



Southeast Region Federal Construction

2026 SUMMIT

April 14-16 Wilmington, North Carolina

Infrastructure & Environmental Summit

Virginia

North Carolina

South Carolina

Georgia

Florida

Hosted by

US Senator Thom Tillis

US Senator Ted Budd

North Carolina Military Business Center

Southeast Region Federal Construction

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Virginia North Carolina South Carolina Georgia Florida

NAVFAC Southeast Program and Procurement Dialogue

- Moderator: **Sue Kranes**, Strategic Industry Professional (Infrastructure), NC Military Business Center
- Captain Matthew Williams, Commander, Naval Facilities Engineering Systems Command, Southeast
- Captain Elizabeth Durika, Executive Officer, Naval Facilities Engineering Systems Command, Southeast
- Jeffrey Killian, Business Director, Naval Facilities Engineering Systems Command, Southeast

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**NAVFAC Southeast
Industry Brief
for
2026 SUMMIT
Wilmington, NC**

**Presented by: CAPT Matthew Williams, CAPT Liz Durika & Jeff Killian
NAVFAC SE Commanding Officer, Executive Officer & Business Director
April 16, 2026**

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NAVFAC
SOUTHEAST

NAVFAC Southeast Command Senior Leadership



CAPT Liz Durika
Executive Officer



CAPT Matthew Williams
Commanding Officer



Jeff Killian
Business Director



CDR Caroline Mayer
Asst. Regional Engineer



CAPT John Pergerson
Operations Officer



Scott Hurst
Deputy Operations



CUCS Lorin Asada
Senior Enlisted Leader

OPS DIRECTORATES



Danny Villafane
Planning, Design & Construction



Phil Lavallee
Public Works



Michael Brooks
Real Estate



Mary Oxendine
Environmental



Tom McKelvey
PPV

XO PRODUCTION SUPPORT DIVISIONS



Andrea Freeman
CIO



Cliff Stevens
Contracting (Acting)



Tim Covey
Comptroller



Cathy Horan
Counsel



Dale Powell
Inspector General



Jonathan Navas
Safety Director



Dawn Brown
Small Business



Jeffrey Hamlin
Public Affairs

NAVFAC SYSCOM

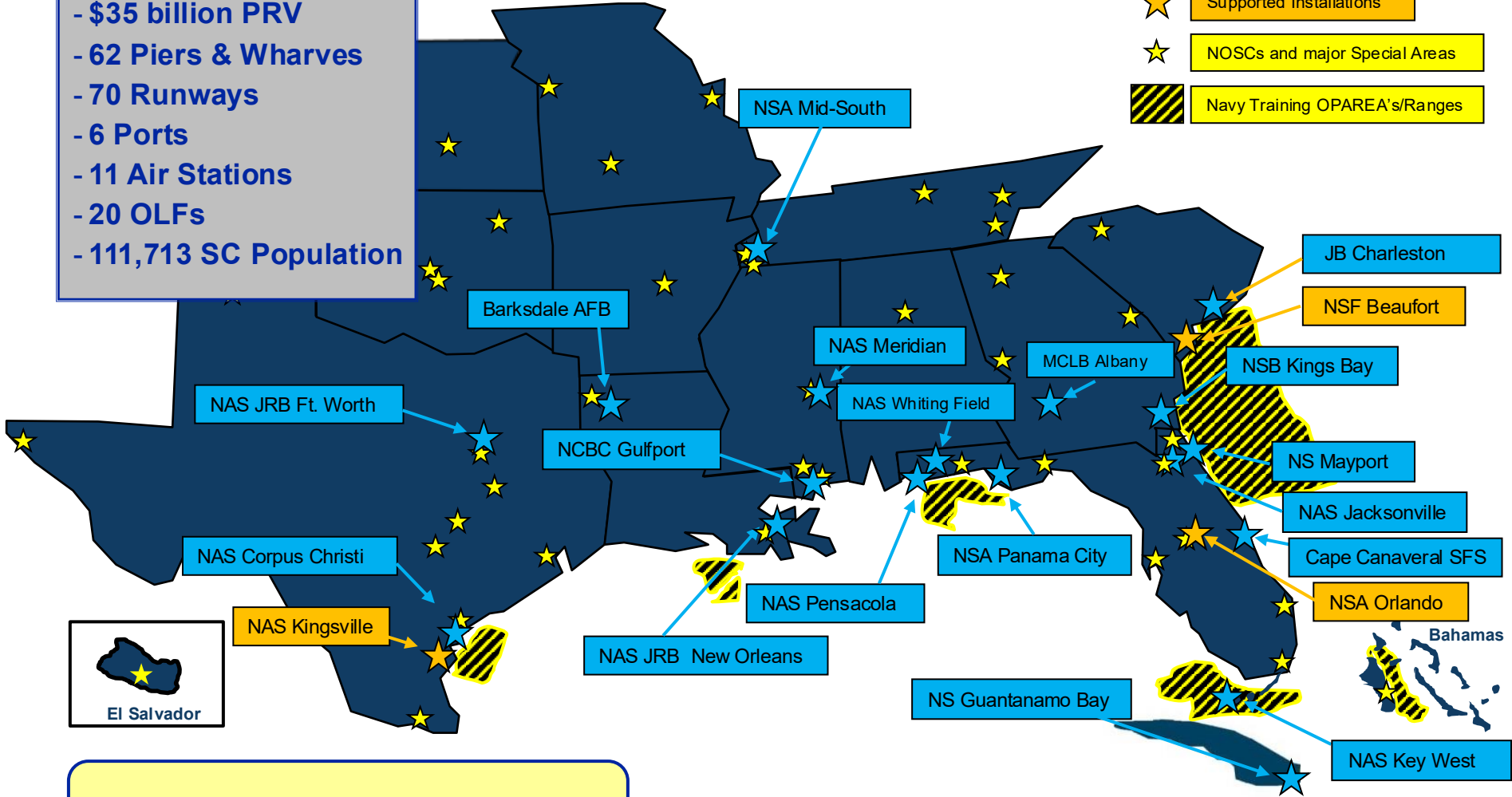
- **Established in 1842 as Bureau of Yards & Docks**
- **DoW Construction Agent**
- **DoN's Shore Facilities/Acquisition SYSCOM**
 - Plan, build, maintain sustainable facilities
 - Program Executive Office Industrial Infrastructure (PEO II) for Shipyard Infrastructure Optimization Plan (SIOP), \$21B over 20 year
- **Technical Authority over Navy facilities with respect to:**
 - Design
 - Construction
 - Public Works
 - Environmental Compliance
 - Real Estate
 - Weight Handling Equipment
 - Ocean Equipment
- **NAVFAC SE – one of nine Facilities Engineering Commands within the NAVFAC SYSCOM**



NAVFAC Southeast AOR

- SE Region Facts:**
- 18 ROICCs + FEC Core
 - 173 Special Areas
 - 170,000 acres
 - 29,344 facility count
 - \$35 billion PRV
 - 62 Piers & Wharves
 - 70 Runways
 - 6 Ports
 - 11 Air Stations
 - 20 OLFs
 - 111,713 SC Population

- ★ Installations w/ROICCs
- ★ Supported Installations
- ★ NOSCs and major Special Areas
- ▨ Navy Training OPAREA's/Ranges



18 Units of Action

Our Navy Guardrails

Foundry – Fleet – Fight

“The Foundry is the bedrock of our naval power. Our ability to project force, sustain combat operations, and win our Nation’s wars begins not at sea, but ashore—at the pier, on the flightline, in the shipyard, and at the gates of our installations.”

- Admiral Caudle, CNO

NAVFAC SYSCOM

“We will keep the main thing, the main thing. Construction, Engineering, and Contracting. And each one of us must be laser-focused on ensuring our Nation’s combat readiness and lethality.”

- Rear Admiral Kilian, NAVFAC Chief

What's Shaping Southeast Right Now?

- **Shore C2 – Navy initiative to improve clear lines of Command and Control (C2)**
- **Project Delivery**
- **Additional (newer) priorities that include: (1) Emphasis on Quality of Life (QOL) investment, (2) SOUTHCOM Support--Operation SOUTHERN GUARD and SOUTHERN SPEAR**
- **Planning for a plus up to funding of shore infrastructure**
- **Speed-to capability and integrated kill chains demand portfolio-level decision making → Portfolio Acquisition Executives**
 - **Aligns authority across capability portfolios, streamlined decision layers, and stronger integration with operational priorities**

CNIC/NAVFAC Shore C2 Transformation

- Reorganization of Shore Requirements, Environmental, and the delivery of Operations & Maintenance Public Works functions is being realigned across the Navy - from NAVFAC to CNIC
- Why? To improve accountability. Navy wants the Installation Commanders to be accountable for ashore infrastructure outcomes
- Timeline – 2 stages. Stage 1 completed in February of 2026; Stage 2 in Q4 FY26
- Outside of Shore C2 changes, NAVFAC today is smaller than it was one year ago
- Workload is projected to continue to increase through these conditions
- DON in planning phase for major structural realignment to meet these challenges

To succeed, we will need increased industry partnerships and tools

NAVFAC SYSCOM Strategic Guidance

Line of Effort 1: Sharpen NAVFAC's focus on **C**onstruction, **E**ngineering, and **C**ontracting

Line of Effort 2: Drive NAVFAC toward a lean, accountable and integrated organization

Line of Effort 3: Recruit, develop and retain a NAVFAC workforce that drives readiness and deterrence

Note: more detail provided in the back-up slides, to what actions are planned as result of these three LOEs

