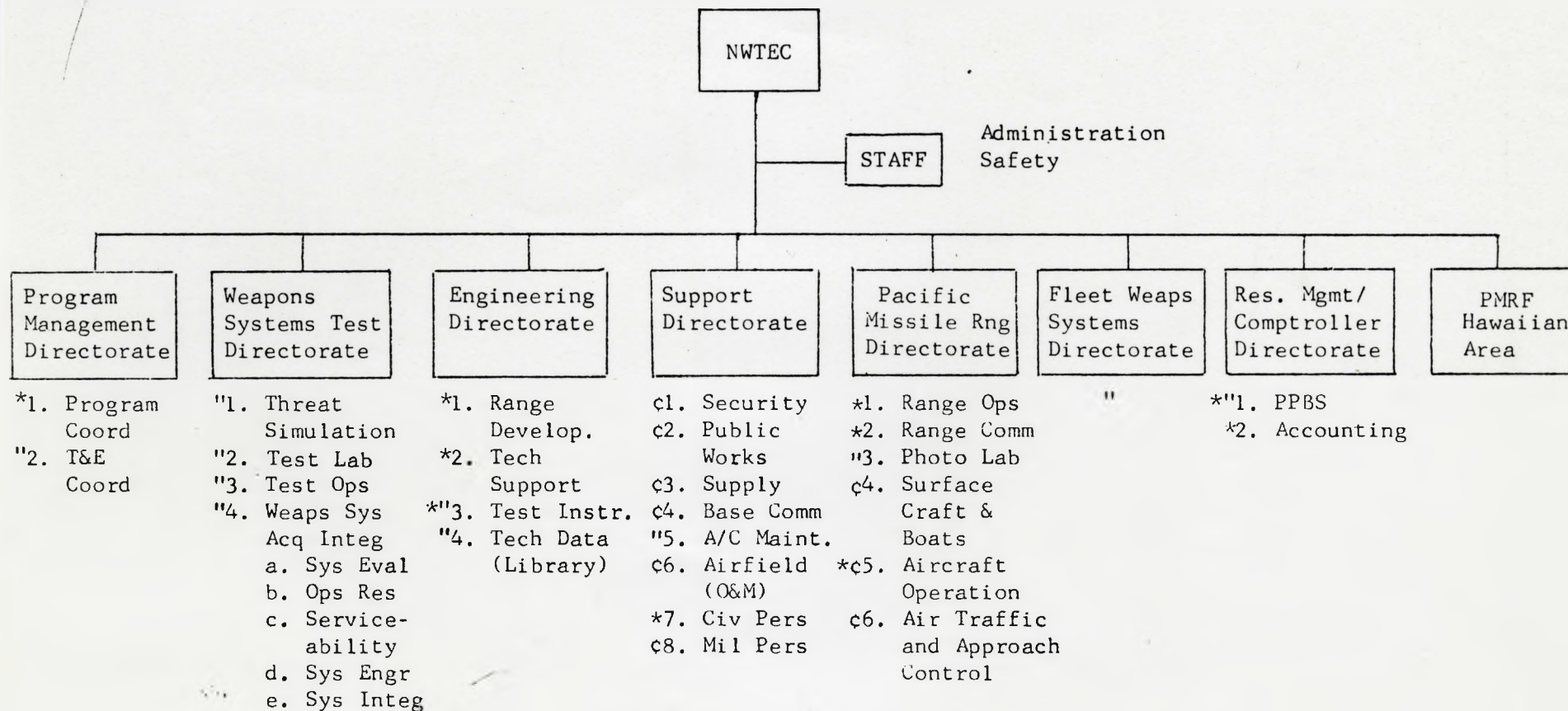
July 1, 1973.

The assignment of VXE-6 to Point Mugu with its 358 military personnel will have an overall effect on the current plans that are in progress due to the recently announced Nation-wide military cutbacks.

Point Mugu has been directed to eliminate 225 military billets along with 1,448 civilian positions and to convert these functions to a contractor type operation with a net savings of about 1.5 million dollars. Some of this due, no doubt, to a reduced contractor payroll relative to the present civil service and military payroll.

The addition of the squadron with its at least \$2.5 million in annual wages will aid in balancing any projected economic impact to the local community resulting from the planned conversion to a contractor operated concept. Other economic benefits will result from the squadron's move to Mugu. Additional facilities will be required and various supplies will be purchased in the local area.

The squadron is expected to initiate its move to Point Mugu after July 1st and to complete the transfer in early 1974 after returning from the Sough Pole region.



Source of Function:

\* Pacific Missile Range

" Naval Missile Center

c Naval Air Station

COMMANDER, PACIFIC MISSILE RANGE

S E R B U L L E T I N #2

23 May 1973

Attached is the tentative organizational chart for the Shore Establishment Realignment Task Force. Queries from Point Mugu employees having questions or suggestions on SER should be directed to the SER Task Force Code 01-14. Each question or suggestion will be acknowledged and considered in SER planning. Although forms should be available soon for this purpose, do not delay submitting your ideas.

Meanwhile, daily meetings continue to evaluate the best methods with which to implement SER. At the present time meetings between PMR officials and range customers are underway. The information gained at these meetings will have a direct effect in the determination of what base functions will be considered for contractor operation.

No final decisions have yet been made as to what functions may be contracted out nor have any talks or communications been held with any potential contractors. From this command's standpoint the SER order is in its initial stages and will not reach contractor negotiations until about January 1974. Prior to that time every effort will be made to keep all employees completely informed on a day to day basis about the program and how it will affect employees.

