

AMEDD Civilian Corps, Corps Chief Message #66
Subject: --And We're Off and Running....

12 February 2016

Hey Team!

Hope you are well and off to a good start in this year (Yep, I'm very late with the first message of CY 16 so Happy New Year and Happy Valentine's Day all at the same time! You know what being this late means, right!? Righto, lots of stuff to cover. I promise an honest effort not to overdo it!). We are in a significant time of change in Army Medicine with changes in the Army we support, a relatively new Army Chief of Staff, a new Surgeon General, changes in the MEDCOM structure, and multiple others. Under these circumstances it's really important that we get information on opportunities and happenings out to you, so please bear with me, OK? Thanx in advance! So let's jump into some good news about some folks in the AMEDD Civilian Corps.

CONGRATULATIONS:

. 3 MEDCOM civilians were selected as eligible for 1 year details to SES positions. Congratulations to Mr. George Ludwig (CP53), Deputy Principal Assistant for Research and Technology at Ft Detrick, MD; Mr. John Resta (CP18), Director of Army Institute of Public Health at Aberdeen Proving Ground, MD; and Mr. John Stewart (CP53), Executive Officer at the Office of The Surgeon General, Falls Church, VA. Well done, gents!

. MENTORSHIP - January was Mentorship Month and The MEDCOM Mentorship Pilot Program kicked off last week of January. Our office hosted an orientation for 15 Mentees and 15 Mentors, and 5 Senior Mentors here at JBSA FSH from 26-28 Jan. Congratulations to all those selected for this pilot and thanks to the many others who applied. The selection process was tough but we really appreciate your interest in helping build the bench for our civilian workforce of the future. The orientation was very energizing and we expect the program to continue and expand as we begin a new opportunity for MEDCOM employees.

OPPORTUNITIES:

. STRATEGIC LEARNING PROJECT: In the past we've been able to provide an opportunity for one of our AMEDD Civilian Corps members to come to Fort Sam Houston and execute a specific project in our Corps Office, allowing the individual to participate in Corps operations and do a project that benefits the Corps at large. We are now able to reinvigorate that program and offer a chance for one of our Corps members to build a timeline of training opportunities that members across the Corps can use to prepare themselves to compete for those opportunities. We estimate that the project will take about 10 days and are planning to execute it from 30 Mar-8 Apr this year.

We will accept applications starting now with a suspense date of 4 Mar. The application process is simple. Submit a short statement of why you would like to do this project for the Corps (250 words or less-not like my messages!) and an endorsement from your supervisor. Go to the AMEDD Civilian Corps website (<https://ameddciviliancorps.amedd.army.mil>) and use the "Contact Us" link in the upper right corner to email your application to the Corps Office. The opportunity is open to anyone in the AMEDD Civilian Corps; grade is not a consideration. So

think thru whether you'd like to participate and let us know. And, oh yes, we will fund it! Good luck!!

. VIRTUAL TOWN HALL SESSIONS ON 1 MARCH 2016: Just a reminder since this came out originally in the last message. If you are interested and haven't signed up yet for one of our AMEDD Civilian Corps town hall sessions coming up on 1 Mar, please send us your VTC site ID by 22 Feb. We're planning 3 sessions that day: 0800, 1300, and 1800 central time so everyone across the globe can have a chance to connect at a decent hour. Sessions usually lasts between one and a half and two hours. Click on the "Contact Us" button on the Civilian Corps website: <https://ameddciviliancorps.amedd.army.mil> to email us your VTC information and specific topics you'd like us to discuss. I hope to "see" you there!

TRAINING OPPORTUNITIES:

. ARMY ENTERPRISE TALENT MANAGEMENT (ETM) / SENIOR ENTERPRISE TALENT MANAGEMENT (SETM) If you are in grades GS-12 through 15 (or equivalent) and would like to be considered for the above mentioned programs (or others) under the Army's SETM and ETM programs, the next application window will open on 1 March 2016. Now is the time for to prepare you applications packets. For more information on eligibility and application requirements, check out the programs on our website (<https://ameddciviliancorps.amedd.army.mil>) under "What's New" and "Announcements" and on the Army Civilian Senior Leader Management Office website: <http://www.civiliantraining.army.mil/professional/Pages/SETM.aspx> for grades GS14-15 (and equivalent). We'll post additional information about it soon on our website to include the MEDCOM submission deadlines.

