

Mission

To revolutionize the current culture to build an integrated ready, agile, engaged and enduring professional team serving Army Medicine.

Vision

The AMEDD Civilian Corps of 2030 will be a ready, agile and engaged team of professionals recognized for quality, innovation, and customer service to support Army Medicine.



AMEDD

Civilian Corps CONNECTION

AMEDD CIVILIAN CORPS QUARTERLY NEWLETTER

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Email: usarmy.jbsa.medical-coe.mbx.civilian-corps-chief@army.mil

 Issue 10, Quarter 3
Apr 23 - Jun 23

Joseph C. Rheney
AMEDD Civilian Corps Chief and
MEDCOM Deputy Chief of Staff
Resource Management (G-8/9)

THE CORPS CHIEF CORNER



Army Medicine Team,

This is the tenth issue of the AMEDD Civilian Corps Connection. We hope that you continue to find the newsletter to be a useful resource. Your views and feedback are very important to us. It would help us greatly to improve the information we provide to you. We appreciate your time in providing us your feedback so send us an email with your feedback to the Corps Chief mailbox on how we can improve. So give us your thoughts.

Time continues to fly by as the cycle of change grinds on around us! I want each of you to remember how important it is for us as Army Civilians is to provide stability and continuity in the midst of military PCS and mission changes. Granted that perspective is difficult when our very organizational structure and place in the DOD has concurrently been undergoing monumental shifts. I challenge each of you to use your experience and expertise to be the solid foundation that the AMEDD anchors to. As a challenge for all of us, I would like to call on any of you to contribute to this forum by sharing your leadership and experiences (good and bad) in three areas: 1) Leading Change 2) Building a Professional Reputation 3) Developing yourself and others. I want to highlight Mr. John Ramiccio's contribution later on in this issue as an example of telling your story to the community. We are looking for others who would like to write a 1.5 - 2 page article from a personal perspective that will inspire and challenge the rest of us.

Again, thank you for your exceptional selfless service that you provide every day and in support of Army Medicine and the Nation.

Looking forward to hearing from and learning from all of you!

ARMY MEDICINE - BE ALL YOU CAN BE!

QUARTERLY EVENTS

APRIL

- 17-21 2023 AMEDD Junior Leadership Course (Ft. Belvoir)
- 16 Medical Specialist Corps Anniversary
- 19 AMEDD Regiment O2M3 (Feb 2023) Nominations Due
- 27 3QFY23 CMEC
- Sexual Assault Awareness Month
- Month of the Military Child
- National Alcohol Awareness Month

MAY

- 4 National Day of Prayer
- 12 Military Spouse Appreciation Day
- 7-12 TSG Consultants Annual Symposium 2023
- 11 Army Enterprise Human Resources Executive Council (HREC)
- 14 Mother's Day
- 17 AMEDD Regiment O2M3 (May 2023) Nominations Due
- 24 Armed Forces Day
- 29 Federal Holiday (Memorial Day)
- Asian Pacific Heritage Month
- Women's Health Month
- National Mental Health Month

JUNE

- 1 Army Civilian Enterprise Steering Committee (CESC) AMEDD
- 3 Veterinary Corps Anniversary
- 11-13 AMEDD/DHA Aspiring Leader Development Program Graduation Week
- 14 248th Army Birthday
- 14 O2M3 (Jun 2023) Nominations
- 18 Father's Day
- 19 Federal Holiday (Juneteenth National Independence Day)
- 27 Medical Service Corps Anniversary
- National Men's Health Month

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AMEDD CIVILIAN CORPS STAFF CONNECTION



WELCOME!

Mr. Benjamin "Ben" Coburn has joined the AMEDD Civilian Corps Program Office as the Corps Management and Program Analyst. We thank Ben for his service having served 21 years with proven experience in healthcare operations management, continuous process improvement, and project management. Ben comes to us after having served in multiple assignments within the Joint Base San Antonio-Fort Sam Houston, TX. He brings breadth and depth of experience in policy implementation, training and development, project management and planning among others. We welcome Ben to the team and look forward to his contributions throughout the full spectrum of the AMEDD Civilian Corps' mission.



U.S. ARMY



The Secretary of the Army, Army Chief of Staff and SMA launched the U.S. Army's new brand "Be All You Can Be!"

The return to this brand shows our Future Soldiers and their families that our Army has endless pathways filled with possibilities and purpose. Our Army is committed to helping Soldiers and Future Soldiers reach the goals they aspire to achieve.

Read about it here: <https://www.army.mil/article/264594>

#BeAllYouCanBe #ArmyPossibilities

WOLF PACK NEWS

Team Army Medicine,

It is with great pleasure that LTG Dingle and I announce the 1st Quarter, Fiscal Year 2023 Army Medicine Wolf Pack Award winner, Project Convergence 22 - Medical, U.S. Army Medical Center of Excellence (MEDCoE), Joint Base San Antonio-Fort Sam Houston, Texas.

Through partnership and collaboration between the U.S. Army Medical Center of Excellence (MEDCoE), Medical Capability Integration Development Directorate (MED CDID), the Medical Research and Development Command (MRDC) and subordinate organizations (USAMMDA, TATRC, USAARL), Program Executive Office - Enterprise Information Systems (PEO-EIS) and the Air Force Research Lab (AFRL) organized and deployed a combined team of capability and materiel developers, project managers, and technical experts to represent Army Health System equities during the 30-day live and at scale experiment.

The Project Convergence Team - Medical is comprised of 40 Army Active Duty military and Department of the Army Civilians. The team deployed to the National Training Center to assess 13 emerging technologies and one Force Design Update to identify how physiological sensors, health data documentation, telemedicine capabilities, prolonged care augmentation, and predictive logistics capabilities enable Army 2030 operational forces to: 1) Rapidly clear wounded from the battlefield, 2) Return Soldiers to duty as far forward as possible, and 3) Overcome contested logistics at scale during Large-Scale Combat Operations (LSCO).

The team supported an aggressive Joint Reception, Staging, Onward Movement, and Integration schedule which included the execution of three mission command system communication and technology integration exercises, new equipment fielding, and technology familiarization training for 200 U.S., Joint, and Multinational Partner personnel. The team also conducted multiple terrain walks, combined rehearsal of concept drills, and operational engagements with Division, Brigade, and Battalion medical staffs and teams.

Operationally, the team integrated Health Information systems and Soldier sensor technologies into tactical networks to function as a system of systems designed to increase transparency between roles of care and to enable decision making as far forward as the point of injury (POI). U.S. and Multinational Partner medics (United Kingdom and Australia) quickly grasped the functionality of the technology and leveraged its utility to collect patient registration information, input treatment encounters, and initiate data transfer between systems using multiple transport modes under Denied, Disrupted, Intermittent, and Limited (ODIL) bandwidth conditions. Combined U.S. and Australian medical treatment capabilities at Role 1 functioned as a cohesive team, providing trauma management and patient stabilization to the wounded.

