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# STATE OF THE GARRISON



## STATE OF THE GARRISON BRIEFING HUNTER ARMY AIRFIELD

10 NOV 2011

LTC EDWARD KOVALESKI, GARRISON COMMANDER

Proponent: Plans, Analysis, and Integration Office

***One Installation – Two Communities***

*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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# AGENDA



**MISSION PRIORITIES**

**REGION RESTRUCTURE**

**HUNTER COMMAND**

**THINGS WE ARE PROUD OF**

**WHAT'S NEXT**

**RESOURCES**



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# MISSION PRIORITIES

## ORGANIZATION CHART



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Chief of Staff  
COL Leopoldo A. Quintas



Commanding General & Senior Commander  
MG Robert Abrams



Division CSM  
CSM Edd Watson



Deputy Commanding General-Operations  
BG Courtney Carr



Deputy Commanding General-Maneuver  
COL Roger Cloutier



Deputy Commanding General-Support  
COL Christopher Hughes



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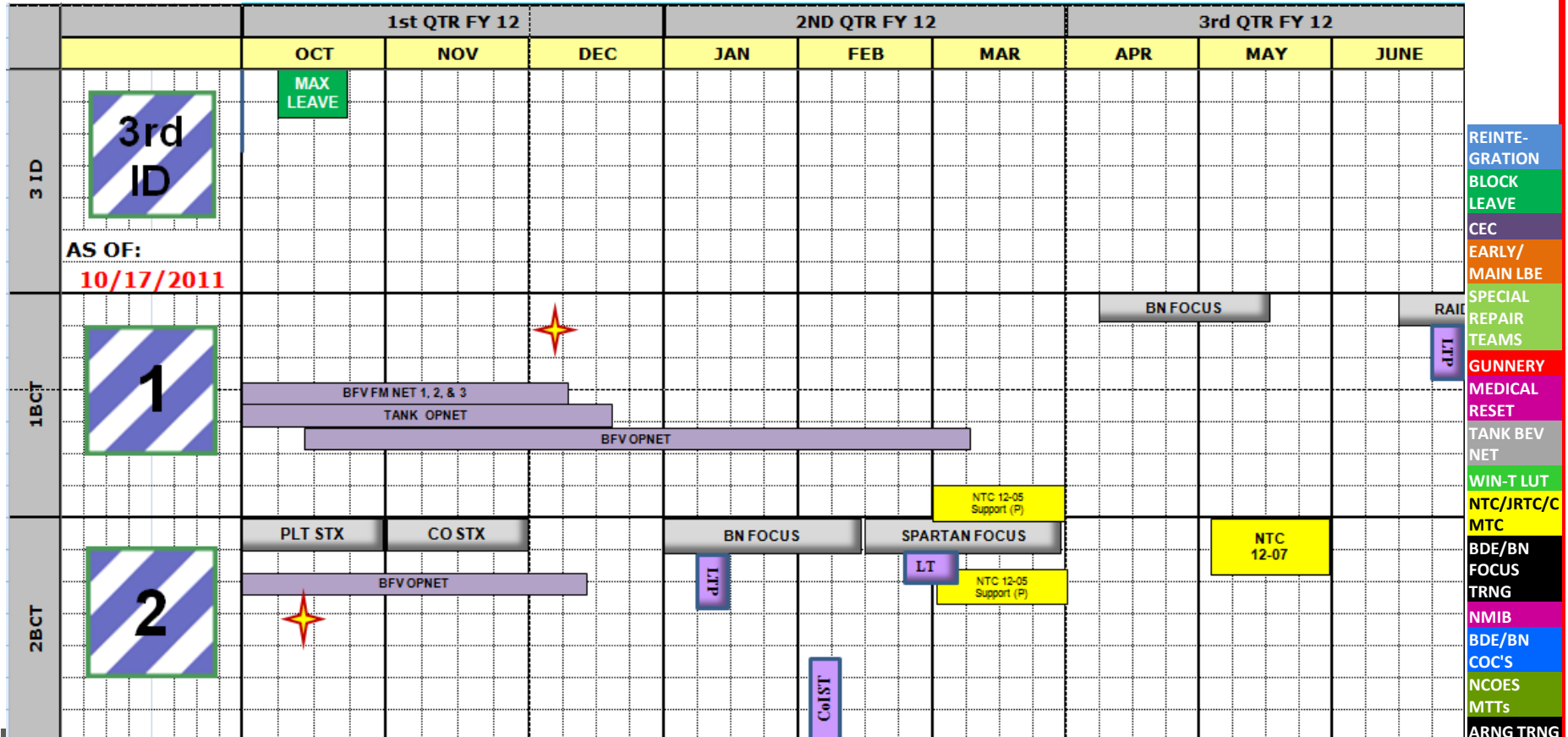
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# MISSION PRIORITIES

## 3<sup>RD</sup> ID UPDATE



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G3-TNG One Shot Calendar in "Calendars" folder at <https://3idintranet1.stewart.army.mil/staff/g3/training/default.aspx>



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# MISSION PRIORITIES

## 3<sup>RD</sup> ID UPDATE



	1st QTR FY 12			2ND QTR FY 12			3rd QTR FY 12		
	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUNE
4BCT	 R 	RAVEN TAC INFO	Small Arms Q36 FIELDING	19D ALC, CLASS 702 - 20 SEATS 11B ALC, CLASS 704 - 120 SEATS	COMSEC Cust. 	SPO Phase II FA CERT. JFO	NTC 12-06 Support (R)		
CAB	 JRTC 12-01 Support								
3 SB	 250TH OM BN FLIGHT WINDOW 	MTT,		88M ALC MTT 92F ALC MTT					

