

STATE OF THE GARRISON



STATE OF THE GARRISON BRIEFING HUNTER AAF

31 OCTOBER 2014

LTC CLARENCE BOWMAN III, GARRISON COMMANDER

Proponent: Plans, Analysis, and Integration Office

2012 Army Community of Excellence

Our mission is to provide Soldiers, Civilians and their Families with a quality of life commensurate with the quality of their service.



HANDOUTS



- Tri-fold QMB Accomplishments
- Installation Trifold
- Wellness Center Trifold
- Comment Card

AGENDA



IMCOM CG PRIORITIES

WHAT'S NEXT

IMCP 2025

RESOURCES

LEADERSHIP CHANGES

VERA/VSIP

THINGS WE ARE PROUD OF

DIRECTORATE SPOTLIGHT

**WORKFORCE
DEVELOPMENT/FEEDBACK**

AWARDS

QUESTIONS/ANSWERS



IMCOM TOP PRIORITIES



As of 1 Oct 2014

1. Implement Strategic Human Capital Plan that advocates diversity and inclusiveness and drives the Command's commitment to leader development, managing talent, and creating adaptive and agile leaders.
2. Posture the Command to support Army priorities and IMCOM's vision for the future.
3. Institute business practices that instill a cost conscious culture, linking funding to baseline services.
4. Promote commitment to Total Army Strong and Soldier For Life concepts; take care of Soldiers & Families.
5. Transform IMCOM Garrisons to support and enable Army Force 2025.
6. Capitalize on Knowledge Management capability to promote shared understanding of Commander intent; generate synergy to provide best in class customer service.

IMCP 2025



IMCOM 2025 Strategic Design

(G5) DRAFT



Key Enablers:
Knowledge Management
Resourcing

MISSION

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

LOE 1: Professional Installation Management Workforce

MO 1.1: Talent Management

MO 1.2: Organizational Design

MO 1.3: Customer Service

MO 1.4: LOE 1 Communications Strategy

An engaged, effective, exceptionally competent, and customer-focused workforce...

LOE 2: Effective BASOPS Support Services

MO 2.1: Business Innovation

MO 2.2: Strategic Adaptation

MO 2.3: Force Readiness

MO 2.4: LOE 2 Communications Strategy

Propel IMCOM into the Army's premiere installation management provider...

LOE 3: Infrastructure Sustainment and Revitalization

MO 3.1: Infrastructure

MO 3.2: Sustainability

MO 3.3: LOE 3 Communications Strategy

Installations will be a more efficient platform in support of the Army's mission...

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

COMMUNICATE

2025 Endstate
The premier provider of Army installation management by 2025 and the preferred choice for Joint and Expeditionary basing management throughout the world

OPERATIONAL FUTURE

| | | | | | | | | | |
|---------|--------------|-----------|------|------------------------|------|------|------|----------|----------|
| Annex A | FY15 | FY16 | FY17 | FY18 | FY19 | FY20 | FY21 | FY22-32 | FY33-40 |
| | Execution Yr | Budget Yr | | NEAR TERM – FYDP / POM | | | | Mid Term | Far Term |



LEADERSHIP CHANGES



MG LaWarren Patterson
Deputy Commanding General for Operations
and Chief of Staff, IMCOM



LEADERSHIP CHANGES



BG Christopher F. Bentley
Deputy Commanding General
Support - 3d ID



LEADERSHIP CHANGES



CSM Myron J. Lewis
Garrison Command Sergeant Major



LEADERSHIP CHANGES



LTC William A. Rodgers
Director of Emergency Services



LEADERSHIP CHANGES



Mr. Guenther Pearson
Deputy Director, Emergency Services



LEADERSHIP CHANGES



COL Roger P. Hedgepath
3d MP GP Commander
Hunter AAF



LEADERSHIP CHANGES



COL John J. Pugliese
Commander, 6th Brigade Reserve Officers'
Training Corps



LEADERSHIP CHANGES



CSM John A. Carpenter
CSM, 6th Brigade Reserve Officers'
Training Corps



LEADERSHIP CHANGES



LTC Brandon R. Tegtmeier
Commander, 1/75th Ranger Battalion



LEADERSHIP CHANGES



Commander John G. Rivers
Commander, US Coast Guard Air Station
Savannah



LEADERSHIP CHANGES



CSM Mike Dove
3d Combat Aviation Brigade



LEADERSHIP CHANGES



CSM Jeffrey Bridges
MEDDAC Command Sergeant Major



THINGS WE ARE PROUD OF



INSTALLATION BRANDING CHOICE



THINGS WE ARE PROUD OF



INSTALLATION BRANDING CHOICE

C

Community of Excellence – a proven team focused on achieving excellence in all we do.

H

Home – the Army's Home in Coastal GA – moving forward with the Coastal Georgia community making Fort Stewart and Hunter Army Airfield the best place to live, train and raise a family.

O

On-point for the nation - The Army's premier projection platform, "Rock of the Marne" focused and joint force capable – providing relevant and ready forces for our nation.

I

Innovative - Constantly striving to improve and adapt to meet the needs of our customers, today and tomorrow.

C

Customer Service - Providing dedicated and caring world-class customer service commensurate with the sacrifice of our military members and their Families.

E

Enduring - Sustainable and resilient while serving as responsible stewards of our nation's resources and building the "Rock of the Marne" for tomorrow.

THINGS WE ARE PROUD OF

FY15 GC ANNUAL TRAINING GUIDANCE

(OPORD 14-09, Published 3 SEP 2014)



Purpose: To provide guidance for planning, conducting and resourcing training for the USAG FS/HAAF workforce that will enable us to achieve our strategic and tactical objectives in support of Soldiers, Army Civilians, their Families and Retirees.

