



Observation Post

U.S. Army Installation Management Command - We are the Army's Home

February 3, 2015

Volume 2, Issue 1

Mission:

- IMCOM delivers and integrates base support to enable readiness for a self-reliant and globally-responsive All Volunteer Army

Vision:

- Innovative professionals committed to effectively delivering extraordinary services and facilities for our premier Army

Straight Talk with Senior Commanders

Happy New Year!

Reflecting on 2014, I find that it was a productive year for IMCOM and the Army as a whole. We were able to accomplish many things for the Soldiers & Families we support.

We increased awareness of the Gold Star Pin through our year-long outreach campaign, including three new public service announcements played at the Super Bowl and the Army-Navy Football game.

We also expanded our base operations support capability when we acquired Kwajalein Atoll, and through partnering with Soto Cano Air Base in Honduras, we've increased the Army's expeditionary capability.

Lastly, we remain actively engaged in identifying, securing and executing funding and manpower resources in support of Korea and Europe transformation efforts.

As we begin the 2nd quarter of FY15 and posture for FY16, we must be vigilant and good stewards of our limited resources. This is critical for our Army's success.

By aggressively executing the Facility Investment Strategy, implementing energy



LTG David Halverson, Commanding General, U.S. Army Installation Management Command
(U.S. Army photo)

initiatives, controlling manning/hiring and wisely planning for potential sequestration impacts, we will remain Army Strong and continue to deliver premiere services for our Soldiers and Families. Our IMCOM 2025 & Beyond Campaign Plan will serve as the framework to keep us on track and aligned with the Army Campaign Plan.

I look forward to working with each of you this year. Thank you for your leadership that you provide everyday on our installations.

Support & Defend! Here to Serve!
Dave Halverson

IMCOM Rolls Out New Plan to Support Future Force

The purpose of the IMCOM 2025 and Beyond Campaign Plan is to operationalize the vision of the CG, IMCOM. This plan supports overarching Army strategies and is aligned with the Army Campaign Plan.

The plan is geared to support and enable the Army's Force in 2025 and Beyond by providing the right base support at the right cost.

Three Lines of Effort (LOE)

The plan outlines three LOEs which serve as the framework for installation management planning and the backbone of IMCOM -- people, services, and infrastructure.

IMCOM encourages garrisons to partner with their senior commanders on the development of installation strategic plans as this process builds a future for each installation's local

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Observation Post is a periodic communication tool for U.S. Army Installation leaders to receive direct feedback and critical information from IMCOM Headquarters and Department of the Army that directly or indirectly impacts the service and support of America's Army.

Observation Post is published by IMCOM Headquarters Commander's Initiatives Group, in partnership with IMCOM Staff and Directorates. Past issues can be viewed at <http://www.IMCOM.army.mil>. General questions may be addressed to Patrick Rothbauer, Commander's Initiatives Group, patrick.j.rothbauer.civ@mail.mil, (210) 466-0731.



Commemoration of the 50TH Anniversary of the Vietnam War

On 25 May 12, President Barack Obama signed a Presidential Proclamation that put into effect the commemoration of the 50th Anniversary of the Vietnam War that will continue until 11 Nov 2025.

The proclamation calls for services to honor Vietnam Veterans and their Families with appropriate programs, ceremonies, and activities throughout the commemoration period. The program will last for 13 years and will be executed in three phases.

- **Phase 1:** Preparation (2011 – 2014). Recruit, organize and support Commemorative Partners (CP).
- **Phase 2:** Execution (2015 – 2017). CP's: host one (1) event each year at most military Installations.
- **Phase 3:** Sustainment (2018 – 2025). Final phase - includes



education, institutionalize events, and support to the CP's.

The overall objectives of the commemoration are to thank and honor our Vietnam Veterans and their Families; highlight the service of the Armed Forces and the contributions of federal agencies and governmental and non-governmental organizations; to pay tribute to the contributions made on the home front by the people of the United States; to highlight the advances in technology, science, and medicine related to military research conducted during the Vietnam war; and to recognize the contributions and sacrifices made by the allies of the United States during the Vietnam War.

IMCOM OPORD 14-030, Commemoration of the 50th Anniversary of the Vietnam War provides

guidance for garrisons to conduct at least one (1) key Commemoration event or activity on the installation, each year, during the commemorative period of 2015-2017.

Garrison events will be planned and posted to the calendar on the IMCOM Vietnam War Commemoration Share-Point Site: <https://home.army.mil/sites/operational/g3/CG%20IMCOM%20FFIR/SitePages/50th%20Anniversary%20-%20The%20Vietnam%20War%20Commemoration.aspx> and registered into the United States of America Vietnam War Commemoration website: <http://www.vietnamwar50th.com/>.

For further information, contact Mr. Cal Riley, Operations Support, G3 at 210-466-0924 or calberth.b.riley.civ@mail.mil.

Focus on Assistance Elevates EPAS to EPAAS

The Environmental Performance Assessment System (EPAS) is now the Environmental Performance Assessment and **Assistance** System (EPAAS).

USAEC-led EPAAS teams conduct prioritized, external reviews of installation compliance with DoD, EPA and state environmental requirements. The results of these external reviews provide installation leadership with a snapshot of their environmental compliance posture to proactively correct issues that could otherwise result in fines, legal action and/or mission shutdown. Embedded

Environmental Management System (EMS) audits enable a holistic view of an environmental program's overall quality, effectiveness and efficiency.

The ultimate goal of EPAAS is to promote mission readiness and to protect the community and environment by continually improving environmental performance. For further information or assistance, please contact either Mr. Ramon Cintron-Ocasio, (210) 466-1591, ramon.a.cintronocasio.civ@mail.mil, or Mr. Michael Dette, (210) 466-1776, michael.j.dette.civ@mail.mil.