- REINTEGRATION
- BLOCK LEAVE
- CEC
- EARLY/MAIN LBE
- SPECIAL REPAIR TEAMS
- GUNNERY
- MEDICAL
- RESET
- TANK BEV NET
- WIN-T LUT
- NTC/JRTC/C
- MTC
- BDE/BN
- FOCUS
- TRNG
- NMIB
- BDE/BN
- COC'S
- NCOES
- MTTs
- ARNG TRNG



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G3-TNG One Shot Calendar in "Calendars" folder at <https://3idintranet1.stewart.army.mil/staff/g3/training/default.aspx>



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# REGION RESTRUCTURE



## IMCOM Atlantic Region



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# REGION RESTRUCTURE

## REGION LEADERSHIP



<b>Dave Tindoll, SES</b>	<b>Director</b>	<b>757-501-8001</b>
<b>COL Frederick Swope</b>	<b>Dep Director</b>	<b>757-501-8002</b>
<b>CSM Charles Durr</b>	<b>CSM</b>	<b>757-501-8006</b>
<b>Buck Buchanan</b>	<b>Chief of Staff</b>	<b>757-501-8003</b>
<b>Carrie Rice</b>	<b>XO</b>	<b>757-501-8005</b>
<b>Karen McKay</b>	<b>Exec Asst</b>	<b>757-501-8000</b>



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# REGION RESTRUCTURE

## REGION RESTRUCTURE

### RIST/TEAM LEADERSHIP



<b>Howard Johnston</b>	<b>Chief</b>	<b>757-501-8063</b>
<b>Perry Allmendinger</b>	<b>Sr. RIST Spec</b>	<b>757-501-8061</b>
<b>Rick Cabler</b>	<b>RIST Specialist</b>	<b>757-501-8055</b>



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# HAAF COMMAND TEAM



**Garrison Commander, HAAF**  
**LTC Edward A. Kovaleski**



**Deputy Garrison Commander, HAAF**  
**Ernest A Tafoya**



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# THINGS WE ARE PROUD OF ARMY SUPERIOR UNIT AWARD



For outstanding meritorious service. During the period 1 November 2008 to 31 October 2009, U.S. Army Garrison, Fort Stewart/Hunter Army Airfield distinguished itself by demonstrating unequalled devotion and superior performance of many simultaneous exceptionally difficult tasks above and beyond the normal day-to-day operations while leading the Army with Excellence in Customer Service. The performance of duty by the Soldiers and Army Civilians is in keeping with the highest Army standards and reflects great credit on the US Army Garrison, Fort Stewart/Hunter Army Airfield, the Installation Management Command, and the United States Army.

## Previous Awards:

November 2008 – October 2009  
November 2006 – October 2008  
November 2004 – October 2006  
May 2003 – October 2004  
July 2002 – April 2003

## Pending Award:

November 2009 – October 2010  
November 2010 – October 2011 (Working)



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# THINGS WE ARE PROUD OF

## ACHIEVEMENTS AND BEST PRACTICES



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- Feds Feeds Families: ACS spearheaded the annual Feds Feed Families Campaign, Jun-Aug 2011. Fort Stewart and Hunter Army Airfield collected over 17,000 lbs of food that was distributed to local food banks. This community was number one for the most pounds collected for IMCOM.
- DOL selected as IMCOM finalist for the Supply Excellence Award (SEA).
- DOL recertified as one of the few Army International organization for Standardization (ISO 9001:2008).
- DOL: The FS/HAAF hazardous material and waste procedures were examined and recognized as a best practice and being adopted by an AMC LSS review team.
- RMO completed LSS project to improve Fire Truck maintenance and reduce Fire Truck down time.
- Fort Stewart/HAAF spent over \$397,000 of other Garrison's money at years' end.
- 2011 Thomas Dillon Award for Security Excellence – Mr. Leroy Malphrus, DPTMS.



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# THINGS WE ARE PROUD OF

## CIVILIAN EDUCATION SYSTEM

### ORDER OF MERIT - PRIORITY 1



OML SURVEY RESULTS	FY 11/Q1	FY 11/Q2	FY 11 Q3	FY 11/Q4
FOUNDATION COURSE REQUIREMENTS	490	509	749	770
On-Line Course Completed	74	114	264	320
Enrolled	75	101	191	335
BASIC COURSE REQUIREMENTS	146	146	233	233
Completed	38	38	73	102
Enrolled	24	24	44	44
INTERMEDIATE COURSE REQUIREMENTS	150	148	151	150
Completed	22	31	42	53
Enrolled	5	4	15	18
ADVANCED COURSE REQUIREMENTS	52	52	50	48
Completed	18	18	20	18
Enrolled	1	1	1	1



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# THINGS WE ARE PROUD OF 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

**ANNUAL AWARD:**

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

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

**GARRISON COMMANDER'S AWARD OF EXCELLENCE**  
Recipients for Third Quarter FY 2011  
Were Presented To:

**Category 1 Ms. Maritza Garcia, DFMWR**  
**Category 2 Mr. Richard Dufresne, DPTMS**  
**Category 3 Mr. Anthony Rubine, DPW**

1<sup>st</sup> Qtr – Nominations due 1 Feb  
2<sup>nd</sup> Qtr – Nominations due 1 May  
3<sup>rd</sup> Qtr – Nominations due 1 August  
**4<sup>th</sup> Qtr – Nominations due 1 November**



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# THINGS WE ARE PROUD OF

## FAMILY MEMBER AND

## ARMY CIVILIAN RESILIENCY TRAINING



- A total of 27 Family Members and 88 Army Civilians and 1 Soldier have completed the Resiliency Training.
- Four graduations have been held to recognize those who have completed the course.
- Four day courses are offered throughout the year, consisting of four learning modules :
  - Resiliency
  - Building Mental Toughness
  - Building Character Strengths
  - Building Strong Relationships

Learning the resources and practices of being resilient is important for our Family Members and Army Civilians to help sustain our Soldiers, Families, and workforce at Fort Stewart and Hunter Army Airfield.