Deployment: We will accomplish our end state by coaching, teaching and mentoring our leaders and their employees on what it means to be a professional in a professional workforce. We will enable our employees, through their career planning and development, to become they can be and through our continued use and understanding of counseling, funding our identified training requirements, and getting our workforce to engage in professional developmental opportunities.

End state: A professional workforce who accomplished the routine, routinely and reaches to meet the new challenges, while their leadership is focused on making them the best they can be for the good of the organization. FY15 GC focus:

- Coaching, teaching and mentoring our workforce and increasing our staff expertise.
- Expanding the leadership abilities of our mid-level leaders.
- Executing standard programs to standard (Command Supply Discipline Program (CSDP), Awards, Evaluations, Training)
- Expanding/Solidifying our Knowledge Management capabilities in order to gain staff efficiencies.

Copy ___ of ___ Copies
Headquarters FS/HAAF
Fort Stewart, GA 31314
DTG: 031946ZSEP14

OPORD 14-09 (GC ANNUAL TRAINING GUIDANCE (ATG) FOR FY15)

(U) References:

- a. Government Employees Training Act (GETA), 1958
- b. Executive Order 11348, 1967
- c. Title 5, United States Code, Chapter 14, Training
- d. Title 5, Code of Federal Regulations, Part 410, Training-General Provisions
- e. AR 690-400, Chapters 410, Training, 1983
- f. Office of Personnel Mgmt Training Policy Handbook, HRD 96-1, 1995
- g. ADRP 5-0, The Operations Process, 17 May 12
- h. FM 5-19, Composite Risk Management, 21 Aug 06
- i. ADRP 6-22, Army Leadership, 1 Aug 12
- j. ADRP 6-22, CH 1, Army Leadership, 10 Sep 12
- k. ADRP 3-0, Unified Land Operations, 16 May 12
- l. FM 7-22, Physical Readiness Training, 26 Oct 12
- m. AR 525-27 Army Emergency Management Program, 13 Mar 09
- n. IMCOM 350-1, Army Training and Leader Development, 1 Jun 10
- o. AR 600-20, Army Command Policy, 18 Mar 08
- p. AR 350-1, Army Training and Leadership Development, 19 Aug 14
- q. ALARACT 123-2011, Subject: Mandatory Unit Sexual Harassment/Assault Response and Prevention (SHARP) Training
- r. AR 525-13, Antiterrorism, 11 Sep 08

commanders to ensure conservation awareness is incorporated into all Soldier, Family and Civilian activities at home and work.

(3) (U) Community. USAG FS/HAAF will inspire, gain, maintain, and enhance public trust, confidence and active support for service members of the 3rd ID, and FS/HAAF communities using the Community Covenant Program, and SC guidance, to promote the installation mission and Army life to leverage Soldier, Civilian and Family needs.

2

FOR THE 3RD ID, USAG FS/HAAF, USAG ST/STC, and USAG ST/STC will observe the following training holidays:

| DATE | DAY | HOLIDAY |
|-----------|--------|---------------------------------|
| 11 Oct 13 | Friday | Columbus Day (Training Holiday) |

3



THINGS WE ARE PROUD OF

REGIONAL INFORMATION SHARING FORUM (RISF) – FORT STEWART





THINGS WE ARE PROUD OF

REGIONAL INFORMATION SHARING FORUM (RISF) – HUNTER AAF





THINGS WE ARE PROUD OF



2014 GARRISON MASQUERADE BALL





THINGS WE ARE PROUD OF



COMBINED FEDERAL CAMPAIGN

1 SEP – 15 DEC 2014



Goals:

**Overall Installation Goal:
\$350,000**

Division Goal: \$310,000

**Garrison (Ft Stewart and Hunter
AAF) Goal: \$40,000**

**Total Collected To Date:
\$27,809.44**

**Overall Total Collected to Date:
\$62,062.44**



THINGS WE ARE PROUD OF



FY14 ARMY EMERGENCY RELIEF (AER)

CAMPAIGN FINAL UPDATE

1 MAR – 15 MAY 2014

AER is the Army's emergency financial assistance organization and is dedicated to "Helping the Army Take Care of Its Own".

Your donations help to provide interest free loans or grants for emergencies to active duty Soldiers and retirees, single or married, Family Members as surviving spouses or orphans of Soldiers who died while on active duty or after they have retired.

This year's (2014) combined installation goal for Fort Stewart/Hunter Army Airfield is **\$275,000**

Final contributions total: **\$262,861.55**

Please call Army Community Service (ACS) at 767-5065 for more information.





THINGS WE ARE PROUD OF



Ft Stewart/ Hunter AAF 6th Annual Campaign FEDS FEEDING FAMILIES FOOD DRIVE

15 June thru 31 Aug 2014



Fort Stewart and Hunter AAF collected a total of 24,689 lbs. of non-perishable food items exceeding last year's total of 11,000 lbs.