. INTERMEDIATE LEADER DEVELOPMENT PROGRAM (ILDP) FOR GS11-GS2 LEVEL: Also in March, we will begin accepting applications for our second MEDCOM cohort in the TRADOC Intermediate Development Program (ILDP). This is a 2-year program, centrally funded, in which you'll remain at your current job while you attend training, developmental assignments, and work with a mentor on your career development goals. The application period will be 21 March - 21 April 2016. Watch for more details on this iteration soon on our website (have I given it to you enough times??). If you want to get a running start, we have put the application information from last year's iteration back up on our-yes-website. The information may not be exact so you'll have to check when the new info comes out, but I'm certain it'll be close. Again, good luck!

. ADDITIONAL TRAINING: We also have 5 Civilians attending the AMEDD's 2016 C.J. Reddy Leadership training in March. We had a very short suspense to fill these seats and reached out to local commands for participants. Next year, we'll announce the opportunity to apply to attend this "junior leader" training (GS10-11-12 level) and we'll fund the travel expenses. Keep an eye out after the holidays (Dec-Jan) for the announcement!

. IMPORTANT TRAINING REMINDER! This is a great time to take care of any outstanding training requirements -- complete the online Army Foundation Course and the online portion of

your CES Basic, Intermediate, or Advanced course. Watch for the 2016 CES calendar this summer and apply for the resident phase if you haven't already attended. Completion of at least the online phase these courses is important for you to compete for other training and developmental opportunities. There is information available-yep, you guessed it!-on our AMEDD Civilian Corps website!

A COUPLE OF DATES TO REMEMBER:

. ARMY MEDICINE WOLF PACK AWARD - The 3QFY16 nomination period is open for the Wolf Pack Award. Please submit your nominations by 5 April 2016. Information is available...well, you know!! We'll announce the winners for 2nd quarter very soon.

. AMEDD CIVILIAN CORPS 20TH BIRTHDAY: In December I mentioned that we plan to celebrate our 20th Birthday at the end of March. Our official birthday is 26 March, however it falls on Easter weekend this year. Because of other obligations the last week of March, we're moving the celebration to 5 April this year. We are still collecting items for an exhibit at the AMEDD Museum and, frankly, haven't received too much. It's not too late to send in your ideas, artifacts, articles and pictures to help make this celebration a success. Nothing is too small or too large to contribute. More to follow on the celebration details.

WORKFORCE 2020 (WF2020) - It's hard to believe a year has passed since we made the WF2020 informational video (in case you haven't seen it it's-yes once again-on the Corps website, left side in the video library under the "Other" tab). As you know, the video highlighted efforts Army Medicine is making to minimize the impact of organizational change and force shaping initiatives, on you as key members of our Army Medicine Team. I wish I could say we have reached a state of calm, but change continues as evidenced by the Warrior Care and Transition Program restructuring, the reduction in inpatient services at Forts Sill, Jackson, and Knox, the reshaping of the Integrated Disability and Evaluation System workforce, and the AMEDD Futures.

There is still much work to be done and the WF2020 team continues to work to minimize the impact of organizational change on our civilian workforce. Human Resources policies and programs are enriched to better support our employees, as evidenced by the recent release of the revised MEDCOM Placement Program (MP2) guidance permitting early registration up to 24 months and increasing the series/grade match criteria to increase placement opportunities. The team recently developed four informational tri-folds highlighting opportunities available through WF2020, MP2, Priority Placement Program (PPP), and Voluntary Early Retirement Authority (VERA)/Voluntary Separation Incentive Pay (VSIP).

It's important for you to know as much as possible about WF 2020 and the supporting programs. The tri-folds are available on the Army Medicine Workforce Reshaping Resources SharePoint site (under "Employee Information") at:

<https://amp.amedd.army.mil/com/amwrr/SitePages/Home.aspx>. Army Medicine's use of deliberate and innovative tools for personnel management to support restructuring and reshaping initiatives has been extremely successful. But we're not resting on our laurels. We

will continue to use all available options to mitigate adverse impacts across the Army Medicine family. Our intent remains to provide options for all employees in non-enduring positions to continue to serve in other capacities as valued members of the Army Medicine Team. As we continue to address necessary changes in our workforce, we will ensure that we keep you up to date. And, thank you for your hard work and dedication. As Mr. Fiore, our MEDCOM Chief of Staff, likes to say, "We are doing good things for good people."