NAVFAC SE Workload FY26-27Q1

- **Construction and Sustainment, Restoration, and Modernization (SRM) Projects**
 - **139 Planned Projects >\$1M between now and FY27Q1 totaling \$5B (MILCON & FSRM)(WIP & DIP)**
 - 2>\$200-\$400M, 2>\$100-\$200M, 8>\$50-\$99M, 22>\$10M-\$49M, 105>\$1-\$9M
 - 7 Stand-alone projects – the rest of planned projects will utilize existing tools
 - **500+ projects < \$1M, and another ~ \$250M (FSRM)**
- **Base Operations Support Contracts (BOSC or FSC) - \$359M/year**
- **Environment Contracts - \$108M**
- **Average Unplanned Work in SE ~ \$500M/year**

**We have over \$5B in workload to accomplish or plan in FY26
We cannot do it without you!**

What we plan on doing differently in Construction

- **Maximize Progressive Design-Build**
- **Alternate Construction Methods & Modular Construction**
- **Project Oversight—lean-forward with Construction Management as a service (CMa)**

FY27 & FY28 Outlooks

- **Anticipating authority for additional staffing numbers in both FY27 and FY28**
- **Some of the Larger, more important projects on the horizon:**
 - **P200, Nuclear Power Training Facility Charleston.** Constructs Nuclear Propulsion Training Unit Simulator Facility. First of three phases over the next decade. First phase of project proposals due in Apr26, other phase awaiting programing decisions.
 - **P215, Joint Interagency Task Force South (JIATF-S), Key West** Constructs ~200K SF Command and Control facility. Proposals due in Apr26.
 - **P617, Transit Protection Program,** Kings Bay Constructs pier facilities in support of SSBN operations, Apr26 RFP release
 - **P683, F35 Aircraft Engine Repair Facility, Jacksonville** Apr26 RFP release

NAVFAC SE Acquisition Strategy Projects Decision Lens Layers

Which NAVFAC Team will be assigned the Work? (Core, ASG, Field Office)

Design-Build or Design-Bid Build?

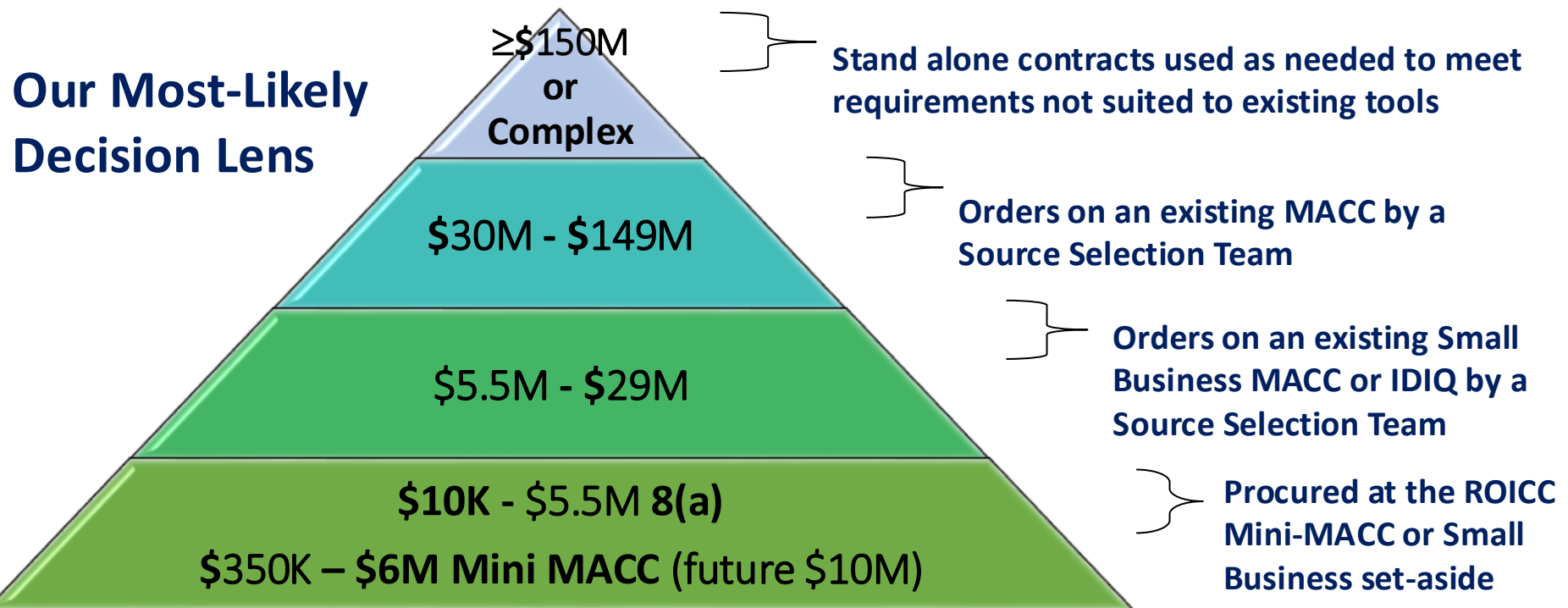
What is the Design/Scope of Work Strategy? (i.e. – In-House or A&E)

What is the Acquisition Strategy, and specific tool / or approach?

Do we need specialty acquisition methods, like ECI and award fee?

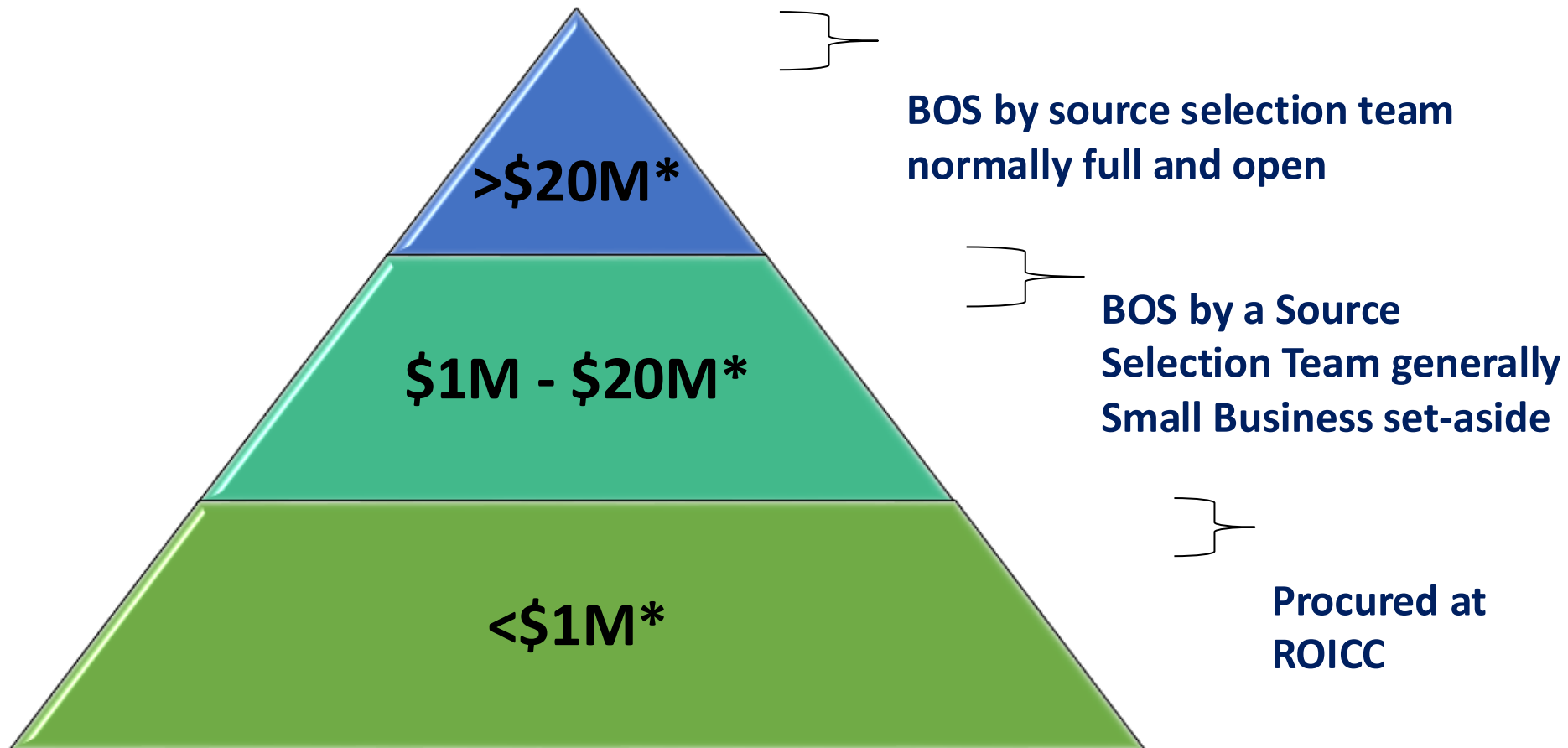
NAVFAC SE Acquisition Strategy - Construction

- **Multiple Award Construction Contract (MACC) task order is generally preferred method**
 - Prequalified contractors and provides more speed than stand alone
 - Competitive award - orders competed among MACC awardees
 - Intent to move away from price only to prioritize best-value trade-offs
- **Stand-alone contracts used when determined appropriate, based on a variety of factors**