Organizations donating the highest were:

Company F, 2nd Bn, 3rd Avn Regt, 3rd CAB, FSGA Gospel Service; and Logistics Readiness Center



THINGS WE ARE PROUD OF



ARMY COMMUNITY OF EXCELLENCE AWARD YEAR 2015

- Thanks to all of you for your support in the ACOE Process. FS/HAAF received a virtual Site visit based on our submission on 18 Sep 14.
- All submissions for AY 15 will be reviewed by the IMCOM ED, Senior Evaluation Board and then forwarded to the CG, IMCOM for approval (1 Dec 14)
- Feedback Reports – 1 Nov – Mid Dec 14
- Winners Announced

WAY AHEAD: ACOE AY16

- Decision from IMCOM on Criteria for Performance Excellence (CPE) and AY16 Program
- Competition for AY16 - mandatory for all Garrisons
- Workforce Training on new CPE
- IMCOM Examiner Training
- ACOE Internal Review Board



THINGS WE ARE PROUD OF



THE ARMY CHIEF OF STAFF AWARD FOR EXCELLENCE IN LEGAL ASSISTANCE

- The Fort Stewart Legal Office was the recipient of the FY13 Army Chief of Staff Award for Excellence in Legal Assistance for a large office.
- The Army Chief of Staff recognizes Legal Assistance Offices that have consistently provided excellent legal support to its Soldiers, Family Members, and Retirees.
- The awards are provided to the top large, medium, and small offices across the Army worldwide.



THINGS WE ARE PROUD OF



DIRECTORATE OF PUBLIC WORKS

Winner of the 2014 Annual Secretary of the
Army Energy and Water Management
Award – Installation
Energy Efficiency / Energy Management
Mr. Bob Baumgardt
Mr. Will Ingram
Mr. Fred Louis-Pierre



THINGS WE ARE PROUD OF



USAG WOMEN'S MENTORING PROGRAM

Equal Employment Opportunity

Special Emphasis Program

Data revealed a large disparity of female representation in senior grades (GS12 – GS15) and supervisory position within some USAG directorates.

- Purpose:
 - Create an opportunity to establish relationships between senior and mid/junior grade female employees in an effort to establish career goals toward career progression.
 - Career exploration, a chance to obtain feedback on goals-setting, and an opportunity to gain different perspectives of the Garrison's mission.
- Goal: Achieve a civilian workforce in which qualified women are represented in every major organizational element, occupational category, and grade commensurate with their representation in the relevant civilian workforce.

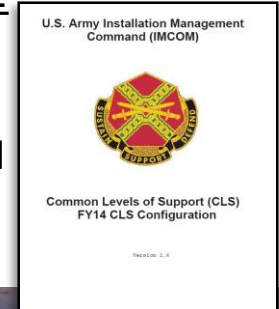
THINGS WE ARE PROUD OF



GC QUARTERLY SUPERVISOR TRAINING UPDATE

3RD QTR: COMMON LEVELS OF SUPPORT (CLS) & PERFORMANCE MANAGEMENT REVIEW (PMR) BRIEF

Supervisors were provided a simplified overview of CLS in order to assist in delivering IMCOM's strategic message of standardized delivery of services and explain its connection with the IMCOM-AT PMR.



4TH QTR: FEI EXTENDED LEADER DEVELOPMENT PROGRAM

FEI Tiger Teams briefed supervisors on lessons learned and how to incorporate their problem-solving techniques as a team resulting in a positive outcome.



FY15 1ST QUARTER TRAINING SCHEDULE

| DATE | LOCATION | |
|--------|---|------|
| 02 DEC | Fort Stewart Ed Center Auditorium | 1300 |
| 04 DEC | Fort Stewart Ed Center Auditorium | 1500 |
| 10 DEC | Fort Stewart Makeup Session, GCR, Bldg 624 | 0900 |
| 08 DEC | Hunter AAF, Bldg 1286, Room 167 | 1300 |
| 11 DEC | Hunter AAF Makeup Session Hunter AAF, Bldg 1286 | 0900 |
| 16 DEC | New Supervisor Training Session, GCR, Bldg 624 | 1300 |



THINGS WE ARE PROUD OF



FEDERAL EXECUTIVE INSTITUTE

“Fit for Life”

Workforce Resilience Program Final Update

- This program was conducted March – May 2014 with OPM Federal Executive Institute in partnership with USAG.
- Goal: Building a Ready & Resilient Workforce
- Overall total of 643 DA Civilians completed the program.

THINGS WE ARE PROUD OF



CIVILIAN FITNESS PROGRAM

The Civilian Fitness Program provides the opportunity for Civilian employees to improve their health, well-being and overall resilience. Employees are authorized 3 hours of excused absence per week for six months once during their career IAW AR 600-63.

| Fiscal Year | Ft Stewart # Completed | Ft Stewart # Enrolled | Hunter AAF # Completed | Hunter AAF # Enrolled |
|-------------|------------------------|-----------------------|------------------------|-----------------------|
| FY11 | 23 | 54 | 11 | 11 |
| FY12 | 25 | 57 | 1 | 1 |
| FY13 | 19 | 28 | 15 | 15 |
| FY14 | 23 | 26 | 2 | 2 |
| FY15 | Ongoing | 20 | Ongoing | 4 |

Applications are available online at www.stewartmwr.com. Click on Newman Fitness Center



THINGS WE ARE PROUD OF



ARMY WELLNESS CENTER

Army Wellness Centers provide integrated and standardized primary prevention programs and services that promote enhanced and sustained healthy lifestyles to improve the overall well-being of Soldiers and Family Members.

Who do we serve?

US Army Soldier
 Family Member
 Retiree
 DA Civilian
 Contractors (based on availability)



As of 29 Sep, a total of 5,196 Soldiers (Active/Retired), Family Members, and DA Civilians have received services at the Wellness Center.



Available Programs Free!

