



DEPARTMENT OF THE ARMY
UNITED STATES ARMY GARRISON BADEN-WUERTEMBERG
UNIT 29237
APO AE 09102-0237

IMBW-PLT

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Commander's Training Guidance for Soldiers and Civilians, Second Quarter
FY 12

1. References:

- a. FM 7-0, Training Units and Developing Leaders for Full Spectrum Operations, 23 Feb 11
- b. AE Regulation 350-1, Training in the Army in Europe, 13 Oct 10
- c. AE Regulation, 525-13, Antiterrorism, 30 Mar 09
- d. AE Regulation 525-50, Arms Control Compliance, 2 May 11
- e. AE Regulation 55-50, Transportation and Travel of Command Dangerous Goods Program, 2 Feb 10
- f. IMCOM Regulation 350-1, IMCOM Training and Leader Development, 1 Jun 10
- g. IMCOM-Europe Training Guidance for Fiscal Year 2012, 7 Oct 11
- h. USAG Baden-Wuerttemberg FY 12 Command Training Guidance, 11 Oct 11
- i. USAREUR TASKORD 12-0046, SHARP MTT and SLB, DTG 011624Z NOV 11
- j. IMCOM-Europe Memorandum, Subject: Appointment of Military Personnel as Certifiers of Hazardous Waste Movements, 5 Nov 10

2. Commander's Intent.

- a. Broader Purpose: My intent is that we continue to fully train our workforce despite change. Our workforce must be effectively trained in a manner that balances good stewardship of resources with quality customer service and support.

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As USAG B-W undergoes transformation, we will continue to experience service and support demands from tenant units and the community at a higher rate than our ability to resource those demands. In such an environment, it becomes doubly important to have a well-trained workforce to meet these high demands with fewer employees. My expectation at all levels is well-planned and organized, tough, realistic training conducted to standard. Given our resource limitations with over 20 non-enduring sites, all of our training must trace back to our METL, improve our deployment readiness, and make us more capable of providing world class community support.

b. End State: All garrison Soldiers and employees are deployment ready as required, fully trained to perform their garrison missions, and afforded development opportunities for their future within budget constraints.

3. Areas of Emphasis. This quarter continues the training year on a targeted method for conducting training. Commanders will continue to implement the training guidance on APFT, deployment/redeployment/reintegration, marksmanship, and Conventional Armed Forces in Europe (CFE) inspections and safety, as specified in the USAG B-W FY 12, Training Guidance, reference 1g above. This document is found at:

http://www.bw.eur.army.mil/Directorates/DPTMS/training_security.html under the banner "FY 12, Training Guidance Documents." During the 2nd Quarter FY 12, we will focus our training on: Suicide Prevention, Equal Employment Opportunity (EEO), Sexual Harassment/Assault Response and Prevention Program (SHARP), Threat Awareness and Reporting Program (TARP), and Security and OPSEC Awareness.

a. Suicide Prevention:

(1) Comprehensive Soldier Fitness (CSF) training (to include individual assessments, tailored virtual training and classroom training) is designed to build resilience in a high OPTEMPO environment and prevent suicides in the Army. Phase III of the Army suicide prevention campaign will be conducted throughout the year as sustainment training. Units will establish routine annual training requirements and institutionalize CSF training IAW Army policy and procedures. The USAG B-W Staff Directorates and Indirect Reporting Garrison will report when 100 % of Soldiers and civilian employees complete the annual training requirements to the USAG B-W POC, Ms. Patricia Tooson, USAG B-W ASAP office at DSN 370-6636/1710, or via email to: patricia.a.tooson@mail.mil.

(2) Army Family members, civilians, and Family Support Groups may also receive this important training by clicking at the bottom of the USAG B-W webpage at: <http://www.bw.eur.army.mil/> or contacting their units supporting Chaplain or the ASAP office listed above.

(3) Units will document Soldier completion of this training in the Digital Training Management System (DTMS) database. Training of civilians will be documented in Individual Development Plans. Additional training materials can be found in the "Commander's Tool Kit" at: <http://www.armyg1.army.mil/hr/suicide/default.asp> and on the USAG B-W homepage at: <http://www.bw.eur.army.mil/>. Go to the bottom of referenced page and click on the suicide prevention resources link.

b. Antiterrorism/Force Protection (AT/FP):

(1) Commanders will continue to implement a proactive, highly visible Random Antiterrorism Measures Program (RAMP) for their communities. These plans will include the use of MPs, Military Working Dogs (MWD), Response Force (RF), Pond Guards and Polizei and ensure maximum use of community and host nation assets.

(2) The focus of AT/FP/Emergency Management training during the first part of the second quarter is to develop and test plans and procedures by conducting operational and discussion based exercises, such as an all hazards based table-top exercise (TTX). This will build on the most likely/most dangerous threats from previous training events, and prepare our communities for the annual full scale, community-wide AT/FP and Consequence Management/Weapons of Mass Destruction exercise.

(3) Ensure operational staffs comply with National Incident Management System training requirements and incorporate these into all incident response and consequence management concepts of operation.

c. Conventional Armed Forces in Europe (CFE): The purpose of arms control compliance is to enhance confidence, security, and regional stability. Arms control consists of exchanging information, verifying the exchanged information, and reducing the amount of Treaty-limited equipment.