NAVFAC SE Acquisition Strategy - Facilities Services

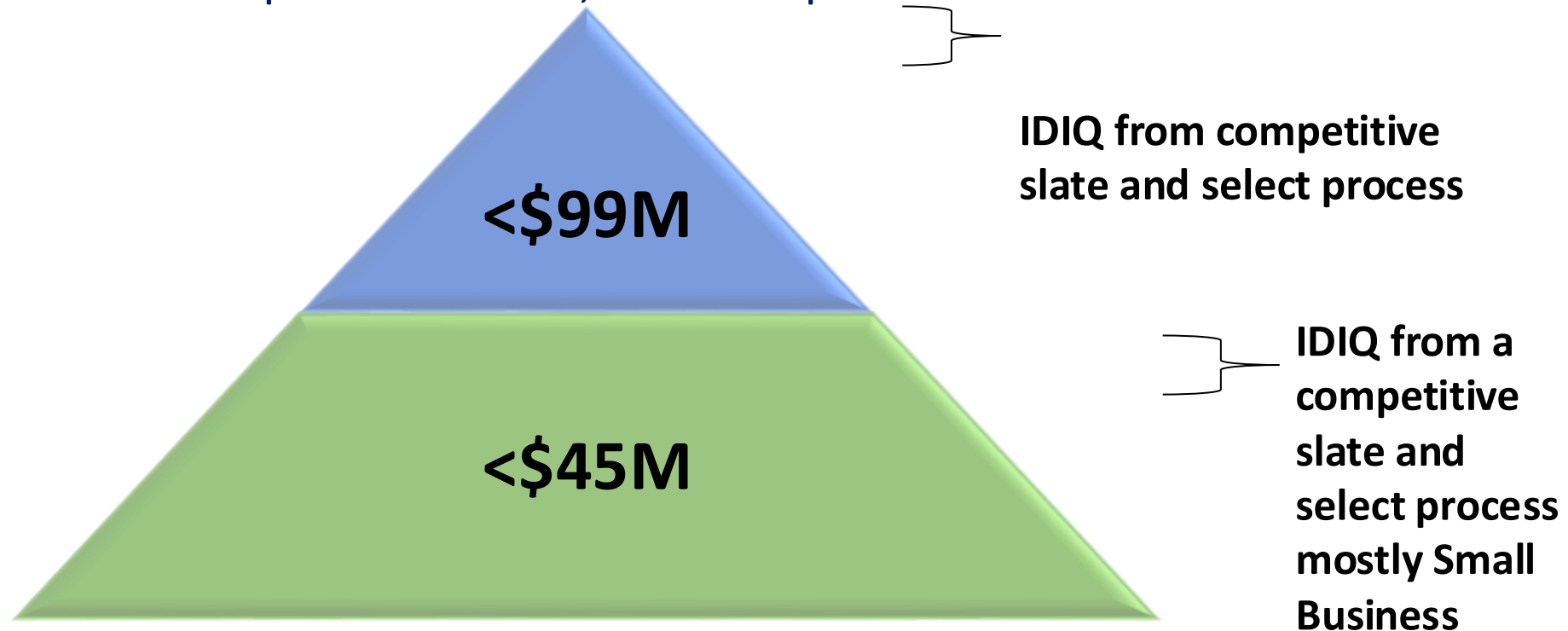
- Strategy heavily influenced by market research results - small businesses meets the majority of requirements



* - Denotes annual contract amount, not full contract award

NAVFAC SE Acquisition Strategy A-E/EV

- **AE/EV-IDIQ task order standard means of execution**
 - Most highly-qualified contractor, determined competitively by slate and select
 - Faster and more efficient than full and open competition
 - Competitive award, non-competitive orders

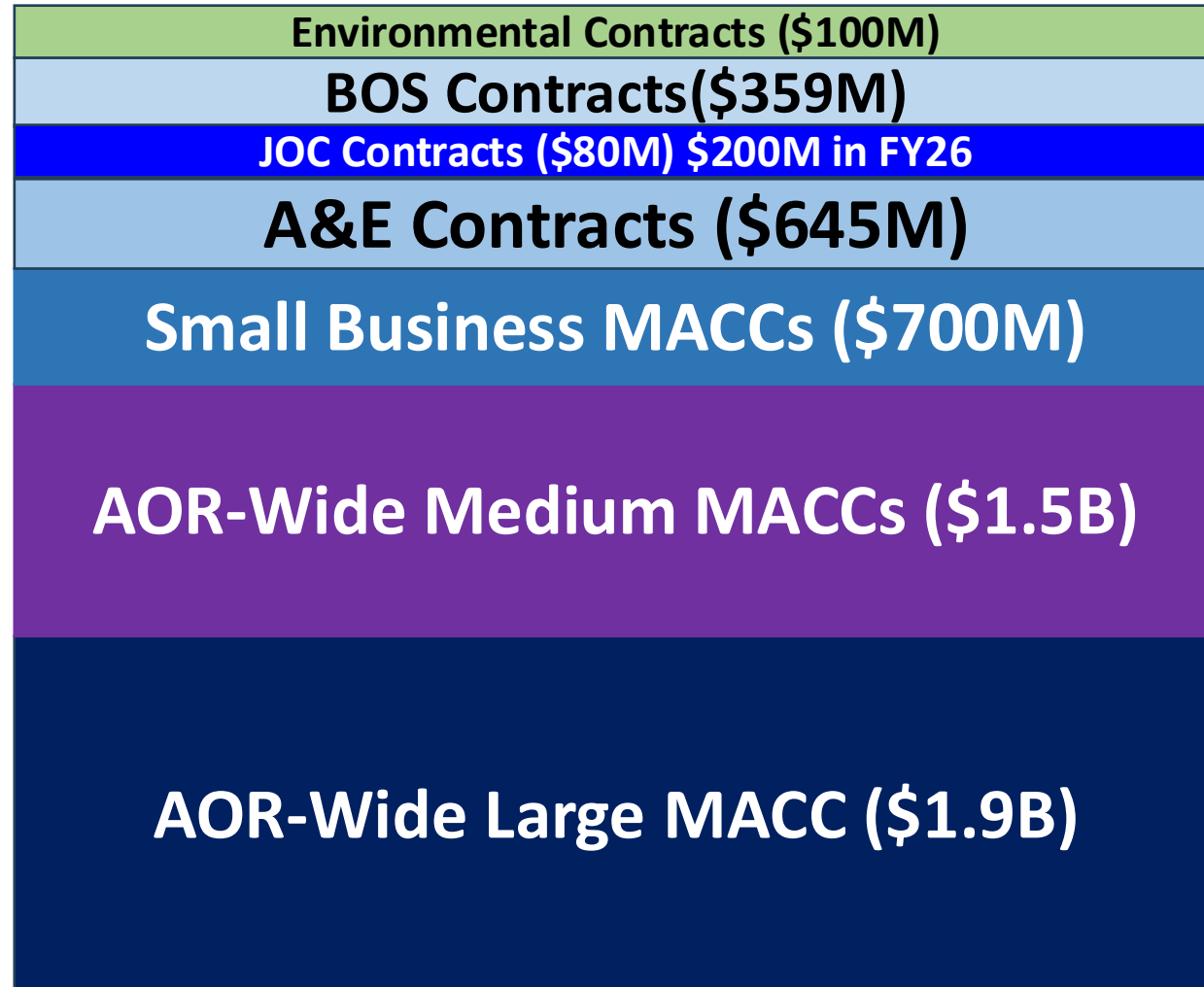


NAVFAC SE Big “A” Toolbox

TOTAL TOOLBOX CAPACITY ~ \$5.3B

New Stuff

- JOCs to be added to the toolbox in FY26-FY27
- Potential for EV Work Development contract in FY26



List of our Current MACC Partners

AOR MACC - NTE \$1.10B		CURRENT CCD	9/27/2026
Gilbane Federal		Sauer	
Hensel Phelps		Walsh Federal	
Korte		BL Harbert	
Mortenson		Balfour Beatty	
RQ Construction		Whiting-Turner	
SB MACC (WEST) - NTE \$307M		CURRENT CCD	9/28/2026
Bristol Design Build Services		VHB, LLC	
HGL Construction, Inc.		Walga Ross Group 3 JV	
Kluntina River Contractors		EMR, Inc.	
PacWest-Korte JV		Tybe-Garney Federal JV	
The Clement Group, LLC.			
SB MACC (EAST) - NTE \$411M		CURRENT CCD	11/7/2026
Ashford Leebcor		Southeastern Industrial Barlovento JV	
CCI Solutions		VHB, LLC	
Dawson Enterprises		Walga Ross Group	
P&S Construction		WEBCO	
FIRE PROTECTION MACC - NTE \$99M		CURRENT CCD	9/25/2026
Wolverine Fire Protection Co		Premier Fire & Security	
Eagle Fire Protection		Firetrol Protection Systems, Inc.	
Milton J. Wood			