Distribution:  
A-3



**TASK FORCE ORGANIZATION  
(TENTATIVE)**

**LEADER,  
SER TASK FORCE**  
01-14 CDR MARSH

**STENO/SECRETARY**  
GS-318-05 S. WOOD  
GS-322-2/3 VACANT

**ADMIN/LOGISTICS OFFICE**  
01-14A R. C. SMITH  
01-14B  
01-14J J. STROBEL

**LIAISON/ADVISORY GROUP**

**SECRETARY**  
GS- P. HUBLITZ  
GS-3 VACANT

**PMRD**  
01-14.1 J. DONLAN  
ORGANIZATION

**NAS**  
01-14.2 L. MALAND  
SER

**NAVMISCEN**  
01-14.3 J. McCLUSKEY  
MANAGEMENT SYSTEMS

**PMR STAFF**  
01-14.4 H. BALDWIN  
RESEARCH/DIRECTIVES

**RESEARCH ASSISTANTS**  
01-14.4.1 D. BISHOP  
01-14.4.2 M. WATERS

**TASK  
FORCE  
ELEMENTS**

**ORGANIZATION  
DESIGN**  
01-14.1.1 R. DUFFY

**CONTRACTS**  
01-14.2.1 K. LICHTI

**FINANCIAL  
MANAGEMENT**  
01-14.3.1 W. MAICHEN

**DIRECTIVES/  
INSTRUCTIONS**  
01-14.4.3 LCDR BRENNAN

**ORGANIZATION  
MANNING**  
01-14.1.2 J. SUSKO

**PERSONNEL**  
01-14.2.2 A. WILLIS

**RESOURCE  
MANAGEMENT**  
01-14.3.2 D. POWER

**PROGRAM  
MANAGEMENT**  
01-14.3.3 R. CLAUSING

COMMANDER, PACIFIC MISSILE RANGE

S E R   B U L L E T I N   #3

29 May 1973

The SER Task Force met Tuesday, May 22nd, with representatives of COMOPTEVFOR, COMTHIRD Fleet, and NAVORD, to brief them on SER/Re-organizational plans. Representatives were requested to provide general reactions and appropriate inputs related to reorganization, SER implementation, and Financial Management plans as they would affect range users in the future.

ITEM: It was rumored last week that the Pentagon was making an effort to contact prominent citizens in Ventura County to convince them that the impact of SER would be minimal in the County. It has now been established that the list of names provided to at least two media sources relative to this purported effort is, in fact, the standard VIP Guest List utilized over past years by the command for such official functions as change of commands and Space Fair. The VIP Guest List is a list of long standing, standard to all commands, and was not developed in response to any SER requirements.

ITEM: It was reported that the telephones are being monitored in relation to SER. Such is not the case! Leased lines, including Autovon, are periodically checked in order to determine they are being properly utilized. The current and past base telephone directories have all carried an information statement on telephone monitoring. OPNAV INST 2305.14 of 19 May 1970 states: "The DOD telephone communications systems are provided for the transmission of OFFICIAL government information only and are subject to telephone communications security monitoring and telephone communications management monitoring at all times, and that the use of DOD telephone systems constitutes consent to monitoring." A memorandum reminding all commands and amplifying the telephone book notice was issued on 11 May 1973.

ITEM: Mr. John Strobel was assigned as a temporary employee on the Public Affairs Office Staff in order to ensure the timely internal promulgation of SER information. Some of the information developed by Mr. Strobel may be released by the command to outside media. This effort was mounted to ensure that the employees are kept abreast of all developments in the SER/Reorganization program.

Distribution

A-3

Code 173 (110)



COMMANDER, PACIFIC MISSILE RANGE

S E R B U L L E T I N #4

30 May 1973

Admiral W. M. Harnish, along with some members of the S E R Task Force, is in Washington meeting with representatives of NAVAIR and the Office of Civilian Manpower and Management (OCMM). The meetings are a continuation of the weekly liaison exchanges that alternate between Washington and Point Mugu.

ITEM: Ann Willis, a member of the S E R Task Force, in charge of the Civilian Personnel Task Group will be at NAVAIR and OCMM discussing civilian personnel matters related to S E R. Some of the items to be discussed are:

- a. Areas of responsibility contractors will assume for Affirmative Action Plan goals.
- b. Freezing permanent promotions sooner than 18 months before the proposed effective date.
- c. Advisability of making performance ratings in October.
- d. Latitudes existing in establishment or extension of formal training programs. (At the S E R Task Force meeting of 22 May, Admiral Harnish stated that he not only wants all training programs, presently in operation, to continue, but he wants to establish new programs if at all possible.)
- e. Assistance from NAVAIR and OCMM available to employees affected by S E R.
- f. A system to notify activities affected by S E R reductions, of planned buildups elsewhere in DOD.
- g. Identification of initial base civilian/military personnel allowance and the need for stability during the next 24 months.
- h. Assignments of additional programs or functions to the Point Mugu complex, requiring billet considerations.

Amplifying information obtained during these meetings will be promulgated as soon as available.

ITEM: Admiral Harnish plans to hold a press conference on Friday, 1 June, to provide an update on the SER/Reorganization plan.

ITEM: Before leaving on his trip to Washington, Admiral Harnish briefed some local mayors, city councilmen and other civic leaders regarding the effect SER/Reorganization will have on their respective communities...

Distribution List

A-3

Code 173 (110)