

## QUESTIONS AND ANSWERS FROM CG's FEB 2014 TOWN HALL

### Questions Regarding Forces Command Reductions in 2014/15:

**Q1: How will these reductions impact the local community? How will these reductions impact the housing market/unemployment/local revenue?**

**A1:** The loss of about 1,000 military positions in Forces Command on Fort Leonard Wood will have some impact on the local community though exact impacts are unknown at this time. Every organization, business and person will be impacted differently.

**Q2: How do the losses at FLW compare to those at other installations?**

**A2:** The impact of sequestration in FY13, coupled with the threat of continued sequestration levels of funding is forcing the Army to implement significant reductions to end strength, readiness, and modernization across the entire Army.

**Q3: Are there any civilian positions associated with the Forces Command reduction?**

**A3:** Yes, there are six civilian positions affected; three of those positions are currently vacant. Managers and CPAC are working to place the Department of Army civilian employees occupying the positions in available vacancies for which they qualify.

**Q4: When will the FORSCOM changes happen/what is the timeline for inactivating units?**

**A4:** The 4<sup>th</sup> Maneuver Enhancement Brigade (MEB) remains a priority unit and remains on Defense CBRN Response Force (DCRF) mission until May 2015. The 5<sup>th</sup> Engineer Battalion and 92<sup>nd</sup> Military Police Battalion will remain at Fort Leonard Wood and will continue to support OEF and other requirements in the coming years. Fort Leonard Wood will receive a gain – the 595<sup>th</sup> Engineer Company in 2014. Specific dates for the units inactivating are unknown at this time. We expect inactivations of the following units to be complete before Oct. 1, 2015: 103<sup>rd</sup> Engineer Company (already deactivated, Jan. 2014); 193<sup>rd</sup> Brigade Support Battalion; 232<sup>nd</sup> Engineer Company; 77<sup>th</sup> Engineer Company; 94<sup>th</sup> Brigade Signal Company; 156<sup>th</sup> Engineer Detachment; 49<sup>th</sup> Engineer Detachment; 67<sup>th</sup> Engineer Detachment; 94<sup>th</sup> Engineer Detachment; 4<sup>th</sup> MEB HQ and HHC; 94<sup>th</sup> Engineer Battalion.

**Q5: Last year, the Army released a figure (885) for anticipated losses at FLW. The number you released 19 February 2014 is higher – why is it different?**

**A5:** In the Army's Programmatic Environmental Assessment (PEA) last year, the Army released estimated numbers for Fort Leonard Wood. What we can tell you right now is that when all planned/directed in-activations and gains are complete, we expect a net loss of about 1,000 military positions in our Forces Command units.

**Q6: We have heard there will be a new PEA that studies Fort Leonard Wood and that the numbers are really high. What do you know about the new PEA?**

**A6:** No decisions have been made, and no decisions will be made until after the Army's environmental (National Environmental Policy Act) analysis is complete. The public will be able to provide input to the draft documents which will be published on the internet and announced in newspapers.

**Q7: When were you aware of these changes?**

**A7:** The Army notified Fort Leonard Wood of the decision regarding the Forces Command units about two weeks ago and we are working the detailed planning for each unit that is inactivating and for the unit that we are gaining.

## **Questions Regarding Training and Doctrine Command Reductions in 2014/15:**

**Q1: What kinds of positions are being converted civilian to military and how were those decisions made?**

**A1:** TRADOC is directing specific civilian functions for military reinvestment. We anticipate 140-150 positions could be affected. Anticipated positions are related to administration, supply, and operations and are in the 1st Engineer Brigade, 3rd Chemical Brigade, 14th Military Police Brigade, and Combat Training Committee. Supervisors and the chain of command have had initial dialogue with those potentially affected.

**Q2: If several employees in similar jobs with similar knowledge, skills, and abilities are impacted, how do we know that (order of) placement in other positions will be fair?**

**A2:** Our civilian personnel office will be providing copies of the approved procedures and criteria for surplus placement to employees who may be affected by these changes. The process and the decisions will be fair and transparent.

**Q3: How many positions will be cut in the training brigades?**

**A3:** The FY15 Table of Distribution and Allowances (TDA) - the document that specifies our authorized resources for the year - has not yet been released so we do not know a final number. We believe there could be between 140 and 150 authorized civilian positions affected in this civilian to military conversion initiative.