**RESILIENCY CLASSES ARE EXPANDING- More classes are going to be offered and to increase participation we are emphasizing COUPLES attending this training together.**

Module descriptions and class dates can be found at [www.stewart.army.mil](http://www.stewart.army.mil) on the ACS homepage.

Upcoming Classes:

- HAAF – 4 day course – 15 Nov – 18 Nov
- Fort Stewart – Each Wednesday, 11 Jan – 29 Feb
- Fort Stewart – 7 day course – 01 Mar – 09 Mar (excludes weekend)
- HAAF – 4 day course – 20 Mar – 23 Mar



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# THINGS WE ARE PROUD OF

## PRESIDENT'S CHALLENGE

### PROGRAM

#### AWARDS ISSUED



DIRECTORATE	BRONZE	SILVER	GOLD	PARTICIPANTS	POINTS
ACS	3	0	0	19	234,540
DES	3	1	0	25	239,471
DHR	18	4	4	67	2,598,903
DOL	3	0	0	15	336,459
DPTMS	4	3	2	75	1,163,345
DPW	8	3	0	49	889,499
EEO	2	0	0	3	146,521
GARRISON HQ	5	3	0	7	498,835
ISO	1	1	0	10	420,076
IRACO	0	0	0	3	95,984
MWR/NAF	1	0	0	10	144,017
PAO	4	2	0	12	379,601
PAIO	2	1	0	8	194,133
RMO	3	1	0	26	380,070
RSO	0	0	0	13	2,011
S6	1	0	0	4	66,836
SJA	0	0	0	3	36,435
<b>TOTAL GARRISON</b>	<b>58</b>	<b>19</b>	<b>6</b>	<b>349</b>	<b>7,826,736</b>



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# 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 up to six months once during their career.
  
- 1<sup>st</sup> Session was 4 Apr 11 – 29 Sep 11
  - 18 Completed the program (Stewart)      7 Completed the program (HAAF)
- 2<sup>nd</sup> Session scheduled began 17 Oct 11
  - 25 New Participants (Stewart)      3 New Participants (HAAF)

For more information about the program contact: [jake.battle@us.army.mil](mailto:jake.battle@us.army.mil)



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# THINGS WE ARE PROUD OF

## DFMWR AEROBICS PROGRAM



**When:** Mon-Fri 0900-1000 & 1630-1730; Tue & Thu 1800-1900; Sat 0915-1015

**Where:** Newman and Tominac Fitness Centers

**Purpose:** To provide fitness opportunities geared to help Soldiers, Family Members, and Army Civilians reach their goal of becoming more physically fit.

### **Summary:**

- The fitness challenge that will push you to the limits!
- The aerobics program includes classes such as: Step, Cardio Kick Boxing, Zumba, Pilates, Resistance Training, and Water Fitness. Yoga coming soon!
- Participants receive nutrition counseling, equipment orientation, and fitness assessments.



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# THINGS WE ARE PROUD OF

## FY11 ARMY EMERGENCY RELIEF (AER)

### CAMPAIGN 1 MAR – 15 MAY 2011



TAKE CARE OF ITS OWN



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 combined installation goal for Fort Stewart/Hunter Army Airfield was **\$200,000.**

**Final Contributions: \$242,738.79**

The Fort Stewart/Hunter Army AAF Garrison Goal was **\$9,000.**

**Final Contributions: \$8,280.00**

Please call Army Community Service (ACS) at 767-5058 for more information.



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# THINGS WE ARE PROUD OF

## COMBINED FEDERAL CAMPAIGN



**2010**



**2011**



**Campaign Period: 1 Sep – 15 Dec 2010**

**Goals: \$375,000 (Total)**  
**\$325,000 (Division)**  
**\$50,000 (Garrison)**

**Contributions: \$318,201 (Total)**  
**\$247,766 (Division)**  
**\$70,435 (Garrison)**

**Campaign period: 1 Sep – 18 Nov 2011**

**Goals: \$475,000 (Total)**  
**\$400,000 (Division)**  
**\$75,000 (Garrison)**

**Contributions as of 08 Nov: \$459,466 (Total)**  
**\$402,075 (Division)**  
**\$57,389 (Garrison)**



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# THINGS WE ARE PROUD OF



## FY10 TOP BUILD OUT

TITLE	FUNDING	% COMPLETE	ESTIMATED COMPLETION
Repair 5 Motor Pools	\$5M	Completed	Completed
Repair Fire Hydrants	\$1M	Completed	Completed
Construct Range Opns Bldg	\$750K	Completed	Completed
Correct QAE Taxiway Sign Design	\$200K	Completed	Completed
Renovate Evans DFAC	\$2.17M	95%	Dec 2011
Renovate/Expand WF Fire Station	\$750K	Completed	Completed
Construct RFI facilities	\$750K	42%	Nov 2011
Monaco - Ft. Stewart	\$2.3M	Completed	Completed
Relocate Bingo Operations- MOD	\$766K SRM \$656K NAF	50%	Oct 2011 Nov 2011
Repairs to Bldg. 443	\$2.1M	Completed	Completed
Repairs at NCO Academy	\$100K	Completed	Completed
Repairs at Bldg. 206 Phase II	\$946K	30%	Mod
ACP @ 4th IBCT	\$304K	Completed	Completed
Mower Processing Center	\$3M	54%	May 2012



