

A topographic map of Monterey Bay and the surrounding coastline. The ocean is shown in shades of blue, with darker blue indicating deeper water. The land is shown in shades of green and yellow, indicating elevation. The coastline is clearly visible, with the bay extending inland.

**MBDA**

**MONTEREY BAY DEFENSE ALLIANCE**

# Team Monterey

- The Monterey Bay Area is home to many Department of Defense (DoD) activities, which we refer to collectively as Team Monterey.
  - [Defense Language Institute \(DLI\)](#)
  - [Naval Postgraduate School \(NPS\)](#)
  - [Fort Hunter Liggett \(FHL\)](#)
  - [Presidio of Monterey \(POM\)](#)
  - [Defense Manpower Data Center \(DMDC\)](#)
  - [Camp Roberts Maneuver Training Center \(CRMTC\)](#)
  - [Naval Support Activity Monterey \(NSAM\)](#)
  - [Fleet Numerical Meteorology and Oceanography Center \(FNMOC\)](#)
  - [Naval Research Lab Marine Meteorology Division \(NRL/MRY\)](#)
  - [514<sup>th</sup> Signal Company \(SATCOM\)](#)
  - [Defense Personnel and Security Research Center \(PERSEREC\)](#)
  - [U.S. Coast Guard Station Monterey<sup>1</sup>](#)
  - [Army Analytics Group Research Facilitation Team \(AAG/RFT\)](#)
  - [Defense Resource Management Institute \(DRMI\)](#)
  - [TRADOC Analysis Center Monterey \(TRAC Monterey\)](#)
  - [Ord Military Community \(OMC\)](#)



<sup>1</sup> The Coast Guard is a Department of Homeland Security activity, but functions as a specialized service under DoD (Navy) in time of war or when directed by the President.

# Local Impact of Team Monterey

- Team Monterey provides over 15,000 local jobs and over \$1.4 billion per year in local payroll. With over \$2 billion per year in total economic impact, it is one of the four main pillars of the Monterey Bay economy, along with agriculture, tourism and education.
- Team Monterey diversifies the local culture and economy in significant ways:
  - Funnel a constant stream of highly skilled military personnel and their families through the community.
  - Provides a wide range of civilian professional jobs and career paths that would not otherwise be available here.
- The Monterey Bay Area has benefited enormously and in many ways from the presence of Team Monterey.





# Monterey Bay Defense Alliance (MBDA)

- **Mission is to support and grow Monterey Bay Area National Security Assets.**
- Membership-based nonprofit organized originally by the City of Monterey.
- Implemented as a 501(c)(3) nonprofit with a Board of Directors, Advisory Committees, and paid memberships.
- Receives paid staff support from the City of Monterey.
- Receives administrative support for special events from the Monterey County Business Council (MCBC).

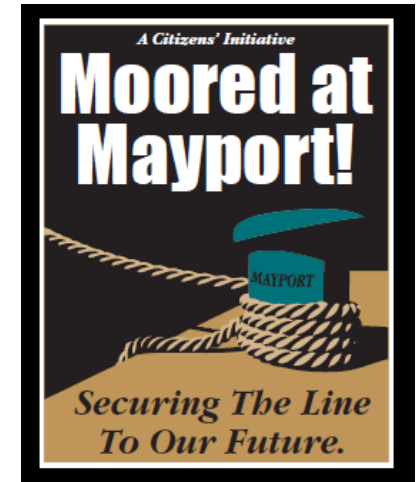


# MBDA Executive Committee is a Subset of the Board of Directors

- **Fred Meurer (Chair):** Retired Army Officer, former Monterey City Manager, Past President of the Association of Defense Communities, and current Sand City Interim City Administrator.
- **Hans Uslar (Vice Chair):** Retired Naval Officer and current Monterey City Manager.
- **Mary Ann Leffel (Secretary):** Retired banker and former President and CEO of the Monterey County Business Council.
- **Dino Pick (Treasurer):** Retired Army Officer, former Commandant of the Defense Language Center (DLI), and current Del Rey Oaks City Manager.
- **Dick Elster (At Large Member):** Retired NPS Professor, former NPS Provost, former Deputy Assistant Secretary of the Navy for Manpower, and former Deputy Assistant Secretary of Defense for Resource Management and Support.
- **Mike Clancy (Staff Member):** Retired Navy Civilian, former Fleet Numerical Meteorology and Oceanography Center (FNMOC) Technical Director, and current Military Affairs Coordinator for the City of Monterey.