The extreme dedication to duty of the team resulted in a collaborative effort to develop an assessment methodology to incrementally increase the scale and complexity of technical threads and use cases to stress available manpower and threshold of the technology. Base case assessments were conducted the first two days of the experiment where units were only allowed to use Modified Table of Organization and Equipment - authorized equipment to perform mission tasks. This was followed by a technology warm start on day three in which limited technology was integrated into the use case to establish an understanding of network capacity and slowly introduce supporting units to the capabilities the technology offered. The last few days were experimentation days with integration of all technology culminating in Convergence on the final day under mass casualty conditions.

Please join us in congratulating the team for their exceptional teamwork and noteworthy outcomes. These efforts illustrate selfless service and dedication reflecting great credit on the Army, Army Medicine and the U.S. Army Medical Center of Excellence epitomizing the highest standards of the Army and Army Medicine.

Congratulations Team!

v/r

Chris

Chris Rheney

Chief, AMEDD Civilian Corps

The Army Medicine Wolf Pack Award



The Surgeon General and the AMEDD Chief, Civilian Corps created the Wolf Pack Award to recognize exceptional teamwork by an integrated group of military and civilian team members focused on excellence in support of Army Medicine. Sponsored by the AMEDD Civilian Corps, this award is intended to recognize and celebrate successes of teams throughout Army Medicine. Winning teams will be selected and announced quarterly. Quarterly winners will automatically compete for the “Wolf Pack of the Year” Award, presented annually at the MEDCOM Training Symposium or other appropriate forum.

Eligibility and Selection Criteria

Eligible teams must consist of a mix of civilian and military team members. The Wolf Pack Award recognizes teamwork that The Army Medicine Wolf Pack Award drives excellence in outcomes supporting the Army Medicine mission. The winning teams must demonstrate excellence and effective teamwork resulting in significant products or services with the potential for broad impact in support of Army Medicine. Endorsements must confirm EO/EEO/HR adverse action screening for all team members being nominated.

FY 2022 Wolf Pack Award Winner

We are pleased to announce the FY 2022 Army Medicine Wolf Pack Award to the Army Medicine Wolf Pack Award winner, the Medical Mobile Simulation Team-Europe (MMoST-E), U.S. Army Medical Department Activity-Bavaria (MEDDAC-B), Medical Readiness Command-Europe. Click here: <https://ameddciviliancorps.amedd.army.mil/wolf-pack-award>.

FY23 - 3rd Quarter Wolf Pack Awards, Call for Nominations Suspense: 30 June 2023

Nominations are being accepted for the 3QFY23 Wolf Pack Award. Anyone can nominate a team for this award, with Command endorsement. Click below to download the Wolf Pack Nomination Form. Submit completed forms via email to AMEDD Civilian Corps Chief at any time throughout the quarter. Nominations must be received by the last working day of the month for consideration of the award for that quarter.

Please visit the AMEDD Civilian Corps website to find additional information reference the nomination packet: <https://ameddciviliancorps.amedd.army.mil/wolf-pack-award>

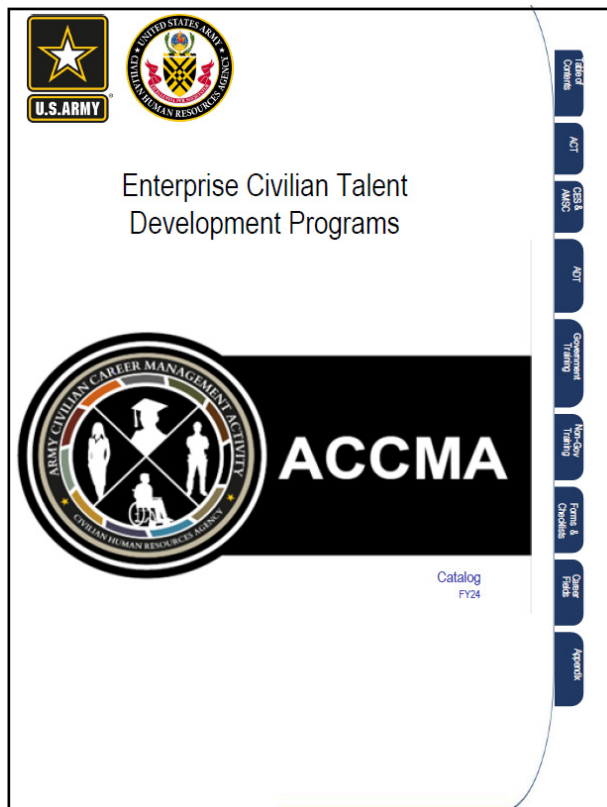


The AMEDD Wolf Pack Award is designed to recognize and celebrate successes of teams made up of a mix of Army Medicine Civilians and Active Duty Military. The Wolf Pack Award recognizes teamwork that drives excellence in outcomes supporting the Army Medicine mission.

Visit the Wolf Pack page out on the AMEDD Civilian Corps website for for more information on previous winners: <https://ameddciviliancorps.amedd.army.mil/wolfpack-award>
OTSG MEDCOM PM 22-009, Army Medicine Wolf Pack Award, dtd 11 Mar 2022

Enterprise Civilian Talent Development Program Catalog

The Enterprise Civilian Talent Development Program Catalog is an annual publication that provides an overview of training and development opportunities and serves as a call for announcing the Enterprise Leader Development Programs for the upcoming fiscal year. The FY23 catalog was published on 3 March and provides guidance to the Civilian workforce on applying to centrally-managed and funded training opportunities, to include: Enterprise Civilian Talent Development Program Catalog is an annual publication that provides an overview of training and development opportunities and serves as a call for announcing the Enterprise Leader Development Programs for the upcoming fiscal year. The FY23 catalog was published on 3 March and provides guidance to the Civilian workforce on applying to centrally-managed and funded training opportunities, to include:



- Incorporating the Army Career Tracker (ACT), as a leadership tool to integrate training, education, and experiential learning. ACT assists users and supervisors in tracking and developing meaningful careers.
- AMSC Educational Programs including progressive and sequential leader development program that provides enhanced educational opportunities for Army Civilians throughout their careers.
- Government, Non-government, and Academic Degree Training. The catalog also provides an overview of career fields, and serves as a repository for training announcements, application forms, and checklists.

More information can be found in Army Career Tracker:

Catalog located in Army Career Tracker:

<https://actnow.army.mil> in the “Communities” Section.

From the drop down menu SELECT A CATEGORY, choose CIVILIAN.

Under SELECT A PAGE, choose Army Civilian Career Management Activity-Talent Development.

On the left side of the menu select ‘Files,’ you will find the catalog in PDF format.

Announcements & Opportunities

Have you had a chance to check out the NEW U.S. Army Civilian Career Management Activity - ACCMA website?

Here's a sneak peek!

On the ACCMA website, you can currently learn more about our organization and our leadership and visit the Talent Development Application Portal. The website will soon also have sections for New Army Civilians, a Supervisor Resource Center, and information on How to Become an Army Civilian. Click the link below to see for yourself!

<https://civilians.army.mil>

Army Civilian Career Management Activity

Provides career management services across the human capital life cycle to support a highly skilled and ready professional civilian workforce that supports the national defense.

