

Happy Thanksgiving to all of you!! If you read this today, I wish you a wonderful day tomorrow. We as Americans and as members of the Army Medicine Team have much to be thankful for. If you are already on leave when the message arrives and don't see it until you return, my hope is that you've had a fun, fantastic, and fruitful holiday filled with food, family, and football (??)!! (Sorry; needed another word to match--and "football" was all I could come up with!)

No matter what else, please everyone BE SAFE while you celebrate. Holidays are great so let's keep the memories of them that way too.

You may have noticed that this message is #15 while the last one was #13. That was my bad since the one before that was also #13. Please forgive me but we're now back on track.

OK, here we go with the news for this time around---once again, in no particular order. It's my plan to keep working on the messages to hold down the length but there's a lot going on so we'll see how that goes.

--Let's start off with a really good news story. In the last Corps Chief's message we advertised a learning opportunity in the AMEDD Civilian Corps Branch Proponent Office, an opportunity for one of our Corps members to come to Fort Sam and work with the Chief's staff, execute a project, and experience some of the issues going on at the strategic level of our civilian management processes. Thanx to all the folks who applied and to their supervisors for their support. Special congratulations to Ms. Tawanna Campbell from MEDDAC, Fort Stewart, who is the selectee to participate in the first of these opportunities!! She'll be with us from 5-15 December and we're really looking forward to it. Please stay tuned. We'll be providing these opportunities on a regular basis and the next one will be coming up soon. I encourage you to take advantage of it.

--Every time one of these Corps Chief messages goes out I make it a point to emphasize our AMEDD Civilian Corps web site <https://ameddciviliancorps.amedd.army.mil>. There are lots of reasons why. Here are some of them:

☒ You can use it to communicate with the Corps Chief and the Branch Proponent Office. Simply click on the "Contact Us" link on the top right.

☒ There are constantly new stories about our Corps members for you at the "Celebrate Success" link.

o We have a number of AMEDD Civilians who are deployed and are sharing updates with us from theater. You can read what they're up to and what's going on where they are deployed. I should note that in the last message we said that Randy Johnson, one of those "deployed reporters" is from Madigan Army Medical Center. He is actually from the Western Regional Medical Command Safety Office. My apologies.

o Look under "Other Success Stories" and read a bit about Christine Guerra's 36 years of federal service.

o Let us know about success stories from your location and we'll gladly, and PROUDLY, put them on the web to inspire others.

☒ Our photo gallery at the top of the page is constantly changing. You may well see one of your friends in the collage. And, oh BTW, we'd love to have a picture of you in action at your job. Use the "Contact Us" link mentioned above and send it in along with a release form giving us permission to use the image. You can find the release form under the "Civilian Corps Photos" on the left side of the web page.

☐ As always, there is a load of training information and opportunity on the page. I like to give special emphasis to the AMEDD's own Civilian Lifelong Learning (CL3) Program that you can access from the "Training" link on the site. I like it because it has a searchable database filled with 256+ courses, most of which are on line and free. Try it out. You can also find courses in the system that will give you CME and CEU credits---and they're FREE! Finally, reference training, it's time for a reminder about your Individual Development Plan (IDP). MEDCOM Policy 11-040 requires that all civilians have an IDP and it has become an inspectable item on MEDCOM inspections. You can access and fill out your IDP right from CL3 then save it directly to your hard drive from the web site. When you open up CL3 the IDP link is right in the upper middle of the page.

--The Civilian Education System is, and is expected to remain, a significant opportunity for our civilians. At the DA Training General Officer Steering Committee (TGOSC) last week the DA G-3/7 leader for civilian training issues presented several proposals. They included:

☐ Establish target grades for CES courses. They were:

- o GS 1-9 attend the Basic Leader Course
- o GS 10-12 attend the Intermediate Leader Course
- o GS 13-15 attend the Advanced Leader Course

☐ Eliminate the "10 Year Rule" for CES course credit.

☐ Require completion of the CES Foundation Course before an employee can request CES course credit, either equivalency or constructive credit.

☐ Require completion of the Supervisor Development Course before a supervisor can request CES Credit.

All of these proposals got support from the TGOSC. We'll keep you posted as they proceed through final staffing and approval.

--There are several items on the web site that deserve their own information paragraph. They are the next three items below.

☐ A reminder if I may about the Wolf Pack Award. This is a newly created award to recognize AMEDD teams of civilians and military working together to make a contribution to Army Medicine. On the web site you can find information about the award and how to submit an award recommendation. Go to the "Celebrate Success" link and the last item on the drop-down menu is "Wolf Pack Award Nominations". Your info is there. The first submission deadline is 5 Jan 12.

☐ We've put together for you the first AMEDD Civilian Corps Annual Report. It's available to you in two formats--slides that you can easily read on line and a bi-fold printable version--in two places on the site, the "What's New" and "Strategic Focus" links. Take a look. There's info there that will remind you about what's gone on and what's going on in the Corps, and will help you tell others to include your military coworkers and supervisors about what's going on in our Corps. Please let me know if you think this format is OK or if you have suggestions for improvement. Thanx!