# Why MBDA Is Needed

- Communities, bases, DoD activities and military services actively compete to demonstrate who provides the most value to our national security, and thus deserve continued investment from DoD.
- MBDA can generate community support to help the Team Monterey organizations better compete for recognition and support necessary to sustain and grow their missions.
- MBDA, like many comparable organizations in communities across the country hosting military bases, can engage local, state and federal government in ways that DoD activities cannot.



# Engagement with the Governor's Military Council

- MBDA is directly engaged with the State of California, with MBDA Founding Chairman, Vice Admiral Dan Oliver (USN-Ret), sitting on the Governor's Military Council.
  - Formed by Governor Brown in March 2013, codified in 2016 by AB 442.
  - Members include Retired Flag Officers, Former Senior DoD Executives, Bipartisan Legislative Leadership, Industry Leaders and Senior Members of the Governor's Office.
  - Mission: (1) Articulate the defense value of California installations; (2) Strengthen the industrial base supporting the military; (3) Lead state actions to improve the military operating environment.
  - Key Activities: (1) Visit bases and military communities; (2) Lead projects to improve military operating environments; (3) Enhance the activities of local base support groups; (4) Communicate with federal policy makers.



# Governor's Military Council Success Stories

- Transportation Infrastructure Funding.
- 2018 NDAA Provisions.
- Funding for California Schools on Military Bases.
- Veterans Issues.
- Expediting enrollment of military dependents in local school districts (SB-455).
- Providing veteran's hiring preference in State Civil Service (SB-410).
- Expediting State Credentialing of military spouses (AB-266).





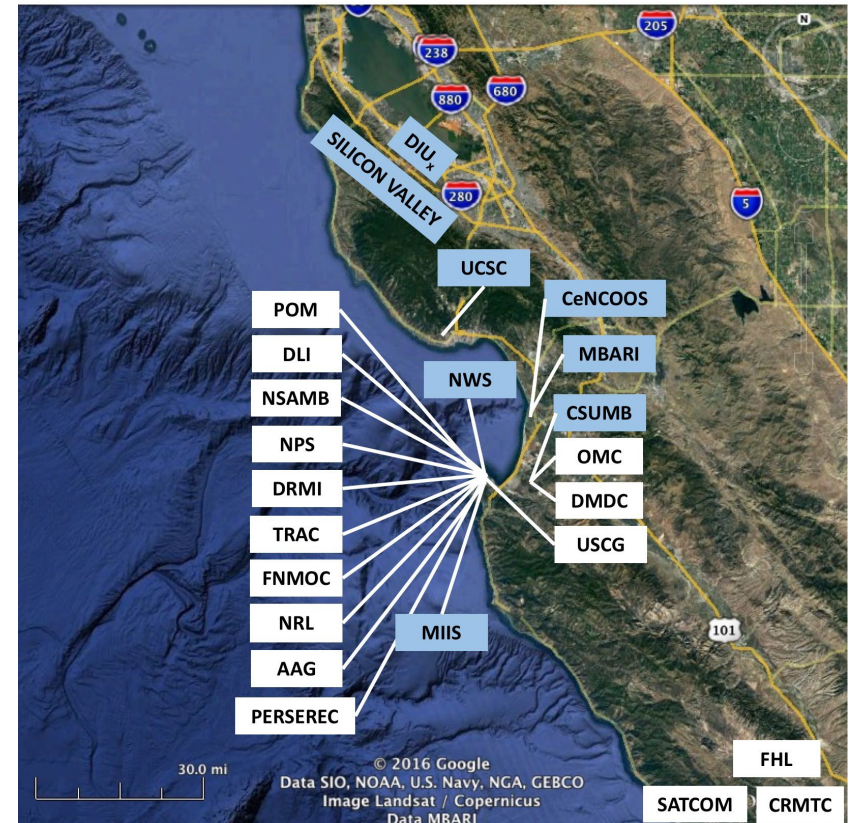
# Other MBDA Engagement

- MBDA is a Founding Member of the California Defense Communities Alliance (CDCA), which was chartered in March 2019 to achieve synergy between California base-support organizations and provide them with a unified voice for engagements with State and Federal Government.
- Several MBDA members participate in Association of Defense Communities (ADC) Annual Summits and other meetings.
- Several MBDA members participate in the annual All California Defense Summits, sponsored by ADC and the Governor's Military Council.
- In general, MBDA engages local, state and federal government with the goal of preserving and strengthening the DoD presence in the Monterey Bay Area.