Career Fields

ANNOUNCEMENTS

Welcome

In an effort to better serve our customers, we are consolidating all ACCMA services into a central location. We will be publishing sections of the portal on a rolling basis and, once the portal is complete, it will be the entrance for "all things ACCMA". There will be sections for potential Army employees, those new to the Army, Army Civilian development opportunities, supervisors, and each of the career fields. Please check back regularly for updates and let us know what you think via ICE or our PAO mailbox linked at the bottom of the page!



ARMY CIVILIAN CORPS
NEW EMPLOYEE HANDBOOK

#DidYouKnow the Civilian Human Resources Agency (CHRA) published an Army Civilian Corps New Employee Handbook?

The handbook contains important information that will help make a new Army Civilian's transition to the U.S. Army Civilian Corps a success. It is divided into sections by topic, as time permits, you may view the handbook in its entirety, or select topics of interest to you.

The handbook can be accessed at the U.S. Army Civilian Career Management Activity - ACCMA website

<https://civilians.army.mil>

Announcements & Opportunities

Are you an Army Civilian who's ready to set yourself up for success? Apply for SETM/ETM programs!


SETM and ETM are civilian leader talent management programs for GS-12 through GS-15 and equivalent employees. Administered by the Civilian Human Resources Agency (CHRA) Army Civilian Career Management Activity (ACCMA), SETM/ETM prepares participants for positions of greater responsibility in the Department of Army through advanced senior-level educational and experiential learning opportunities. SETM/ETM consists of eight modules, and applicants may apply for one or more modules for which they are qualified.

Selection for SETM/ETM modules is linked to an applicant's past and present duty performance, potential for leadership and career progression and the needs of the Army. Commanders, supervisors, General Officers/Senior Executive Service (GO/SES) members and human resource directors at all levels should support the SETM/ETM application of candidates who represent the "best of the best": high-performing senior civilian leaders with outstanding potential for assignment to positions of greater responsibility and impact across the Army.


Army civilians can log into the ACCMA Talent Development Application Portal at <https://civilians.army.mil> TalentDev (CAC enabled) to apply for these great opportunities. The SETM/ETM application cycle is open from March 1, 2023, through May 15, 2023.

Application Portal Launch has been delayed. Delay length is unknown. Please continue to check the site. Application deadlines will be adjusted accordingly if the delay is significant.

Welcome to the
ACCMA Talent Development Application Portal
Preparing Army Civilians to Assume Positions of Greater Responsibility




Apply Starting March 1st!



Civilian Development Courses & Programs

SETM Programs | ETM Programs | Leader Development Courses



Applications start March 1st, 2023
Applications close May 15th, 2023

Welcome

Welcome to the Army Civilian Talent Development Portal

The training and development of Army civilians is critical to ensuring a highly capable, high-performing, and results-oriented workforce prepared to lead effectively in increasingly complex environments. These programs have developmental components designed to provide you with the best available option to suit your personal and professional goals. We encourage you to review each component and apply! For a snapshot of program/course requirements [CLICK HERE](#)

EDUCATION/ LEADERSHIP TRAINING	CAREER BROADENING PROGRAMS	DOD LEADER DEVELOPMENT PROGRAMS
SENIOR ENTERPRISE TALENT MANAGEMENT (SETM) PROGRAMS		
<ul style="list-style-type: none"> Army Senior Fellowships (ASF) Senior Service College (SSC) (Resident and Distance Education) 	<ul style="list-style-type: none"> Project-based SETM-TDY (179-Day Detail) 	<ul style="list-style-type: none"> White House Leadership Development Program (WHLDP) Defense Senior Leader Development Program (DSLDP)
ENTERPRISE TALENT MANAGEMENT (ETM) PROGRAMS		
<ul style="list-style-type: none"> Command and General Staff Officers College (COSOC) 	<ul style="list-style-type: none"> Project-based ETM-TDY (90-Day Detail) Shadowing Experience (ETM Shadowing) 	<ul style="list-style-type: none"> Executive Leadership Development Program (ELDP)
LEADER DEVELOPMENT COURSES		
<ul style="list-style-type: none"> Harvard Senior Executive Fellows (SEF) Leadership for a Democratic Society (LDS) 		<ul style="list-style-type: none"> Senior Managers Course (SMC) in National Security Leadership

Announcements

Applications start 03/1/2023
Applications close 05/15/2023

Talent Development Application Timeline

NEW 2023 Timeline

1 MARCH - 15 MAY
Deadline for Applicant and Rater/Endorser Assessment

16 MAY - 30 MAY
Deadline for FCR Assessment

1 JUNE - 30 JUNE
Deadline for Command Board

Briefing Information

BRIEFING 1 – New Enterprise Leader Development Briefing for GS-12/15 (or equivalent)
[Enterprise Leader Development Briefing](#)

BRIEFING 2 – Senior Executive Service (SES) Hiring Process for GS-14/15 (or equivalent)
[SES Hiring Briefing](#)

Announcements & Opportunities

Army Civilian Education System (CES) FY 2023 Course Schedule

The Civilian Education System (CES) FY23 schedule is now available in CHRTAS and on the Army Management Staff College website. Seats are still available in several FY23 course offerings as well. Course Schedule: <https://armyuniversity.edu/amsc/courses/CourseSchedule>

For additional information visit Army Management Staff College link: <https://armyuniversity.edu/amsc/AMSC>

Distributed Learning Courses

The following courses are self-paced, online learning experiences and do not have set start dates or space limitations:

Foundation Course (FC)

Basic Course (BC)

Action Officer Development Course (AODC)

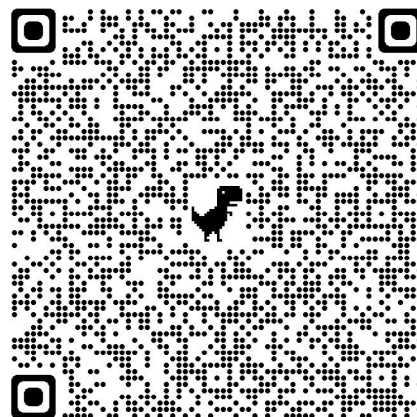
Organizational Leader Development Course (OLDC)

Supervisor 101

Supervisor Development Course (SDC)

Manager Development Course (MDC)

To register for CES courses. Log on to <https://www.atrrs.army.mil/CHRTAS>



Announcements & Opportunities

Defense Civilian Emerging Leader Program (DCELP)

The Call for Nominations for the Defense Civilian Emerging Leader Program (DCELP) is NOW OPEN for Cohort 19, Class of 2024 (June-September 2024).

Tuition is centrally funded by the Department of Defense (DoD), Defense Civilian Personnel Advisory Service (DCPAS) and Commands fund travel and per diem, if applicable. The deadline for submission to MEDCOM is close of business, Friday 16 June 2023. Additional information & the required Application Forms with checklist may be found here: <https://ameddciviliancorps.amedd.army.mil/announcements>. Please ensure to use the required documents for acceptance of the application by DoD DCPAS.

Eligibility: current GS-7 through GS-12 or equivalent; permanent, full time Civilian employees with three years of Federal Service or any combination thereof, in a Department of the Army Civilian Permanent Position at time of application; with completed grade-related Army Civilian Education System (CES) training prior to nomination. GS-7 through GS-9 and GS-10 through GS-12 must submit Basic and/or Intermediate course completion certificates, with their nomination package.

