

AMEDD Civilian Corps Chief Msg # 33----More Good News Than One Might Think (6 March 2013)

Hey Folks,

It's been about six weeks since the last full message and, as you know, there is a load of stuff going on. Around here, as I suspect there, most of the discussion is wrapped around sequestration and the potential of furloughs so let's hit that right after one "way to go." Then we'll talk about some opportunities that, at least for the moment, will continue and about some other ways we'll continue to communicate while we sort out this money thing. So here we go.

· CONGRATULATIONS!!

I'm happy to announce the winner of the 2nd Quarter FY 13 Wolf Pack Award. Congratulations to Headquarters, Northern Regional Medical Command's (NRMC) Team Wolf! In a yearlong collaborative effort to improve medical record coding they were able to identify, correct, train, improve, maintain, and sustain coding and auditing throughout NRMC. Their actions resulted in recovery of millions of reimbursable dollars that would have gone uncollected. Congratulations to all members of the team!! We'll present the award later this month.

· SEQUESTRATION AND FURLOUGH:

In the last full message I talked a bit about the tough times ahead plus the fact that we've been through this before and gotten better each time. It isn't easy and it isn't painless but we will succeed. Remember the Wolf Story and that feeding the good wolf is essential. (NOTE: If you haven't seen/heard the Wolf Story, go to <https://ameddciviliancorps.amedd.army.mil> <<https://ameddciviliancorps.amedd.army.mil>> and the "What's New" link. Second entry, is a link to a YouTube version. I know some of you have YouTube blocked by your installations. Many we heard from sent it home and watched it there. I was also able to see it on my smart phone using the links above. Take a gander.)

You should know that our Surgeon General is aware of the challenges and is truly an advocate for us. The section below is an excerpt from her latest message last Friday. I think it's important that you see it in case you haven't.

"Uncertain and challenging times are upon us. As you know, sequestration - with its automatic budget cuts - began today. The road ahead will be difficult and all of us will feel the effects of this financial crisis.

This will not be easy and I realize the pain felt will not be the same for all. Fairness wasn't written into this piece of legislation.

I ask each of you to look out for one another, help where help is needed, and support our Army family.

As your commander, I am very aware of the stress that this crisis will have on our organization, our civilian workforce and their families. Our Soldiers and their families will also feel the second and third order effects as we are all called upon to continue the mission with a decreased level of manpower.

Uncertain times yes. But our core mission is unchanged - Army Medicine will provide safe, quality care to our Soldiers, Family Members and Retirees.

My commitment to the Army is to minimize disruptions in the delivery of healthcare. My commitment to you is to minimize the personal and financial burdens imposed by these budget cuts.

We are a family and together we will overcome these current challenges. We have weathered 12 years of extremely difficult times by leaning on and supporting one another. I am confident that we will do the same in the coming months.

You have my pledge that I will be your advocate. I will do my best to make this as equitable as possible; ensuring the human element is not lost or forgotten.”

To close out this topic for now, I wanted to let you know that we have put the links to the current Sequestration/Furlough information on the AMEDD Civilian Corps website, again under “What’s New.” OTSG updates it regularly so you can have access and stay current.

· THE NEWS ISN’T ALL BAD

While we have had to take some steps in the AMEDD Civilian Corps Office as a result of the budget cutbacks, like putting out Corps Strategic Learning Projects on hold, not all the news is bad. Following is a list of activities still going on.

o CORPS CHIEF MENTORING SESSIONS: We in the AMEDD Civilian Corps Office still plan to reach out and be available to Corps members even tho travel has been severely limited. Our first outreach will be a sort of town hall/mentoring session with me and Ms Nancy Quick, our Corps Specific Branch Proponent Officer (CSBPO) [Pronounced “chiz-bow”; weird, huh?]. Topics will vary and we’re open to your questions. Sessions will be regional to accommodate your times. This go around we will already be on daylight savings time here at Fort Sam but I don’t know for sure if you will be so the schedule below is Central Daylight Time. Please help us get the right hour for your location, especially those of you overseas. Thanx!

While in the future we will try other innovative technical methods, these first attempts will be by old fashioned VTC and teleconference. (Who’d have thought I’d be around long enuf to call VTC “old fashioned”???) What we’ll need is someone at each activity with participants to take the lead by setting up a VTC room at your location and coordinating with our AMEDD Civilian Corps Office for the contact information. Our point of contact will be Ms. Marty Arevalo. You can contact her via email (she’s in the global as Martha) or by calling 210-808-3025. We’ll start taking reservations on Monday, 11 March. So here’s the schedule by TIME ZONE, not by command.