# MBDA Draft Strategic Plan

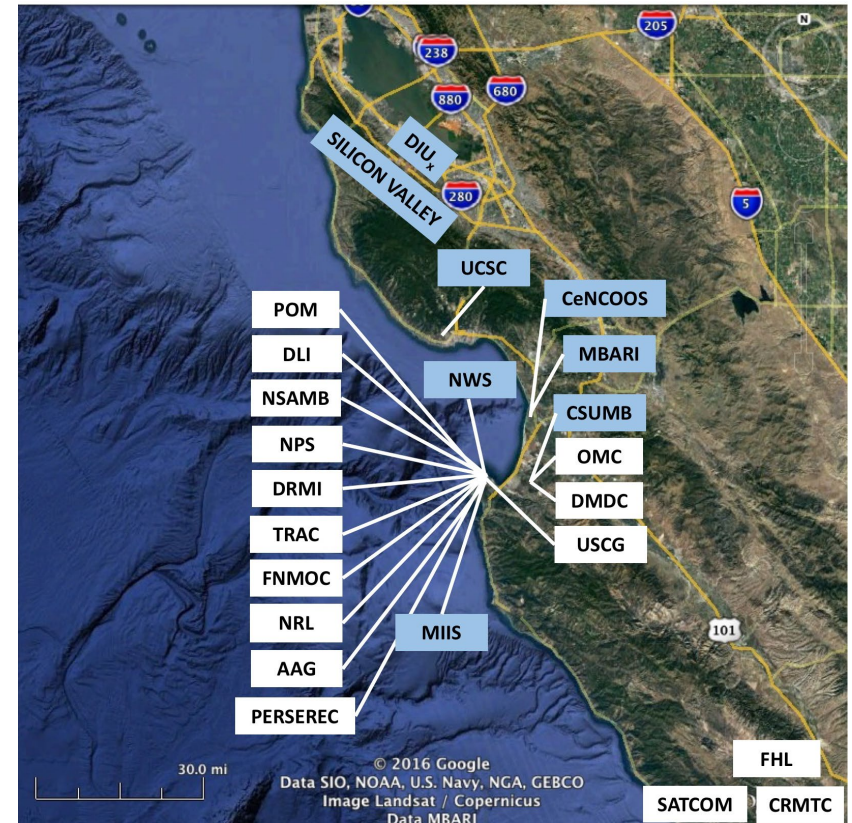
- The MBDA Draft Strategic Plan seeks to strengthen Team Monterey by identifying it as a subset of the larger **Monterey Bay National Security Cluster**, which includes relevant local non-DoD organizations.
- Non-DoD members of the Cluster include, for example, MIIS, CSUMB, UCSC, NOAA NWS, NOAA NOS, MBARI, CeNCOOS, and various Silicon Valley high-tech companies.
- Collaboration and synergy among members of the Cluster increase the value they provide to National Security.



The Monterey Bay National Security Cluster extends from the Silicon Valley in the north to Fort Hunter Liggett and Camp Roberts in the south, with the Monterey Bay roughly in the middle. Team Monterey organizations are shown in white and non-DoD members of the National Security Cluster are shown in blue.

# MBDA Draft Strategic Plan

- The Draft Strategic Plan identifies three key goals:
  - Define/illustrate the dense network of national security assets co-located or proximately-located in the Monterey Bay Area .
  - Expand and strengthen relationships within the network.
  - Address military value, costs and other issues that affect Monterey Bay Area national security assets.