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# WHAT'S NEXT



## FY11 FINAL FUNDED AND AWARDED SRM \$

- Traffic Improvements at Main Post Chapel
- Physical Fitness Equipment @ 4IBCT
- Foam Insulate Five Metal Roofs
- Micro Steam Generators @ 3 DFAC's
- Parking @ Ranger DFAC
- Foam Insulate Roofs @ 500 Blocks
- Repair/Replace 115 HVAC Systems
- Renovate Fire Station #2 IPB #12
- Construct Synchronization Ramp IPB #14 (14700)
- Construct Safety Training Facility @ HAAF
- Construct Latrine Facility at Marne Garden
- Construct Latrine Facility at Cottrell Field



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# WHAT'S NEXT

## FY12 TOP 131



### **FORT STEWART/HAAF FY 12 SC APPROVED 131 INTEGRATED PRIORITY LIST**

<b>Proposed IPB PRI</b>	<b>Location</b>	<b>Project Description</b>	<b>Status</b>	<b>EST Cost</b>
1	Ft Stewart	Construct Range Br Operations and Training Facility (in Vic FP 16, FS 47, & Hw 144E) ( <b>Furniture &amp; Communication Equipment</b> )	YG9-09-9J (Design 100% Complete. Work is 84% completed as of Jul 11. Est construction completion date is 30 Sep 11.)	\$556K
2	Ft Stewart	Repair Training area Access Route	YG9-16-8J Repair FS 129/144.	\$927K
3	Ft Stewart	Chip-n-Haul Equipment (includes: Chipper \$242K, three chipper van trailers \$28K & Grapple attachment \$15K; Knuckleboom \$185K; Front End Loader \$200K), IJO #VE-4-1J	Purchase equipment of a chipper, 3 chipper van trailers, a grapple attachment, knuckleboom, and a front end loader in support of the FS Central Energy Plant. This operation will help the Installation maintain and conserve energy resources.	\$670K
4	Ft Stewart & HAAF	Develop Smart Water Metering Plan (Fort Stewart/HAAF), IJO #'s VO-418-1J \$500K, VO-422-1J \$350K, & E6-10-1J \$150K)	Develop a smart water metering plan, conduct leak evaluations, and conduct sonic testing of the entire water distribution system.	\$1M
5	Ft Stewart	ACUB Program Support – Permanent Protection of target parcels	VO-708-1J	\$10M
6	HAAF	HAAF CAB Environmental Site Investigation (This replaced 337-2011)	E6-5-1-J and E6-8-1-J	\$65K
7	Ft Stewart	Implement Noise Monitoring Program in support of Environmental Impact Statement by purchasing noise monitors to expand monitoring system and to replace faulty monitoring equipment.	VO-428-1J (\$228.6K) VO-429-1J (\$228.6K) -FS has no means to determine the decibel level of noise occurrences nor their precise location, which will decrease our ability to prepare for and respond to noise complaints. As construction of 3 new ranges will begin soon, the ability to monitor and record noise data is vital.	\$150K



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# WHAT'S NEXT

## FY12 TOP 10 132



FORT STEWART/HAAF FY 12 SC APPROVED 132 INTEGRATED PRIORITY LIST				
Proposed IPB PRI	Location	Action Description	Status	EST Cost
1	Ft Stewart	Install air conditioning in Company Operations Facilities (COFs).	<b>SENIOR COMMANDER DIRECTED. GC and DPW have an agreed to cost for COF ACs this year.</b>	\$2.5M
2	Ft Stewart and HAAF	Fire Alarm Detection/ Suppression System	Suppression System (FS) #VB-542-0J Suppression System (HAAF) #EZ-508-0J Fire Detection (FS) #VB-543-0J Fire Detection (HAAF) #EZ-509-0J (STATUS: Design is 100% complete.). DPW will use the same strategy as the motor pool renovations which is fund a few each year until all are completed.	\$1.5M
3	Ft Stewart	Construct Tactical UAS hanger at Evans AAF. <b>CHANGED FROM CAMP OLIVER TO EVANS AS PER SC, 24 Aug 11</b>	YGB-16-9J Third ID requirement = 20 ea Shadows. Construction (\$750K). UAS PAT Team discussing Way Ahead.	\$750K
4	Ft Stewart	Construct new Safety Center Building	SQ-00006-7J	\$810K
5	Ft Stewart	Expand parking lot by Stewart Lanes for Pool/Corkan patrons at Gulick/Lindquist	SF-00069-1J	\$750K
6	Ft Stewart and HAAF	Replace Energy Inefficient HVAC Misc Bldgs.	Replace aging HVAC systems with high efficient units to reduce energy.	\$5M
7	Ft Stewart	Construct additional Law Enforcement Admin facility vic bldg 280	YB-00031-7J	\$750K
8	Ft Stewart	Construct/Purchase Close-in Urban Town #7 (Wiley)	YG9-49-9J Purchase Urban Operations Facility (\$948K). Construct combat trail and site prep (\$62K)	\$1.01M
9	Ft Stewart	Replace Bleachers at Newman Gym	SF-075-1J	\$750K
10	Ft Stewart and HAAF	Passive Solar Program (includes: Repair Venting/Installation of Metal Roofing (IJO #'s WG-62-1J & ED-30-1J), \$1M & Install Exterior Window Shades (IJO #'s WG-552-1J & ED-29-1J), \$3M; Deploy High Efficiency Building Circulation Pumps (IJO #Q5A-44-0J)	Insulating roofs to reduce attic space temperature resulting in reduced HVAC usage. Installing window shades will keep radiant heat from entering the building and reduce HVAC usages. Deploying high efficiency building circulation pumps reduces power required by existing pumps by 70% and reduces energy intensity.	\$4M