IMCOM Organizational Inspection Program (OIP) Initial Command Inspection (ICI)

In Jan 13, HQ IMCOM reinstated the OIP under a new Concept of Operations. Execution of the OIP will be performed by the Region through an ICI, focused on taking care of the Garrison Commander's workforce

and customer support - delivery of IMCOM services. The CONOP is linked to the IMCOM Campaign Plan and mission command priorities of the senior commander at the installation. We are developing an

Automated Web-based Inspection Tool (AWIT) to automate the process and a master activities calendar to plot all internal and external inspections, staff assistance visits and other impacts to a garrison's daily mission in

an effort to consolidate visits as much as possible. For further information, please contact Mr. Herb Flora, Jr, herbert.v.flora.civ@mail.mil, (210) 466-0225.



First Sergeant's Barracks Program (FSBP) 2020

Since the issuance of HQDA EXORD 261-12 First Sergeants Barracks Program (FSBP) 2020, the Army returned full control of the day-to-day operations and management of unaccompanied Soldier housing (barracks) back to the unit chain of command. For two years, IMCOM has supported the unit chain of command with enterprise standards and training.

While IMCOM serves as an enabler, the garrisons' housing managers serve as the primary point of contact and subject matter expert for all housing programs, including FSBP 2020.

They are trained and proficient in housing operations, management, budget development and execution, contract and database management, training and regulatory guidance. The housing managers' expertise remains critical in supporting the military leadership.

Military leaders have access to the Enterprise Military Housing (eMH), the



Army's sole database of record to manage all aspects of the barracks.

This web based program provides leaders and garrison staff data regarding assignments, terminations, inspection results, property hand receipts, and Certificates of Non-availability. Simply put, eMH helps First Sergeants manage their barracks. FSBP 2020 is designed to take care of our Soldiers with three basic principles:

- **Support the Mission:** Provide senior commanders flexibility to ensure single Soldiers are afforded world-class living arrangements
- **Take care of Soldiers:** Provide

quality accommodations and furnishings. Minimize changes to Soldier room assignments. Maintain good order, discipline, health, and welfare

- **Use resources wisely:** The target barracks utilization is 95% installation-wide. Garrison commanders cannot issue certificates of non-

availability unless this utilization standard is met, with some exceptions allowed by regulation.

Quality unaccompanied housing is essential in preserving and enhancing the All-Volunteer Force.

FSBP 2020 reinforces the importance of NCO leadership in the daily care of their subordinates, and it is the leaders' responsibility to ensure standards are maintained and preserve the right of each Soldier to have a clean, healthy living environment with a degree of privacy.

For further information, please contact Ms. Kaye Pazell, (210) 466-0445, kaye.g.pazell.civ@mail.mil.

IMCOM Civilian Succession Management Programs

As the Army focuses on leader development and succession management of our uniform personnel, we are equally focused on our talented and committed professional Civilian workforce.

Across IMCOM, we're aligned with all the strategic efforts that focus on leader development, broadening assignments, and rotational opportunities to meet the changing needs of our Army.

The IMCOM Campaign Plan 2025 and Beyond (specifically, the Human Capital Line of Effort) will drive future priorities on human capital management, organization design change, and customer service. In order to fully leverage our internal resources, we are working with TRADOC to gain full accreditation of the Installation Management Academy at Joint Base San Antonio and we are taking advantage of all the Army's leader development opportunities, i.e. Senior Service Colleges (SSC).

Recent initiatives include developing the IMCOM En-

hanced Placement Program (IEPP), which facilitates the return of our OCONUS employees to CONUS. The IEPP provides internal priority placement and increased opportunities for our OCONUS employees to fill gaps in CONUS. In turn, this opens up opportunities for IMCOM Civilians to serve in our OCONUS garrisons to gain a broader career portfolio in new environments.

Our enterprise-wide career assignment program has been recently expanded to include central management of key positions, i.e. garrison managers, deputies to our garrison commanders/managers, and Civilian chiefs of staff.

The focus will be similar to Army Command Selection Boards, thus ensuring these positions are filled with the most qualified individuals. We will reinforce these concepts with mobility, mandatory training accountability, and continuous leader feedback. For further information, please contact

Jon Lowe, jon.t.lowe.civ@mail.mil, (210)466-0879.



Supporting the Senior Commander's Safety Program

In Volume 1, Issue 1 of the Observation Post, we introduced the five core functions of a safety professional, how these functions supported a commander's safety program and how success will be measured.

This article identifies how the Garrison Safety Office (GSO) supports the senior commander in their responsibility for the safety of personnel, the environment and the public on the installation.

On IMCOM managed installations, the GSO may facilitate the development of formal agreements with tenant organizations to ensure that necessary safety and occupational health responsibilities are addressed.

The GSO assists the senior commander's appointed installation safety manager (who may also be the Garrison Safety Manager) in maintaining a list of all safety assets and capabilities on the Installation.

This list of assets readily identifies who is responsible for accident investigations, work place inspections and safety training for all Soldiers, Civilians, Family members, and contractors on the installation.

For further information, please contact Gordon Tate, Ph.D., IMCOM Safety Manager, gordon.e.tate.civ@mail.mil, (210) 466-0366.

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community. Effectively executing strategy is never easy, and executing it in today's complex and volatile world is even harder.

Our command's commitment to the betterment of our nation, Army, and its customers remains steadfast. We look forward to your feedback as we move out to improve Army installations.

For further information, please contact Mr. Matthew Barden, (210)466-0272,

matthew.d.barden.civ@mail.mil.

