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Commanding General's Townhall – FY14/15 Priorities and Known Changes



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Fort Leonard Wood Townhall



- **Updates since last townhall**
- **Commanding General's Lines of Effort and Priorities**
- **Expected/Known changes for FY14/15**
 - **Forces Command**
 - **Training and Doctrine Command**
 - **Installation Management Command**
- **What will not change**
- **Staff update**
- **Questions and answers**



Update Since Last Townhall



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- **Military Police groundbreaking for multi-purpose classroom**
- **Veterans day ceremonies**
- **Soldier Integration & Reception Initiative**
- **Senior Leader Onsite**
- **Redeployments: 515th Engineer Company and 49th Engineer K9 Detachment**
- **FLW DS named Army's 2013 Rising Star**
- **Holiday Block Leave operations**
- **Congress appropriated about \$90M MILCON for AIT training barracks and simulator training facility**
- **Fort Leonard Wood's Tank-automotive and Armament Command Fleet Management Expansion team received Army's Command Logistics Excellence Award**
- **Visitors: Mo. Secretary of State; Mo. Legislators; Chief of Staff of the Army; U.S. Army North leaders; SHARP Director**
- **Engagements with ROTC; regional media; elected and appointed state officials at Missouri Military Appreciation Day**

Making Our Presence Known



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Campaign Plan



Mission: Develop Leaders and Warriors; advance Engineer, Chemical, Biological, Radiological, and Nuclear (CBRN), Military Police and assigned Maneuver Support and Protection capabilities to ensure success in the current and future operational environments; set conditions for training, readiness, deployment, reconstitution, and sustainment of all tenant forces.

Support Current Operations

Generating force that links with & supports our operating forces

Develop Leaders

Flexible, adaptive leaders

Train Technically & Tactically Proficient Servicemembers & Civilians

Member of a Profession with service, branch, and occupationally-specific skill sets

Design/Develop & Integrate Future Forces, Capabilities, Concepts

Timely, resource informed, integration focused, solutions that enable our Warfighters

Take Care of People & Ensure Quality of Life

An installation of choice that enables and engages its workforce, families and communities

Vision:
The premier Army Center of Excellence with engaged leaders & staffs, focused on meeting the needs of our Military, Families, Civilians, and communities; developing adaptive, resilient, professional expert leaders, warriors and forces; and, providing Maneuver Support & Protection capabilities that enable success under any condition.

Maneuver Support Starts Here!



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Commanding General's Priorities



- **Train technically and tactically proficient service members**
- **Develop physically, mentally, spiritually fit and resilient military, civilians, families**
- **Take Care of People - training, readiness, quality of life**
- **Engage stakeholders by telling the FLW, TRADOC, and Army story**
- **Develop Soldiers of character - competent and committed to Our Army Profession**
- **Develop adaptive leaders able to thrive in complex environments**
- **Support current and future operations with forces prepared to deploy, fight, win**
- **Develop concepts, strategies and versatile future Engineer; Chemical, Biological, Radiological, Nuclear; Military Police; Maneuver Support & Protection capabilities**



Expected Changes – Forces Command



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- Impacts of sequestration in FY13 and beyond require significant reductions to endstrength to generate short-term cost savings.
- As a result, the Army will accelerate the downsizing of the active component to 490K by FY15 instead of FY17 as originally planned.
- Changes to FLW units that comprise the lion’s share of the estimated net loss are below - scheduled to take place before the end of FY15:

103 rd Engineer Company	Inactivated
193 rd Brigade Support Battalion	Inactivate
232 nd Engineer Company	Inactivate
77 th Engineer Company	Inactivate
94 th Brigade Signal Company	Inactivate
156 th Engineer Detachment	Inactivate
49 th Engineer Detachment	Inactivate
67 th Engineer Detachment	Inactivate
94 th Engineer Detachment	Inactivate
4 th Maneuver Enhancement Bde HQ/HHC	Inactivate
94 th Engineer Battalion	Inactivate
595 th Engineer Company	Gain

• **4th MEB remains on Defense CBRN Response Force (DCRF) mission until MAY 2015**
 • **5th Engineer Battalion and 92d Military Police Battalion companies will continue to support OEF and other requirements in the coming years.**

Estimated net loss approximately 1000 military and 6 civilian authorizations



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Military Reinvestment

- The Training & Doctrine Command (TRADOC) has directed an initiative to “reinvest” military members into civilian authorizations across TRADOC Centers of Excellence.
- Civ to mil changes could impact authorized civilian positions in select functions in 1st EN Bde, 3rd CM Bde, 14th MP Bde, and Combat Training Committee as early as FY15.
- Unions have been notified and chains of command have had initial dialog with civilian employees in positions anticipated to be affected.
- Upon release of the FY15 Table of Distribution and Allowances (TDA), civilians occupying affected positions will receive an official letter from supervisors with more information.
- These civ to mil conversions have no effect on employee designation as permanent.
- Affected permanent employees will be included in a surplus placement program –these employees will receive priority consideration for reassignment to any vacancy for which they qualify.

