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STATE OF THE GARRISON



STATE OF THE GARRISON BRIEFING HUNTER ARMY AIR FIELD

25 OCTOBER 2012

LTC EDWARD A. KOVALESKI, 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.



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HANDOUTS



- Tri-fold QMB Accomplishments
- Information Paper on Civilian Strengths
- GC Permission Slip
- Comment Card



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AGENDA



TOP 10 OBJECTIVES

LEADERSHIP CHANGES

3RD ID PRIORITIES

ORGANIZATION CHANGES

THINGS WE ARE PROUD OF

WHAT'S NEXT

RESOURCES



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Top Ten Objectives

as of 28 Sep 12 (v5)



1. Empower the Senior Commander and Garrison Commander.
2. Prioritize and deliver programs and services to achieve greatest positive impacts for Soldiers, Families, Civilians. Measure what is important.
3. Operate as a team of teams through ongoing, open collaboration with ARSTAF, ACOMs, ASCCs, and Senior Commanders.
4. Enhance Soldier and Family resilience through critical programs (Sponsorship, SHARP, ASAP, EFMP, Transition, SFAC, ACAP, ACES, Suicide Prevention, and Comprehensive Soldier and Family Fitness).
5. Provide care and comfort to support Survivors and Wounded Warriors.
6. Develop the IMCOM workforce and build the bench through talent management; have the Army's best star star headquarters staff.
7. Operate efficiently and effectively, within fiscal constraints, through a reshaped organization and optimized infrastructure in order to meet Mission Commander requirements – move toward Army Installation 2020.
8. Maintain the environment and reduce energy demand and costs to meet Army-directed goals.
9. Run the Enterprise – integrate Installation Services in accordance with Army standards, in support of Senior Commanders.
10. Demonstrate Inspired Leadership and world-class customer service .



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3ID LEADERSHIP UPDATES



**Deputy Commanding General -
Rear
COL John Hort**



**Division Command Sergeant
Major- Rear
CSM Jimmy L. Pegues**



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FORT STEWART GARRISON



COMMANDER



**Garrison Commander
COL Kevin Gregory**



**Garrison Command
Sergeant Major
CSM Louis Felicioni**



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NEW PERSONNEL



INSTALLATION SENIOR CHAPLAIN



COL Robert Meek



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NEW PERSONNEL

INSTALLATION SAFETY OFFICE

NEW DIRECTOR



Mr. Roy Coker



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NEW PERSONNEL

ARMY COMMUNITY SERVICES

NEW DIRECTOR



Mr. William Lukens



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WHERE ARE WE HEADING?



• Over the next six months Fort Stewart and Hunter Army Airfield will deploy over 10,000 Soldiers in support of OPERATION ENDURING FREEDOM.

• 3rd Infantry Division is the only Army Division to deploy units to all the Provinces in Afghanistan in addition to supporting the contingency mission in Kuwait.



385th MP Bn and 3rd SB units and detachments deployed throughout CENTCOM AOR on a continuous basis



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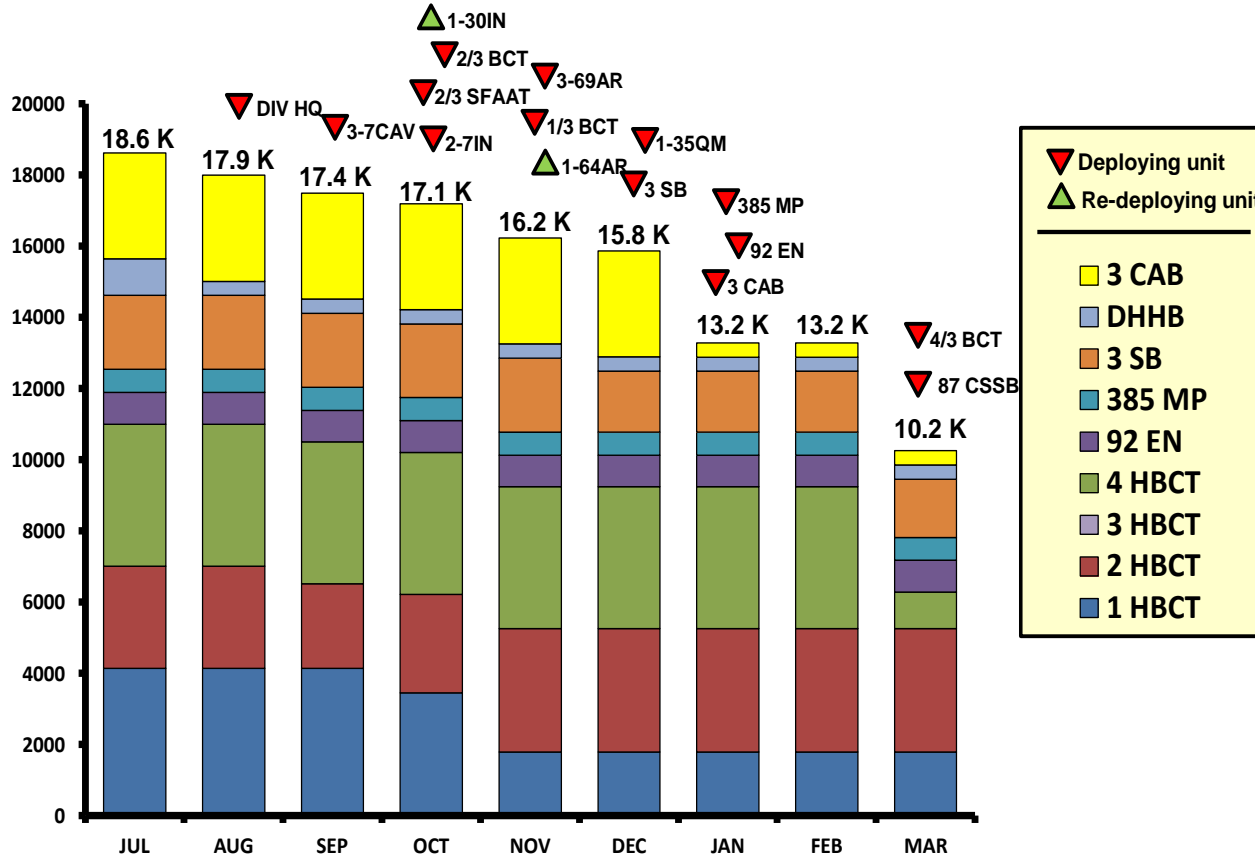
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WHERE ARE WE HEADING?