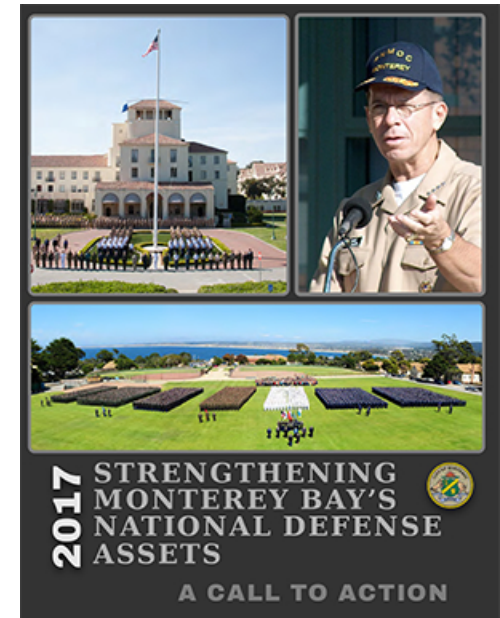
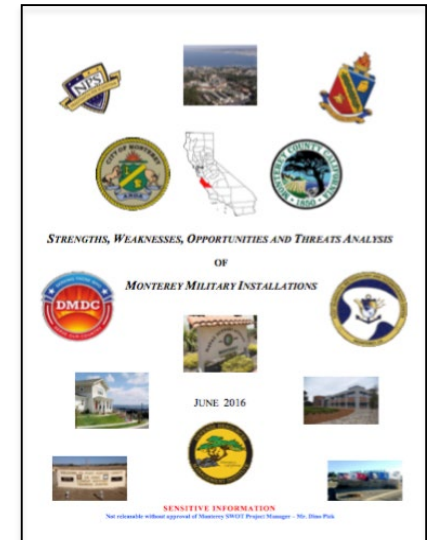


The Monterey Bay National Security Cluster extends from the Silicon Valley in the north to Fort Hunter Liggett and Camp Roberts in the south, with the Monterey Bay roughly in the middle. Team Monterey organizations are shown in white and non-DoD members of the National Security Cluster are shown in blue.



# MBDA Action List

- The City of Monterey hired contractors to visit each Team Monterey organization in 2015 and produce a Strengths Weaknesses Opportunities and Threats (SWOT) Report.
- From the resulting 76 recommended actions, MBDA determined which of its 3 strategic goals the action supported, assigned priority (H/M/L), and identified responsible entities for the action.
- Finally, MBDA prioritized the Top 5 Actions for Team Monterey, the City of Monterey, Monterey County and the State of California.
- Completion of these Top 5 Actions will go a long way toward preserving and strengthening the military presence in the Monterey Bay Area.





# MBDA Quarterly Breakfasts

- MBDA has been sponsoring quarterly breakfasts to encourage dialogue among local community leaders and the leaders of the Monterey Bay National Security Cluster.
- The goal is to increase awareness, promote collaboration and help create a more robust and resilient national security presence here.
- The first MBDA Breakfast was held in Nov 2017 and featured Congressman Jimmy Panetta (D-CA).
- The fifth MBDA Breakfast was held in Feb 2019 and featured Admiral Mike Mullen, former Chairman of the Joint Chiefs, as the featured speaker.
- Contact Mike Clancy ([clancy@monterey.org](mailto:clancy@monterey.org), 831-235-5436) if interested in attending.



# Summary and Way Ahead

- The Monterey Bay Defense Alliance (MBDA) is a membership-based nonprofit organized originally by the City of Monterey.
- MBDA's goal is to help create a more robust and resilient DoD presence in the Monterey Bay Area.
- MBDA plans to achieve this goal by:
  - Advocating for completion of the highest priority actions from the Team Monterey Strengths Weaknesses Opportunities and Threats (SWOT) Report commissioned by the City of Monterey.
  - Facilitating two-way communication, coordination and planning between the Team Monterey organizations and local, state and federal government to enhance mission effectiveness and efficiency and improve quality of life.
  - Promoting and celebrating the Monterey Bay National Security Cluster.



