

Hola From Fort Sam Houston!

It has been a while since my last message. I guess that's a coin with two sides to it. From one point of view there is information I both want and need to get out to you. The other side of the coin is that you don't have me filling up what is, specifically this time of year, an already full email box! It often happens that recovery from the holidays means a "full speed ahead" approach to accomplishing our mission during January and February, an approach that ensures we are gainfully employed every day accomplishing the things Army Medicine does best. That's been true here at the AMEDD Center & School for sure. But, it's good to be back with you again so let's take a shot at some information you might find useful. It's a little long, as usual, so hang in there and give it a thorough look, please. Also as usual, I'll try to use some headlines so you can easily find the stuff most of interest to you and read the balance later. Here we go!

NEW STAFF AT THE CORPS OFFICE: Many of you knew Marty Arevalo as one of the founders of the Corps Office and a great supporter of our Corps members. Marty decided at the end of last year that it was time for her to retire and enjoy the fruits of her labor. As a result, I'd like to introduce and give a special welcome to Liz Mendez who comes to the Corps Office to fill the vacancy created by Marty's retirement. Liz comes to us with great qualifications including masters degrees in both business and healthcare administration and has already proven herself to be a great asset to the Corps. You will soon find her photo and resume on the Corps website. Her contact information is in global or you can reach her using the "Contact Us" link at the top of the AMEDD Civilian Corps website at <https://ameddciviliancorps.amedd.army.mil>. Welcome, Liz!

IMPORTANT DATES:

- . 26 March is our 19th Birthday/anniversary for the Civilian Corps
- . 6 April Wolf Pack Award nominations due for 3rd Qtr. See nomination instructions on the AMEDD Civilian Corps website (<https://ameddciviliancorps.amedd.army.mil>) under "Celebrate Success."
- . April/May TBD - TRADOC Intermediate Leader Development Applications (see "Training Opportunities" below)
- . 20-21 May AMEDD Civilian Corps Virtual Town Hall sessions (details below)

AWARDS AND RECOGNITION:

- . New AMEDD Civilian Corps Board of Advisor (BOA) Members: Congratulations to our newly selected BOA members, Janice Correa , Dental Assistant from Keller Army Community Hospital, West Point, NY; John T. Ritchie, Management Analyst, HQ MEDCOM, Falls Church, VA; and Patrick A. (Tony) Thomas, Health Systems Administrator, Martin ACH, Fort Benning, GA. We look forward to integrating the new folks with the veterans of the Board and working issues for you, our members. I also want to add a word of "Thanx!" for their great service to our departing members, Joel Egnater, US Army Dental Activity, Ft Stewart GA; John Edwards, Moncrief Army Community Hospital, FT Jackson, SC; and Val Rand, formerly with the Warrior Transition Battalion, FT Gordon, GA and now in Korea. We wish them the very best as they continue their service to Army Medicine.

. Commander's Initiative Group (CIG) Selection: Thank you to those of you who applied for the Civilian Corps Position on The Surgeon General's CIG. There was solid competition among the applicants and I believe we have a great candidate ready to go. The announcement should be coming out from the Office of the Surgeon General (OTSG) in the not-too-distant future, so stay tuned!

. 2nd Quarter FY 15 Wolf Pack Award Winner: Congratulations to the Workforce 2020 Warrior Transition Unit (WTU) Restructuring Project Team, a subset of the Workforce 2020 Team (see below), led by the Army Medicine Program Management Office with representatives from the regional medical commands, Warrior Transition Command, and MEDCOM G1 and G8/9, for being the 2nd quarter FY 15 Wolf Pack Award winners. In this time of significant change in the Army and Army Medicine, the Team used a deliberate personnel management approach in a recent pilot of the Workforce 2020 processes to support FY 14 Warrior Care and Transition Program restructuring. The changes included inactivation of 14 Warrior Transition and Community-Based Warrior Transition Units impacting 50 civilian employees across the MEDCOM. They successfully managed those employees through placement programs, VERA/VSIP, or personal elections so that all 50 employees received support. As a result, there were no separations by reduction in force. This success has been repeated with the closure of the health clinic at Schweinfurt, Germany, realignment of the Readiness Division at Fort Bliss, and closure of the Ainsworth Occupational Health Clinic at Fort Hamilton, again with no reductions in force. Well done, Team!