Application packets must be submitted no later than close of business, Friday 16 June 2023 to the MEDCOM Civilian Training Mailbox: usarmy.jbsa.medcom.mbx.civilian-workforce@health.mil. Further, please direct questions to the Civilian Workforce Group Mailbox: usarmy.jbsa.medcom.mbx.civilian-workforce@health.mil

Joint Medical Executive Skills Institute Intermediate Executive Skills Course

The Call for Nominations for the JMESI-IES is OPEN for the 12-15 Jun 2023. **Application deadline: 28 April 2023**

The JMESI-IES provides education and training on leadership and management skills necessary to successfully serve in an intermediate-level leadership position within a DHA medical treatment facility (MTF). The course is designed to facilitate attainment of selected Joint Medical Executive Skills core competencies as identified by a Tri-Service review board of MHS senior leaders. This course will be held three times per year using a blended two-phased format.

Phase One: Students must complete 14 web-based training modules prior to Phase Two.

Phase Two: Students attend 4-day virtual course. Target Audience: Army Medicine Civilian employees serving in an intermediate-level (department-level) leadership position; GS 11 and above, or equivalent.

ELIGIBILITY

AMEDD Civilians in mid to senior level management positions (GS 11 and above, or equivalent) who desire to develop and enhance their healthcare management capabilities. Five civilian candidates will be selected to attend each course.

APPLICATION INFORMATION

Please visit the Corps website at <https://ameddcivilian.amedd.army.mil> under WHAT'S NEW and ANNOUNCEMENTS for the application packet & email your nomination to the AMEDD Civilian Corps Chief mailbox: usarmy.jbsa.medical-coe.mbx.civilian-corps-chief@army.mil

Announcements & Opportunities

AMEDD Civilian Education Training & Leader Development Opportunities

AMEDD Civilian Corps Programs - Coming Soon!!!

AMEDD Emerging Enterprise Leader (EEL) Program COHORT 23-24 - OPEN to GS 11-12, or equivalent

AMEDD Aspiring Leader Development Program COHORT 23-24 - OPEN to GS 04-10, or equivalent!!AMEDD

Mentorship Program - OPEN to GS 04-13, or Equivalent

Please continue to check the corps website for future updates. Send us an email through the Corps Chief mailbox at usarmy.jbsa.medical-coe.mbx.civilian-corps-chief@army.mil if you have further questions.

Army Medicine Developmental Assignment Program

The AMEDD Civilian Corps is pleased to announce the OTSG/MEDCOM PM 21-008, Army Medicine Development Assignment Program (DAP) with enclosures. The policy applies to permanent MEDCOM Civilian employees in grades GS-07 through GS-15, or equivalent including Appropriated and Non- Appropriated fund. The DAP is intended to promote the expanded use of developmental assignments in support of the MEDCOM Talent Management Program.

Through a phased approach, the AMEDD Civilian Corps Office is partnering with Region/MSC/MTFs to identify/host developmental assignment opportunities. The program will offer training and developmental opportunities that will develop a highly qualified workforce capable of performing current and future career functions.

In an effort to promote the use of developmental assignments and career broadening opportunities in support of the Army People Strategy Civilian Implementation Plan and Talent Management, this program will offer training and development opportunities for professional growth of the Army Medicine Civilian workforce.

The AMEDD Civilian Corps Office is accepting Developmental Assignment Opportunities now! These opportunities are located here <https://ameddciviliancorps.amedd.army.mil/announcements>

If you are interested in hosting a Developmental Assignment, contact your Region/MSC/MTF POC - or - the Civilian Corps Office for assistance: usarmy.jbsa.medical-coe.mbx.civilian-corps-chief@army.mil

Check out the AMEDD Civilian Corps page to view the OTSG/MEDCOM PM 21-008 and enclosures to see if a Developmental Assignment is the right opportunity for you at: <https://go.usa.gov/xsyv9>

Announcements & Opportunities

Department of Defense (DOD) Deployment Opportunities

DoD has relied on its civilian workforce to deploy in support of expeditionary requirements for as long as contingency operations have existed. DoD civilians are a critical part of the Total Force and essential to ensuring the readiness, capability, capacity, and lethality of our military forces. From 2001 to present, DoD civilians have provided significant support to military forces in Iraq, Afghanistan, and other locations throughout the world. Click or copy and paste the link to access the Department of Defense Deployment Opportunities. <https://www.dcpas.osd.mil/policy/expeditionarycivilians/deploymentopportunities>

Ministry of Defense Advisors (MODA) Available Positions

The MoDA Program is designed to forge long-term relationships that strengthen a partner country's defense or interior ministry. The program matches senior Department of Defense (DoD) civilians with ministry counterparts in similar functional areas. The chart below shows a list of mission critical positions available through the MODA program. Please click on "view the full duty description" for more details about the position. These positions do not constitute the entirety of open positions. MoDA Positions: <https://www.dcpas.osd.mil/policy/expeditionarycivilians/deploymentopportunities>

Army Expeditionary Civilian Workforce (AECW) - Updated as of 10 Mar 2023

Army civilians. These deployments offer career broadening experience at a level and scope that is difficult to match in a nondeployed setting. The deployments are considered details to a set of duties, with no change to an employee's permanent grade or position of record. The grade level listed is a suggested grade for the experience desired; employees can be at a grade level that is close (plus or minus 1 grade interval) from what is listed. The assignment is considered a Detail to a set of duties in a TDY status. This is a chance of a lifetime to truly make a difference and to contribute in a meaningful way in direct support of our soldiers.

ADDITIONAL INFORMATION: The assignments are available to current permanent Army civilians. Individuals on overseas assignments must have at least 18 months remaining prior to their Date of Return from Overseas Station (DEROS). Civilians who are in the Reserves must be in a Retired or Standby status (i.e., cannot be in the Ready Reserves as this would be a dual obligation for deployment). These are TDY assignments, for 6, 9, or 11 months. Lodging will be in barracks, with Dining Facilities available.

Will you answer the call?

APPLICATION PROCEDURES:

Submit a resume, recent SF-50 (to verify status), DD214 (if former military), and a signed Request for Deployment (RFD) form. Submit these documents through your supervisory chain to your command's deployment coordinator.

Civilian employees interested in serving must complete RFD and forward their complete RFD packet to the MEDCOM Deployment Coordinator.

To view the list of vacant positions, please visit: https://www.dcpas.osd.mil/sites/default/files/2021-07/1.%20Urgent_Fill_Army%20Expeditionary%20Civilian%20Workforce%20Positions.pdf

Announcements & Opportunities

Army Expeditionary Civilian Workforce (AECW) Cont. Deployment Opportunities

ELIGIBILITY: Permanent Army civilians are eligible to apply for these opportunities. Term civilians are also eligible as long as the expiration date of term appointment extends beyond the end date of a deployment assignment. Temporary civilians are ineligible.

LIVING CONDITIONS: Deployments are in field conditions. Individuals should expect to be housed in government provided quarters (to include tents, barracks, or other similar facilities), with shared rooms, shared restroom/shower facilities, and meals provided in a DFAC. All deployments are in an unaccompanied status (family members cannot accompany the deployer).