# MBDA Point-of-Contact

Mike Clancy  
Military Affairs Coordinator  
City of Monterey

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831-235-5436

<https://www.monterey.org/montereybaydefensealliance>

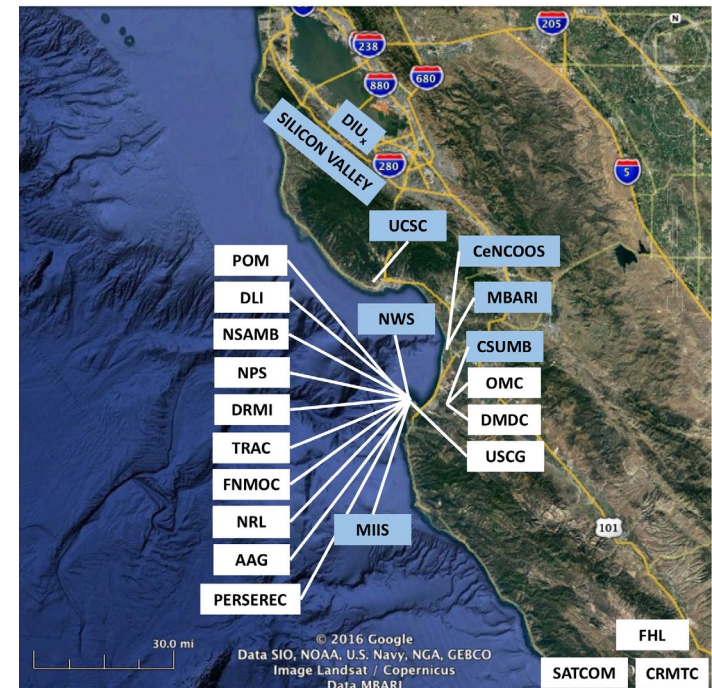


**BACKUP SLIDES**



# Highest Priorities from the MBDA Action List

- [Top 5 Actions for Team Monterey](#)
- [Top 5 Actions for City of Monterey](#)
- [Top 5 Actions for Monterey County](#)
- [Top 5 Actions for State of California](#)





# Defense Language Institute

## Foreign Language Center (DLIFLC)

- DLIFLC is an Army activity located on the Presidio of Monterey and chartered to provide culturally based foreign language education, training, evaluation and sustainment to enhance the security of the nation.
- In addition to its resident program serving approximately 3,500 students from all Services, DLIFLC supports non-resident programs and 25 point of need detachments worldwide to ensure language expertise throughout military members' careers.
- Synergies with other military activities, academic institutions and the diverse cultural nature of the region are significant strengths for DLIFLC.
- Many of the most complex languages taught at DLIFLC, based on DoD's intelligence demands, are available in the region and serve as a valuable source of native speaking faculty members.
- DLIFLC works closely with larger public and private academic institutions, has a very responsive and flexible curriculum, and is well-connected to California education and research networks.
- Total Workforce: Approximately 8,500.





# Naval Postgraduate School (NPS)

- NPS is a naval activity located in Monterey responsible for providing relevant and unique advanced education and research programs to increase the combat effectiveness of commissioned officers of the Naval Service to enhance the security of the United States.
- The NPS student body of roughly 1,500 consists mainly of active-duty officers from all branches of the U.S. military, although DoD civilians and members of foreign militaries can also attend under a variety of programs.
- NPS offers graduate programs through four graduate schools and twelve departments, awarding M.S. and Ph.D. level degrees.
- NPS's focus on joint service and allied training, integration and partnering makes it a critical agent of DoD's vision for its global security network.
- NPS holds multiple prestigious academic accreditations.
- NPS's extensive list of distinguished alumni is a significant strength.
- Total Workforce: Approximately 2,950.





# Fort Hunter Liggett (FHL)

- FHL is an Army installation located at the very south end of Monterey County.
- Encompassing 165,000 acres and 300 buildings, FHL is the Army's largest reserve installation and its eighth largest maneuver installation.
- FHL provides training for combat support and combat service support units of the Army Reserve, and other training opportunities to all branches of the U.S. military and allied nations.
- FHL is exceptionally well suited to host large-scale joint exercises, and major tenant organizations include a variety of training and logistics units.
- FHL provides a significant capability to integrate evolving unmanned aerial and ground vehicles and operations with ground combat operational doctrine and tactics.
- Close proximity and collaboration between FHL, CRMTC and NPS provide unique strengths to all three.
- Total Workforce: Approximately 1,173.







# Presidio of Monterey (POM)

- POM is an active Army installation consisting of 392 acres located in the City of Monterey.
- The Presidio owns 144 and leases 64 buildings with over 2.0 million square feet configured to satisfy a broad range of needs.
- In addition to purpose-built facilities to support academic and applied instruction and specialized language and cultural immersion programs for DLIFLC, POM hosts a Sensitive Compartmentalized Information Facility (SCIF).
- The efficiency designed into the Garrison Command makes the Presidio a very efficient organization that provides needed services at minimum expense.
- Based on the success of its partnering with the City and the efficiency of its workforce, POM is considered a best value location by the Army.
- Total Workforce: Approximately 760.