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# WHAT'S NEXT FY12 TOP 20 MCA



<b>FORT STEWART/HAAF FY 12 SC APPROVED MCA</b>				
<b>Suggested Priority</b>	<b>Location</b>	<b>FYDP Year</b>	<b>Project Title</b>	<b>Current Working Estimate (CWE) (\$000)</b>
1	Stewart		Battalion Complex (Infantry), 2 BCT	\$62M
2	Stewart		Battalion Complex (Armor + BDE HHC), 1-64	\$70M
3	Hunter AAF	2014	<b>CAB Complex - Phase I Operations</b>	<b>\$65M</b>
4	Hunter AAF	2015	<b>CAB Complex - Phase I Maintenance</b>	<b>\$63M</b>
5	Hunter AAF		CAB Complex - Phase II Battalion Operations	\$90M
6	Stewart	2014	<b>Range Control Operations Center (Orig PN #518)</b>	<b>\$8.5M</b>
7	Stewart	2015	<b>Qualification Training Range</b>	<b>\$13.8M</b>
8	Hunter AAF		Army Continuing Education Facility	14
9	Stewart		Fort Stewart Bypass, ACP's, Commercial Truck ACP	\$37M
10	Hunter AAF		Medium Size Chapel	\$10M
11	Stewart		NCO Academy	\$18.5M
12	Hunter AAF		Aviation Maintenance Hangar - MI BN	\$29M
13	Hunter AAF		Aviation Maintenance Hangar - ASB	\$74M
14	Stewart		Consolidated DOIM bldg	\$9.1M
15	Stewart	2013	<b>Convoy Live Fire</b>	<b>\$4.7M</b>
16	Hunter AAF		100 Meter Baffle Range	\$2.6M
17	Stewart		Tank Trail to RMA (Access Road)	\$3.8M
18	Stewart		Battalion Complex (Civil Affairs)	\$36M
19	Hunter AAF		Fire Station (Rio Road)	\$9.5M
20	Stewart		Fire Station, Hwy 144	\$9.1M



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# WHAT'S NEXT

## FY12 TOP NAFMC



FORT STEWART/HAAF FY 12 SC APPROVED NAFMC INTEGRATED PRIORITY LIST (IPL), 4 Oct 11				
NEW IPB PRI	Location	Project Description	Status	EST Cost
1	Ft Stewart	Build Taylor's Creek Clubhouse	SF-047-0J	\$1.25M
2	HAAF	New Auto Craft	FA-19-0J	\$1.5M
3	Ft Stewart	Enlarge and renovate existing rifle range shooting shelter and add 8 shooting lanes.	SF-047-1J - Majority of work is clearing and moving of dirt, project is now estimated to cost in excess of \$750K	\$750K plus land prep cost
4	Ft Stewart	Add Sporting clay area at Skeet Range.	SF-096-0J. (construction cost is approx \$750K, UXO project for ordnance removal 131 dollar: \$600K	\$1.35M



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# WHAT'S NEXT FY12 TOP CPMC



FORT STEWART/HAAF FY 12 CPMC INTEGRATED PRIORITY LIST (IPL), SC					
NEW IPB PRI	Location	Project Description	Status	OMNI	EST Cost
1	Ft Stewart	Expand Pet Boarding Facility	SF-00063-1J	21	\$750K
2	Ft Stewart	Renovate Club Stewart Kitchen	SF-066-10J	84	\$750K
3	HAAF	Construct Paintball Course. <b>NEW RECOMMENDATION: STAY #3</b> based on customer perspective & Return on Investment (ROI) scores combined.	FA-056-0J - Build only a speedball field, adjacent to Skeet Range in field already cleared. Skeet Range facility and parking can be utilized cutting cost to \$302.5K	12	\$750K - <b>CHANGE</b> to \$302.5K
4	HAAF	Expand RV grounds at Lott's Island. <b>NEW RECOMMENDATION: Project moves to #4</b> based upon combined customer perspective and ROI.	FA-00026-1J	21	\$750K
5	HAAF	Construct Bathhouse w/laundry facility and game room at Rio Road Campground. <b>NEW RECOMMENDATION: Remain #5</b> based on combined scores of cust perspective and ROI.	FA-00027-1J	30	\$750K



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# WHAT'S NEXT

## INSTALLATION SAFETY

### STRETCHING PROGRAM

**This Voluntary Program is a two fold effort to help increase the well being of employees and reduce the number and severity of injuries experienced in the workplace.**