OVERALL PERSONNEL STRENGTH FSGA/HAAF (JUL 2012- MAR 2013)



- More than 10,000 Soldiers will remain at FSGA/HAAF during this deployment
- Will deploy roughly 10,000 Soldiers over next 6 months
- Leadership in place to maintain our community relationships



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ORGANIZATION CHANGES



DOL TRANSFER TO ARMY SUSTAINMENT COMMAND

- Effective 1 October 2012, the Directorate of Logistics (DOL) successfully transferred all logistics functions including personnel, equipment and resources to the Army Sustainment Command.
- DOL will continue to provide all logistical support provided prior to the transition with no discernible changes to our customers.
- DOL falls under the 406th Army Field Support Brigade (AFSB), Fort Bragg NC and partners with the Army Field Support Battalion (AFSBn), Fort Stewart.
- DOL is the S-4 for the Garrison Commander and continues to provide all garrison logistical support.
- Memorandum of Agreements (MOAs) establish formal responsibilities for support.



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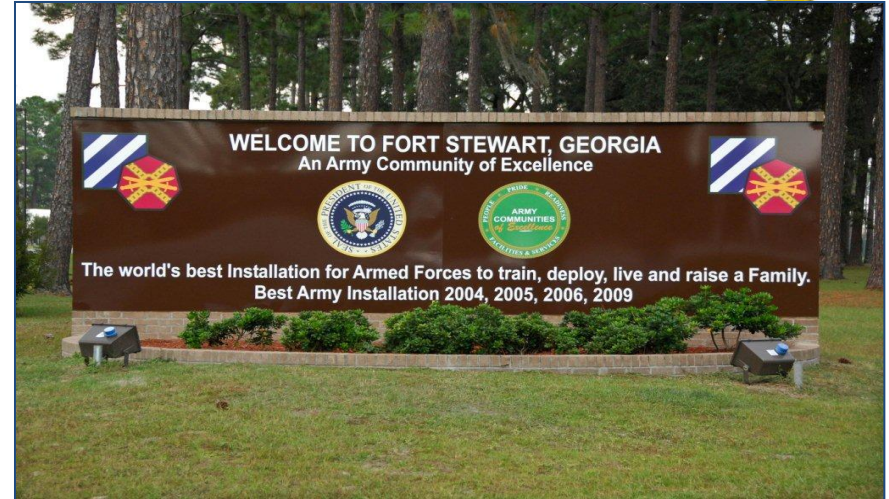
THINGS WE ARE PROUD OF Malcolm Baldrige



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- Fort Stewart/Hunter AAF won the Gold medal for ACOE in 2004, 2005, 2006, 2009, and 2012
- Due to our ineligibility to compete for the Gold medal in 2010 and 2011, Fort Stewart won a ACOE Exemplary Practice Award, and the Sustained Excellence Awards – a first of its kind!
- Since winning the ACOE Gold medal in 2012, FS/HAAF is ineligible to compete for the 2013 and 2014 Award.
- To continue our quest for excellence, FS/HAAF is currently applying for the U.S. Department of Commerce National Institute of Standards and Technology (NIST) Malcolm Baldrige National Performance Excellence Award.
- This is an unprecedented opportunity for FS/HAAF. Picatinny Armament Research, Development and Engineering Center won this award in 2007 and is the only Army organization that has ever won this award.