WORKFORCE 2020: As you all well know, Army Medicine faces a time of change and uncertainty during the next few years. The changes will include re-structuring Army Medicine to ensure our success in the future and it most likely will affect some of our Teammates. MEDCOM is intensely focused on retaining our valued Team members and minimizing adverse impacts. In 2013, we began a project to develop, improve, and streamline personnel management processes to provide the best possible support to adjustments we will need to make to meet our missions. That project is known as "Workforce 2020." Recently Mr. Ric Fiore, the MEDCOM Chief of Staff, and I made a video entitled "Positioning Army Medicine for the Future: Retaining Our Most Important Resource - You." I encourage you to take a few minutes and give it a gander (<http://dvidshub.net/r/d3bfzm>). Don't focus on the two elder gents doing the talking but do focus on what they're saying. It's intended to provide information on the activities and way ahead for "Workforce 2020." I hope you'll find it useful. Once you've seen it, let me know what you think. Your thoughts will help us frame the way ahead and will help us improve our communications methods. Thanx!

TRAINING OPPORTUNITIES: As always, we try to keep you up on training opportunities to enhance your career development. We have often in the past received questions about why so many of the developmental programs are focused at the highest GS grade ratings, 13, 14, & 15. The need for the Army to develop enterprise level leaders initially focused the efforts there, but it became apparent that opportunities offered at grades below that will develop a pool of individuals with the capability and expertise to compete for the senior positions when the opportunity presents itself. Here are some opportunities that may be of interest to you.

TRADOC INTERMEDIATE LEADER DEVELOPMENT PROGRAM (ILDLP): TRADOC, as the Army's primary training command has developed the ILDP as a way to build capability in more junior individuals who, with experience, will be better prepared for leadership positions. The ILDP is a centrally funded and managed 2-year civilian leader program designed for mid-level employees (GS11-12-and some 13's by exception) who aspire to develop the competencies necessary to assume greater responsibility and advance in their careers. The ILDP is designed to build and strengthen leadership competencies,

broaden skill sets, and create competent, confident future Army leaders. It consists of a week-long orientation followed by a tailored 2 year program of education, training, and experiential learning while maintaining your current position. There is no promotion or change in job directly associated with this program. It will, however, increase leadership knowledge and skills that will help prepare you to compete for advancement opportunities.

Please also note that the opportunity is open to all in those grades who meet the qualifications; it is not Career Program- specific.

We are partnering with TRADOC and in 2015 will have five slots in the program, beginning most likely in the early summer, so now is the time to prepare your nomination package. We are still working the exact start dates and application deadlines, but believe we'll need your completed packets by mid-May, so we wanted to give you as much of a heads up as possible. We will send out a special announcement message when we have the finalized information and will post all of the specific dates and application instructions in an announcement under "What's New" on our website hopefully in the next week or so. In the meantime, here is some basic information:

- . Eligibility: GS-11, GS-12, and by exception, GS-13 MEDCOM Civilians in permanent positions and with career status
- . Minimum Education: High School or GED. The program may include some college classes
- . Civilian Education System (CES) Completion: Must have completed or received equivalency credit for the Intermediate or Advanced CES Course. NOTE: Your application will also be accepted if you have completed Phase I of the CES Intermediate or Advanced Course and are on a wait list for the residency phase. You also must have completed the CES Foundation Course if you became a DA civilian after 30 Sep 2006
- . Individual Development Plan (IDP): Must have an approved IDP in Army Career Tracker (ACT). As part of the program, you will rework your IDP with your supervisor and senior rater to indicate developmental assignments, courses, and training during the program and also identify your career goals
- . Endorsement: Supervisor validation of requirement/utilization Plan and command endorsement
- . You will be required to sign a continued service agreement and incur a 2-year service obligation upon graduation.

Please note, this is an opportunity in addition to the Civilian Education System (CES); it is NOT a replacement. As I have reminded you in the past, most recently in the 19 Dec 14 Corps Chief Message #55, you should have taken or be aggressively taking proactive steps to manage your career and position/prepare yourself to compete for these and other upcoming training and developmental opportunities:

- . Be sure your IDP is complete in Army Career Tracker (ACT)
- . Take the CES Foundation Course if you came onboard as a Civilian after 30 Sep 2006 (there are no exemptions or equivalent courses for this one)

- . Register and complete the online Phase 1 portion of the CES Basic (GS 1-9), Intermediate (GS 10-12), or Advanced Course (GS 13-15) required at your grade level or ensure your equivalency credit documentation based on prior military training is complete in ATRRS and ACT (NOTE: Information on these equivalencies is located on the AMEDD Civilian Corps website [<https://ameddciviliancorps.amedd.army.mil>] under "Training and Education" then "Civilian Education System (CES)")
- . Request a slot for the CES Resident Phase and get on a wait list

Again, more details on the ILDP will follow as soon as we get the information from TRADOC. STAY TUNED!