- **Benefits of Stretching:**
  - **Stretching increases blood flow to muscles and joints and prepares the body for work.**
  - **Increased flexibility may reduce the number and severity of injuries**
- **Stretching Video aired on Marne TV 11 OCT 2011**
- **Video also available on the Team Stewart Safety Web page**
- **Encourage 100% participation**



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# WHAT'S NEXT

## ORGANIZATIONAL INSPECTION PROGRAM (OIP)



**The OIP was identified as an organizational need resulting from the FY10 Employee Engagement and Satisfaction Survey and was developed at the direction of the Garrison Commander.**

**The OIP is a Garrison tool utilized to assess each directorate on:**

- ✓ Compliancy with Army and IMCOM regulatory requirements.
- ✓ Garrison-centric programs and services in accordance with FS regulatory requirements and policy.
- ✓ Enables FS/HAAF to address similar requirements outlined within the Regional organization inspection program.

**Through the OIP, we insure we remain focused on what is most important to our customers.**



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# WHAT'S NEXT

## AUTOMATED INSTALATION ENTRY



- Automated Installation Entry = AIE
- Installation of mechanical equipment (Drop Arms and CAC/ID Card Readers) began at Hunter Army Airfield (Wilson and Montgomery Gates) on 8 Sep and has since moved to Fort Stewart beginning at Gate 2 on 21 Sep.
- Estimated completion date December 2011, implementation after training and registration, February 2012.



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# FS Garrison Winter Formal 2011



## SAVE THE DATE

Please join us  
for the 2011

## GARRISON WINTER FORMAL

Friday, December 2nd  
6:30 – 11:00 PM  
Club Stewart  
Fort Stewart, GA



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# WHAT'S NEXT

## CIVILIAN RETIREE ID CARD



**DoD Civilian Retiree Card**

**Civilian Retiree**

[www.dmdc.osd.mil/smartcard](http://www.dmdc.osd.mil/smartcard)

### DoD Civilian Retiree Card Frequently Asked Questions



**What is the purpose of the card?**

Since many retired DoD civilians have no way of identifying their association with the Department of Defense, this card provides them with a trusted credential to establish their identity and affiliation. Some, but not all, military installations allow retired civilians access to MWR facilities with proper identification.

**Who is eligible to receive the card?**

Civilians who have retired from any DoD Service Component or Agency. Civilian retirees from other Federal agencies are not eligible.

**When can I get this card?**

When you are in receipt of your DoD retirement pay.

**Where can I go to get the card?**

Contact your nearest RAPIDS site ([www.dmdc.osd.mil/rsl/owa/home](http://www.dmdc.osd.mil/rsl/owa/home)). Customer service hours vary.

**What do I need to bring with me?**

Two forms of ID from the OMB I-9 document list. One must be a federal or state issued picture ID. Visit <http://www.uscis.gov/files/form/i-9.pdf> for more information. Also bring proof of pay grade at retirement.

**Does the card expire?**

Yes. It is renewable every four years.

**If I already have a retiree card from my DoD Service Component or Agency, do I need this card?**

No. It does not convey any additional privileges.

**Is this card optional?**

Yes. This is an optional card that can be issued for civilian retirees that use base MWR facilities.

The installation commander retains the authority to restrict access to MWR facilities for reasons such as local demand, facility capacity, and security concerns.

**Who may I contact if my retirement record does not show in DEERS?**

You may contact the Civilian Benefits Information Line by email at [benefits@cpms.osd.mil](mailto:benefits@cpms.osd.mil) or by phone at (703) 696-6301.

For more information regarding the DoD Civilian Retiree card, visit [www.dmdc.osd.mil/smartcard](http://www.dmdc.osd.mil/smartcard)



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# WHAT'S NEXT



## FY10 EMPLOYEE ENGAGEMENT AND SATISFACTION SURVEY PROCESS ACTION TEAM

### RECOMMENDED PROCESSES FOR IMPLEMENTATION

1. Communication - Place bulletin boards in common areas/break rooms
2. Communication/Information Sharing - Provide easier access to State of the Garrison briefings and Brown Bag comments  
Brown Bag - <http://brownbaganswers.blogspot.com/>  
SOTG - FS - [http://www.stewart.army.mil/paiao/docs/Fort Stewart SOTG 3 May 2011 FINAL 2MAY2011 VER 4.pdf](http://www.stewart.army.mil/paiao/docs/Fort_Stewart_SOTG_3_May_2011_FINAL_2MAY2011_VER_4.pdf)  
HAAF - [http://www.stewart.army.mil/paiao/docs/HAAF SOTG 5 May 2011 FINAL 2MAY2011.pdf](http://www.stewart.army.mil/paiao/docs/HAAF_SOTG_5_May_2011_FINAL_2MAY2011.pdf)
3. Communication/Information Sharing - Conduct staff meetings at the Branch/Section Chief levels
4. Feedback - Conduct 360 degree evaluations of their leaders
5. Ideas for Improvement - Implement the Civilian Employee Action Council (CEAC)
6. Supervisor Integrity – GC quarterly meeting with all Directors
7. Supervisor Training/Accountability - Encourage supervisor refresher courses for all supervisors



