

Civilian Corps Chief Commanders/CSMs Msg #2 (9 November 2012)

Commanders and CSMs,

This is the second of my AMEDD Civilian Corps Chief messages to keep you posted on some of the key issues impacting your civilian Team members. We are using the latest MEDCOM commander/CSM list so, if you are no longer in a command team position, please forgive; if you know of a command team member we've missed, please forward to them.

Thanx in advance for taking the time to read thru this info. I'll try to keep this short and use headings so as not to abuse the privilege of being able to communicate with you. Here goes.

- AMEDD Civilian Corps Board of Advisors (BOA): I really appreciate your support for the BOA. With your help we got 12 great folks whose thoughtful enthusiasm made our inaugural meeting a great success. In the meeting we did initial team building using the Arbinger training; authored and approved the basic Board charter; cascaded the Corps balanced scorecard from the new AMEDD card, validated it, and are in the process of writing the objective statements and developing initiatives. I should note that your command endorsements had a great impact on the selection process.
- Individual Development Plan (IDP): We need your support in getting our civilians to generate an annual IDP. The IDP is required by MEDCOM policy and the requirement will soon be written into a MEDCOM Reg. Use of the IDP is also an inspection item for the MEDCOM OIP. Folks should do one within 30 days of the end of their rating period—which allows us to spread the effort based on the civilians' grade. The real value, however, is in the individuals making a plan for their own education and training and negotiating that plan with their supervisors. Supervisor approval allows us to validate the training requirement and then seek DA funding to support the validated requirements. While we recognize that not all items on the training plan will get resourcing, in this time of declining resources only validated requirements will have a chance of being funded.
- Medical Career Program (CP) 53: Army CPs are a bit like the military corps of the Army. In MEDCOM we have 26 of the Army's 31 CPs represented. CP 53 is medical and has only been in existence since summer of CY 11. Just FYI, the CP tracks are where we go to chase central funding to support education and training for the CP members. The funding can be used to support validated training requirements---like those on approved IDPs. Last FY we were able to get \$1.2M to support medical training. We hope to get more this year but need the validated requirements to do so. Another motivator to get the IDPs in place.
- Commander's Initiative Group (CIG): Hopefully you saw the recent communication from TSG regarding the CIG. We will be looking for a great civilian in the grades GS-12, 13, or 14 to be a member of this key support team. We will be announcing the requirements to the AMEDD Civilian Corps in the very near future. Be assured that your endorsement/support will be a key piece of any submission packet. The assignment will be in DC for 2 years, will be a great

learning experience for one of our civilians, and will include return rights to the original position. That length of time could create a real hole in the losing operation so we are working with the MEDCOM on ways to fill that gap on a temporary basis. Wanted to let you know ahead of time in case you have someone who is interested in applying.

- Retiring Civilians: If you have a great civilian who is retiring and you believe is very deserving, you can ask the Corps Office for a Corps Chief letter and coin for the individual. You can easily email the request to our Corps mailbox. Simply go to the Corps website at <https://ameddciviliancorps.amedd.army.mil> and use the "Contact Us" button in the upper right corner. No special format; just tell us in a few words why the individual is deserving. A final note on retirees. Don't forget that civilians who have 30 years of service with the AMEDD are eligible for the AMEDD medallion. You can contact Janie Cervantes in MEDCOM Civilian HR for info.

- Civilian Awards: Just a reminder that the Army's civilian award system has an equivalent award for every military award from the Achievement Medal to the Legion of Merit. Again, as resources dwindle, these honorary awards are a great, affordable way to recognize accomplishments by your civilian Team members. If you have questions, contact us at the Corps and we'll be glad to assist.

- Health Card: I've attached the electrons for a small health card we've built for the Civilian Corps that addresses TSG's three focus areas—Activity, Nutrition, and Sleep plus Behavioral Health. You can also access a downloadable file under "Health and Wellness" on the AMEDD Civilian Corps website. Feel free to use them as you see fit. Can be found at <https://ameddciviliancorps.amedd.army.mil/filedownload.aspx?docid=462>.

Guess that's it for now. If you have any questions, please send up a flare. You can contact me directly or use the website and "Contact Us" button as described above. Please share this message with other military members of your staff so they can be aware as well. Thanx again so much for your time. I truly appreciate it. Until next time, have a great holiday season, take care, and be safe.

Sincerely,

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