RETIREMENT DCS SESSIONS - In the Corps Office we often get requests for information on retirement issues. For your information and use, the Army Benefits Center-Civilian (ABC-C) conducts 2-3 retirement briefings each month via Defense Collaboration Services (formerly Defense Connect Online (DCO) to provide information on CSRS/CSRS Offset, FERS, and Special Retirement Coverage. There is no cost to attend these virtual sessions. If you're interested, be sure to talk with your supervisor to get approval to attend since the sessions are 4-hour long-a lot of information to put out. The target audience is employees within 5 to 15 years of retirement eligibility. You can find the schedule online on the ABC-C retirement briefings page at <https://www.abc.army.mil/HR/DCS.htm>. There are sessions to accommodate all time zones. Sessions are currently scheduled through Sep 2016. Here are the next few:

- . 23 Feb 0700-1100 central time (FERS)
- . 8 March 1000-1400 central time (FERS)
- . 15 March 0600-1000 central time (CSRS) (Europe 1200 CET)
- . 16 March 0600-1000 central time (FERS) (Europe 1200 CET)

No registration is required. If you're interested in attending a DCS retirement briefing, look for the URL in the ABC-C homepage (www.abc.army.mil). The URL will be provided either the day of the training or five days prior. You can find the URL under "Announcements" in the ABC-C homepage. The briefing slides are also located on the ABC-C website at <https://www.abc.army.mil/retirements/retire.htm> and you can view the slides before the session. You should log in 10-15 minutes prior to start for DCS acceptance. If you want to check your system connection to DCS or get some training on how to use DCS, go to <https://www.disa.mil/dcs> for more information.

YOU AS ARMY PROFESSIONALS:

In previous messages I've discussed pieces of the Army Profession. It is incredibly encouraging to see in Army Doctrine Reference Publication (ADRP) 1 the way our Army Profession is structured with the "Profession of Arms" and "Civilian Corps" at the same level as starters, if you will, on the Army Team. (BTW, I really encourage you to go to http://armypubs.army.mil/doctrine/ADRP_1.html, get a copy of ADRP 1, and look it over-a short read and great info.) But from this foxhole, the real bottom line to the Army Profession is that it is about something bigger than any one of us. When you stop to think just what a true national treasure Our Army is, the fact that it's about something bigger than us becomes blatantly evident. The building blocks of the Army Profession talk about knowledge, honorable service, esprit de corps, stewardship of the profession, and TRUST. No need to elaborate on why I used capitals, right?

As you'll see in the ADRP, trust is the keystone of the profession. As encouraged as I am by seeing civilians and military on the same level of the team doctrinally, I'm even more encouraged by the perspective I see in AMEDD Civilian Corps members I meet here and as I travel who absolutely understand and have a passion for the Army and the Army Profession. It gives me an incredible lift to see our Corps' dedication to the Army and, in particular, to Army Medicine. It's truly inspiring and I see it consistently everywhere I go! We are blessed in Army Medicine to have the greatest mission anywhere, taking care of America's Soldiers and their Families anywhere, any time, and sometimes under conditions no one else would accept, and doing it the best in the world. I am honored to share that mission with you and wonderfully proud of the contributions you make every day to fulfill that mission.

As we come to a close of our 20th year as a Corps we will start to use a phrase that describes our Corps simply but thoroughly. The phrase is: "Army Medicine; Our Profession." I ask you to use it and let it show for you the pride you have as an Army Medicine Teammate and a member of the AMEDD Civilian Corps. We have graphics available for you to use if you so desire. You can use the website "Contact Us" link to let us know.

And so we come to the end of this epistle, with one exception of course! What would our messages be without a mention of SAFETY!!?? Winter is still with us throughout much of the AMEDD so careful driving, caution regarding slips and falls, and so on are still in order. In other parts of the Corps, it's time to watch out for sunburn and dehydration. I am certain that you've heard enough safety briefings to know what to do. All I ask is that you keep safety in the fore of all that you do for you and your families. Our profession simply wouldn't be the same without all of its professionals..

Thank for your time and until next time, all the best!

Sincerely,
gregg

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"Army Medicine; Our Profession"