TIMELINE OF EVENTS

15 SEP 12 – 7 DEC 12	Initial Baldrige document completed
Dec 12	New Criteria Published
JAN 13	Criteria changes incorporated into the Document
Jan – Feb 13 timeframe	Formalized Baldrige Classroom Training available at Ft Stewart
1-May-13	Baldrige completed document/Application Submitted for Review to NIST
DTG TBD	FS/HAAF Site Visit - TBD



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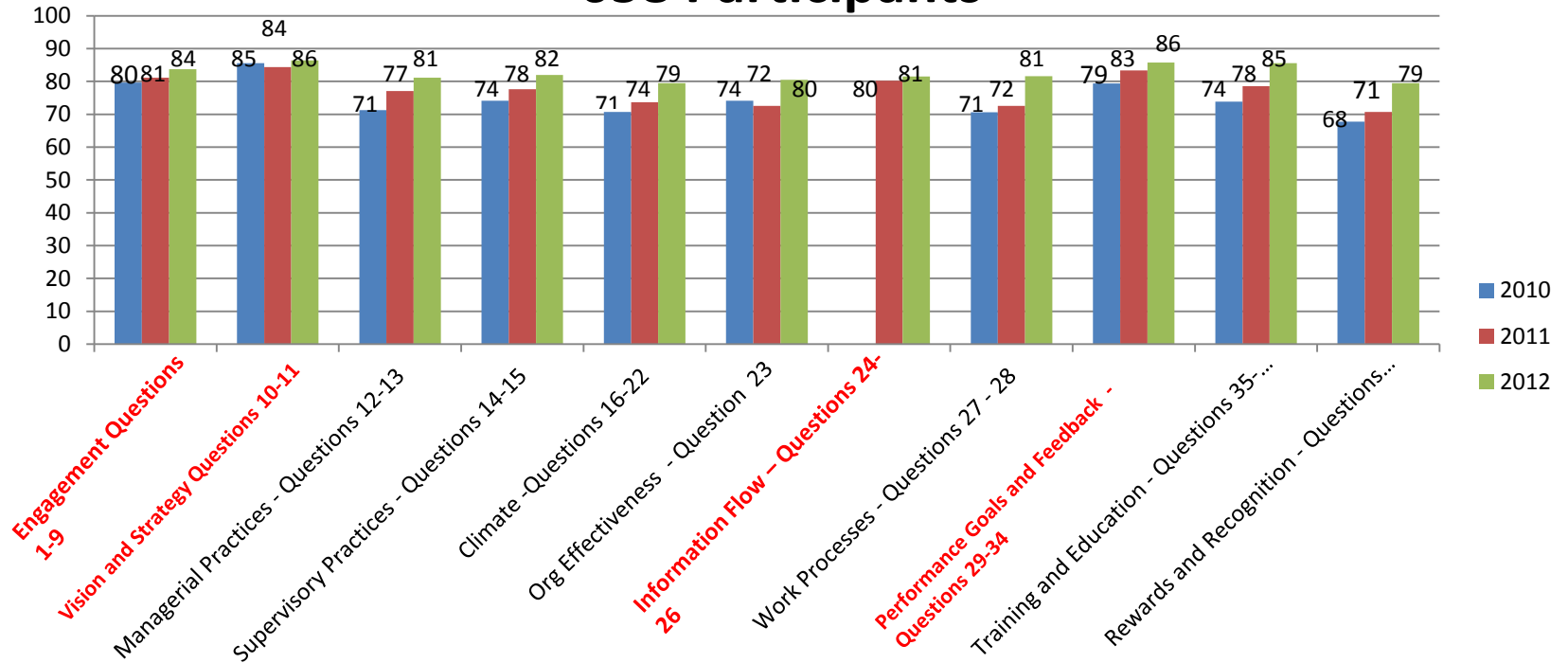
2012 CIVILIAN EMPLOYEE

ENGAGEMENT/SATISFACTION SURVEY

Overall Level Percentage Of Survey Results



658 Participants



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2012 CIVILIAN ENGAGEMENT/SATISFACTION SURVEY RESULTS

AREAS OF EMPHASIS	2010	2011	2012
Engagement – Questions 1-9	77	81	84 ↑
Vision and Strategy – Questions 10-11	85	84	86 ↑
Information Flow – Questions 24-26	0	80	81 ↑
Performance Goals and Feedback Questions	79	83	86 ↑



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UPDATE ON PROCESS ACTION TEAM