DURATION: Deployments are in a temporary duty (TDY) travel status, ranging from 6 to 12 months.

POSITION: Deployments are considered details to a set of duties, with no change to an employee's permanent grade or position of record. The grade level listed is a suggested grade for the experience desired; employees can be at a grade level that is close (plus or minus 1 grade interval) from what is listed.

LOCATION: There are various locations available for deployment. Some locations offer financial incentives such as Post Differential and Danger Pay.

SECURITY CLEARANCE: Civilians must have or be able to obtain a security clearance, at least at the Interim Secret level. Some positions require higher clearances, as noted.

FUNDING: The AECW directly funds the TDY expenses for deployment and provides reimbursement to commands for other deployment-related expenses such as post differential, danger pay (if authorized), and overtime (if authorized). Commands continue to fund base salary.

OVERSEAS CONSIDERATION: Individuals on overseas assignments must have at least 18 months remaining prior to their Date of Return from Overseas Station (DEROS).

RESERVISTS: Civilians who are in the Reserves must be in a Retired or Standby status (i.e., cannot be in the Ready Reserves as this would be a dual obligation for deployment).

To learn about volunteering to be an Expeditionary Civilian, please visit: <https://www.dcpas.osd.mil/policy/expeditionarycivilians/becomeexpeditionary>.

Announcements & Opportunities

Army Medical Department (AMEDD) Regimental Recognition Program

OTSG/MEDCOM Policy Memo 19-017 dated 28 Jun 2021 reference the Army Medical Regimental Recognition Program policy memo assists in perpetuating the history and traditions of the AMEDD Regiment. The Army Medical Regimental Program provides recognition of individuals who have contributed to the mission of the Army Medical Regiment. Nominations and supporting documents (PII removed) should be forwarded to the AMEDD Regimental Office at: usarmy.jbsa.medical-coe.mbx.civilian-corps-chief@army.mil.

Army Medical Department (AMEDD) Regiment Order of Military Merit (O2M3) Nominations

This is a call for nominations for the AMEDD Regiment (O2M3). The minimum number of years of service with the AMEDD to receive the O2M3 is 15 years. The below forms are required with supporting documentation included. See the Job Aid provided.

Requirements for Military Nominations: SRB, ACFT, current HT/WT within the last year and 5500/5501, as required. CV/BIOs are required for providers although optional for all others, i.e. Honorary, Retirees, and Army Civilians.

Requirements for Civilian Nominations: Civilian Career Brief, CV/BIO/Resume, and nomination form and waiver, if required. Other military services (USN, USAF, etc.) require the commensurate items and contribution to the AMEDD.

- May 2023 Advisory Board meets 17 May 2023 - Nominations Due: 28 Apr 2023
- Jun 2023 Advisory Board meets 14 Jun 2023 - Nominations Due: 29 May 2023

O2M3 Waiver O2M3 Waiver.pdf: <https://hrce.amedd.army.mil/civcorpspublic/document/20747>

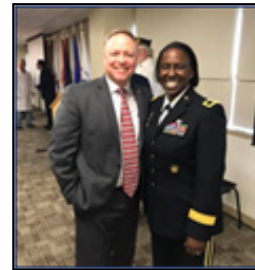
O2M3 Nomination Form O2M3_NOMINATION_FORM.pdf: <https://hrcoe.amedd.army.mil/civcorpsadmin/20748>

O2M3 Job aid O2M3 Page Add Job Aid.pdf: <https://hrcoe.amedd.army.mil/civcorpsadmin/20746>

Paying it Forward: Perspectives on Leader Development

by: Mr. John Ramiccio, Assistant Deputy Chief of Staff, G-3/5/7, USAMEDCOM

One of the most rewarding roles of my professional career is having the opportunity to help others achieve their leader development goals. The purpose of this article is to share my Defense Senior Leader Development Program (DSLDP) experience by highlighting key processes and application insights in hopes of better equipping those interested in seeking leader development. In the end, I hope to inform and better equip those interested in continuing their civil service leader development journey to be more successful.



From the cockpit - To the classroom - To the board room

My Story - Throwing your hat in the ring for leader development opportunities that require PCS, a service obligation, and career change is no small decision. I get excited when I find a fellow civil servant who is seeking to grow as an Army Medical Department (AMEDD) civilian leader. This small cohort of Army civilians have somehow been inspired to grow and are willing and able to accept the change, sacrifice, and challenges that come with the growth journey. Allow me to briefly describe my transformational journey from beginning as an Instructor Pilot teaching flight school (GS-13), to a Branch Chief, Aeromedical Research Pilot/Program Manager (GS-14), to becoming the Assistant Deputy Chief of Staff to the MEDCOM G-3/5/7 (GS-15).

I was inspired to grow as a leader while attending an AMEDD Civilian Corps Chief's Townhall at Lyster Army Health Clinic at Fort Rucker, Alabama back in 2015, which was hosted by the AMEDD Civilian Corps Chief, Mr. Gregg Stevens. On the heels of that informative and life-changing event I began researching various leadership growth opportunities and specifically one that would afford me the opportunity to obtain a master's degree. I was motivated by the vision of leading a large and diverse team with hopes of positively impacting the Army at the strategic level. After a brief period of research, I chose to pursue the DSLDP. The DSLDP is a Department of Defense (DoD) level, 27-month program for GS-14/GS-15s and requires signing a mobility agreement and service obligation. The core of DSLDP includes residency at Senior Service College (SSC), a 6-month, post-SSC broadening assignment, and SES-level coaching and mentoring throughout the entire program. As part of the program, I was very fortunate to be one of three Army civilians chosen in 2016 to attend the Naval War College in Newport, Rhode Island, where I earned a master's degree in National Security and Strategic Studies. My transformation to being a senior leader would require reskilling, upskilling, and skills assessments to ensure my leader development plan addressed the gaps in my competencies.

It's important to have mentors, coaches, and advisors providing you support and feedback as you reason through which path to take towards achieving your leader development goals. I chose the DSLDP because of its rigorous curriculum, SSC experience, and exciting prospects of a PCS move and hopeful promotion. During DSLDP I sought a broadening assignment that could enhance the scale of my leadership and financial management experience gaps, ensuring that I was prepared to lead at the next level. In the final six-months of DSLDP, I was selected to serve an inter-agency broadening assignment serving as the Deputy Director, Office of Agency Management and Budget at the Veterans Employment and Training Services Agency, U.S. Department of Labor.