Weight Management
 Healthy Nutrition
 Fitness Assessments
 Stress Management

Located in Bldg 442
 844 Gulick Ave
 M-F 0730-1600
 Closed for Lunch 1200-1300



THINGS WE ARE PROUD OF



CIVILIAN FITNESS AND ARMY WELLNESS CENTER CIVILIAN EMPLOYEE SPOTLIGHT





THINGS WE ARE PROUD OF



RECYCLING INCENTIVES AND COST BENEFITS

| Directorate | Number of Awards |
|-----------------|------------------|
| DFMWR | 23 |
| DOL | 8 |
| ACS, DHR, DPTMS | 15 |
| DES, NEC, AAFES | 6 |
| RMO, SSSC | 2 |



- The winner is recognized at the quarterly Environmental Quality Control Committee (EQCC) meeting and is awarded a plaque for display.
- The program also recognizes military units at the EQCC who are entitled to receive a \$1,000.00 award for their unit fund.
- Directorates and military units are evaluated on the same criteria: Establishment of an internal program, participation in the program, overall environmental stewardship and sustainability.



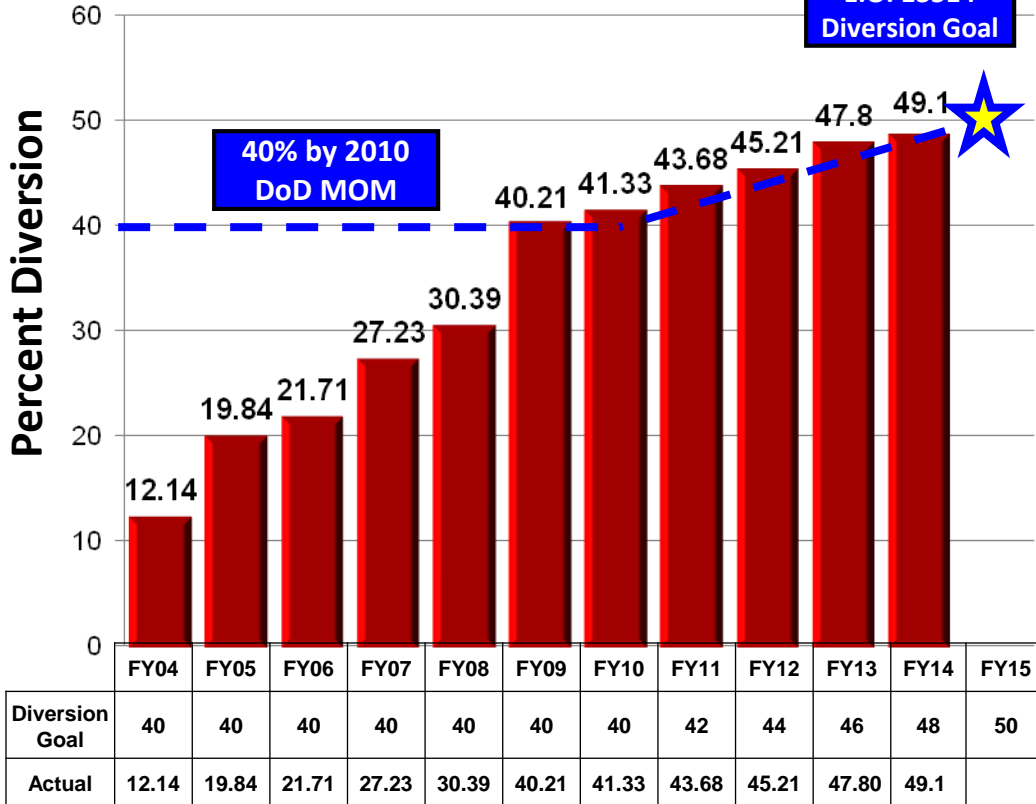
ANNUAL QUALIFIED RECYCLING PROGRAM UPDATE



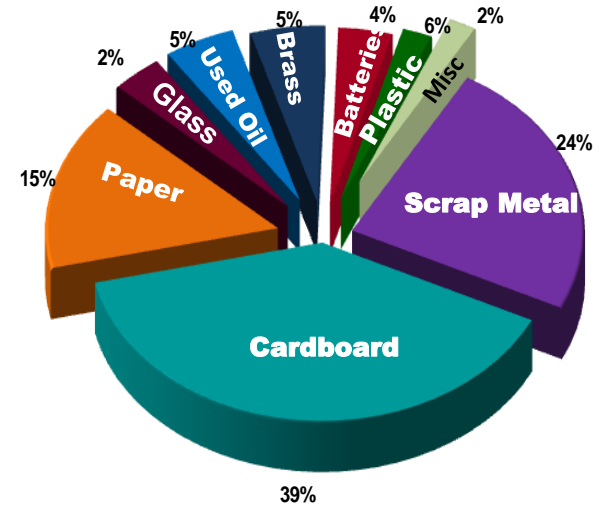
Diversion Rates

50% by 2015
E.O. 13514
Diversion Goal

40% by 2010
DoD MOM



Totals for FY14 by Weight



| Commodity | Tons | Unit Price/Ton | Revenue |
|--|---------|----------------|---------------------|
| Cardboard | 831.13 | \$111.50 | \$92,672.99 |
| Scrap Metal | 505.18 | \$253.52 | \$143,226.82 |
| Paper | 304.75 | \$76.58 | \$25,052.10 |
| Used Oil | 209.163 | \$99.85 | \$10,442.30 |
| Brass | 111.36 | \$4,697.78 | \$523,145.26 |
| Glass | 75.31 | \$12.10 | \$911.15 |
| Plastic | 80.05 | \$253.52 | \$20,294.18 |
| Batteries | 43.51 | \$759.16 | \$33,031.37 |
| Misc.* | 40.83 | \$153.77 | \$6,278.60 |
| Total FY14 Revenue as of 31 July 14 | | | \$855,054.47 |

For more information:
912-767-6237/8880

*Misc.=Blast Media, Electronics, Printer Cartridges, etc.