RESULTS – 2011 SURVEY

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THEME	CURRENT PROCESS	RECOMMENDATION FOR IMPROVEMENT
1. Accountability/ Supervisor Training	<ul style="list-style-type: none"> •HR for Supervisors On-line Course •CES •GC Supervisor Training 	Reorganize Garrison Supervisor Training to Leadership Education and Development (LEAD) incorporate the supervisor focused topics that were discussed during the legacy LEAD training.
2. Accountability – Inspection for implementing Process Action Team (PAT) results	<ul style="list-style-type: none"> • Staff Meetings 	Internal Review Office (IRACO) Annual Review
3. Communication – Policy Letters	<ul style="list-style-type: none"> • Policy Letters • Brown Bags • Bulletin Boards (2010) • State of the Garrison • Staff Meetings (Policy 2010) 	<ul style="list-style-type: none"> • Enforce MOI/Policy Letters implemented in 2010 • Rotate Brown Bag attendees to ensure all employees have opportunity to participate. • Reschedule cancelled Brown Bag Luncheons • Place training, minutes from meetings, and other important information on organizational bulletin boards in break areas for all to read • (2010 – IR Annual review) • Use Long Range Calendar
4. Feedback on Performance	<ul style="list-style-type: none"> • Annual and Mid-term Reviews • Quarterly Counseling • Evaluations 	<ul style="list-style-type: none"> • Continue to report Counseling and Evaluation Reviews per directive • Continue to monitor in LWQMB for Command emphasis
5. Training - Customer Service Training Needed	<ul style="list-style-type: none"> • Decision made by each organization, to do it or not 	<ul style="list-style-type: none"> • Develop a Garrison Standardized Customer Service Training Class for every employee to attend. • Customer Service Training was provided to the workforce on 11, 12 and 13 Sep by Savannah Technical College. A total of 138 employees completed the training.
6. Training - On-Post Classes	<ul style="list-style-type: none"> • TDY, one-by-one • Certification when hired or as needed 	<ul style="list-style-type: none"> • Post Training Needs Survey results • Post Order of Merit List for Civilian Education System (CES) courses • Publish quarterly training availability roster and courses
7. Post/Directional Signs - Quick Fix	<ul style="list-style-type: none"> • Word of Mouth 	<ul style="list-style-type: none"> • Post Garrison Signs to direct individuals to the education center • Place installation Maps in common areas for directional purposes • Put maps in weekly /monthly/quarterly information media



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COMMAND CLIMATE SURVEY

- This survey will be deployed soon to the Garrison workforce.
- The purpose of the survey is to provide leaders with critical information on military and civilian equal employment opportunity issues, sexual assault prevention and response issues and the ability to assess overall organizational effectiveness.
- 100% participation is encouraged.



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CES BASIC AT FORT STEWART



The first IMCOM Civilian Education System (CES) Basic Course was conducted at Fort Stewart on 5-16 DEC 2011 and was attended by 36 personnel.

A second course is scheduled to be conducted at Fort Stewart 2-14 Dec 2012. Quotas are allocated to directorates based upon priorities of nominees.

Students who successfully complete this course will:

- Understand and apply basic leadership skills and care for small teams
- Apply effective communication skills to build a team
- Demonstrate internal and external situational awareness
- Direct teams accordingly
- Develop and mentor subordinates



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THINGS WE ARE PROUD OF CIVILIAN EDUCATION SYSTEM



(As of 30 Sep 2012)

FY10

FY11

FY12

COURSE	FY10			FY11			FY12		
	# REQ	# TRND	%	# REQ	# TRND	%	# REQ	# TRND	%
FOUNDATION	490	74	15	770	320	42	715	618	86
BASIC	146	38	26	223	102	44	145	54	37
INTERMEDIATE	150	22	15	150	55	37	103	44	43
ADVANCED	52	18	35	48	19	40	58	38	66
TOTALS	838	152	18%	1191	496	42%	1021	754	74%



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CES ORDER OF MERIT LIST

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FOUNDATION COURSE	BASIC COURSE GS 1 – GS-9 & WG/NAF (Equivalents)	INTERMEDIATE COURSE GS- 10 – GS-12 & WG/NAF (Equivalents)	ADVANCED COURSE GS-13 thru GS-15 & WG/NAF (Equivalents)
<p>Required for all employees both supervisory and non-supervisory who are new to Ft Stewart/ Hunter AAF since 30 Sep 2006.</p>	<p>Priority 1: All PERMANENT (career/career-conditional) Army Civilians in Team Leader, Supervisory or Managerial positions. Priority 2: Army Civilians in PERMANENT appointments to non-supervisory positions. Priority 3: Military supervisors of Army Civilians and Army Civilians in term or temporary appointments who have responsibility for leading or supervising Army Civilians.</p>	<p>Priority 1: All PERMANENT Army Civilians in Supervisory or Managerial positions. (Include career or career-conditional; exclude Priority Priority 2: Army Civilians in Non-supervisory or managerial positions. Priority 3: Military supervisors and Army Civilians in term or temporary positions.</p>	<p>Priority 1: All PERMANENT Army Civilians in Supervisory or Managerial positions. Priority 2: Army Civilians in permanent appointment to a non-supervisory or managerial position. Priority 3: Military supervisors of Army Civilians and Army Civilians in term or temporary appointments who have responsibility for leading or supervising Army Civilians.</p>

OTHER CRITERIA: When needed, other criteria is applied within Priorities shown above, as follows:

1. Retirement plans. If an employee has a planned retirement within the next 3 years and does not desire CES training, a waiver may be submitted to the Garrison Staff requesting exclusion from CES consideration.
2. Grade from highest to lowest.
3. Service Computation Date (SCD) for Total Civilian Service from greatest to least.
4. Compassionate considerations such as, child-care; elder care; physical limitations, etc.