Note: Only represents our centrally managed tools

Projected CY26 Stand-Alone Contract Solicitations

Proj #	Project Title	Location	Potential Award Value	Design Level	Design Agent	Acquisition Tool	Proposed RFP Issue	Proposed Award
683	F-35 AIRCRAFT ENGINE REPAIR FACILITY (INC)	N00207 -- NAS JACKSONVILLE FL	\$200M to \$400M	Design Bid Build	AE	Stand Alone Construction Contract	04/03/2026	12/10/2026
620	ENGINE TEST CELLS MODIFICATIONS	N00207 -- NAS JACKSONVILLE FL	\$100M to \$200M	Design Bid Build	AE	Stand Alone Construction Contract	08/28/2025	08/06/2026
RM20-0754	RM20-0754 Primary Runway 04/22 Pavement Repairs	N00206 -- NAS JRB NEW ORLEANS LA	\$50M to \$100M	Design Bid Build	IH	Stand Alone Construction Contract	04/17/2026	09/16/2026
200	NUCLEAR POWER TRAINING FAC SIMULATION EXPAN (INC)	J28300 -- CHARLESTON SC AFI	\$50M to \$100M	Design Bid Build	AE	Stand Alone Construction Contract	02/03/2026	10/21/2026
695	ELECTRICAL TRANSMISSION AND DISTRIBUTION IMPROVEMENTS (PHASE II)	N42237 -- SUBASE KINGS BAY GA	\$25M to \$50M	Design Bid Build	AE	Stand Alone Construction Contract	04/26/2024	06/19/2026
ST18-1510	ST18-1510 Airfield Taxiway & Ramp Pavement Repairs	N00207 -- NAS JACKSONVILLE FL	\$10M to \$25M	Design Bid Build	IH	Stand Alone Construction Contract	10/15/2026	03/31/2027

Projected FY26 Contract Tool Awards - PDC

- **Architect-Engineering** - No additional AE awards planned for FY26 - See AE Toolbox for Active Contracts
- **Construction**
 - Medium MACC - \$1.5B - January FY27 award, in Source Selection now
 - Jacksonville/Mayport MACC - \$249M - solicitation in FY26
- **JOCs**
 - Joint Scoping
 - Individual contracts by location
 - FY26: Jax, Guantanamo Bay, Corpus, Gulfport

Projected FY26 Contract Awards - Environmental

- **Small Arms Range & Waste Mgmt.**
 - 8(a) Sole Source \$4.5M
 - Planned Award date: 15 April 2026
- **Tank Inspection & Repair**
 - 8(a) Sole Source \$4.5M
 - Planned Award date: 17 April 2026

Projected FY26 BOS Contract Awards

Contract Type	Contract Description	Location of Work	Approx. Annual Historical Value*	Business Type (projected)	Projected RFP	Projected Award Date
BOS	NS Mayport BOS	Mayport, FL	\$31M	Unrestricted	FY25, Q4	FY26, Q4
BOS	NAS Jacksonville BOS	Jacksonville, FL	\$34M	SB	FY26, Q1	FY26, Q4
BOS	CSL Comalapa BOS	El Salvador	\$3.4M	Unrestricted	FY26, Q3	FY27, Q1
BOS	NAS Whiting Field BOS	Milton, FL	\$13M	SB	FY26, Q3	FY27, Q1

*Annual Historical Value is provided for informational purposes. No assurances are made that workload and volume of future effort and costs will replicate past experience.

MNT – Maintenance

BOS – Base Operation Support

Global Contingency Contracting

GCSC MAC II – Global Contingency Service Contract (NAVFAC PAC)

GCC – Global Construction Contract (NAVFAC LANT)

GCSC MAC II:

- N62742-24-D-3501 **AECOM-ASO, Joint Venture (AAJV)**
- N62742-24-D-3502 **Amentum Services, Inc. (ASI)**
- N62742-24-D-3503 **Fluor Intercontinental, Inc. (Fluor)**
- N62742-24-D-3504 **IAP-ECC, LLC (IAP-ECC)**
- N62742-24-D-3505 **KBR Services, LLC (KBR)**
- N62742-24-D-3506 **Vectrus Systems, LLC (V2X)**

GCC:

- N62470-24-D-0019 **Aptim Federal Services, LLC**
- N62470-24-D-0020 **CDM, a Joint Venture**
- N62470-24-D-0021 **ECC Contingency Constructors, LLC**
- N62470-24-D-0022 **Gilbane Federal**
- N62470-24-D-0023 **Jacobs Project Management Co**
- N62470-24-D-0024 **Perini Management Services, Inc.**

NAVFAC SE CY26 Industry Engagement Outlook

- **SAME Charleston Industry Day, MAR 26, Charleston, SC**
- **SAME Emerald Coast, MAR 26, Okaloosa Island, FL**
- **SAME Pensacola, MAR 26, Pensacola, FL**
- **Southeast Regional Federal Construction, Infrastructure & Environment Summit, 14-16 APR 26, Wilmington, NC**
- **SAME Jacksonville, 16 SEP 26**
- **SAME Federal Small Business Conference, 4-6 NOV 26, Charlotte, NC**

Industry Engagement – Our Hot Topics

- **More Design Build vice Design-Bid Build**
- **More and more SCIF/SAP-F**
- **Early Contractor Involvement (ECI)**
 - Selective use
 - Limitation of Government vs Private Sector
- **BOS Contracts – revisiting flat file transfers**
- **CIO Highlights**
 - Cybersecurity Maturity Model Certification (CMMC)
 - RMF/NIST Control Requirements for Contracts
 - Defining Cybersecurity Contract Language

How to find Opportunities with NAVFAC SE

- Business opportunities for pre-solicitation notices, solicitations (RFPs), and our awards are all posted at <https://sam.gov>
- Using the NAVFAC SE Unit Identification Code “N69450” in the keyword will filter Southeast solicitations.
- Visit the NAVFAC Southeast Workload Projection website: <https://atlantic.navfac.navy.mil/NAVFAC-Worldwide/NAVFAC-Southeast/Contract-Opportunities/> or view the document under the Industry icon on the NAVFAC Southeast Mobile App!

Visit us online.



Download our App.



Closing

- Unprecedented workload continues to be the norm
- Ever increasing reliance on Contractors for support
- Value Speed, Cost, and expect better Quality
- Still committed to achieving assigned SB goals
- We want to create an environment of "Getting to Yes" - we have some internal issues we know we need to work
- See Back Up slides for:
 - Contract Award Outlook FY26 -FY27 Q1
 - Acquisition Tool Box
 - NAVFAC SYSCOM Global Contingency Contracts
 - All Things IT & Cyber
 - NAVFAC Strategic Plan

Questions?

Visit us online.



Download our App.



Backup Slides

NAVFAC SE

Contract Award Outlook

FY26 –FY27 Q1

Planned Project Workload FY26 – FY27 Qtr 1 (As of 4MAR26)

Proj #	Project Title	Location	Potential Award Value	Design Level	Design Agent	Acquisition Tool	Proposed RFP Issue	Proposed Award
683	F-35 AIRCRAFT ENGINE REPAIR FACILITY (INC)	N00207 -- NAS JACKSONVILLE FL	\$200M to \$400M	Design Bid Build	AE	Stand Alone Construction Contract	04/03/2026	12/10/2026
620	ENGINE TEST CELLS MODIFICATIONS	N00207 -- NAS JACKSONVILLE FL	\$100M to \$200M	Design Bid Build	AE	Stand Alone Construction Contract	08/28/2025	08/06/2026
65001	WGF DORMITORY (192 PN)	J67100 -- BARKSDALE AFB LA	\$100M to \$200M	Design Bid Build	AE	MAC - General	02/20/2026	06/01/2026
1050	MAINTENANCE HANGAR	N83447 -- NAS FORT WORTH JRB TX	\$100M to \$200M	Design Bid Build	AE	MAC - General	04/27/2026	09/28/2026
RM21-0610	UT - REPLACE UTILIDOR UTILITY LINES INSIDE THE WRA - SRM	N42237 -- SUBASE KINGS BAY GA	\$50M to \$100M	Design Bid Build	AE	MAC - General	03/19/2026	09/15/2026
RM20-0754	RM20-0754 Primary Runway 04/22 Pavement Repairs	N00206 -- NAS JRB NEW ORLEANS LA	\$50M to \$100M	Design Bid Build	IH	Stand Alone Construction Contract	04/17/2026	09/16/2026
982	CONSOLIDATED COMMUNICATION FACILITY	M67004 -- MCLB ALBANY GA	\$50M to \$100M	Design Bid Build	AE	MAC - General	06/08/2026	11/12/2026
102	GENERAL PURPOSE WAREHOUSE	N00216 -- NAS CORPUS CHRISTI TX	\$50M to \$100M	Design Bid Build	IH	MAC - General	02/20/2026	07/14/2026
200	NUCLEAR POWER TRAINING FAC SIMULATION EXPAN (INC)	N42237 -- SUBASE KINGS BAY GA	\$50M to \$100M	Design Bid Build	AE	Stand Alone Construction Contract	02/03/2026	10/21/2026
695	ELECTRICAL TRANSMISSION AND DISTRIBUTION IMPROVEMENTS (PHASE II)	N42237 -- SUBASE KINGS BAY GA	\$25M to \$50M	Design Bid Build	AE	Stand Alone Construction Contract	04/26/2024	06/19/2026
034	COMMUNICATIONS CENTER & INFRASTRUCTURE UPGRADES (INC)	M67695 -- MCSF BLOUNT ISLAND	\$25M to \$50M	Design Bid Build	AE	MAC - General	04/23/2026	08/31/2026
RM20-1072	UNACCOMPANIED PERSONNEL HOUSING RESTORATION	N42237 -- SUBASE KINGS BAY GA	\$25M to \$50M	Design Bid Build	AE	MAC - General	03/19/2026	08/17/2026

Planned Project Workload FY26 – FY27 Qtr 1 (As of 4MAR26)