CAREER PROGRAM FUNDED TRAINING: Just a reminder that our Civilian Corps members have the opportunity to pursue centrally funded job related training through their Career Program (CP). If you have any question about which is your CP, you can find out by looking on the Army Civilian Training and Education Development System site: <http://cpol.army.mil/library/career/cp-templates/>. There you will find a file titled "Career Program to Occupation Series Matrix" Posted 07 Nov 14 which shows all of the series in each CP and a file titled "Occupation Series to Career Program Matrix" Posted 07 Nov 14 to see a listing of occupational series and the associated CP. The first file includes some explanation of series 301, 303, 340, etc., which may fall in different CPs depending on the individual position description. For CP 53 Medical, you can contact us here in the Corps Office or go directly to the points of contact using CP53 Email: usarmy.jbsa.medcom-ameddcs.mbx.cp53-medical@mail.mil or calling the Career Program Representatives at 210-221-1335 (DSN 471) or 210-221-9294. For Corps members who are not CP 53, you can contact your MEDCOM CP representatives directly. Their names and contact information are available on the AMEDD Civilian Corps website (<https://ameddciviliancorps.amedd.army.mil>) under "Training and Development" then "Managing Your Career" and "Army Career Programs." There is red link available in the center of the page. That link is also another source for finding your job series as it relates to your CP. Remember that having an IDP in ACT, completing your Foundation Course if required, and moving out on your CES grade-specific course as described above are all positive actions that will help with obtaining central funding.

SENIOR ENTERPRISE TALENT MANAGEMENT (SETM): In previous messages I've mentioned the SETM program and the associated training opportunities. You can find information on the program on our AMEDD Civilian Corps website (<https://ameddciviliancorps.amedd.army.mil>) under "Training and Development" and "Other Training Information" by 13 March. If you are interested in the program or are already considering application, the 2015 SETM/ETM application window period opening has been delayed due to the pending approval of the new Army Directive (AD). The new AD is in the final stages of the approval process and unfortunately was not signed in time to meet the annual 1 March start date. The system is open for applicants to begin or continue working on the automated application to ensure all of the required information is completed. Applicants should ensure they contact their Career Program and Functional Chief Representative Offices (that's us if you are CP 53 or your MEDCOM reps if other Career Programs-find the names on the website too) to provide any required information the FCR will need to provide a strong assessment. The new submit dates for SETM/ETM applications will be 16 March 2015.

CIVILIAN VIRTUAL TOWN HALL/MENTOR SESSIONS: It's time again for our AMEDD Civilian Corps Virtual Town Hall Meetings and Mentor Sessions. We've had both success and fun with them in the past and will continue with them in February. So, come join us for a virtual session with the Civilian Corps leadership to talk about what's going on in Army Medicine and the Civilian Corps! As before, we'll discuss current events and other topics. Let us know if you have a specific subject you'd like to include. Our POC is Ms. Liz Mendez at the Civilian Corps office. You can contact her via email at Elizabeth.h.mendez.civ@mail.mil to provide the VTC site ID for your location or to raise questions and topics you'd like to discuss. We need at least 2-3 days advance notice to finalize the arrangements, so please contact her no later than 15 May 15 if you want to participate in the first session.

We've arranged three VTC sessions to accommodate different time zones but all are welcome at any session. Remember to contact our POC below as soon as possible to pre-arrange a VTC at your location.

Here's the current plan:

VIRTUAL TOWN HALL #1: WEDNESDAY, 20 May, 1300 CENTRAL TIME (According to our calculations from the world time zone clock, this equates to the following local times: 0400 next day Japan/Korea / 1400 Eastern / 1000 Hawaii / 1000 Alaska / 1100 Western / 1200 Mountain / 2000 Europe)

VIRTUAL TOWN HALL #2: WEDNESDAY, 20 MAY, 1800 CENTRAL TIME (Local times: 0900 next day Japan/Korea / 1900 Eastern / 1500 Hawaii / 1500 Alaska / 1600Western / 1700 Mountain / 0100 next day Europe)

VIRTUAL TOWN HALL #3: THURSDAY, 21 MAY, 0800 CENTRAL TIME (Local times: 2300 Japan/Korea / 0900 Eastern / 0500 Hawaii / 0500 Alaska / 0600 Western /0700 Mountain / 1500 Europe)

OTHER TOPICS OF INTEREST:

. Health & Wellness: With the advent of spring, we will have the opportunity to get outside and take on physical activities that may have been limited by winter weather (OK, eventually!). Remember that "activity" is one of the three legs of our Performance Triad which also includes "sleep" and "nutrition." I encourage you to take an introspective look to see if a little more attention to the legs of the Performance Triad might not be a plus for you. I'm doing that myself and find that, if I'm honest in my assessment, I should be doing better in all three. I've made some progress but still have room for improvement. In future messages I'll try to give you an assessment of how it's going. Care to compete??