Potentially 140-150 civilian authorizations could convert to military



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FY14/15 IMCOM TDA Changes

•For Garrison IMCOM employees:

- The FLW Garrison FY15 TDA was approved and mandated for implementation to be effective now.
- This TDA has reduced civilian authorizations in different functions across Garrison.
- Unions are being notified of reductions.
- Garrison Command is working with CPAC and chains of command regarding employee notification.
- Affected permanent employees will be included in a surplus placement program – these employees will receive priority consideration for reassignment to any vacancy for which they qualify.

Net loss of 31 civilian authorizations with approximately 2/3 currently vacant



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Way-Ahead for Expected Changes



- **Goal remains to accomplish the mission and minimize workforce disruption**
- **Management and CPAC will use all available workforce shaping tools at its disposal to mitigate the involuntary separation of any permanent civilian**
- **Decisions and processes will be deliberate**
- **Communication will be transparent and iterative**
- **Your chain of command will continue to advocate for our missions**
- **Each and every person is important to accomplishing our mission**
- **You are appreciated**

Affected civilian employees should update records and resumes; also, identify training needs/requests to supervisors who are primary source of information regarding changes and opportunities



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What Will Not Change



- Leadership
- Mission focus
- Training and developing our people
- Caring
- Maintaining ourselves, equipment, systems
- Always seeking improvement – efficiencies and effectiveness

I Am Proud to Serve With You



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- **CPAC**
 - **Will use all available workforce shaping tools:**
 - **Including but not limited to: managing the fill of vacancies, surplus placement program, directed reassignments, voluntary separation incentives, and voluntary early retirement approvals.**
 - **What employees can do**
 - Update personnel profiles, eOPF, and CRB (<http://cpol.army.mil/>)
 - Update resumes (<https://www.usajobs.gov/>)
- **G-8/DRM**
 - **Expect civilian pay through FY15 to support TRADOC civ to mil affected/surplus personnel**
 - **Placement of surplus employees is a valid exception to current hiring restrictions**
 - **Manage workforce and hiring plans consistent w/ workload priorities, available funding, and targeted military and civilian end strengths**
- **G-3**
 - **Out-year reductions will continue to challenge us - It will take a collaborative effort to “get after” these challenges**
 - **Workforce Planning Board: Collaborative effort - members of all major activities on FLW - to provide common understanding of current and planned fiscal picture; identify and synchronize strategies to continue to accomplish the mission while minimizing disruption in the workforce**



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Information from the Staff



Chaplain

- Chaplain Coverage Plan for each section (POC ICO 596-2127)
- Contact the Chaplain you know within your respective Command
- Family Life Chaplain, (CH Cerutti) at 596-2695
- Sunday Night Live (SNL) 1730-1915 at MPC. 2 MAR-4 May 14 POC: Cindy Dack 596-0089; Or: cindy.t.dack.civ@mail.mil

ACS:

- Financial literacy including budgeting, debt and credit management, as well as direct support for financial relief.
- Families with special needs receive advocacy, system navigation, resources and networking.
- Professional education on stress, communication and interpersonal dynamics.
- Master Resilience Trainers.
- Employment counseling for qualified beneficiaries and referral to off post resources for all.
- On-Post and off-post information.
- In the United States, the following personnel are eligible for ACS services provided they meet the criteria for the service requested Check with ACS for details 596-0212:
 - All active duty and retired military personnel and their Family members.
 - Members of the Army National Guard (ARNG) and U.S. Army Reserve (USAR), when on active duty and during post deployment (not to exceed one year after deployment) and their Family members.
 - Army appropriated fund (APF) and non-appropriated fund (NAF) civilian employees, and their Family members.
 - Family members of prisoners of war or personnel missing in action.
 - Surviving Family members of military personnel who died while on active duty.

Questions



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