(1) The Arms Control Compliance training course will be conducted 27 Feb-2 Mar 12, in Germersheim at the CFE classroom. This training is required for all unit CFE representatives. Contact the Treaty Compliance Officer (TCO), Mr. Don Bowles at 378-3455 or Donald.r.bowles.civ@mail.mil to schedule your representative for this training.

(2) There are two CFE USAREUR Training and Evaluation Program (UTEP) inspections with foreign country delegate participation scheduled. One is scheduled from 31 Jan-1 Feb 12, on Coleman Barracks, and the other is scheduled from 29 Feb-1 Mar 12, in Germersheim.

(a) These inspections will ensure our treaty compliance to the foreign delegates and evaluate our procedures to ensure they are in place and working.

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(b) USAG B-W will provide equipment and vehicles, and HHC will provide vehicle drivers and other support personnel to support this important mission.

4. Mandatory training subjects for 2nd Quarter FY 12, with links to the training presentations, are listed on the USAG B-W Training and Security webpage: http://www.bw.eur.army.mil/training_security.html.

a. Equal Employment Opportunity (EEO): EEO classroom training is required annually for all managers/ supervisors. All other employees are required to have classroom training every other year and the online version on the alternating years. The classroom training will be provided at the EEO Training Room, Patton Barracks, Bldg. 128, Room 208 from 1300-1400 hours on 18 Jan, 15 Feb, and 21 Mar 12. Seating is limited, so please call the EEO office at 373-5494 to reserve a slot. The online training can be found at: <http://www.bw.eur.army.mil/Directorates/EEO/Training/EEONOFEAR.pdf>. Send completion certificates to mbx.usaghd.eeo@eur.army.mil.

b. Sexual Harassment/Assault Response and Prevention (SHARP): USAREUR G1 is sponsoring a SHARP Mobile Training Team (MTT) to conduct 80 hours of training at Vilseck and Bamberg for designated personnel and Senior Leader Briefings at Heidelberg for Commanders/First Sergeants and above.

(1) The unit representatives from USAG Kaiserslautern will attend the training in Bamberg at the Post Briefing Room, Bldg. 7113, and the unit representatives from USAG B-W and the Mannheim community will attend the training at the Digital Learning Center, Bldg. 355, Rooms 104 and 105, on Rose Barracks, Vilseck. The training dates are 19 Jan-3 Feb 12 for both locations from 0800-1700 hours.

(2) The SHARP Senior Leader Briefings will be conducted 19 Jan 12 from 0900-1100 and also from 1300-1500 at the Patrick Henry Village Theater, Bldg. 4502. Attendees are only required to attend one of the briefings. The intended audience is Company Commanders and above, First Sergeants, and Command Sergeants Major.

c. Threat Awareness Reporting Program (TARP): TARP training is an annual requirement and will be conducted at the Patrick Henry Village Theater on 15 Feb 12. The English version will be from 1000-1100 and the German version will be from 1300-1400.

d. Security Awareness and OPSEC Awareness: Security Awareness and OPSEC Training are annual requirements and can be found online on the USAG B-W Training and Security webpage at: http://www.bw.eur.army.mil/Directorates/DPTMS/training_security.html.

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Once this training has been completed, please provide a copy of the certificate to the DPTMS Security Office, Ms. Brenda Schultz or Mr. Isaac Martin at brenda.schultz.civ@mail.mil or isaac.w.martin.civ@mail.mil respectively.

e. Unit Dangerous Goods Driver/Advisor: All units, company size and above, that store, use, or dispose of hazardous waste or dangerous material, are required to have at least one certified hazardous cargo driver. In addition, all units, battalion and above, are required to have a certified dangerous goods advisor. To receive certification, these selected personnel are required to attend the HAZ 11 course for drivers and the HAZ 12 and HAZ 15 course for advisors at the CATC in Vilseck. Commanders will ensure they have trained personnel in their unit to support their hazardous materials transport requirements.

5. Army Physical Readiness Training. Effective 20 Aug 10, the Army published the new Training Circular 3-22.20, Army Physical Readiness Training. This TC has changed the way we conduct physical fitness training, although the standards for the Army Physical Fitness Test have not changed. Commanders will implement their physical fitness training IAW the new TC and implement physical training safeguards.

6. The FY12 calendar of USAREUR, Federal and German religious holidays is found on the USAREUR webpage at: <http://www.eur.army.mil/pdf/FY2012Holidays.pdf>.

a. USAREUR Training Holidays: 13 Jan 12, 17 Feb 12, 16 Mar 12, and 19 Mar 12.

b. Federal Holidays: 2 Jan 12 (New Years Day observed), 16 Jan 12 (Martin Luther King Jr. day), and 20 Feb 12 (Presidents Birthday).

c. German Religious Holidays: 6 Jan 12 (Epiphany)

7. Summary. All other training guidance remains in effect. The point of contact for this memorandum is the USAG B-W DPTMS, DSN 373-5360/1330.



BRYAN D. DECOSTER
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Commanding

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Director, IMCOM-Europe, ATTN: IMEU-OPD
Commander, USAG-Kaiserslautern
Mannheim Community Operations
Commander, HHC, USAG Baden-Wuerttemberg
Primary and Special Staff, USAG Baden-Wuerttemberg