Proj #	Project Title	Location	Potential Award Value	Design Level	Design Agent	Acquisition Tool	Proposed RFP Issue	Proposed Award
035	RENEWABLE ENERGY AND ELECTRICAL UPGRADES	M67695 -- MCSF BLOUNT ISLAND	\$25M to \$50M	Design Build	AE	MAC - General	03/30/2026	09/07/2026
101	HANGAR AND RAMP EXPANSION	COMALAPA, EL SALVADOR	\$25M to \$50M	Design Bid Build	AE	USACE is Execution Agent	05/01/2026	08/07/2026
233	AIR TRAFFIC CONTROL TOWER	J25100 -- KEESLER AFB MS	\$10M to \$25M	Design Bid Build	AE	MAC - General	07/01/2026	09/16/2026
ST21-0630	ST21-0630 REPAIR TRF INTERFACE WHARF	N42237 -- SUBASE KINGS BAY GA	\$10M to \$25M	Design Bid Build	AE	MAC - General	06/16/2026	09/04/2026
RM21-0617	RM21-0617 Transformers	N42237 -- SUBASE KINGS BAY GA	\$10M to \$25M	Design Build	IH	MAC - DB	04/01/2026	07/30/2026
009	F-35 DSP/LRS MOBILITY WAREHOUSE	N83447 -- NAS FORT WORTH JRB TX	\$10M to \$25M	Design Bid Build	IH	MAC - General	06/01/2026	09/30/2026
ST18-1510	ST18-1510 Airfield Taxiway & Ramp Pavement Repairs	N00207 -- NAS JACKSONVILLE FL	\$10M to \$25M	Design Bid Build	IH	Stand Alone Construction Contract	10/15/2026	03/31/2027
RM22-0297	RM22-0297 RENOVATE JRIC SPACES IN BLDG S241	N00639 -- NAVSUPPACT MIDSOUTH MEMPHIS TN	\$10M to \$25M	Design Bid Build	AE	MAC - General	10/15/2026	03/31/2027
694	UTILITIES SCADA REPAIR AND MODERNIZATION	N42237 -- SUBASE KINGS BAY GA	\$10M to \$25M	Design Bid Build	AE	MAC - General	05/27/2026	09/28/2026
RM19-1208	REPAIR 12" CROSS-BAY WATER LINE	N60514 -- NAVSTA GUANTANAMO BAY	\$10M to \$25M	Design Bid Build	AE	MAC - General	10/03/2025	03/20/2026
RM15-1378	Elevated Water Tank Repairs	N00206 -- NAS JRB NEW ORLEANS LA	\$10M to \$25M	Design Bid Build	AE	EXWC is Execution Agent	03/31/2027	09/15/2027
AL2630M	B7130 Barracks Renovation	M67004 -- MCLB ALBANY GA	\$10M to \$25M	Design Build	AE	MAC - General	03/31/2027	09/15/2027
Design TO#4	CNIC Demolition Program MID-SOUTH	N00639 -- NAVSUPPACT MIDSOUTH MEMPHIS TN	\$10M to \$25M	Design Bid Build	AE	MAC - SB	02/12/2026	05/15/2026

Planned Project Workload FY26 – FY27 Qtr 1 (As of 4MAR26)

Proj #	Project Title	Location	Potential Award Value	Design Level	Design Agent	Acquisition Tool	Proposed RFP Issue	Proposed Award
813U	MILITARY WORKING DOG FACILITY REPLACEMENT	N00204 -- NAS PENSACOLA FL	\$5M to \$10M	Design Build	IH	MAC - General (Seed Project)	04/20/2026	12/14/2026
Design TO#4	CNIC Demolition Program - Key West	N00213 -- NAS KEY WEST FL	\$5M to \$10M	Design Bid Build	AE	MAC - General	06/10/2025	03/20/2026
RM24-3261	H2033 Renovation (Unit Ventilators, Exhaust, Roof)	N00207 -- NAS JACKSONVILLE FL	\$5M to \$10M	Design Build	IH	MAC - General	04/28/2025	03/16/2026
AL2301M	AL2301M – B3500 Repair HVAC System (Radon)	M67004 -- MCLB ALBANY GA	\$5M to \$10M	Design Bid Build	AE	MAC - General	05/01/2026	07/17/2026
RM23-1821 & RM24-2868	(NOTU)(FAC) B-68220 Repair and Upgrade Facility	N00207 -- NAS JACKSONVILLE FL	\$5M to \$10M	Design Build	AE	MAC - General	08/17/2026	09/25/2026
RM24-3509	RENOVATE CHILD DEVELOPMENT CENTER	N83447 -- NAS FORT WORTH JRB TX	\$5M to \$10M	Design Build	IH	MAC - DB	02/06/2026	04/15/2026
985U	FINAL DENIAL BARRIER AT GATE 25	M67004 -- MCLB ALBANY GA	\$1M to \$5M	Design Build	IH	MAC - SB	11/24/2025	03/18/2026
Design TO#4	CNIC Demolition Program - Jacksonville	N00207 -- NAS JACKSONVILLE FL	\$1M to \$5M	Design Bid Build	AE	MAC - Demo	03/26/2026	08/31/2026
AL2302M	AL2302M – B1121 Replace Fire Suppression System	M67004 -- MCLB ALBANY GA	\$1M to \$5M	Design Bid Build	AE	8A	07/16/2026	09/16/2026
AL2422M	FIRE ALARM REPAIRS, BLDG. 3500	M67004 -- MCLB ALBANY GA	\$1M to \$5M	Design Bid Build	AE	MAC - General	05/01/2026	07/17/2026
RM412-22	BDM 3845 BACK UP HVAC	N00204 -- NAS PENSACOLA FL	\$1M to \$5M	Design Build	IH	MAC - 8A DB	02/24/2025	10/30/2026
Design TO#4	CNIC Demolition Program – Beaufort	N50173 -- NAVSUPPFAC BEAUFORT SC	\$1M to \$5M	Design Bid Build	AE	8A	03/03/2026	05/29/2026
RM416-22	BDM 3801 INTERIOR FUNCTIONAL MODIFICATIONS	N00204 -- NAS PENSACOLA FL	\$0M to \$1M	Design Build	IH	MAC - 8A	06/05/2026	09/07/2026

Small Business

We will make every attempt our power achieve our assigned OSBP program goals.

SOUTHEAST	FY23 ACTUALS	FY24 ACTUALS	FY25 ACTUALS	3 Year Average (FY23-FY25)	FY26 Target	FY26 YTD
Small Business (SB)	52.45%	43.99%	48.53%	48.32%	45%	29.7%
HUBZone	6.81%	10.30%	6.57%	7.07%	7.75%	5.94%
Service-Disabled Veteran Owned (SDVOSB)	5.57%	3.92%	4.17%	4.95%	5.1%	3.89%
Small Disadvantaged Business (SDB)	41.63%	24.17%	37.54%	38.26%	37.50%	19.1%
Women-Owned Small Business (WOSB)	7.00%	5.46%	5.18%	5.88%	6.00%	2.10%

Small Business Professional Authorized Representatives (SBPARS)

Name	Location	Phone	Email Address
Dawn M. Brown	Jacksonville	904-542-6629	dawn.m.brown.civ@us.navy.mil
VACANT	Jacksonville	904-542-6624	VACANT
navfac_se_small_business1@us.navy.mil			
Field Activities			
Warren, Sharon	FEAD Albany	229-639-6504	sharon.p.warren.civ@us.navy.mil
VACANT	ROIIC Barksdale		VACANT
VACANT	PWD Corpus Christi		VACANT
Sale, Jeannette	PWD Fort Worth	817-782-5274	jeannette.c.sale.civ@us.navy.mil
VACANT	PWD Gulfport		VACANT
Sparks, Stephen	PWD Jacksonville	904-832-0043	stephen.m.sparks.civ@us.navy.mil
Wolski, Ileana	PWD Key West	305-293-3863	ileana.c.wolski.civ@us.navy.mil
Koehn, Melissa	PWD Kings Bay	912-573-4610	melissa.k.koehn.civ@us.navy.mil
Mitchell, Cherie	PWD Kings Bay	912-573-8176	cherie.b.mitchell.civ@us.navy.mil
VACANT	PWD Mayport		VACANT
Clayton, Jason	PWD Meridian	601-679-2510	jason.e.clayton.civ@us.navy.mil
Griffin, Malcolm	PWD Mid-South	901-874-7751	malcolm.l.griffin2.civ@us.navy.mil
Nosser, Jay	PWD New Orleans	504-678-9082	george.j.nosser.civ@us.navy.mil
Alexis, Jillian	PWD Panama City		jillian.s.alexis.civ@us.navy.mil
Cox, Bradley	PWD Pensacola	850-452-3131 X 3081	bradley.a.cox4.civ@us.navy.mil
Pearson, Nicole	ROIIC Space Coast	904-270-3206	nicole.m.pearson13.civ@us.navy.mil
Brinkmeier, Kristina	PWD Whiting Field		kristina.m.brinkmeier.civ@us.navy.mil

Note: If 'vacant' you may reach out to Dawn Brown, dawn.m.brown.civ@us.navy.mil, 904-542-6629

NAVFAC SE

Acquisition Tool Box:

**A&E, A&E Stand-Alone, Active A&E, Active MACCs,
future MACCs, future mini-MACCs, current and future
FSC BOS, Environmental Contracts)**