§ Western, Mountain, and Hawaii---1500 CDT, Wednesday, 27 March

§ Europe---0800 CDT, Thursday, 28 March

§ Central---1300 CDT, Thursday 28 March

§ Eastern---0900 CDT, Monday, 1 April

§ Japan and Korea---1800 CDT, Wednesday, 3 April

The times are a first cut to see how it goes. We are open to scheduling suggestions as we learn.

o CIVILIAN EDUCATION SYSTEM (CES): Initial assessment by DA has identified leadership training of civilians as a mission critical activity. As a result, CES training is continuing, both the resident and distance learning components. I strongly encourage you to continue pursuit of your developmental education. A reminder. Regardless of status as prior military or not, if you came to work for the Army

after 30 Sep 06 you must complete the Foundation Course. All of our Corps members should pursue CES course attendance or equivalency. The levels are: Through GS-9, the Basic Course; GS-10 to 12, the Intermediate Course; GS-13 to 15, the Advanced Course. In addition, there is a Continuing Education for Senior Leaders refresher course for GS 14 & 15 after the Advanced Course. You can find information about CES courses on the AMEDD Civilian Corps website (<https://ameddciviliancorps.amedd.army.mil>) under the "Training and Development" link.

o CAREER PROGRAM 53 FUNDING: Army sees other types of development for civilians as mission critical as well. We still expect to have CP 53 training opportunities in FY13. As you already know TDY has been restricted, especially for conferences, seminars, and workshops. As an alternative, we are looking at technology based e-Learning, online training, and local courses that require no TDY. There are a couple of requirements. The training must be related to your job and the institution you use for training must be accredited. Training at local community colleges and universities that pertains to your job is eligible but cannot be part of a degree producing program because degree programs require special DA level approval. I strongly encourage those of you in Career Program 53 to think about this option. If you are interested please pursue it aggressively and apply for training as soon as possible. The funding will only go so far and, in the current circumstances, reprogramming at DA is always a possibility. For your questions please contact our POC, Mr. Pete Altman, at (210)-221-2486 or by email at pete.a.altman.civ@mail.mil.

o SENIOR ENTERPRISE TALENT MANAGEMENT (SETM) PROGRAM: I know this next piece is long but it contains important information for Corps members in grades GS 14 & 15, and for those who hope to be as an idea of what to expect when they get there. We got the following information from Army G-3. Bear with me, OK?

The Senior Enterprise Talent Management Program nominations process began on 1 March 2013. GS-14/15 employees will begin the self-nomination process that ends with consideration for entry into the Army's Senior Enterprise Talent Management (SETM) program. SETM, developed collaboratively as a Civilian Workforce Transformation initiative and administered by the Civilian Senior Leader Management Office (CSLMO), Assistant Secretary of the Army (Manpower and Reserve Affairs), prepares participants for positions of greater responsibility through advanced senior-level educational and developmental experiences. SETM fosters enterprise leaders who are networked, future-oriented, agile, and able to set the context by which their Army organizations thrive and grow for future operations and sustainment.

Senior Enterprise Talent Management, SETM-at-a-glance:

Senior Enterprise Talent Management (SETM) was developed collaboratively as a Civilian Workforce Transformation initiative and is administered by the Civilian Senior Leader Management Office, Assistant Secretary of the Army (Manpower and Reserve Affairs) and offers the following components:

Developmental Experience

Referred to as SETM-TDY, this component offers short-term developmental assignments of 179 days to positions designed to provide broadening opportunities and does not require a mobility agreement.

Senior Service College: This component involves competing for Army Civilian seats at the Army War College or the Dwight D. Eisenhower School for National Security and Resource Strategy (formerly, Industrial College of the Armed Forces). These senior service colleges provide participants with competencies necessary for success in the contemporary operational environment with military knowledge and a national security perspective. Graduates are placed into positions that build upon the competencies developed at the senior service college.

Defense Senior Leader Development Program: DSLDP is a two-year DoD comprehensive education and developmental program designed to build leadership and a joint perspective of service in the Department of Defense and includes attending one of the other services' senior service colleges.

GS-15 Enterprise Placement Program: Selection into the GS-15 Enterprise Placement Program (EPP) offers an opportunity to be considered for positions Army-wide where the Army needs its most talented Civilian Leaders and that will add breadth and depth to the employee's skill base. Those selected for EPP will be listed on slates forwarded to Commanders across the Army for placement consideration, in accordance with SETM-Placement procedures.

Mobility and continuation of service agreements are required to apply for SSC and DSLDP. For Army Enterprise Employees (AEE) in the Enterprise Placement Program, a mobility agreement will not be required until placement in an Army Enterprise Position (AEP) is offered and accepted. SETM-TDY does not require a mobility agreement, as the employee will return to their position when the developmental TDY is completed.

MEDCOM ALARACT 041/2013 contains the command guidance. The MEDCOM suspense is 31 May 13. For more information on SETM, SSC, DSLDP and the self-nomination procedures, access CSLMO at: <https://www.csldo.army.mil/SETM/SETMIndex.aspx>. Instructions for applying can be found on the left side of the homepage, as well as a User's Guide for the SETM-System. If you have additional questions you can contact Rene Ruiz or Ray Mendoza in the G-3 Civilian Training Office at HQ MEDCOM. They are in global.