# Defense Manpower Data Center (DMDC)

- DMDC Monterey is a DoD organization and the second largest of 7 DMDC activities in the U.S. and overseas.
- DMDC is responsible for managing personnel, manpower, training, financial, and other data for DoD.
- This data tracks the history of military personnel and their families for purposes of healthcare, retirement benefits, and other administrative needs.
- Primary business lines are Decision Support; Entitlements, Benefits and Readiness Reporting; Personnel Identification, Validation and Authentication; and Enterprise Integration.
- DMDC benefits from the intellectual capital of the Monterey region and Silicon Valley, and DoD's increased interest in leveraging cyber talent.
- Total Workforce: Approximately 750.





# Camp Roberts Maneuver Training Center (CRMTC)

- CRMTC is a California National Guard Post adjacent to FHL, straddling the border between Monterey County and San Luis Obispo County.
- CRMTC consists of approximately 42,814 acres and 514 buildings owned by the Department of the Army, licensed to the State of California and operated by the California National Guard.
- CRMTC facilitates the training, mobilization and security of the National Guard, Army Reserve and active-duty Army units in support of Federal, State and community missions.
- CRMTC is widely regarded as an excellent testing, training and research installation, with its land, special-use airspace and ranges providing a unique capability to incorporate evolving unmanned aerial vehicle technology into combat tactics.
- The Army has publicly stated that it considers maneuver training space and ranges, similar to those provided by CRMTC, as irreplaceable assets.
- Total Workforce: Approximately 620.





# Naval Support Activity Monterey (NSAM)

- NSAM is a Navy installation support and facilities management organization collocated with NPS.
- NSAM encompasses approximately 627 acres in five locations and is responsible for over 160 buildings.
- NSAM provides host command support to DoD and non-DoD activities on the Monterey Peninsula and as far north as Mountain View, CA.
- NSAM responsibilities include operational support; public safety; environmental compliance and conservation; facility management, sustainment, restoration and modernization; and quality of life services.
- The consolidation of installation service responsibility into NSAM provides a single organization responsible for service provision and allows supported activities to better concentrate on operational requirements.
- Like the Presidio Garrison, NSAM is a lean activity carefully resourced to provide the most efficient support services.
- Workforce: Approximately 260.







# Fleet Numerical Meteorology and Oceanography Center (FNMOC)

- FNMOC, a Navy activity located in Monterey, is the Navy's operational weather and ocean prediction center, producing weather and ocean forecasts, weather satellite imagery and tactical decision aids 24x7 in support of naval operations worldwide.
- FNMOC operates one of the most powerful supercomputer centers in the world, and serves as a Defense Information System Agency (DISA) Network Node.
- FNMOC also has significant SCIF space, which includes supercomputing capability at the TS/SCI classification level.
- FNMOC's global, regional and tropical numerical weather prediction models, developed by NRL/MRY, are among the best in the world.
- In addition to supporting all of the military services, FNMOC supports many customers outside of DoD and is an important component of the U.S. national effort in operational weather prediction.
- Total Workforce: Approximately 175.





# Naval Research Laboratory

## Marine Meteorology Division (NRL/MRY)

- NRL/MRY, located on the FNMOC Compound in Monterey, is a Division of the Navy's Corporate Laboratory, headquartered in Washington, DC.
- NRL/MRY conducts a broadly based multidisciplinary program of scientific research and advanced technological development directed toward environmental information superiority for the Navy/Marine Corps and DoD.
- Much of NRL/MRY's R&D work is in direct support of the weather and ocean prediction models, tactical decision aids, and weather satellite processing software run operationally at FNMOC.
- The close and productive relationship between NRL/MRY and FNMOC is widely-known and highly respected.
- NRL/MRY scientists lead or are key contributors to national and international organizations, interagency programs, federal agencies and institutes, American Meteorological Society committees and professional journals.
- Total Workforce: Approximately 150.





# 514<sup>th</sup> Signal Company (SATCOM)

- The 514<sup>th</sup> Signal Company is a Satellite Communications (SATCOM) facility located on Camp Roberts.
- It is the main US Army communications facility on the west coast and provides worldwide communications between the US National Command Authority and deployed military units.
- The facility provides communications support for the President, Secretary of Defense, Joint Chiefs of Staff, Warfighting Combatant Commanders, the Services and other Federal Agencies.
- Total Workforce: Approximately 120.