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Paying it Forward: Perspectives on Leader Development

Continued

In this assignment I had the opportunity to address my two key experience gaps. In this role I was leading an organization comprised of 240+ federal employees with an operating budget of over \$4 million; the 6- month experience was very challenging and extremely rewarding, and most importantly, paid huge dividends towards satisfying my experience gaps. The take-aways here are as you consider advancement, that you must know yourself and plan to address the gaps in your experiences intentionally. As part of knowing yourself, you should consider obtaining a mentor, requesting coaching, and completing 360- degree assessments. Also, as you seek feedback, ensure that you are meeting the education and training requirements necessary to qualify you for competing for whichever education and training opportunity that you decide upon. Your education and training base is the foundation to upskilling yourself. Requesting education and training opportunities begins with your Individual Development Plan (IDP). The IDP can be completed on-line at Army Career Tracker: <https://actnow.army.mil>. Once you and your supervisor collaboratively agree to your IDP, then you should complete the Civilian Education System (CES) appropriate to your grade level. With my IDP approved and CES complete, I then successfully navigated the extensive DSLDP application, along with boards and interviews at echelon, which in my case, extended all the way up to the DoD level. The 27 months culminated with graduation from the DSLDP and my selection into a new command, which included PCS. I was fortunate that MEDCOM senior leaders selected me to lateral into the G-3/5/7. All the education, training, and broadening assignments, coupled with continuous mentorship and coaching sessions synergized to prepare me for promotion. I was competitively selected into my current role in August 2019 and am honored to now pay all the meaningful lessons that I learned forward, in hopes of assisting you along your leader development journey.

Paying it Forward - Today I serve as the Assistant Deputy Chief of Staff for the G-3/5/7 and contribute to talent management serving as MEDCOM's Career Program 53 (Medical career field) Command Representative. In this capacity I work alongside key stakeholders such as the MEDCOM G-37 Readiness and Training (RT), the AMEDD Civilian Corps Chief Office, and other Army Command representatives, to forecast and fund training requirements, synchronize the Army's Civilian Implementation Plan with the command, and more broadly, promote training and education opportunities throughout the AMEDD. I also serve as Certified Executive Coach and Mentor to anyone interested in these services. My hopes are that by sharing what I've learned through my DSLDP experience, that somehow your journey would be easier. My journey from the cockpit of the Blackhawk helicopter and airfields of Fort Rucker, Alabama to the "boardrooms" of the headquarters located in the bustling National Capitol Region has been truly enriching on so many levels, personally and professionally. It is an honor to serve with you, please reach out if I can be of assistance.

Army Medicine is Army Strong!

Thank You,

John Ramiccio

Assistant Deputy Chief of Staff, Operations, Plans, and Training (G-3/5/7)

U.S. Army Medical Command Headquarters, Falls Church, VA, 22042

SUPERVISOR'S CORNER

DPMAP PROGRESS REVIEWS AND END OF RATING CYCLE CLOSE-OUT

The end of the rating cycle, which is March 31, 2022, under the Defense Performance Management and Appraisal Program (DPMAP) is fast approaching. By now, supervisors should have completed at least one progress review discussion with their employees. Progress reviews foster ongoing supervisor-employee engagement and provide timely and meaningful feedback so that there are no surprises for employees and supervisors at the end of the appraisal cycle. Additionally, performance review discussions provide opportunities for employees and supervisors to communicate expectations; identify training and developmental needs; address any performance deficiencies, and take appropriate steps to correct these deficiencies. As a reminder, Higher Level Reviewer (HLR) approval is not required for progress reviews.



Supervisors must complete appraisals and assess employee performance no later than May 31, 2022 for this rating cycle. Employees must have performed at least 90 calendar days under an approved plan. DPMAP requires supervisors to write a performance element narrative for each element rated “Outstanding (Level 5)” or “Unacceptable (Level 1).” Although not required, supervisors are highly encouraged to write a performance narrative for “Fully Successful (Level 3) ratings to recognize employee accomplishments. Before writing the performance narrative, supervisors may gather the employee’s performance plan, employee’s input, and feedback on employee’s performance from other sources.

The appraisal narrative should address the following:

- Quality of employee’s performance of assigned responsibilities
- Timeliness of the employee’s accomplishments
- How well the employee met performance elements
- Areas of performance that improved over the performance period
- Areas of performance that might need improvement

Army policy requires HLR approval for all performance ratings. Appraisals are valid only after the HLR approves the appraisal. Supervisors must first obtain HLR approval before finalizing and issuing the appraisal to the employee. The next DPMAP rating cycle will run from April 1, 2023 to March 31, 2024.

Performance Management and Appraisal Program Toolkit, Guides, Tip Sheet, and Checklists are available at <https://www.dcpas.osd.mil/LER/DPMAP>. You may also visit our Share Point site at https://mitc.amedd.army.mil/sites/G1/MEDCOM_G1_CHRD/DPMAP/SitePages/Home.aspx or contact your servicing Civilian Personnel Advisory Center Labor Management and Employee Relations Specialist for more information.

SUPERVISOR'S CORNER

SUPERVISOR CERTIFICATION PROGRAM



Supervisor Certification Framework



WHAT

Certification	Requirements		Details
Initial Certification <i>(New Supervisors)</i>	Training	Supervisor 101	• 10-hour online course to describe legal guidelines; auto-enrolled in first month
		Supervisor HR Orientation Course (SHROC)	• 2-day CPAC led classroom or virtual practical application of supervisor responsibilities within first 3-6 months
		Supervisor Development Course (SDC)	• 40-hour online course that serves as the "final EXAM" within the first year; auto-enrolled at 8 months
	Mentoring / Coaching	Mentoring / Coaching	• Monthly training vignettes followed by mentoring/coaching discussions with own supervisor (Months 1 thru 12 th)
	Performance	Performance Evaluation	• Fully Successful or higher
Recertification <i>(Existing Supv)</i> <i>(every 3 years)</i>	Training	Continuing Professional Development	• 72 hours supervisory training in areas such as Emotional Intelligence, Employee Relations/Coaching, Conflict Management, and HR Topics
		Leadership Training	• Grade appropriate CES course within first three years; SDC R completion
	Performance	Performance Evaluation	• Fully Successful or higher

WHEN

- ✓ Program & Framework has the green light from DASA CP/CHRA/ACCMA
- ✓ New supervisors: auto-enroll began 10Oct22
- ✓ Existing Supervisors delinquent on SDC: auto-enroll in SDC has began 10Oct22
- ☐ Remaining Existing Supervisors: Full program launched & Formal Policy released ~2Qtr 23. Individual recertification starts when SDC comes due.



New Supervisors Supervisor Development & Certification *Working towards Initial Certification*



Cert	Requirements		Details
Initial Certification	Training	Supervisor 101	• 10-hour online course to describe legal guidelines; auto-enrolled in first month
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		Supervisor Development Course (SDC)	• 40-hour online course that serves as the "final EXAM" within the first year; auto-enrolled at 8 months
	Mentoring / Coaching	Mentoring / Coaching	• Monthly training vignettes followed by mentoring/coaching discussions with own supervisor (Months 1 thru 12 th)
Performance	Performance Evaluation	• Fully Successful or higher	

New Supervisors – Launched: Oct 1

- Auto-enrolled when flagged as a new supervisor

Note: This is the minimum requirement. Organizations or managers can recommend EXISTING "newer" supervisors take Sup 101 and SHROC and can use the Coaching and Mentoring Guidance.