THINGS WE ARE PROUD OF

TACTICAL RINSE FACILITY



- Located at the western end of Taxiway A at Hunter AAF
- Project will reduce corrosion costs for SOAR aircraft
- Cost: \$1.2 M
- Construction completed October 2014
- This facility will serve as a model. If successful, these facilities will be built Army-wide.



THINGS WE ARE PROUD OF



BAFFLE RANGE



- Location: Hunter Army Airfield
- Renovation of existing 25 meter range and construction of a new 100 meter range.
- Cost: \$1.5M
- Construction completed 16 Sep 14
- Ranges are to be co-located and share a bullet-trap



THINGS WE ARE PROUD OF



PET BOARDING FACILITY EXPANSION



- Project funded with ACOE award dollars.
- Progress: 55% Completed
- Expected Completed Date: Mid-November 2014



WHAT'S NEXT

HURRICANE PREPAREDNESS HURRICANE SEASON 1 JUNE – 30 NOVEMBER

- Season not over yet
- Be Informed – Make a Plan – Build a Kit – Get Involved
- Usually 3 – 5 days notice to react
- Being Prepared is an Individual Responsibility
- Hurricane / Severe Weather Briefings
- Greatest Threat is the Storm Surge





WORKFORCE DEVELOPMENT/FEEDBACK



COMMAND CLIMATE SURVEY RESULTS

| Average (Scale 1 – 4) | ARMY | USAG FY14 |
|---------------------------|------|-----------|
| Sexist Behaviors | 3.06 | 3.18 |
| Sexual Harassment | 3.23 | 3.14 |
| Sexual Discrimination | 3.17 | 3.07 |
| Racist Behaviors | 3.12 | 3.19 |
| Disability Discrimination | 3.07 | 3.07 |
| Racial Discrimination | 3.19 | *3.03 |
| Age Discrimination | 3.08 | 3.07 |
| Religious Discrimination | 3.25 | 3.17 |
| Demeaning Behaviors | 2.97 | 2.98 |
| Hazing Behaviors | 3.29 | 3.31 |

* Below Army Average



WORKFORCE DEVELOPMENT/FEEDBACK



COMMAND CLIMATE SURVEY RESULTS

| Locally Developed Questions | Agree/Strongly Agree | Disagree/Strongly Disagree |
|--|----------------------|----------------------------|
| My immediate supervisor is willing to discuss my ideas and suggestions with regards to my job. ★ | 82.9% | 19.2% |
| I know what actions to take is someone expresses a desire to do harm to themselves or others. ★ | 94.2% | 5.8% |
| I can file a complaint without fear of reprisal. ★ | 67.9% | 32% |
| Equal Opportunity and Fair Treatment is a standard practice at Fort Stewart/Hunter Army Airfield. ★ | 74.3% | 25.7% |
| I am generally satisfied with the advice and service I receive from the Garrison EEO office. | 86.2% | 13.8% |
| Hiring practices and decisions are made based on merit without regard to race, color, religion, national origin. ★ | 72.1% | 27.9% |
| The Employee Recognition Awards program is properly administered. ★ | 56.5% | 43.5% |
| I am satisfied with the communication flow in my organization. | 56.5% | 43.5% |
| Communication flow from the chain of command is good. | 62.2% | 37.8% |

★ Improved from previous survey



WORKFORCE DEVELOPMENT/FEEDBACK



2014 CIVILIAN EMPLOYEE ENGAGEMENT/SATISFACTION SURVEY

| AREAS OF EMPHASIS | 2013 Agree/Strongly Agree | 2014 Agree/Strongly Agree | % Improved |
|---|---------------------------------|---------------------------------|---------------|
| Engagement – Questions 3-10 | 70.6% | 77.83% | 7.2% |
| Vision and Strategy – Questions 11-12 | 72% | 78.87% | 6.87% |
| Supervisory Practices – Questions 13-16 | 67.8% | 75.33% | 7.53% |
| Climate – Questions 17-23 | 68.8% | 74.70% | 5.9% |
| Organizational Effectiveness – Questions 24-27 | 67.2% | 74.06% | 6.86% |
| Information Flow – Questions 28-31 | 72% | 78.16% | 6.16% |
| Customer Service – Questions 32-35 (Added Questions on ICE) | 68% | 74.29% | 6.29% |
| Performance Goals and Feedback -Questions 36-41 | 74.7% | 79.33% | 4.63% |
| Training and Education – Questions 42-45 | 62.5% | 74.56% | 12.06% |
| Rewards and Recognition - Questions 46-47 | 48.6% | 60.55% | 11.95% |
| Resiliency and Wellness (New Category) Questions 48-56 Focused on resiliency training, FEI, physical fitness program, and wellness center | | 61.48% | |



WORKFORCE DEVELOPMENT/FEEDBACK



2014 CIVILIAN EMPLOYEE ENGAGEMENT/SATISFACTION SURVEY SPECIAL EMPHASIS QUESTIONS

| Special Emphasis Questions | Yes | No |
|---|--------|--------|
| Do you think the Interactive Customer Evaluation (ICE) program is beneficial? | 55.86% | 44.14% |
| Is your IDP reviewed quarterly with you and your supervisor? | 56.85% | 43.15% |
| Have you participated in the Resiliency Training? | 42.57% | 57.89% |
| Was the Resiliency Training beneficial to you? | 53.27% | 13.94% |
| Did you participate in the Federal Employee Institute (FEI) Training? | 37.20% | 62.98% |
| Was the FEI Training beneficial to you? | 66.41% | 33.59% |
| Have you participated in the Civilian Fitness Program? | 24.04% | 76.14% |
| Have you taken advantage of the Civilian Wellness Center programs? | 12.38% | 87.99% |