# Defense Personnel and Security Research Center (PERSEREC)

- PERSEREC is a DoD activity located in Monterey.
- It is tasked with improving the effectiveness, efficiency and fairness of the DoD personnel suitability, security and reliability systems.
- PERSEREC helps DoD secure and retain a trusted population of military, civilian, and industrial employees who are security motivated and fully aware of their security responsibilities and of foreign intelligence threats.
- PERSEREC supports DoD's decision making process regarding the suitability of individuals to work on national security matters and hold clearances for access to classified information and other national security assets.
- Total Workforce: Approximately 40.







# U.S. Coast Guard Station Monterey

- Coast Guard Station Monterey carries out search and rescue, homeland security, marine environmental protection and maritime law enforcement operations, and also works closely with the National Oceanic and Atmospheric Administration, the Fish and Wildlife Service, the Monterey Bay National Marine Sanctuary and local fire and police departments.
- The station operates two 47-foot motor lifeboats and one 29-foot response boat.
- The station covers an area of responsibility that extends 50 miles offshore from the San Mateo County line south to the San Luis Obispo County line.
- Total Workforce: Approximately 40.





# Army Analytics Group

## Research Facilitation Team (AAG/RFT)

- The AAG/RFT is an Army activity located in Monterey that provides analytical services for the Army's senior leadership using massive enterprise data integration and analysis supported by advanced and powerful information technology solutions.
- AAG/RFT creates knowledge from the integration and analysis of "big data" to allow senior Army leaders to see the organization in new ways, identify opportunities for improvement, and ultimately make better policy and business decisions.
- AAF/RFT is the principal architect and custodian of the Person-Event Data Environment (PDE), which links people, data and tools for problem solving and has become the DoD standard for virtually all studies pertaining to DoD personnel.
- AAG/RFT benefits from significant synergy with DMDC, TRAC-Monterey, FNMOC and the students at NPS.
- Workforce: Approximately 35.





# Defense Resource Management Institute (DRMI)

- DRMI is an educational institution sponsored and supervised by the Secretary of Defense and a tenant of NPS.
- DRMI faculty are members of the NPS faculty and specifically assigned to DRMI to provide graduate-level education in resource management that enhance the understanding, competence, and capabilities of U.S. military and civilian personnel as well as select foreign countries and international agencies.
- Program emphasis is on analytical decision making, and a multi-disciplinary strategy integrating Management Theory, Economic Reasoning and Quantitative Reasoning is used in all DRMI programs.
- DRMI is widely recognized as an extremely efficient organization based on the number of courses offered, research conducted and advisory/technical assistance provided.
- Total Workforce: Approximately 25.





# Training and Doctrine Command (TRADOC) Analysis Center–Monterey (TRAC-Monterey)

- TRAC-Monterey is an Army Activity located on the NPS campus.
- It is one of 4 TRADOC centers across the U.S. tasked with conducting research and analysis to inform decision makers about the most challenging issues facing the Army and DoD.
- TRAC studies have underpinned key decisions made by the Army and DoD regarding nearly every major Army initiative and program.
- TRAC-Monterey benefits from substantial synergy with NPS and DRMI.
- TRAC-Monterey has also participated in a number of joint projects with AAG, and is a significant user of the AAG Person-Event Data Environment (PDE) database.
- TRAC-Monterey's proximity to Silicon Valley is also a strength, pertaining to some of its work related to the Army acquisition process.
- Workforce: Approximately 10.







## Ord Military Community (OMC)

- OMC is a sub-installation of POM, consisting of 836 acres and 56 buildings on the grounds of the former Fort Ord.
- OMC's facilities are used by POM, the California National Guard, DMDC and local military exchange and commissary services.
- Military housing is operated by private contractors under the Army's Residential Community Initiative and occupied by personnel, staff and students of POM and NPS, and by retired military members.



# Actions for Team Monterey

- 1) Recommend each Team Monterey organization identify a MBDA/City of Monterey point-of-contact by mid-2017.
- 2) Recommend each Team Monterey organization actively seek collaborative projects with other organizations in the Monterey Bay National Security Cluster.
- 3) Recommend each Team Monterey organization actively seek collaborative projects with DIUx.
- 4) Recommend each Team Monterey organization actively seek collaborative projects with Silicon Valley technology companies.
- 5) Recommend each Team Monterey organization be ready to appoint a well-prepared BRAC Lead and supporting BRAC Team, when needed.