Estimate Total: 78 Hours

SUPERVISOR'S CORNER

SUPERVISOR CERTIFICATION PROGRAM



Existing Supervisors Supervisor Development & Certification Recertification



Certification	Requirements		Details
Recertification (every three years)	Training	Continuing Professional Development	<ul style="list-style-type: none"> 72* hours supervisory training in areas such as Emotional Intelligence, Employee Relations/Coaching, Conflict Management, and HR Topics
		Leadership Training	<ul style="list-style-type: none"> Grade-appropriate CES course within first three years; SDC-R completion
	Performance	Performance Evaluation	<ul style="list-style-type: none"> Fully Successful or higher

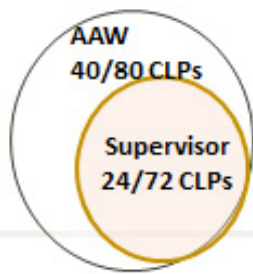
Existing Supervisors – “Grandfathered” as certified

Recertification:

- 1 Oct 22:** If delinquent on SDC: Auto Enroll for SDC has begun (no option for SDC-R)*
- 2Qtr23:** 72-hour component begins with *recertification* status when supv becomes due for SDC-R

*SDC-Refresher allows you to test out

Note: *This is the minimum requirement.* Regardless of SDC status, organizations or managers can recommend existing supervisors begin 24 of 40 CLPs be towards Supervisory topics (See Training Resources)



IMPORTANT:

The training requirement is NOT in addition to **AAW 40 CLPs**. It only specifies that 24 hrs a year be in **these areas** (72 over three years)

SUPERVISOR'S CORNER

SUPERVISOR TRAINING OPPORTUNITIES

CHRA's Supervisor Human Resources Orientation Course (SHROC)

What is SHROC? - SHROC is a 3-day course that accelerates the learning curve for new supervisors by introducing them to essential HR topics to assist their transition into a supervisory role and provides the hands-on tools and techniques for supervisors to apply the knowledge gained in the Supervisor 101 Course. Using a position description from their organization, participants will learn the Army HR functional area processes of classification, recruitment and onboarding, performance management, FLSA, management-employee relations and labor relations. Participants also apply fact-finding skills, prepare for employee counseling sessions, and identify union notification situations.

Who should attend? - New Army Supervisors. Note - This is a mandatory course for personnel who became supervisors after October 1, 2022. While this course can be delivered both virtually and face-to-face, this offering is the 3-day virtual course delivered by the CHRA G7 SHROC Team.

Prerequisite - Supervisor 101 Distance Learning Course (New Supervisors are auto-enrolled in CHRTAS).

Course content includes:

- Classification
- Recruitment and Onboarding
- Fair Labor Standards Act
- Performance Management
- Management Employee Relations
- Labor Relations, and more

Course Numbers and Class Dates:

- XBARSC Class#404, 28-30 March 2023 (Virtual, All-day class 0800 - 1600 EST)
- XBARSC Class#405, 3-7 April 2023 (Virtual, Afternoons Only 1230 - 1600 EST)
- XBARSC Class#406, 25-27 April 2023 (Virtual, All-day course 0800 - 1600 EST)

You can apply for these courses in CHRTAS @ CHRTAS -CHRTAS Dashboard. Look for the "Apply for Training" quick link" go to the "Civilian HR Training" tab and hit apply and then search for "SHROC" in the Course Filter area.

Ms. Tammy Woodruff is the CHRA G7 SHROC Team Chief.

Celebrating Success!

Army Medicine Congratulates the 2021 Army Medicine Employee of the Year Civilian **2021 MEDCOM Civilian Employee of the Year Award**

Congratulations to the 2021 MEDCOM Civilian of the Year Award to Oscar Bocanegra, Director of the Civilian Human Resources Directorate (CHRD). Mr. Bocanegra was presented the Meritorious Civilian Service Award.

We are grateful for his selfless service, sacrifice, and commitment. Please join me in congratulating Oscar, whose contributions to this command, the Army, and the Department of Defense are invaluable.

Thank you for all that you do!



Honoring our Retiring Army Medicine Civilian Employees

Retirement is a momentous occasion in an employee's life. Just as there are a number of ways to commemorate the retirement of a military member from active duty, there are several recognition options available to present to Army Medicine Civilian employees who retire.

Honoring our Retiring Army Medicine Civilian Employees

- Retirement Honorary Award
- DSG Retirement Star Note and Coin
- Retirement Certificate and Lapel Pin
- AMEDD Civilian Corps Chief's Letter and Coin
- MEDCOM Certificate of Appreciation for Spouses

This opportunity creates a culture of employee recognition that drives employee engagement, improves performance, and bolsters retention. Honoring our retiring Army Medicine Civilians displays and acknowledges their dedicated service and the employee's years of employment to the Army service. See the Army Civilian Retirement Recognition Checklist: <https://go.usa.gov/xGyYa>
Send questions or requests to: usarmy.jbsa.medical-coe.mbx.civilian-corps@army.mil

TSG SENDS: CONGRATULATIONS TO THE 2023 ARMY MEDICINE IRON MAJORS

(February 16, 2023)

Army Medicine Team,

Please join me in congratulating the following Army Medical Department (AMEDD) leaders in their selection as the 2023 Army Medicine Iron Majors!

These 50 AMEDD Officers and Civilians were selected to attend this highly competitive, annual Army Medicine Iron Major Week course.

The purpose of the Army Medicine Iron Major Week Course is to identify outstanding Army Medicine junior field grade leaders from the Army who have consistently modeled the core Army Values and Warrior Ethos in the execution of their duties, and who demonstrated the skills, attributes and potential required to become AMEDD future leaders. Each leader was nominated by their supervisor and/or consultants, endorsed by their commander, and selected by a senior board from their respective Corps.

These outstanding junior field grade officers and leaders will gain valuable insights into the exciting changes taking place within the Army and Army Medicine through their interaction with Army senior leaders.

CONGRATULATIONS!

TSG 45

VR

R. SCOTT DINGLE

Lieutenant General, U.S. Army

The Surgeon General and

Commanding General, USMEDCOM

2023 AMEDD Iron Majors

Medical Corps

MAJ Groves, Lucas
MAJ Hu, Collin
MAJ Rosenberg, Alexandra
MAJ Donahue, Megan
MAJ Song, Sungjin
MAJ Massaquoi-Gartmann,
Mariama
MAJ Horn, Gregory
MAJ Rathjen, Nicolas
MAJ Cyr, Kyle
* MAJ Sarkisian, Simon

Dental Corps

MAJ Allred, Ryan H.
MAJ Baker, Gamal A
MAJ Becker, Autumn L.
MAJ Cook, Ross K.
MAJ Smallidge, Martin J.

Veterinary Corps

MAJ Doyle, Crystal
MAJ Sitton, Ryan
MAJ Putnam, Matthew
MAJ Purswell, Emily

Medical Service Corps

MAJ Young, Matthew
* MAJ Dalocchio, Nichole
MAJ Whitten, Taylor
MAJ Preczewski, David
MAJ Powell, Leighona
MAJ Ochintang, Samuel
MAJ Franco, Alysia
MAJ Whiteside, Travis
MAJ Combs, Renee
MAJ Dennis, Kim
* MAJ TorresPollard, Jehovanna

Medical Specialist Corps

MAJ Gonzalez, Andrea N.
MAJ Grimes, Brigitte M.
MAJ Kelly, Sloan W.
MAJ Koreerat, Christina M.
* MAJ Nordstrom, Michelle J.
MAJ Welsh, Ashley M.
MAJ Wolfe, Amanda L.