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# WHAT'S NEXT



## FY10 EMPLOYEE ENGAGEMENT AND SATISFACTION SURVEY PROCESS ACTION TEAM

### RECOMMENDED PROCESSES FOR IMPLEMENTATION

8. Training/New Employees - Adopt DFMWR New Employee Orientation process throughout all Directorates
9. Training/Training Needs Survey – Re institute Training Needs Survey – Bring Classes to Installation
10. Training/Computers On-Hand – Place Computers in Common areas for employees training access
11. Training/Individual Development Plan - Hold leaders accountable for Individual Development Plans
12. Awards and Recognition - . Implement employee of the month/quarter program at the Directorate level
13. Work Processes – time lag for new NAF Employees to obtain CAC and AKO Account - Implement a Lean Six Sigma project to assess NAF New Personnel In-Processing



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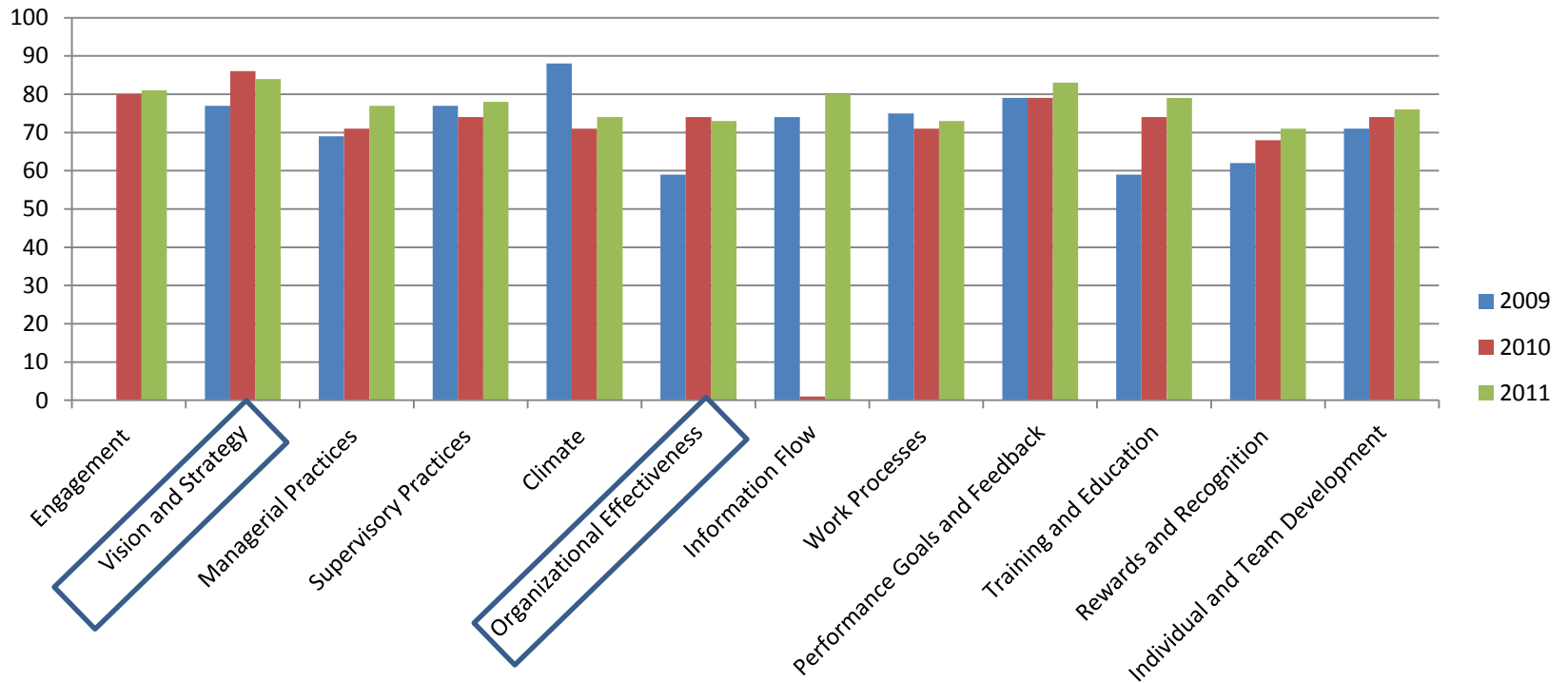
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# WHAT'S NEXT



## FY11 EMPLOYEE ENGAGEMENT AND SATISFACTION SURVEY RESULTS



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# WHAT'S NEXT



## FY11 EMPLOYEE ENGAGEMENT AND SATISFACTION SURVEY RESULTS

AREA OF CONCERN	2010	2011
1. I know what is expected of me at work	92%	90%
2. I am proud of my organization	88%	85%
3. Vision and Strategy	86%	84%
4. Organizational Effectiveness	74%	73%