. The Army Profession: We've spoken about The Army Profession fairly often in previous messages. The focus for this quarter is "Living the Army Ethic: Why We Serve and How We Serve." We often hear from our Corps members about their service and what it is about Army Medicine that draws them to it. I would commend to you a couple of things that are available on our AMEDD Civilian Corps website (<https://ameddciviliancorps.amedd.army.mil>). On the home page on the bottom left side under "Stay Connected" then "Video Library" and "Other" you will find a series of videos made by your Board of Advisors that relate very well to the current Army Profession theme. Secondly, if you go to the "Our Profession" link at the top center of the page, you'll find a drop down where we have posted a couple of stories from Corps members about why they are proud to be AMEDD Civilians. Take a look at some of these. I believe you'll find it worthwhile and inspiring. I do.

. COMMUNICATIONS WITH YOU: We're always looking for ways to improve our communications with you. You can really help us by sending ideas about communication you'd like to see/receive, or about better ideas for how the Corps Office can reach out to you. Please let us know and we'll give it a shot! You can simply respond to this message or can contact us at any time using the "Contact Us" link at the top right of the website (have you seen the link enough times yet??!!) home page. We look forward to hearing your ideas.

. COMMUNICATIONS FROM YOU: We're always looking for ways to carry the message about the great things members of our Corps are doing for Army Medicine. If you or your compatriots are receiving awards, involved in community service, doing neat stuff at work, anything that shows the value you bring to the AMEDD mission, we'd love to have you send us photos or some documentation that we can use to tell the AMEDD Civilian Corps story. So, the next time the opportunity presents itself, please consider sending something along. You can use the "Contact Us" link on the webpage to do so. Thanx in advance for your help!!

. AMEDD CIVILIAN CORPS BIRTHDAY: As many of you already know, our Corps birthday is this month on the 26th. This year we'll be 19 years old (pretty cool for some of us who are slightly more mature, eh??!!). If you're planning to celebrate, this might be a good opportunity for some photos/articles you can send us, eh?? But, next year we'll be 20 and that's a significant milestone. To celebrate the 20th anniversary of the founding of our Corps, the AMEDD museum will be doing a special presentation and display. If you have any photographs or artifacts that you would be willing to make available for the celebration display, please let us know. It will be a great way to tell the story of how our AMEDD Civilian Corps is a critical contributor to accomplishing the Army Medicine mission. Please think it over and, again, use the "Contact Us" link to let us know. Once more, thanx in advance for your support!!!

SAFETY: As you can likely see simply by looking out the window, winter IS still with us but spring is also on the way. Guess that means we have double the safety issues to address. With winter still here, all the cautions we've heard regarding cold weather injuries, slips and falls, driving safety, and the challenges associated with shoveling/moving snow still apply. It also means we need to be alert to the possible impacts for us and our families as all that frozen stuff starts to melt. That's followed almost immediately by the challenges associated with the spring season from the back and forth between winter and spring to the over exuberance we sometimes experience as spring springs forth in all its glory.

Once again, I believe we know how to do what we must and what we want safely if we will only keep thoughts of safety in the forefront of our minds. Please do so. Be safe in all you and your families do. The Army Medicine Team is weaker if any of its Teammates lose time to accidents. Thanx in advance for taking the necessary precautions and doing the right thing for safety.

FINAL THOUGHTS: Bet you thought this would never come, huh?! Well here it is, and I will keep this short. A couple of reminders:

. For those of you who go to daylight savings time, remember to spring forward Sunday morning early (Yep, Europe you're later this month-28 -29(?), and Hawaii, you don't change, right. Japan/Korea??)

. Just a reminder to be sure to share this message with both your civilian coworkers who may not have received it, and with your military coworkers and supervisors (we're glad to field their questions and comments as well!)

That's it (finally) for now. Until next time, take great care of yourselves and your families and, as always, thank you so much for all you do for Army Medicine. It simply wouldn't get done without you.

Sincerely,

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