TSG SENDS: CONGRATULATIONS TO THE 2023 AMEDD JUNIOR LEADERSHIP COURSE SELECTEES (March 3, 2023)

Army Medicine Team,

Please join me in congratulating the following Army Medical Department (AMEDD) Officers, Non-Commissioned Officers, and Civilian leaders in their selection to attend the 2023 AMEDD Junior Leadership Course!

The purpose of the Junior Leader Course is to identify outstanding junior leaders who consistently demonstrate the core Army Values and Warrior Ethos in the execution of their duties, and who demonstrate the skills, attributes, and potential required to become AMEDD future leaders. Through this course, these outstanding junior leaders will gain experience and knowledge critical to addressing future complex issues within Army Medicine and the Joint Health Services enterprise.

Army Medicine is Army Strong!

TSG 45

2023 AMEDD Junior Leadership Course

Medical Corps

MAJ Wellington, Trevor
MAJ Lajeunesse, Michael
MAJ Hachinsky, Cordell
MAJ Cerne, Carlie
CPT(P) Lombardo, Robyn
CPT(P) Murphy, Caroline
CPT(P) Mertz, Andrew
CPT Stoffel, Steven
CPT Heggens, Spencer
CPT Carter, Nicholas
CPT Harry, Nathaniel
CPT Chandler, Molly
CPT Orrick, Michael
CPT Richter, Madeline
CPT Solak, John
CPT Dosal, Gerardo
CPT Ausman, Chelsea
CPT Yano, Ashley
CPT Ralston, Anthony
CPT Lauria, Alexi
CPT Ponnappakkam, Adharsh

Dental Corps

MAJ Connor, Dustin
CPT Demichele, Donald
CPT Liberman, David
CPT Lim, Juliana
MAJ Petersen, Christian
CPT Sawyers, Kendrick
CPT Tea, Kasey
CPT Truong, Bradley
CPT Wagner, Jennah

Civilian Corps

Di Paola, Nicholas
Hall, Misty
Moore, Rachel
Mueller, Michael
Tensley, Ash-Leigh
Witt, Jonathan

Medical Service Corps

CPT Beach, Chad
2LT Steinlage, Arnold
CPT Adesoye, Olumuyiwa
CPT Clodfelter, William
CPT Ibarra, Charmaine
CPT Holliday, Emily
CPT Martinez, Elizabeth
CPT Crosson, Nikkole
CPT Gonzales, Eric
CPT Colon, Javier
1LT Yi, Joshua
CPT Kanka, Daniel
*CPT Esafe, Fiorella
CPT Moody, Cora
1LT DuBose, Sharika
*CPT Osunlalu, Ebenezer
CPT Pooran, Kareshma
CPT Abbado, Brian
CPT Rosado-Burgos, Nathalie

Medical Specialist Corps

CPT Caston, Brian
CPT Davis, Sara
CPT Heitman, Erik
CPT Jeffrey, Renee
CPT Petrofsky, Lyddia
CPT Prince, Rebecca
CPT Pritt, Amanda
CPT Rowe, A. Marie
CPT Sahlberg, Adam

Nurse Corps

CPT Admire, Luke
CPT Dick, Susan
CPT Fisher, Sarah
CPT Flanscha, Holly
CPT Furey, Devon
CPT Hanson, Kimberly
CPT Hargrave, Joseph
1LT Howe, Jacob
*CPT Lawrence, Renee
CPT Lee, Christopher
CPT Maler, Jeffrey
*CPT Quick, Danitra
CPT Speak, Katherine
CPT Wood, Olivia

Enlisted Corps

SFC Abraham, Vincent
SFC Browning, Dylan
SFC Chavarria, Jairo
SFC Gonzalez, Victor
SFC Kramer, Sarah
SFC MacDonald, Kristopher
*SFC Marrujo, Courtney
SFC McDonald, Timothy
SFC Obregon, Kelden
SFC Paige, Anthony
SFC Patterson, Kyle
SFC Siple, Jared
SFC Strauss, Joshua
SFC Trapier, Ryan
SFC Wisdom, Ashley

Veterinary Corps

CPT Evans, Wendy
CPT Brunker, Leslie
CPT Resch, Robert
CPT Culligan, Caitlin
CPT Moore, Kathleen
CPT Jackson, Angela
CW2 Bocovo, Kokou

MEDCOM FY 2023 Voluntary (VERA) / Voluntary Separation Incentive Pay (VSIP) / VSIP II

MEDCOM FY 2023 Voluntary Early Retirement Authority (VERA) and Voluntary Separation Incentive Pay (VSIP) Guidance – New!!!

It is critical that the U.S. Army Medical Command (MEDCOM) utilize workforce shaping tools appropriately in the best interest of the Government, and only when final organizational decisions are made. This memorandum and enclosure establish procedural guidance on the use of Voluntary Early Retirement Authority (VERA) and Voluntary Separation Incentive Pay (VSIP) and VSIP II for workforce reshaping, restructure, and downsizing initiatives during FY23.

Workforce reshaping programs are management tools, not employee entitlements. Voluntary separation incentives may be used to downsize or restructure the civilian workforce and to create vacancies for the placement of employees impacted by RIF. Downsizing incentives may be offered when the acceptance of an incentive avoids civilian involuntary separations. Restructuring may be used in situations where there is a valid need to modify the major duties, occupational series, and/or grade of a position or multiple positions, to meet future mission needs.

Effective 1 Oct 2022, MEDCOM opens the FY23 VERA/VSIP/VSIP II buyout incentives application window through 31 Aug 2023.

Applicants approved for buyout incentives may elect to retire any time, but no later than 30 Sep 2023.

Commanders/Activity Heads and the MEDCOM Troop Command S-1 may establish internal submission suspense dates prior to the 31 Aug 2023 window closure date to ensure applications are processed in a timely manner.

The establishment of separate or shorter application windows is not authorized.

Applications received after 31 Aug 2023 will not be accepted.

To access the US Army MEDCOM Policy Memorandum with enclosures, please visit the AMEDD Civilian Corps website at <https://ameddciviliancorps.amedd.army.mil>. Access to view the policy memo with enclosures require the user to log on as documents are CAC-ENABLED.

Department of Defense Instruction 1400.25
US Army MEDCOM Policy Memorandum VERA/VSIP FY23
Encl 1 - Procedural Guidance VERA/VSIP FY23
Encl 2 - FY 23 Downsizing Restructure Plan
Encl 3 - Severance Pay Calculation Form
Encl 4 - VERA/VSIP Application Form

For questions reference the MEDCOM VERA/VSIP/VSIP II application process or requirements, recommend you contact your perspective Commanders/Activity Heads or the MEDCOM Troop Command S-1. used in situations where there is a valid need to modify the major duties, occupational series, and/or grade of a p

USEFUL INFORMATION


The AMEDD Supervisor's Handbook provides information for new Supervisors and/or Managers to improve their understanding of Federal Civilian Human Resource Management laws and processes.

The handbook is designed for Military and Civilian Supervisors of Federal Civilian employees, who have authority to take, direct others to take, recommend or approve personnel actions.





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