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THINGS WE ARE PROUD OF GC QTRLY SUPERVISORY TRAINING



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FY12 TRAINING COMPLETED

Date	Location	Training Completed
8 May 12	Ft Stewart	136
9 May 12	Ft Stewart	72
10 May 12	Hunter AAF	41
22 May 12	Hunter AAF	19
30 May 12	Ft Stewart Makeup	14
	DVD Makeup	29
	Total Trained	311
	Total Required	356
	% Completed	87%



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FORT STEWART/HUNTER AAF

ANTI-DUI CAMPAIGN



- In an effort to keep our roads and highways safe, beginning Columbus Day weekend, in conjunction with Georgia State Patrol, the Fort Stewart Police began their Anti-DUI campaign that will run until after New Year's.
- Motorists can expect to see both Ft Stewart Police and Georgia State Patrol DUI checkpoints on state owned highways (119/144).
- ***Don't Drink and Drive!***



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THINGS WE ARE PROUD OF

FAMILY MEMBER, COUPLES AND

ARMY CIVILIAN RESILIENCY TRAINING



Graduation 15 October 2012

- Seven graduations have been held to recognize those who have completed the course.
- Upcoming Classes:
 - Fort Stewart – 7 day course - 22-23 Oct, 0845-1230
 - Fort Stewart – 4 day course – 5-8 Nov, 0845-1615
 - Fort Stewart – 4 day course – 3-6 Dec, 0845-1615
 - Hunter AAF – 4 day course - 11-14 Dec, 0845-1615

Module descriptions and class dates can be found at www.stewart.army.mil on the ACS homepage.



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CIVILIAN FITNESS PROGRAM

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- 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.
 - 1st Session was 4 Apr 11 – 29 Sep 11
 - ❑ 18 Completed the program (Stewart), 7 Completed the program (HAAF)
 - 2nd Session was 17 Oct 11 - 12 Apr 12
 - ❑ 25 Completed the program (Stewart), 3 Completed the program (HAAF)
 - 3rd Session was 7 May 12 - 23 Aug 12
 - ❑ 18 Completed the program (Stewart), 4 Completed the program (HAAF)
 - 4th Session is on-going: 10 Sep 12 – 28 Feb 13
 - ❑ 27 Participants (Stewart), 5 Participants (HAAF)
- Applications are available online Mar 12 at www.stewartmwr.com. Click on Newman Fitness Center.



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THINGS WE ARE PROUD OF COMBINED FEDERAL CAMPAIGN



Campaign Period: 1 Sep – 16 Nov 2012

Goals:

Division and Tenants: \$325,000
Garrison (Ft Stewart and Hunter AAF): \$50,000

Total Garrison Pledges
(As of 12 Oct)

Ft Stewart and Hunter AAF:
\$30,875.42

Overall Total includes Tenants:
\$58,339.92



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THINGS WE ARE PROUD OF



2012 Annual Fed's Feeding Families 4th Annual Campaign Food Drive 15 July – 31 August

- Total food contributions collected were 35,174.5 lbs of non-perishable food items for the Fed's Feeding Families 2012 Food Drive Campaign. Total contributions surpassed initial goal of 20,500 lbs.
- Supports local Savannah and Hinesville Food Banks with non-perishable food item donations.



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THINGS WE ARE PROUD OF



LIVE SCAN

Biometric Scanned Laser Finger Printing

- Fort Stewart/Hunter AAF Police Departments have been instrumental in launching the first Biometrics Laser Scan Printing System and direct collection of criminal history.
- The National Crime Information Center (NCIC), the Georgia Crime Information Center (GCIC), and the Fort Stewart and Hunter AAF Police Department joint efforts contributed to the successful implementation of this program at Fort Stewart and Hunter AAF.
- This program will eliminate the use of paper finger print cards and ink printing of suspected criminals; efficient and faster criminal background checks and expedient processing of the information into the NCIC/GCIC and the immediate access to criminal and driver records.