**Q4: Are there any other anticipated losses for TRADOC personnel at Fort Leonard Wood?**

**A4:** This is unknown; however, the Maneuver Support Center of Excellence could potentially lose another 30-40 staff positions as the Army is determining how to reduce Army headquarters, two-star and above, by 25 percent.

**Q5: How long before surplus TRADOC employees are identified so I can know if my position is on the list?**

**A5:** We expect to receive the Department of Army approved documents reflecting the FY15 civilian to military conversion decisions by early March 2014. Supervisors and chains of command have had conversations with the potentially affected employees. We will continue to have open and frequent dialogue and the chain of command will update employees as changes are known.

**Q6: Will I only be considered for TRADOC vacant positions if I'm a TRADOC surplus employee?**

**A6:** The Civilian Personnel Advisory Center is currently working with each major command across the installation to identify vacant positions in which affected employees may qualify to be placed. Each major command has specific guidance in regards to hiring and placement procedures. CPAC's and management's goal is to explore every available avenue.

**Q7: What happens Sept. 30, 2015 (end of FY15) if all affected TRADOC surplus employees aren't placed?**

**A7:** If Training and Doctrine Command provides funding and approval for affected positions beyond Sept. 30, 2015, we will continue to search for vacancies for which incumbents qualify. Employees are encouraged to update resumes and personnel files.

**Q8: What if the military fills don't materialize - will the civilians get to keep their jobs?**

**A8:** The brigades and MSCoE G-1 will make every effort to get military fills in accordance with standard procedures. Once the FY15 Table of Distribution and Allowances is released and the civilian positions are identified, our main goal will be to place those affected Department of Army civilians in vacancies for which they qualify.

**Q9: Aren't the military end strength numbers also going down? Why is headquarters pushing civilian to military conversions if this is the case?**

**A9:** Yes, the Army as a whole is expected to downsize between FY15 and FY19. Our higher headquarters continues to support the Army's shift from operational requirements related to combat operations to requirements related to Regionally Aligned Forces, fiscal draw downs, and the transition from an Army of execution to an Army of preparation.

**Q10: Are temporary and or term positions going to be considered in reductions?**

**A10:** Employment status (permanent, term or temporary) was not the criteria used to identify the positions affected in the civilian to military conversion initiative. These changes were directed by our higher headquarters.

**Q11: What are the anticipated losses in other major commands (IMCOM, TACOM, MEDCOM, ASC)?**

**A11:** Thirty-one authorizations have been eliminated on the Fort Leonard Wood Garrison FY15 TDA. Of those authorizations, 22 are currently vacant. We are working to place the nine Department of Army civilian employees occupying the other positions in available vacancies for which they qualify. Regarding other tenant activities, the staff is working with the other major commands across post to determine reductions and impacts. There will be additional communication on this topic.

### **General Questions:**

**Q1: Will there be a RIF?**

**A1:** We will use all available management tools, such as attrition, vacancy management and internal hiring restrictions, management reassignment and Voluntary Early Retirement or Voluntary Separation Incentive Pay to avoid any involuntary separation of a permanent employee. We will also continue to work diligently to place individuals with affected positions in other vacancies for which they qualify. To date, the Maneuver Support Center of Excellence has not had to involuntarily separate any employee. As we move forward, MSCoE leadership is committed to doing everything possible to avoid a Reduction In Force to our valued Department of the Army civilian team.

**Q2: What is the command doing to assist affected employees?**

**A2:** Supervisors and chains of command are having conversations with the potentially affected employees. We will continue to have open and frequent dialogue and the chain of command will update employees as changes are known. Employees are encouraged to update personnel files and resumes. Management, G3 and Civilian Personnel Advisory Center are working with other agencies to plan workshops and training through the Missouri Career Center, Army Community Services and the Employee Assistance Program. Remember, management will use every available tool to ensure no involuntary separations for permanent employees.

**Q3: Will there be more opportunities for Voluntary Early Retirement or Voluntary Separation Incentive Pay (VERA/VSIP)? If so, will it be offered only to those affected by the reductions we discussed, or will it be opened to a wider group?**

**A3:** Opportunities and criteria for VERA/VSIP vary with each major command. Employees should consult with their supervisors to gain specifics for their command.