WORKFORCE DEVELOPMENT/FEEDBACK



2014 CIVILIAN EMPLOYEE SATISFACTION AND ENGAGEMENT SURVEY PROCESS ACTION TEAMS

Process Action Team Survey Categories

Rewards and Recognition

Customer Service

Wellness and Resiliency



PROJECTS FUNDED IN FY13



CURRENT CONSTRUCTION

1. Community

– Fort Stewart

- Construct Behavioral Health at 1st BCT
- Construct Behavioral Health at 2nd BCT
- Renovate Kitchen Line at Club Stewart
- Renovate Building 937 (NEC)
- Expand Pet Boarding Facility at Holbrook Pond
- **Repair Bennett Field Sports Complex - Complete**

– Hunter Army Air Field

- **Misc Repairs at Outdoor Pool - Complete**

2. Widening of Veterans Parkway

– Fort Stewart

- Veteran's Parkway (4 Lanes Widening)
- Renovate Museum Building 506
- **Demolition of Various Facilities - Complete**



PROJECTS FUNDED IN FY13

CURRENT CONSTRUCTION



3. Roofs

- **Fort Stewart**
 - Repair Leaking Roof Building 703 (Popeye's) - Complete
- **Hunter Army Airfield**
 - Replace Roof Building 1036 (CIF) - Complete

4. Ranges and Training Areas

- **Fort Stewart**
 - Replace Rifle Range Shelter Building 8092 - Complete
 - Construct PT Area Building 8005 - Complete
 - Install Septic Tank at Ammunition Supply Point - Complete
 - Minor Repairs to 63 Wooden Bridges in Training Area - Complete
- **Hunter Army Airfield**
 - Repair and Extend Small Arms Range - Complete



PROJECTS FUNDED IN FY13



CURRENT CONSTRUCTION

5. Airfield

- **Fort Stewart**
 - **Clear Obstruction at end of Runways (WAAF) - Complete**
- **Hunter Army Airfield**
 - **Relocate Fence on Flight Line - Complete**
 - **Refill Runway Joints - Complete**

6. Traffic Markings

- **Fort Stewart**
 - **Restripe McFarland Ave. - Complete**
 - **Restripe Harmon Ave. - Complete**
 - **Restripe Old Sunbury Road - Complete**
 - **Restripe Holbrook Pond Road - Complete**
 - **Restripe Gulick Ave. - Complete**
 - **Restripe Bultman Ave. - Complete**
 - **Restripe Hero and Austin Road - Complete**
 - **Restripe 4TH BCT Misc Roads - Complete**



PROJECTS FUNDED IN FY13

CURRENT CONSTRUCTION



7. DEMO

- Fort Stewart
 - Range Control Building 7901 - Complete

8. Energy/Savings/Security

- Fort Stewart
 - Replace Chiller @ FS Central Energy Plant - Complete
 - Install Remote Sensors on Streetlights
 - Completed Oil to Gas Conversions on seven Buildings
 - HVAC in Company Operations Buildings 812, 813 and 814
- Hunter Army Airfield
 - Replace Chiller @ Hunter Central Energy Plant - Complete
 - Completed Oil to Gas Conversions on 37 Buildings
 - Install Remote Sensors on Motor Pool and Parking Lot Lights – Complete
 - Replace Air Handlers Building 935



PROJECTS FUNDED IN FY13

CURRENT CONSTRUCTION



9. Road Work

– Fort Stewart

- Extend 15th Street to Gulick Avenue - Complete
- Upgrade Intersection of Hero Road and Gulick Avenue - Complete
- Traffic Improvements Hwy 144 and Old Sunbury Road - Complete
- Repair “Man Hole” on Gulick Ave. - Complete
- Repair Concrete Hardstand - Complete
- Repair Parking Lot Building 516 (UPH) - Complete
- Replace Grate Building 1820 (MTPL) - Complete

– Hunter Army Airfield

- Repair Drainage Ditch near 117th Air National Guard - Complete
- Create Motorcycle Range - Complete
- Repave Parking Lot and Street near Building 935 - Complete
- Repave Hunter Club Parking Lot Building 6015 - Complete
- Reasphalt Entire Parking Lot Building 8205 - Complete

PROJECTS FUNDED IN FY14



1. Community

– Fort Stewart

- Repair Warriors' Walk
- Replace Roof Building 402 (Bowling Alley)
- Install A/C at Newman Gym
- **Resurface Quick Field Running Track - Complete**
- Design Only - VOLAR Barracks to 1+1 Standard
- Construct Wash Rack @ DPW Yard
- Renovate Building 225
- Renovate Storage Area Building 509
- Replace Roof Insulation Building 7704
- Paint Dining Facility Building 642
- Repair various roofs (Victory & Marne Chapels, 7 – Battalion/Company HQ Buildings & 2 – NCOA Buildings)
- Upgrade Rail @ Rail Marshalling Area
- Various Energy Efficiency Projects
- Install HVACS in SSA's @ 4IBCT

PROJECTS FUNDED IN FY14



Community (Cont'd)

– Fort Stewart

- **Repair lights @ Bennet Sports Complex – Complete**
- Various Traffic Striping

– Hunter Army Air Field

- Addition to Hangar Building 7902
- Construct CAB Wash Rack Building 851
- Renovate Building 1036
- Repair Rail Lines
- Various Energy Efficiency Projects