. EVENTS: Whew! Thanx for hanging in there through all that. Now let's take a quick look at some upcoming events of note.

- o WOLF PACK AWARD DEADLINE: The deadline for submission of nominations for the 3rd Quarter FY 13 Wolf Pack Award is 5 April. This is a great opportunity to recognize accomplishments made by teams of civilian and military personnel working together to achieve your organization's mission. Don't forget the team may also have contractor members but must have civilians and military. Lastly, remember that quarterly winners automatically compete for the annual award. Make sure your organization's outstanding team is one of the annual finalists!

- o 26 March 2013: On Tuesday the 26th of this month we'll celebrate two special events. Here they are:

- § AMEDD CIVILIAN CORPS BIRTHDAY: March 26th this year will be the 17th anniversary of the establishment of the AMEDD Civilian Corps. We plan to have a celebration here at Fort Sam at 0900 CDT that day. As currently scheduled, we'll be joined by LTG Horoho, our Surgeon General, and you can join us by VTC. Call the AMEDD Civilian Corps Office at 210-808-3025 or email us by going to the Corps website and using the "Contact Us" button. The celebration will include the normal cake cutting as well as the regimental affiliation ceremony described below.

- § CIVILIAN AMEDD REGIMENTAL AFFILITAIION: In February 2011, The Surgeon General approved affiliation of AMEDD Civilians as full members of the Army Medical Department Regiment. Our civilians can now choose to become affiliated as full members of the Regiment, another sign of full-fledged membership on the Army Medicine Team. There's a great article on the opportunity in this month's edition of The MEDCOM Mercury, page 26. You can find it at <http://www.armymedicine.mil/news/mercury/13-03/Mercury-Mar2013.pdf>.

As we looked for a day to celebrate this (no cost) opportunity, we decided to combine it with the Corps birthday celebration-memorable on both counts!

In addition to The Surgeon General, the Honorary Colonel of the Regiment, MG Carla G. Hawley-Bowland (USA Ret) and the Honorary Sergeant Major of the Regiment, CSM Cornell Richardson, Jr. (USA Ret), will also join us. You can find out more about the Regiment at <http://ameddregiment.amedd.army.mil>.

This is an historic event. Although much of the AMEDD Regimental history so far is military, this is your chance to become a member as a civilian and be part of its future history (conundrum?). Again, you can participate in the Fort Sam ceremony by linking in to the Corps birthday VTC using the instructions in the paragraph above. Your organization should already be in receipt of MEDCOM OPORD 13-36 dated 6 January 2013, with FRAGO 1 dated 12 February 2013, the implementing instructions for affiliation. Just as a note, if you were formerly part of the Army Medicine Team and a member of the AMEDD Regiment while in the military, you remain a member and do not need to seek membership again. Remember, 26 March, 0900 CDT. Hope to see you there!

- LAST BUT NOT LEAST A FEW OTHER NOTES:
 - o Remember the “Performance Triad” of Sleep, Activity, and Nutrition. In the next few months we hope to have a health BLOG available for members of the Corps to use and share. As an old guy I’m not so sure about it, but will learn to BLOG if it will help with my health. Stay tuned. BTW, one of the objectives on my rating support form this year is a 4+ percent loss in body weight. It’s one of my first steps toward a healthier me. Check the BLOG when it comes out to see how it’s going. Remember too that you can download the Corps’ Health Card from our website. It’s under (what else?) the “Health and Wellness” link.
 - o We have gotten a number of questions on phased retirement and selling back sick leave when you retire. We’ve done some research and included the scoop in the Frequently Asked Questions on the Corps website.
 - o AMEDD Acquisition Folks: On Monday, 11 March, there will be information for you regarding current changes and training added to the AMEDD Civilian Corps website. You will find it at <https://ameddciviliancorps.amedd.army.mil> in the Frequently Asked Questions. I strongly encourage you to look it over. Thanx.
 - o Please remember to share this message with BOTH your military coworkers and your civilian compatriots who might not have received it. We are still going through the Defense Enterprise Email migration and there have been some problems with it. Until we get a distribution list under the new system (Which DISA just approved for support, BTW!) we will have to help one another out. Thanx in advance for that.
 - o We’re still looking for good news stories to post to our website. You can use the “Contact Us” button in the upper right corner of the website home page to email us your photos and info. Thanx in advance.
 - o Safety remains a primary concern for all of us. We’re about to get out of winter (except around DC today!) but we can’t afford to be complacent. Just when we think things are thawed out, a bit of ice on the

road can be the difference between good and not-so-good. Please stay alert to all safety concerns. You are key members of our Team; your safety is a major contributor to our mission.

Guess that's it for now (as if it isn't enough!). Thanx for hanging in there with me for this long message and thanx for what you do every day to make the Army Medicine Team successful. Keep your heads up, be positive, focus on the pluses, and feed the good wolf. We are in this together and, I am convinced, will come out of these times a better organization. Until next time, take care.

Sincerely,

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Gregg Stevens, SES
Chief, AMEDD Civilian Corps