Active Architectural/Engineering Contracts

Contract#	Contractor	P&S	SB/LB	NTE	Curr CCD
N6945022D0053	Southeast Geospatial JV	AE (GIS)	SB	\$45M	09/05/2027
N6945023D0013	Johnson-McAdams	AE	SB	\$30M	05/04/2028
N6945023D0018	Zapata Group	AE	SB	\$30M	06/12/2028
N6945024D0001	Raymond Pond (JV)	AE	SB	\$30M	08/14/2029
N6945024D0003	Burns & McDonnell Engineering	AE	LB	\$45M	01/28/2029
N6945024D0005	Jacobs	AE	LB	\$45M	02/19/2029
N6945024D0024	Klavon-Tidewater (JV)	AE (Planning)	SB	\$30M	07/18/2029
N6945025D0033	Merrick-RSH (JV)	AE	LB	\$99M	05/15/2030
N6945025D1026	Toland & Mizell Architects	AE	SB	\$33M	09/18/2030
N6945025D1029	Michael Baker/Stanley JV	AE	LB	\$99M	09/25/2030
N6945026D0001	WSP-BV Southeast	AE	LB	\$99M	02/03/2031
N6945026D0002	Blair Remy Merrick MP JV, LLC	AE	SB	\$33M	02/03/2031
N6945026D0007	M&N-BMCD Southeast JV	AE (Waterfront)	LB	\$150M	01/31/2031
N6945026D0008	CEMS Engineering Inc	AE	SB	\$33M	01/14/2031
N6945026D0011	Tetra Tech/Mason & Hanger JV	AE	LB	\$99M	02/03/2031
N6945026D0013	Jacobs	AE	LB	\$99M	02/23/2031

FUTURE Multiple Award Construction Contracts (MACCs)

FY	AOR	Design-Build/Design-Bid-Build	Dollar Value	Expiration	Comments
2019	Fire Protection (Medium)	DB/DBB	NTE \$99M	2026	Re-procurement Delayed
2026	Medium MACC	DB/DBB	NTE \$1.5B	2031	Planned award FY26
2026	Jacksonville/Mayport MACC	DB/DBB	NTE \$249M	2031	Current MACC near Capacity

Active Small / Mini Multiple Award Construction Contracts (mini-MACCs)

FY	AOR	Design-Build/Design-Bid-Build	Dollar Value	Expiration	Comments
2022	Kings Bay, GA	DB/DBB	NTE \$99M	2027	Awarded FY22
2022	Corpus Christi / Kingsville, TX	DB/DBB	NTE \$99M	2027	Awarded FY22
2023	Jax/Mypt/Orlando, FL	DB/DBB	NTE \$99M	2028	Awarded FY23
2023	Albany, GA	DB/DBB	NTE \$99M	2028	Awarded FY23
2024	Gulf Coast, FL	DB/DBB	NTE \$249M	2029	Awarded FY24
2025	Guantanamo Bay, Cuba	DB/DBB	NTE \$249M	2030	Awarded FY25

Listing of NAVFAC SE BOS and Large Multi-Function Support Services Contracts

PWD	CONTRACT NO.	CONTRACT DESCRIPTION AND LOCATION	PRIME CONTRACTOR	BUSINESS TYPE
Jacksonville	N6945019D1750	NAS Jacksonville Base Operating Support I (JBOS I) - Jacksonville, FL	JLL-Midnight Sun IFMS LLC	SB
Jacksonville	N6945025D0009	NAS Jacksonville Multifunction Support Services (JMFSS) - Jacksonville, FL	Kira Aviation Services LLC	8(a)
Kings Bay	N6945020D0045	NSB Kings Bay Base Operations Support Services I (KBOS I) - St. Marys Bay, GA	Amentum Technology, INC	LB
Kings Bay	N6945024D0042	NSB Kings Bay Multifunction Support Services (KBMFSS) – St. Marys Bay, GA	GCR-MDI II, LLC	SB
Mayport	N6945022D0015	Comalapa Air Cooperative Security Location (CSL) BOS - Comalapa, El Salvador	Louis Berger Aircraft Services, INC	LB
Mayport	N6945018D1800	NS Mayport Base Operating Support I (MBOS I) – Jacksonville, FL	Amentum Technology, INC	LB
Mayport	N6945025D0003	NS Mayport Multifunction Support Services (MMFSS) - Jacksonville, FL	GKG Contractors, LLC	8(a)
Mid-South	N6945025D0036	NSA Mid-South BOS Services – Millington, TN	GKG Contractors, LLC	8(a)
Guantanamo Bay	N6945023D0022	NS Guantanamo Bay BOS Contract - Guantanamo Bay, Cuba	Vectrus Systems, LLC	LB
Pensacola	N6945022D0043	NAS Pensacola BOS (PBOS) - Pensacola, FL	J&J and ALMS (JAMS)	SB
Panama City	N6945021D0043	NSA Panama City BOS - Panama City, FL	Government Contracting Resources	SDVOSB
Whiting Field	N6945019D1740	NAS Whiting Field BOS - Whiting Field, FL	NCS/EML SB Joint Venture, LLC	SB
New Orleans	N6945023D0033	JRB New Orleans BOS – Belle Chase, LA	Frontline King George JV, LCC	SB

Active and Future Service Contract Procurements FY26 – FY27

Contract Type	Contract Description	Location of Work	Approx. Annual Historical Value*	Business Type (projected)	Projected RFP	Projected Award Date
BOS	Mayport BOS	NS Mayport	\$31M	Unrestricted	FY25, Q4	FY26, Q4
BOS	Jacksonville BOS	NAS Jacksonville	\$34M	SB	FY26, Q1	FY26, Q4
MNT	Local Guards Services	NAS Jacksonville NS Mayport, FL	\$1.5M	SDVOSB	FY26, Q1	FY26, Q3
MNT	NAS Corpus Christi Multi-Function Support Services	NAS Corpus Christi, TX	\$1.7M	8(a)	FY26, Q1	FY26, Q3
BOS	Whiting Field BOS	NAS Whiting Field	\$13M	SB	FY26, Q3	FY27, Q1
BOS	Comalapa CSL BOS	Comalapa, El Salvador	\$3.4M	Unrestricted	FY26, Q3	FY27, Q1
MNT	NSA Beaufort MFSS	Beaufort, SC	\$857K	8(a)	FY26, Q4	FY27, Q2
MNT	NAS Meridian Grounds and Landscaping Services	Meridian, MS	\$1.3M	8(a)	FY26, Q4	FY27, Q4
BOS	NOLF Goliad BOS	Goliad, TX	\$790K	8(a)	FY27, Q2	FY27, Q4
MNT	NCBC Gulfport Integrated Solid Waste Management	Gulfport, MS	\$640K	SB	FY27, Q2	FY27, Q4
MNT	Navy Reserve Center Consolidated MFSS (Kings Bay AOR)	Atlanta, GA; Columbus, GA; Greenville, SC	\$893K	8(a)	FY27, Q4	FY28, Q2
MNT	NAS Kingsville Grounds and Landscaping Services	Kingsville, TX	\$1.6M	8(a)	FY27, Q4	FY28, Q2

*Annual Historical Value is provided for informational purposes. No assurances are made that workload and volume of future effort and costs will replicate past experience.

MNT – Maintenance

BOS – Base Operation Support

Current Environmental Contracts

Contractor	Description	Award	CCD	Award
ARS Aleut Remediation LLC	HazWaste & Small Arms	N6945021D0012	01/27/2026	\$10M
CEG-MSE 8A JV, LLC	Environmental Remediation	N6945021D0047	04/20/2026	\$4.5M
ERS, CORP.	HazWaste and AFFF (East)	N6945021D0009	08/01/2026	\$4.5M
OIL MOP, L.L.C.	Boom Support	N6945021D0041	08/04/2026	\$4.5M
Cedarville Engineering Group, LLC	Tanks (West)	N6945021D0016	08/26/2026	\$4.5M
Petroleum Resources & Development, Inc.	Tanks (Central)	N6945021D0013	09/01/2026	\$4.5M
SES Civil Contractors, LLC	HazWaste and AFFF (West)	N6945021D0008	09/02/2026	\$4.5M
CEG-MSE 8A JV, LLC	Tanks (EAST)	N6945021D0039	09/13/2026	\$4.5M
FPM Remediations, Inc.	UXO/MEC Remediation	N6945021D0040	09/14/2026	\$4.5M
G2S LLC	Environmental Remediation Services	N6945022D0054	09/15/2027	\$4.5M
Brockington and Associates, Inc.	Cultural Resources	N6945023D0021	04/25/2028	\$4.5M
Energy & Environment, LLC	Tanks (East)	N6945023D0031	07/31/2028	\$4.5M
NDN-PRD JV LLC	Tanks (Central)	N6945023D0030	09/12/2028	\$4.5M
SERES Engineering & Services, LLC	Tanks - Inspect and Repair	N6945021D0046	07/19/2026	\$4.5M
Bluestone Environmental Group, Inc.	Air/Radon Services (Area 1)	N6945022D0037	07/12/2027	\$5M
Catalina JV	Air/Radon Services	N6945022D0044	07/14/2027	\$5M
CEG-MONTROSE 8A JV, LLC	HazMaterial & Waste Management Environmental Compliance (East)	N6945023D0126	09/13/2028	\$10M

*This information is provided for informational purposes. No assurances are made that workload and volume of future effort and costs will replicate past experience.

Future Environmental Contracts FY26 – FY27

Contract Type	Contract Description	Location of Work	Approx. Annual Historical Value	Business Type (Projected)	RFP Issued or Projected Date	Projected Award
OSV	26L - BASIC ETS- SMALL ARMS RANGE AND WASTE MGT	NAVFACSE AOR	\$4.5M	8(a)	30 Nov 2025	30 March 2026
OSV	26L-BASIC ETS INSPECT & REPAIR TANKS	NAVFACSE AOR	\$4.5M	8(a)	30 Nov 2025	31 January 2026

*This information is provided for informational purposes. No assurances are made that workload and volume of future effort and costs will replicate past experience.