# Actions for City of Monterey

- 1) Recommend the City and County of Monterey develop a regional support group to oversee and manage the execution of recommendations selected for implementation. The organization must be able to represent the multiple jurisdictions and stakeholders' interests necessary to execute the selected recommendations.
- 2) Recommend the City of Monterey develop point papers that describe local initiatives to address: (1) Affordable Housing, (2) Primary and Secondary Education, (3) Health Care, (4) Water, (5) Power and (6) Roads. Recommend the City of Monterey share these point papers with the Team Monterey BRAC Leads to be used as reference material for answering BRAC data calls.
- 3) Recommend the City of Monterey periodically sponsor additional BRAC Symposia to discuss the importance of military/community partnerships, similar to the 16 Aug 2016 event.
- 4) Recommend that local support groups, NSAM and the POM investigate the potential for including NSAM services in those currently provided to the POM under the Monterey Model that will soon be converted to Section 331 IGSA's.
- 5) Recommend the City of Monterey obtain and become proficient with the Cost of BRAC Relocation Actions (COBRA) software, or any similar software tool expected to be used in the BRAC decision making process.



# Actions for Monterey County

- 1) Recommend the City and County of Monterey develop a regional support group to oversee and manage the execution of recommendations selected for implementation. The organization must be able to represent the multiple jurisdictions and stakeholders' interests necessary to execute the selected recommendations.
- 2) Recommend Monterey County work with Camp Roberts leadership, the Presidio of Monterey, Fort Hunter Liggett and the Naval Postgraduate School to identify and implement all feasible actions to reduce operational costs. Any revenues generated should be used to pay the remaining mission costs, make improvements in mission support and enhance personnel quality of life. The objective of these actions is to improve the “cost elements” of Military Value analysis and reduce potential Cost of Base Realignment Actions (COBRA) Model savings.
- 3) Recommend Monterey County, the City of Monterey and local support groups initiate discussions with the Army and Navy to determine if cost savings and other benefits would accrue from a real property transfer to create a single military installation organization to manage all active duty real property holdings in the County. Consideration should be given to having the Navy be the agency to manage these holdings since the Navy has the preponderance of functions.





# Actions for Monterey County (continued)

- 4) Recommend Monterey County work with the Fort Hunter Liggett leadership to investigate the value of expanding on the success of the Monterey Model (Section 4.3.2) through use of Intergovernmental Support Agreement (IGSA) authorities to harvest savings resulting from less than full personnel manning and to achieve operating efficiencies that can potentially lower operating costs.
- 5) Recommend Monterey County work with the Camp Roberts leadership to explore ways to expand the use of training capabilities. The existing relationships with the Presidio of Monterey and the Naval Postgraduate School could serve as a starting point for discussions. The existing users of Camp Roberts – California Army National Guard and Fort Hunter Liggett – should be included early in any discussions and encouraged to express their ideas on how to expand, or add new, uses of Camp Roberts' training capabilities.



# Actions for State of California

- 1) Recommend California ensure that all its military installations and local supporting communities begin investigation of opportunities to create IGSA's that support military installation and community cost efficiency and service performance.
- 2) Recommend that local support groups, State of California, the POM and NSAM jointly investigate functions for inclusion in Section 331 IGSA's that have potential to lower installation operating and support costs for both installations.
- 3) Recommend California coordinate with all installation support groups and energy advocates to encourage partnerships with installation leaders to evaluate and potentially take advantage of pursuing the goal of becoming Net Zero Energy, Water and Waste installations.
- 4) For a more valid perspective on the quality of healthcare available for personnel at military installations and activities, recommend California coordinate with the State Public Health Officer and suggest the State's healthcare experts evaluate The Commonwealth Fund report, assess its validity and take whatever actions are deemed appropriate to quantify the quality of healthcare available near the State's military installations and activities.
- 5) Recommend the Governor direct the State Public Health Officer to closely follow DoD's and the Congress' healthcare reform efforts to ensure that California military installations and activities are adequately supported and can provide appropriate healthcare support.