☐ A significant new addition to the site is what we're calling for now the AMEDD Competency Model. It is a great tool to help you evaluate your current skill level, identify gaps that may exist between your level and the level required in your current grade or one you'd like to train for, and link you to training that can help address the gaps. It is organized as an Excel spreadsheet that lists the competencies required by our civilians by grade. There is a basic list that all should have and lists that show competencies required at different grade levels. Under each competency is a list of tasks associated with that

competency. You can do a little introspection (tough, I know, but fruitful) and see how you stack up. The neat part about it is that next to each task is a listing of the CL3 course that addresses that task. If you need/want work in that area, go to CL3 and take the course. As stated before, most of the courses in CL3 are free, so help yourself! This tool can be really useful for you in building your IDP. It can also be useful to your supervisor in identifying training she or he would like you to take. Please take a minute and introduce your supervisors to this tool. I think it will really be a plus for you both.

--Last message we talked a bit about the fact that we've had several questions about where to go to get retirement information. Our response was that the CPACs should have the info. What we've found since then is that, while some still provide retirement services, most no longer do. That service is now being provided by the Army Benefits Center-Civilian. Contact information for the ABC-C is as follows:

ARMY BENEFITS CENTER-CIVILIAN (ABC-C)
303 MARSHALL AVENUE
FORT RILEY, KS 66442-5004

Phone: (877) 276-9287

Website: <https://www.abc.army.mil/index.htm>

--When we get responses to these Corps Chief messages, one of the most common topics is educational opportunities. Last message we talked about a pilot of a program to present training opportunities from here at the AMEDD Center and School to multiple locations via video tele training (VTT). There are always lessons to learn but, based on the feedback, our pilot went very well. As a result we are expanding the program and will, in the near future, start offering a regular training opportunity for civilian and military personnel via VTT. We are firming up the schedule now and will make it available as soon as it's ready. I'm certain that you will routinely be able to find the schedule...WHERE??? Yep, on the AMEDD Civilian Corps web site. This is a great opportunity for folks. We're also very open to suggestions on training topics of interest to you. So use the...????? Yep, web site "Contact Us" link to send us your ideas!

--We've gotten several questions lately about whether it's appropriate for retired military personnel to use a military rank qualified by (Ret) in signature blocks and other administrative ways. Guidance from DA is that use of retired military rank by DA Civilians is not authorized. I understand completely how it is to be proud of having been a Soldier; if I wasn't I wouldn't have been one for just shy of 30 years. But the fact of the matter is that I'm extremely proud to be a DA Civilian, especially an AMEDD Civilian, and have used my civilian signature block ever since becoming a civilian member of the AMEDD team. I've only seen the retired rank used a few times but would ask folks who are retired military to join me in adhering to the guidance. Thanx.

--In previous messages we've addressed the AMEDD's Culture of Trust program. For your information and use, the link to the current Culture of Trust video is on our AMEDD Civilian Corps web site in the bottom left hand corner of the home page. Clicking on it will take you straight to the page where the video resides. Just click the "Start Video" arrow in the upper right quadrant.

--We've been trying to keep you up to date on happenings with the Civilian Workforce Transformation effort being conducted at DA. Very quickly, here are some bullets of info as an update.

☐ Nearly all of our AMEDD Civilian Corps folks are now in a designated career program. There is a limited number who are still being worked; completion date is 31 Dec 11. A reminder: the importance of that to you is that over the next two years you will have a team in place to manage your CP and we will be seeking to obtain funding for educational opportunities through our career programs. DA has provided contract support for us to begin development of career maps for all of our 80+ occupations.

☐ This is the first year that CP 53, the medical CP, has gotten DA funding for educational opportunities--\$500K. Not much but it's a start. We're going out now to seek requirements for next year in order to chase FY 13 funding.

☐ On 6 Dec 11 there will be a meeting of our internal CP representatives to start our program of pursuing support for all our occupations in the AMEDD. This is important since not all our AMEDD Civilian Corps members are in CP 53, the medical CP. Just for info, we have now about 41K folks in the AMEDD Civilian Corps; about 31.7K are in CP 53.

--OK, you've been very patient through another long message. Thanx! As always a few final bullets.

☐ We've had many questions on where to get the AMEDD Civilian Corps lapel pins. We don't support any specific provider but if you are interested you can use the "Contact Us" link on the web site and ask the question. Marty Arevalo, our program manager, can provide you some points of contact.

☐ We are seeking additional input from you to include in our strategic communications message about the Corps. We've gotten some great feedback but always want more. Please give some thought to what makes you proud to be an AMEDD Civilian and send them to us. We're proud to carry your message to both internal and external audiences when telling our Corps' story.

☐ Don't forget to share this message with anyone, to include your military co-workers and supervisors, those who didn't get the message for some reason--like a full mail box, and those for whom the system somehow sent it to the junk mail folder. (No, it does not BELONG in the junk mail folder!!)

That's it for this time. Thanx again for all you do as part of the Army Medicine Team. Your contributions make a difference to the security of our nation and the wellbeing of Soldiers and their families EVERY SINGLE DAY! May you be blessed in many ways this Thanksgiving holiday. Be safe in all you do; we need you on our Team.

Sincerely,

gregg

Gregg Stevens, SES
Chief, AMEDD Civilian Corps