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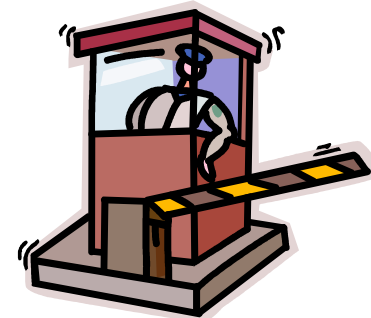
AUTOMATED INSTALLATION ENTRY



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- Automated Installation Entry = AIE
- ALL AIE Equipment is in place at all gates except for Gate 4 (FS) and Rio Gate (HAAF).
- Testing of the system was conducted during 12 – 23 Mar.
- Endurance testing (running drivers and vehicles through lanes) was conducted from 10 Sep – 1 Oct 12.
- Proposed sign over date is 1 Nov 12.
- Registration is continuous and as of 27 Sep, 18,489 personnel are registered in the system.



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WHAT'S NEXT

2011 TOP 15 BUILD OUT



PROJECTS	STATUS
Construct ACS Building 87	Completed
Loop Water Systems @ HAAF	Completed
Install Fire Alarm Detection Systems 750/500	Completed
Various Energy Projects	Completed
Temp Fire Station (FS & HAAF)	Completed
Correct Taxiway Signs, Electrical Systems @ HAAF	In Progress
Install High Efficiency Building Circulation Pumps (309/300)	Completed
Renovate Bldg 616 for Courtroom, JAG	In Progress
Renovate 911 Center Bldg 7	Completed
Construct CFFT/EST Facility @ HAAF	Completed
Bring HVAC Systems to Green	Completed
Renovate Fire Station #2	In Progress
Construct Safety Training Facility	In Progress
Construct Synchronization Ramp	Completed
Construct Latrine Facility @ Marne Garden	In Progress
Construct Latrine Facility @ Cottrell Field	Completed



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WHAT'S NEXT

FY12 INTEGRATED PRIORITY LIST



PROJECTS	STATUS
Install AC in Company Operations Facilities (COFs)	Funded
Fire Alarm Detection/Suppression System	Funded
Construct UAV Shelter @ Evans	Cancelled
Construct Safety Training Facility @ FS	Cancelled
Expand Parking Stewart Lanes/Corkan	Funded
Replace Energy Inefficient HVAC	Funded
Construct Law Enforcement Bldg VIC (Bldg 280)	Funded
Site Work Close-In Urban #7 Wiley	Funded
Replace Bleachers Newman Gym	Funded
Hot Water Storage Tanks	Funded



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WHAT'S NEXT

FY13 INTEGRATED PRIORITY LIST



PROJECTS	STATUS
Install HVAC at Company Ops	
HAAF - Design for Renovation of Hangars 850 and 860	
HAAF - CAB Wash Racks	
Repair Training Area Access FS 40, FS144 & FS 5	
Fire Alarm/Detection/Suppression	Awarded
Construct Storage Building for DMWR	
Renovate MP/PMO Station Bldg 280	
Renovate Bennett Adult Sports Complex	
Replace Wood Fired Boilers at CEP	
Repair/Replace Energy Failing HVAC at Misc Bldgs	



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RESOURCES

SEQUESTRATION



How will the current Sequestration Law affect Fort Stewart and Hunter AAF?

- We don't know. It is too early to tell.
- Law is likely to change in some way before 2 Jan 2013.
- Keep taking care of Soldiers, Families, Civilians and retirees.



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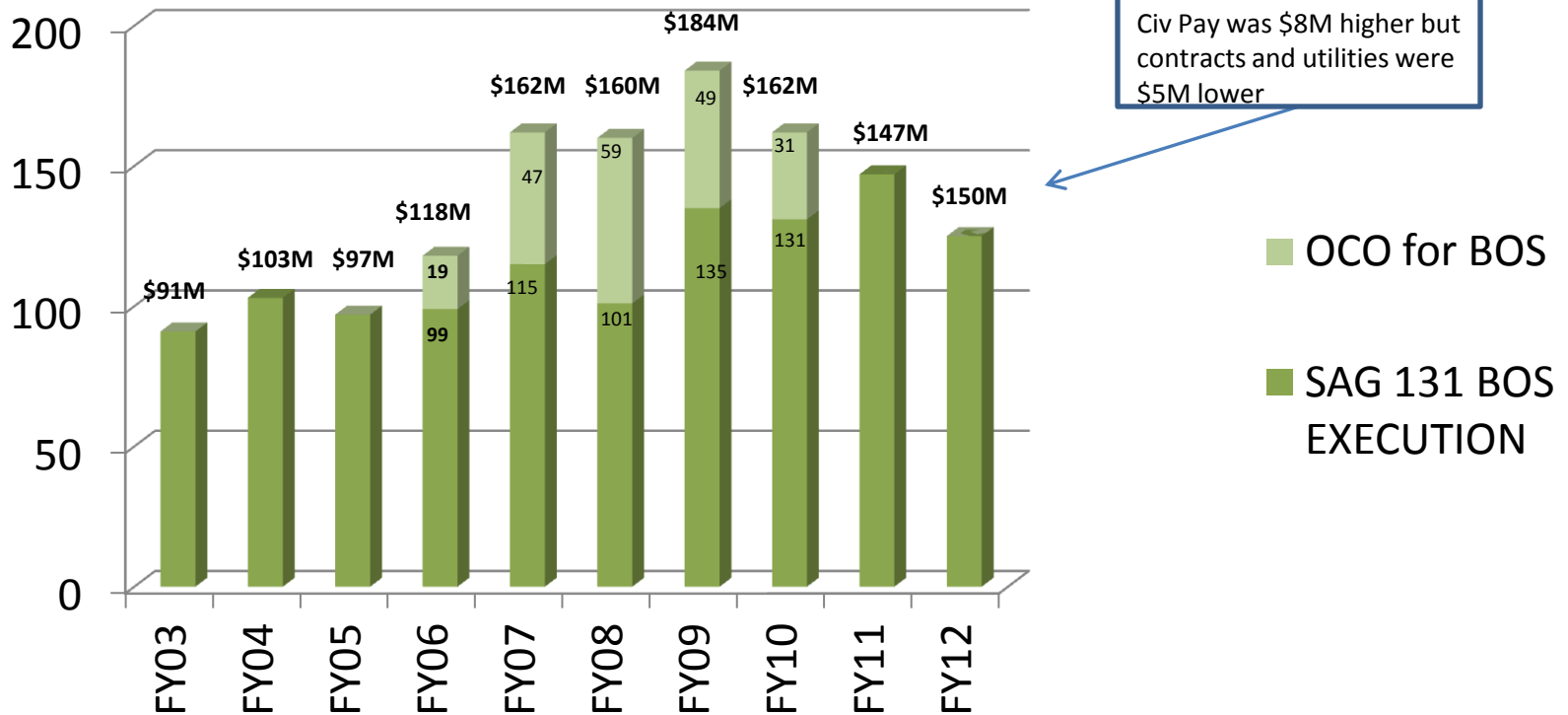
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THE BRUTAL REALITY