NAVFAC SYSCOM

Global Contingency Contracts

Global Contingency Services Multiple Award Contract (GCSMAC II)

- **Indefinite-delivery / Indefinite-Quantity**

- **Awarded:** 04 Apr 2024
- **Duration:** Base year + 7 one-year options
 - Contract will expire on 03 Oct 2032
- **Capability:** Cost Plus Award Fee and Firm Fixed Price Task Orders
- **Award amount:** \$2B

- **The current contractors holding contractors of the GCS MACC are:**

- KBR Services, LLC (Houston, TX)
- Amentum – ASO, JV (Chantilly, VA)
- Vectrus Systems Corporation (VSC) (Colorado Springs, CO)
- IAP-ECC, LLC(IAP) (Cape Canaveral, FL)
- Flour Intercontinental, Inc. (Greenville, SC)
- AECOM Technical Services, Inc. (Los Angeles, CA)

- **Criteria for use:**

- Emergency/Contingencies
- Work is predominately facilities, engineering related
- Other Requirements (e.g. non-performance by incumbent contractor or unanticipated lapse in service)

- **Capabilities**

- **Installation Management**

- Accounting Project (IMAP) Model:**

- Air Operations
- Port Operations
- Range Operations
- Moral, Welfare, & Recreation Support
- Base Support Vehicles & Equipment
- Housing
- Environmental Services
- Public Safety
- Ordnance Handling
- Galley
- Utilities Operations Support
- Facility Support
- Health Care Support
- Personnel Support
- Force Protection
- IT Support and Management
- Fleet and Family Readiness

Global Cont. Construction Multiple Award Contract (GCC/MAC)

- **Indefinite-delivery / Indefinite-Quantity**

- **Awarded:** 19 Sep 2024
- **Duration:** Base year + 7 1-y options
 - Contract will expire on 18 Sep 2032
- **Capability:** Cost Plus Award Fee and Firm Fixed Price Task Orders
- **Award amount:** \$5B

- **The current contractors holding contracts on the GCC-MAC are:**

- Jacobs Project Management (Dallas, TX)
- Perini Management Services, Inc. (Framingham, MA)
- Aptim Federal Services, LLC (Baton Rouge, LA)
- CDMA JV (Fairfax, VA)
- Gilbane Federal (Concord, CA)
- Environmental Chemical Corporation (Burlingame, CA)

- **Criteria for use:**

- Emergency/Contingencies
- Work is predominately construction and related engineering services
- Other Requirements (e.g. mobilization services (embarkation) for personnel, equipment and material of Naval Construction Forces or similar mobilization efforts.
- May be tasked to participate in military exercise

- **Capabilities**

- **Horizontal /Vertical Construction**

- Airfield runway construction and/or repair
- Communications facilities
- Facilities for troop berthing and billeting
- Airfield facilities construction
- Administrative and educational facilities
- Hardened facilities and personnel bunkers
- Enemy containment and processing facilities
- Garbage disposal/recycling facilities
- Transportation depots for materials
- Warehouse facilities for construction materials
- Ammunition storage facilities
- Rail facilities/Bridges/Causeways
- Road construction
- Firefighting facilities
- Petroleum handling pier facilities
- Fencing

- **Specialty Construction & Engineering**

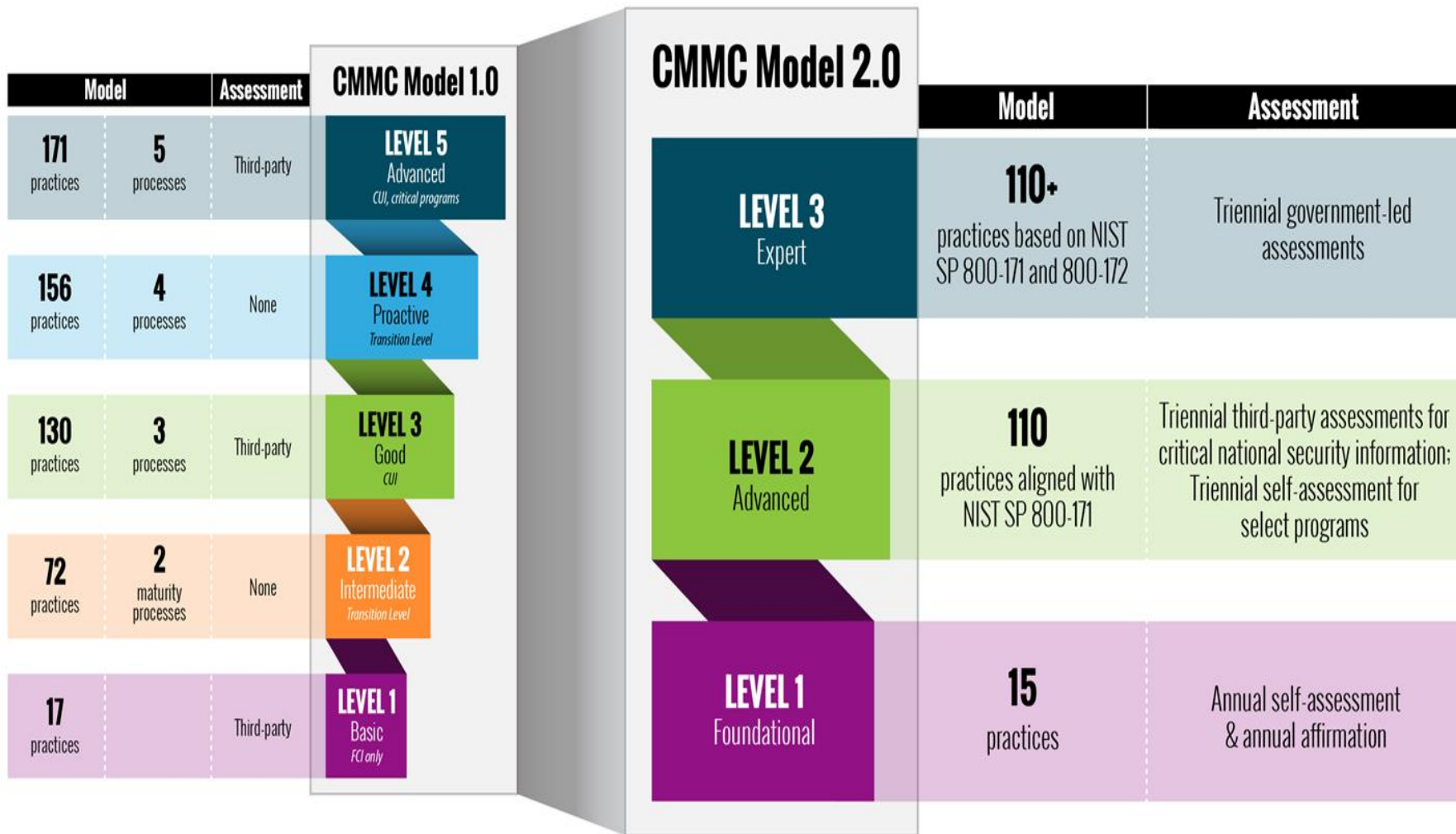
- Dredging
- Electric power plant/Power distribution systems
- Water treatment plant/Sewage treatment plant
- Water well drilling
- Facilities for dispatching decontamination equipment
- Chemical, Bacterial, and Radiological decontamination
- Environment restoration

All Things IT & Cyber

IT/Cyber Highlights

- **Cybersecurity Maturity Model Certification (CMMC)**
 - Cybersecurity Maturity Model Certification (CMMC) program is aligned to DoD's information security requirements for DIB partners. It is designed to enforce protection of sensitive unclassified information that is shared by the Department with its contractors and subcontractors.
 - Tiered Model: CMMC requires that companies entrusted with national security information implement cybersecurity standards at progressively advanced levels, depending on the type and sensitivity of the information. The program also sets forward the process for requiring protection of information that is flowed down to subcontractors.
 - Assessment Requirement: CMMC assessments allow the Department to verify the implementation of clear cybersecurity standards.
 - Implementation through Contracts: Once CMMC is fully implemented, certain DoD contractors that handle sensitive unclassified DoD information will be required to achieve a particular CMMC level as a condition of contract award.
- **RMF/NIST Control Requirements for Contracts**
 - Identifying a subset of the controls needed for the RMF process
- **Defining Cybersecurity Contract Language**
 - Providing detailed Cybersecurity verbiage for contracts

The CMMC 1.0 vs 2.0 Model



Model 2 simplifies the CMMC standard for companies, while safeguarding critical Department of Defense information

What is the difference between NIST SP 800-171 compliance and CMMC?

CMMC – is **designed to enforce** protection of sensitive unclassified information that is shared by the Department of Defense with its contractors and subcontractors. Requirements are based on NIST SP 800-171 guidelines.

NIST SP 800-171 - provides recommended security requirements for protecting the confidentiality of sensitive unclassified information residing in a nonfederal system and organization.