2. Road Work

– Fort Stewart

- Realign Italy Street

3. Ranges and Training Areas

– Fort Stewart

- Repair Training Area Access
- Construct KD Range @ Red Cloud Echo



FY15 INSTALLATION TOP 15



PRIORITY LIST

1. Design Only - VOLAR Barracks to 1+1 Standard
2. Renovate Bldg 627 / EBH and Field Area as Soldier for Life Campus
3. Repairs at HAAF Wastewater Treatment Plant
4. Construct Fence around Perimeter of Wright Field
5. Upgrade 5 VOLAR Barracks and
6. Construct Traffic Circles (McNeely / Austin Road)
7. Critical Airfield Repairs
8. Repair Remagen Airstrip
9. Replace Oil / Water Separator at IWWTP
10. Repair Critical Roads
11. Construct Door Gunnery Range
12. Construct Tower at Evans Army Airfield
13. Repair and Convert Bldg 128 to HAAF Ed Center
14. Repair Jaeck Tactical Helicopter Site
15. Replace the Deployment Ops (temp facility) at RMA
16. Install Perimeter Fencing from Gate 3



FORT STEWART PROPOSED



RENEWABLE ENERGY PROJECTS

3 X 30 Solar Project

- Partner with GA Power
- 30 MW of Photovoltaic Panels
- Power generated will be consumed by Ft. Stewart



Enhanced Utility Lease (EUL) Solar Project

- Lease +/- 110 Acres to a third party for Solar Power Generation
- Up to 20 MW of Photovoltaic Panels
- Power purchased through the GA Power Solar Initiative
- Payment of lease with in-kind service (separate Government Owned Solar Array)

Micro-Grid

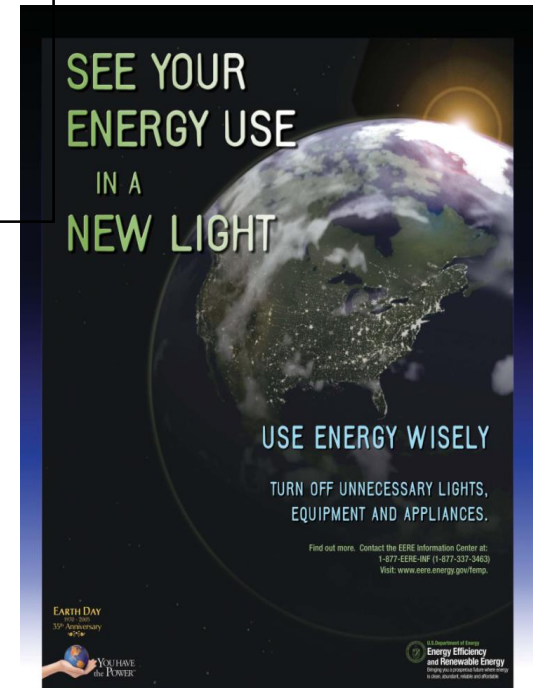
- Install Electrical Micro-Grid At HAAF



BECO / BEM TRAINING PROGRAM



- Launched BEM Training Program in FY14
- One BEM Training Session conducted in FY14
- Trained 84 BEM personnel to date
- Two additional BEM Classes scheduled in FY14
- Conducted one BECO Class for FY14
- Trained 82% of BECO Personnel





RESOURCES



RESOURCES



CURRENT ON-BOARD STRENGTH

| APPRV' DTDA 0315 | PERM OB | TEMP OB | TERM OB | OCO (Temp/ Term) | TOTAL OB | DIR ASAP O/H | DIR FLIGHT SIM INSTR | FORES TRY REIMB | DHR Voting Assist | OCO (Temp/ Term) | LWOP | TOTAL REIMB, DIRECT OH, OCO, LWOP | On-Board Strength that counts against us |
|------------------------|------------|------------|------------|------------------------|-------------|--------------------|-------------------------------|-----------------------|-------------------------|------------------------|------|--|--|
| 929 | 938 | 0 | 11 | 11 | 960 | 2 | 5 | 40 | 1 | 11 | 3 | 62 | 898 |

Current Overhires = 93
 Current Vacancies = 138



RESOURCES



FUTURE AUTHORIZATIONS

FY14 Civilian Authorizations = 929

FY15 Civilian Authorizations = 855

FY16 Civilian Authorizations = 787



RESOURCES



CURRENT BUDGET

| SAG | FY13 PBG | FY14 PBG | Difference |
|-----|----------|----------|-------------------------|
| 121 | \$14.9M | \$16.5M | + \$1.6M in TATM & VSCW |
| 131 | \$125.3M | \$124.9M | - \$400K Civ Pay |
| 132 | \$32.1M | \$47.1M | +\$15M in SRM |

Total FY14 PBG = \$188.5M

Total FY15 PBG = ?



FY15 VERA/VSIP



FY15 TDA Auth are 929.

FY16 TDA Auth are 855.

74 less Authorizations.

Based on FY16 TDA we have approx 120 Overhires.

3 ways to voluntarily reduce the workforce:

Normal Attrition

VERA/VSIP

Management Reassignments



FY15 VERA/VSIP



VERA – Voluntary Early Retirement Authority

VSIP – Voluntary Separation Incentive Pay

Series with overhires are 0303, 2210, 0301, 1101, 1712, 0318, 0326, 4206, 0186, 0020, 2154, 1035, 2604, 1910, 6907, 2001, 0080, 0089, 0344, 0404, 0809, 1130, 1170, 8862, 1173 and 0203.

Interest letters go out to overhire series ~ 29 Oct 14.

Interest letters due back to CPAC NLT 28 Nov 14.

Employees offered VERA/VSIP off the roles by 31 Mar 15.

Not an employee entitlement. Tool to shape the workforce.