FORT STEWART/HAAF BASOPS EXECUTION/BUDGET



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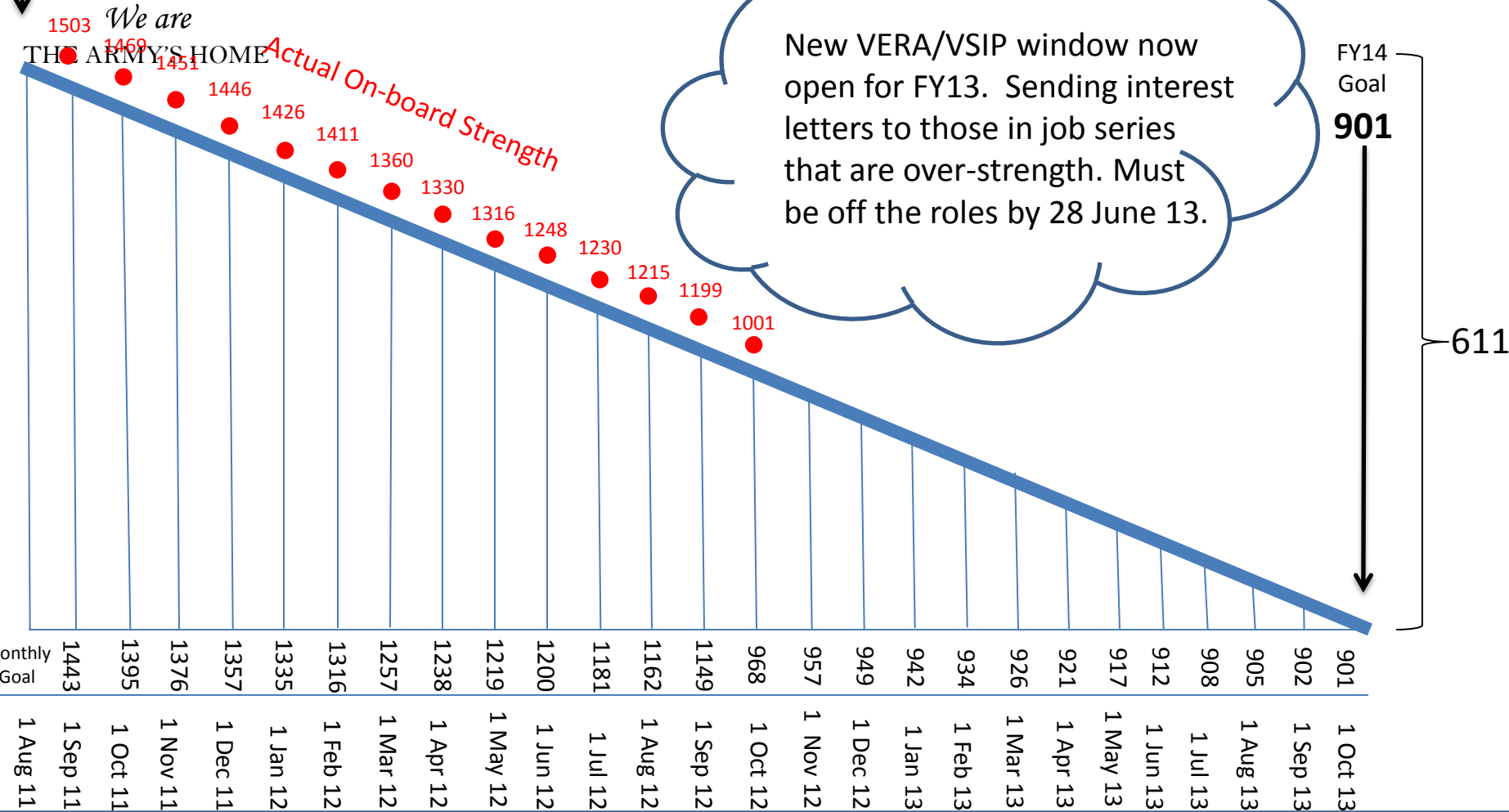
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Fort Stewart/HAAF Human Capital Strategy Timeline