The major differences between these are:

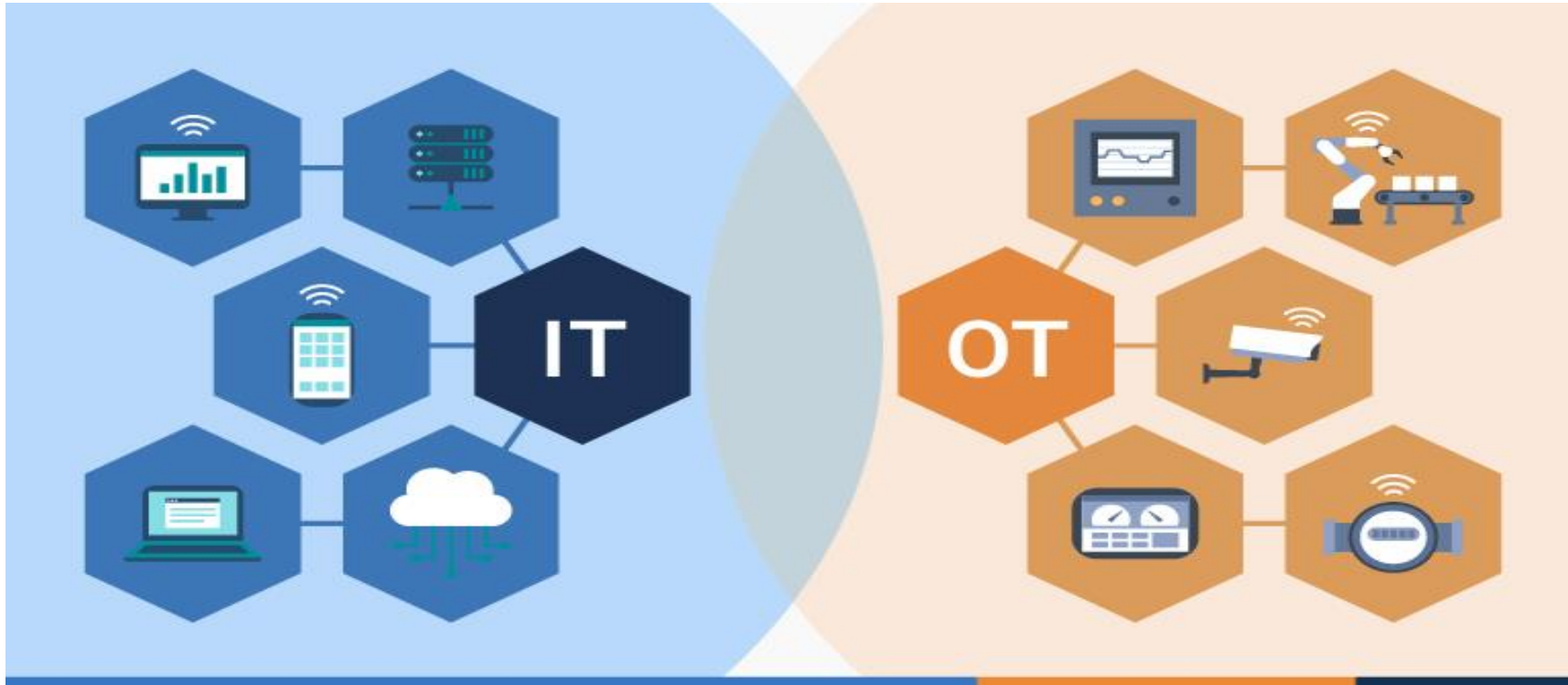
- CMMC compliance does **not** necessarily mean NIST SP 800-171 compliance
- CMMC Level 1 is the lowest level of certification
- CMMC Level 2 & 3 requires application of NIST SP800-171 and associated NIST SP800-172 controls

CMMC 2.0 LEVEL	CONTROL COUNT	CERTIFICATION PATH
LEVEL 3 <i>EXPERT</i> "SPECIAL CUI"	≤ 206 CONTROLS <i>110 CUI + 61 NFO controls from NIST SP 800-171 & ≤ 35 controls from NIST SP 800-172</i>	HIGH PRIORITY ACQUISITIONS: DoD-staffed (DIBCAC) assessment every 3 years
LEVEL 2 <i>ADVANCED</i> "REGULAR CUI"	171 CONTROLS <i>110 CUI + 61 NFO controls from NIST SP 800-171</i>	PRIORITIZED ACQUISITIONS: CMMC-AB approved C3PAO assessment every 3 years
		NON-PRIORITIZED ACQUISITIONS: Annual self-assessment (OSC conducted)
LEVEL 1 <i>FOUNDATIONAL</i> FCI	17 CONTROLS <i>based on 15 basic cybersecurity controls from FAR 52.204-21</i>	ANNUAL SELF-ASSESSMENT

Source: <https://www.complianceforge.com/cmmc-compliance/>

Difference between CMMC and UFGS 25-05-11

Non-Government Environment



CMMC
NIST SP800-171/172

Government Environment

UFC 4-010-06 UFGS
25-05-11

Protection of Government Data a MUST!

CMMC FAQs

What is the relationship between National Institute of Standards and Technology (NIST) Special Publication (SP) 800-171 and CMMC?

Compliance with NIST standards are levied as contractual requirements via inclusion of clauses such as FAR 52.204-21 and DFARS 252.204-7012. The relationship between CMMC and the NIST standards is that CMMC requirements will result in a contractor self-assessment, or a third-party assessment, to determine whether the applicable NIST standard (as identified by the DFARS clause) has been met. The FAR clause states the basic safeguarding requirements for CMMC Level 1 compliance. Under CMMC 2.0, a Level 2 assessment will be conducted against the NIST SP 800-171 standard and a Level 3 assessment will be based on a subset of NIST SP 800-172 requirements.

Will prime contractors and subcontractors be required to maintain the same CMMC level?

If contractors and subcontractors are handling the same type of FCI and CUI, then the same CMMC level will apply. In cases where the prime only flows down select information, a lower CMMC level may apply to the subcontractor.

Would it be safe to say that customer data is CUI and administrative data is FCI?

The definition of FCI is in FAR 52.204-21 and CUI in 32 CFR Part 2002, respectively. The DoD CUI Quick Reference Guide, located at <https://www.dodcui.mil>, includes information on CUI. In addition, the Defense Counterintelligence and Security Agency (DCSA) provides answers to Frequently Asked Questions at: <https://www.dcsa.mil/Portals/91/Documents/CTP/CUI/21-10-13%20CUI%20FAQ%20FINAL.pdf>. These FAQs describe the difference between FCI and CUI as follows: “Both CUI and FCI include information created or collected by or for the Government, as well as information received from the Government. However, while FCI is any information that is ‘not intended for public release,’ CUI is information that requires safeguarding and may also be subject to dissemination controls.”

Details of the NAVFAC Strategic Plan

NAVFAC SYSCOM Strategic Plan

(1 of 3)

LOE #1: Sharpen NAVFAC's Focus on Construction, Engineering, and Contracting

Task 1: Construction – Improve Cost, Schedule, Quality

- Establish a unified enterprise structure, designated as the NAVFAC Construction Program Management Office, to manage the program requirements, cost, prioritization and schedule for Military Construction and centrally-managed sustainment, restoration and modernization projects for the Navy and Marine Corps.
 - Accelerate project delivery through process and policy that favor Design-Build methods delivered from centers of excellence.

Task 2: Engineering – Deliver Technical Excellence Through our SYSCOM Authorities

- Refine the role of the Chief Engineer and Assistant Commander for Planning, Design, and Construction to induct the requirements of PMO 555 and PMO Construction, execute the project delivery and construction acquisition mission of the SYSCOM, and maintain oversight of all technical warrants and engineering standards.
- Establish a global Center of Excellence to advance Expeditionary Engineering, Construction and Security Cooperation capabilities

Task 3: Contracting – Improve Agility Through Common Standards

- Establish a comprehensive suite of standardized, enterprise acquisition tools to enhance responsiveness in both competition and conflict.
- Establish a Center of Excellence with centralized accountability for Base Operating Support acquisition.

NAVFAC SYSCOM Strategic Plan

(2 of 3)

LOE #2: Drive NAVFAC toward a lean, accountable, and integrated organization

Task 1: Transfer Operational-Level Maintenance to Navy Installation Commanding Officers

- Complete Phase 1 of the Navy's Shore Command and Control (Shore C2) Phase 1 by the end of 2025 by transferring facilities requirements generation and management and environmental compliance and conservation to the installation commanding officer.
- Continue Shore C2 realignment with collaboration and unity across the Navy Shore Enterprise to ensure installation commanding officers are accountable for installation-level maintenance and public works operations on their base.

Task 2: Simplify Command Structure to Focus Mission Execution

- Realign NAVFAC organizations to reinforce the SYSCOM's engineering and acquisition-centered identity, ensuring each organization in the enterprise has specific, measurable value to warfighter mission outcomes.
- Streamline enterprise functions - including assessments, inspections, certifications, and specialty competencies - under a unified delivery model led and operated from the Warfare Center.

Task 3: Align Our Workforce to Operational and Fiscal Imperatives

- Refocus the civilian workforce mission of construction value stream to inherently governmental functions, while maintaining professional standards, competencies, and capabilities of the workforce.
- Centralize or de-scope administrative and support functions to standardize service delivery, increase enterprise efficiency and reinforce accountability.

NAVFAC SYSCOM Strategic Plan

(3 of 3)

LOE #3: Recruit, develop, and retain a NAVFAC workforce that drives readiness and deterrence

Task 1: Recruit and Retain the Skills Necessary to Perform our Mission

- Establish a Talent Acquisition Center of Excellence to proactively identify, attract and retain enterprise-wide critical skills needed for mission success.
- Implement targeted recruiting and retention strategies to foster an engaged workforce and ensure long-term alignment between workforce capabilities and mission readiness.

Task 2: Drive Performance Through Training, Development and Certifications

- Develop, publish, train and measure enterprise standards for mission-critical skills by setting standards for proficiency, technical certifications and mission readiness.
- Develop core technical and leadership competency levels to enable high performing and agile workforce ready to pivot to meet Department of the Navy and Department of Defense emergent requirements.