DIRECTORATE SPOTLIGHT



DIRECTORATE SPOTLIGHT



Directorate of Human Resources

Plans, Analysis and Integration Office



AWARDS



AWARDS

DIRECTORATE LEVEL QUARTERLY ICE AWARD





AWARDS



DEPARTMENT OF THE ARMY MERITORIOUS CIVILIAN SERVICE AWARD

Ms. Dolores Walsh-Rucker, DPTMS



AWARDS



GARRISON CIVILIAN AWARD OF EXCELLENCE PROGRAM

PURPOSE: To identify and reward exceptional performance of civilian employees at USAG Ft Stewart/HAAF.

WHO CAN NOMINATE: Supervisors, Co-workers, Teammates, Customers

QUARTERLY WINNERS RECEIVE:
\$500 Cash Award; Achievement Medal
24-hour Time Off Award

ELIGIBILITY: All Appropriated and Non-appropriated fund employees whose performance makes a statement of excellence.

ANNUAL AWARD:
\$1,000 Cash Award
Commander's Award for Civilian Service
40-hour Time Off Award

GARRISON COMMANDER'S AWARD OF EXCELLENCE

First Quarter, FY14

- Category 1 - Ms. Elisha Boyd, DHR
- Category 2 - Mr. Michael D. Morris, DPTMS
- Category 3 - Ms. Maria Boiza , DFMWR

Second Quarter, FY14

- Category 1 - Mr. Joe Tatum, DPW
- Category 2 - Ms. Andrea Everett, DHR
- Category 3 - Mr. James Maddox, DPW

Third Quarter, FY14

- Category 1 - Mr. Gilberto Cofressi, DPTMS
- Category 2 - Ms. Terethia R. Lawton, DPW
- Category 3 - Mr. David Southerland, DHR



AWARDS



THE VETERANS OF AMERICA AWARD

CHAPTER 789 OF THE VIETNAM VETERANS AMERICA

Fort Stewart Food Service (TISA)
Mr. Cornelius Williams, LRC

Fort Stewart Installation Ceremonies
Mr. Jeff Fornshell, DPTMS



AWARDS



PRESIDENT'S CHALLENGE PROGRAM TOTAL AWARDS ISSUED BY CATEGORY

| Award Type | Total Awards Since Last SOTG | Total Awards to Date |
|------------|------------------------------|----------------------|
| Platinum | 3 | 6 |
| Gold | 2 | 52 |
| Silver | 4 | 95 |
| Bronze | 3 | 194 |

Total Garrison participants to date: 454

Total points earned to date: 25,428,999 as of 1 Oct 14



AWARDS

PRESIDENT'S CHALLENGE PROGRAM

Platinum Winner

Ms. Lucia Braxton, DHR



AWARDS



FEDERAL EXECUTIVE INSTITUTE'S LEADERSHIP FOR A DEMOCRATIC SOCIETY

Tiger Team 1:

Ms. Asmaa Abdul-Haaq
Ms. Retha Barron
Ms. Bonnie Crook
Ms. Latanya Daisy
Ms. Sophia Davis
Ms. Vonzetta Davis-Lewis
Ms. Kathy Horton
Ms. Barbara Mauldin
Mr. Travis Mobley
Ms. Threasa Sungur
Ms. Eva (Dale) Williams

Tiger Team 2:

Mr. Craig Christopher
Mr. Will Ingram
Mr. James Maddox
Mr. Greg Odden
Mr. Sam Perrotta
Mr. Michael Phillips
Mr. Jeff Poulin
Mr. Carl Steen
Ms. Jana Tanner
Ms. Anna Vergara

Tiger Team 3:

Mr. Jon Bairnsfather
Mr. Tim Beaty
Mr. Craig Carpenter
Ms. Susan Chipple
Mr. Ken Cook
Mr. Chris Curry
Ms. Veronica Frazier
Mr. Tom Fry
Ms. Donna Groover
Mr. Jeff Mangun
Ms. Amber McCormick
Ms. Tressa Rutland
Mr. Kyle Wemett
Mr. Tim Whitehurst



AWARDS



LENGTH OF SERVICE AWARDS

| | | |
|------------------|----------|-----|
| Donald Roberson | 25 Years | DES |
| Jeffrey White | 25 Years | DES |
| Jose Sanchez | 25 Years | DES |
| Lucretia Stinson | 30 Years | DES |



QUESTION AND ANSWER



- Are you aware of the FY15 Annual Training Guidance and the 14 mandatory training requirements?
- Are you familiar with the Process Action Team process and have you been selected to participate as it relates to the Civilian Employee Engagement and Satisfaction survey?
- Are you aware of the Garrison Commander's open door policy dated 21 Sep 2012 that is posted on the Ft Stewart website and the internal complaint process?
- Are you aware of and do you have an equal opportunity to attend the Brown Bag process that allows employees from a directorate to meet during lunch and discuss issues with the Garrison Commander?
- Are you aware that you are eligible for performance based and on-the-spot awards this year?



QUESTION AND ANSWER



Internal Complaint Process

- The chain of command has proven to be an appropriate and responsive mechanism through which individuals can voice complaints, seek assistance, and address personal and professional problems.
- Soldiers, Army Civilians, and Family Members should use the chain of command to resolve problems at the lowest level possible.
- Soldiers, Army Civilians, and Family Members have the opportunity to see the Garrison Commander as necessary when use of the chain of command is inappropriate or has not been responsive.
- To schedule an appointment call (912) 767-8606. Every effort will be made to schedule this appointment as soon as possible.



STATE OF THE GARRISON



NEXT STATE OF THE GARRISON

14 APRIL 2015



A copy of this briefing is located at this URL:

<http://www.stewart.army.mil/info.as?pe=PAIO>