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IMCOM only considers OMA Direct for our on-board strength. We are making steady progress in reducing on-board strength. As of 1 Oct the chart no longer reflects DOL.



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REASSIGNMENT PROCESS

Garrison Vacancies are accessible for everyone to view on the Fort Stewart/HAAF intranet are at the following site:

<https://intra.stewart.army.mil/garrison/gc/Pages/default.aspx>

On the left hand side you will see a tab called "Garrison Vacancies".

We encourage those employees who want to volunteer to fill a vacancy to contact the POC.

For those employees without access to a computer, you will find this posted on your directorate bulletin boards.



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IMCOM Enterprise Placement Program (IEPP)

IMCOM Vacancies are accessible for everyone to view on AKO at the following site:

<https://www.us.army.mil/suite/page/662838>

Site is down for maintenance every Monday

New vacancies are posted every Tuesday

To be eligible for these positions you must currently be Permanent appropriated funds IMCOM employee located at a Region or a Garrison that is excess or can save someone a job.

Applications that would result in a promotion will not be considered. Applicants should apply for vacancy announcements that lead to a reassignment or voluntary change to lower grade.



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AWARDS

PRESIDENT'S CHALLENGE PROGRAM



- Total Garrison Participants: 460
- Total Garrison Points Earned to Date: 19,431,041
- Total Awards Issued By Category:
 - Gold - 25
 - Silver - 58
 - Bronze – 115
 - Platinum - 2



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PRESIDENT'S CHALLENGE PROGRAM



Gold Winners



Barry Kaufman	DOL
Doug Oliver	DOL
Leroy Malphrus	DPTMS
John Stanley	DPTMS
Anchor Glover	DPTMS
Charles Dunn	DPTMS
Chris Mauer	DES
Wayne Reinhardt	DES
James Hackney	DES
Jerri Griner	PAO
Jennifer Hartwig	PAO
Ron Elliott	PAO
Marie Barnes	RMO
Lucia Braxton	DHR
Curtis Valesco	DHR



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PRESIDENT'S CHALLENGE PROGRAM

Platinum Winners

Beverly Carridine-Gilmore

DHR

Anthony Plummer

DHR

We have a total of six employees who will be eligible for the Platinum award by the next State of the Garrison scheduled in April 2013.



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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

AWARDS

GARRISON CIVILIAN AWARD OF EXCELLENCE PROGRAM



GARRISON COMMANDER'S AWARD OF EXCELLENCE

First Quarter FY12

- Category 1 – Ms. Debbie Thompson, DHR
- Category 2 – Dr. Olivia H. Penrod, DHR
- Category 3 – Ms. Clara Schueler, ACS

Second Quarter FY12

- Category 1 – Mr. Peter Jennings, DOL
- Category 2 – Ms. Amanda Holmes, DOL
- Category 3 – Mr. Donnie Lucas, DES

Third Quarter FY12

- Category 1 – Ms. Dierdra Coleman, DHR
- Category 2 – Ms. Malveria Mciver, DOL
- Category 3 – Ms. Pam King, DHR

4th Qtr/FY12 1 Nov 12

1st Qtr/FY13 1 Feb

2nd Qtr/FY13 1 May

3rd Qtr/FY13 1 Aug

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ARMY SUGGESTION PROGRAM

Mr. Richard Mansford DPTMS

Recommended realigning the Petroleum, Oil, and Lubricants facility points at Hunter Army Airfield as an alternative to repaving the east side of the facility.



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ARMY SUGGESTION PROGRAM

Mr. Larry Durrence
DPTMS

**Recommended the removal of parts from the
obsolete M109A5 Fire Support Combined
Arms Tactical Trainers (FSCATT) to be reused
on the new M109A6 FSCATT.**



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STATE OF THE GARRISON



QUESTIONS



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STATE OF THE GARRISON



NEXT STATE OF THE GARRISON

11 APRIL 2013



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