

Civilian Corps Chief Commanders/CSMs Msg #1 (16 August 2012)

Commanders and Command Sergeants Major,

First, my apologies if your name is incorrect or your assignment has changed and you are not currently in a command or CSM position. We used the latest key personnel rosters but know that they change often. If you see an obvious error, would you please forward to the right folks? Thanx in advance.

Some of you I have the good fortune to know already; those for whom that is not the case, I hope to meet you in the near future. My name is Gregg Stevens and I'm the Deputy to the CG at the AMEDD Center and School. I also have the good fortune to be the Chief of the AMEDD Civilian Corps. It's in the second role that I'm contacting you today.

You may already know that I routinely communicate with our AMEDD civilians via email Corps Chief Messages. At the recent TSG/MEDCOM CG Commanders' Conference I talked with your Major Subordinate Command commanders and got their OK to communicate directly with you about the AMEDD Civilian Corps. I plan to do so several times per year to provide you information about what is happening in the Corps and about actions going on at DA and DOD that may/will impact the civilian component of your Team. Hopefully you will find the information useful; we stand ready in the Corps Chief's Office to answer any questions you might have. I promise not to inundate you.

A few issues that are on the table now:

. TSG recently approved procedures for accessing civilians into the AMEDD Regiment. We're working on a way ahead to execute and celebrate the accessions. A key point is that civilians may choose whether or not to become members. To answer a common question, there will be no cost. Please stay tuned; we expect to complete execution guidance in the very near future.

. MEDCOM is putting significant emphasis on Individual Development Plans (IDP) for civilian employees. The requirement is in MEDCOM Policy Statement 11-040 and IDPs are an inspection focus area for MEDCOM OIPs. I ask your support in this effort. It is a great way to get civilian employees to think about their short and long term goals and focus their education efforts on achieving those goals. We have sent your civilians information on IDPs several times by way of the Corps Chief Messages. If you want to guide them, the form is available on the Civilian Corps website (<https://ameddciviliancorps.amedd.army.mil>) under the "Training and Development" link in the Civilian Life Long Learning Program (BTW, a topic for a future note).

. I also might mention that, while it covers IDPs, the key focus of MEDCOM Policy 11-040 support of the Army Civilian Education System (CES.) It includes forecasting training requirements and support for civilians to attend training. The HQDA G37 Training Office provided updated guidance that civilian employees now attend only the CES course targeted for their current grade unless they have already completed an equivalent military or civilian leader development course. This change came out in April in ALARACT 121/2012 (available on the AMEDD Civilian Corps website under "Training & Development" in the CES link of the drop down menu).

. Your civilians all belong to an Army Career Program (CP) that represents the general field in which they work. For those in the medical field, both clinical and non clinical, that is CP 53. DA provides some funding each year for training to support validated requirements, for the members of the CPs. I am the CP manager for CP 53 and found out late last week that DA is on the verge of doing a data call for FY 13 requirements. There is a data call working now from MEDCOM G-3 to meet the Army requirement. I ask your support in getting your civilians' input. It's critical for the requirements to be backed up

on the employees' IDPs; that along with their supervisor's signature on the form constitutes the validation. As you know, not all requirements will be funded, especially in a time of declining resources, but no validated requirement ensures no funding. In FY 12 we received \$835K from DA and hope to better that in FY 13.

. Finally, I am planning to institute a Board of Advisors (final title TBD) for the AMEDD Civilian Corps. The plan is to ask for volunteers from the Corps membership. This will be an opportunity for them to help shape their own future. It will not constitute an accretion of duties, simply an opportunity to contribute. I'll ask for volunteers in the near future. This can't happen without your support though. The issue will be one of time. It won't be a lot; I estimate something on the order of five work days spread over a year. It will not mean funding from you; we will pay any associated costs, to include TDY. We also won't accept anyone's application without your approval. When I ask for volunteers I will ask them to forward their request via email to you for review and forwarding. This will give you an opportunity to decide if you desire to support an application from both a workload and an individual perspective. Your email of approval to me will be a great indicator of whether or not you see a given individual is the right one for the mission. Thanx in advance for that.

That's it for now. I apologize that it got a little long but the first one required a bit more verbiage than what I anticipate in the future. Thanx for your patience and we look forward to working with you in shaping the future of our great civilians. I would also appreciate any feedback you might have or suggestions on topics you'd like to see me address in future messages.

A recent Secretary of the Army statement, "And just as the Army looks to develop and retain leaders seasoned in combat, we are committed to doing all we can to recognize, develop and retain talented, committed civilian leaders and workers" indicates the importance of leveraging development opportunities for civilians. You are key players in that effort. Thanx for your time.

V/R,

gregg

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