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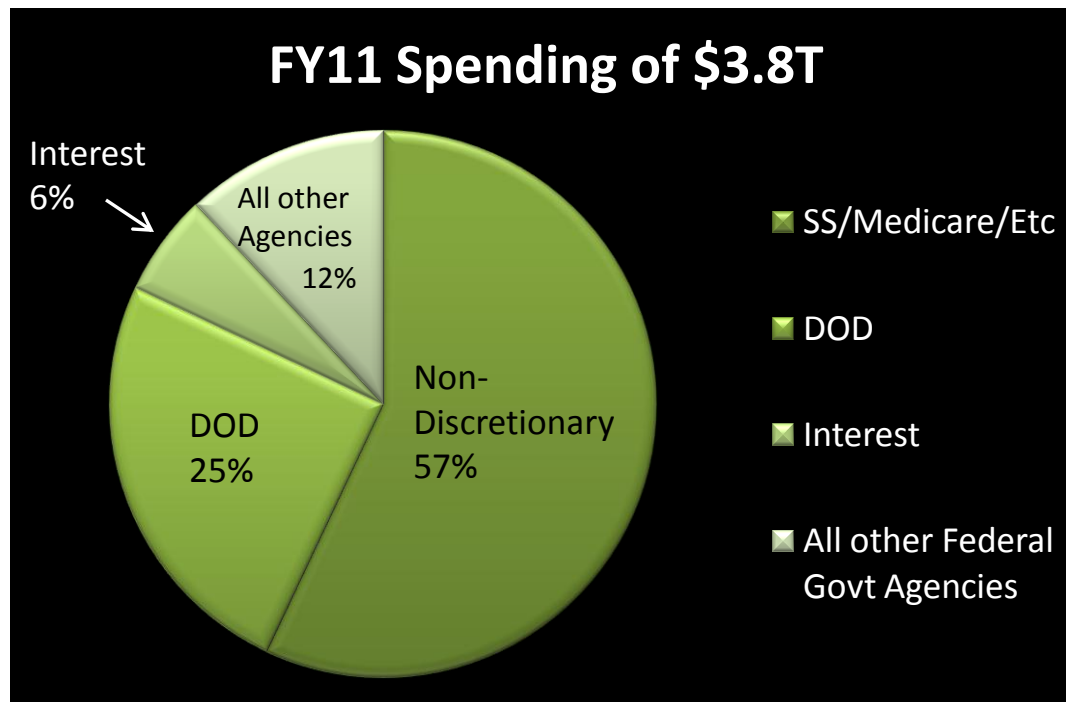
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# RESOURCES

## The Brutal Reality



- US Debt = \$14,800,000,000,000 (\$14.8 Trillion)
- US Borrows 40 cents of every dollar it spends.
- US is trying to reduce the deficit.
- Department of Defense is a large wedge of US discretionary spending.



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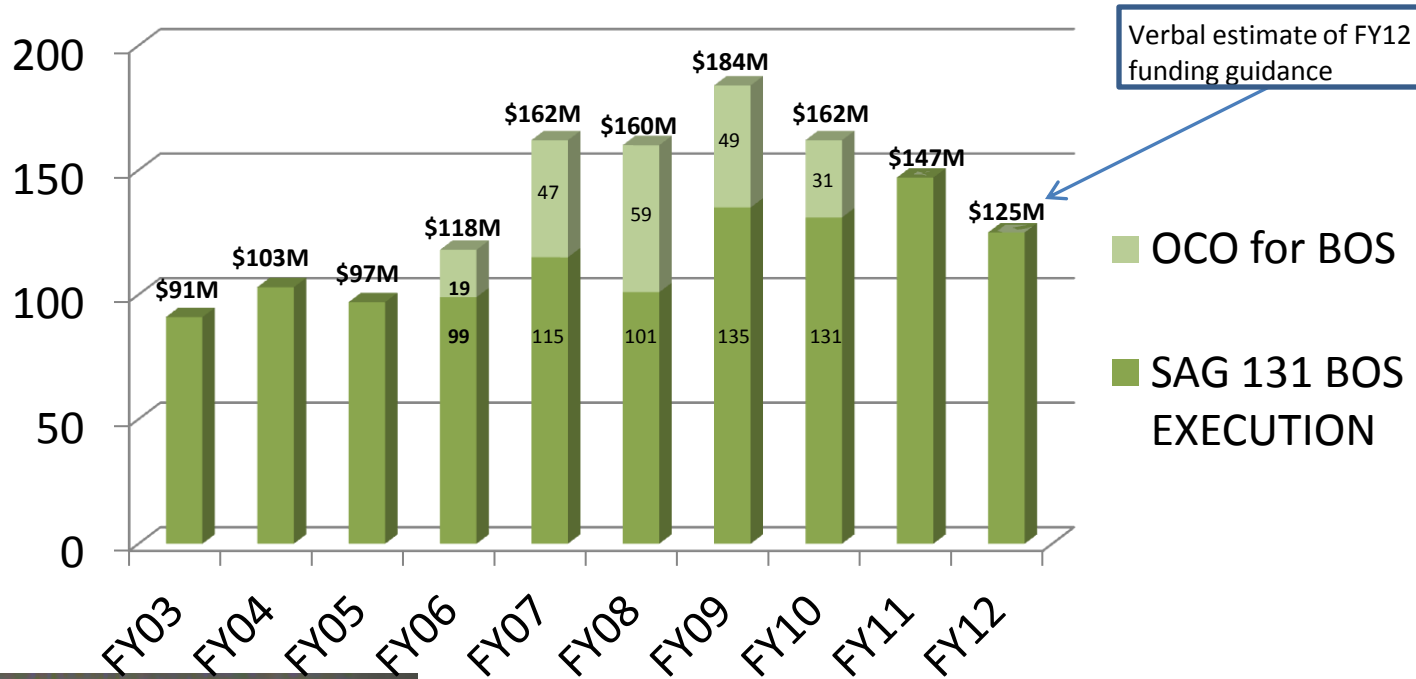
# RESOURCES

## The Brutal Reality



- DOD directed Army to reduce Civilian strength to meet FY12 funding target.
- Army directed IMCOM to reduce 6,781 Civilian strength NLT 1 OCT 12.
- IMCOM directed FS/HAAF to reduce 340 Civilian strength NLT 1 OCT 12.

### FORT STEWART/HAAF BASOPS EXECUTION/BUDGET



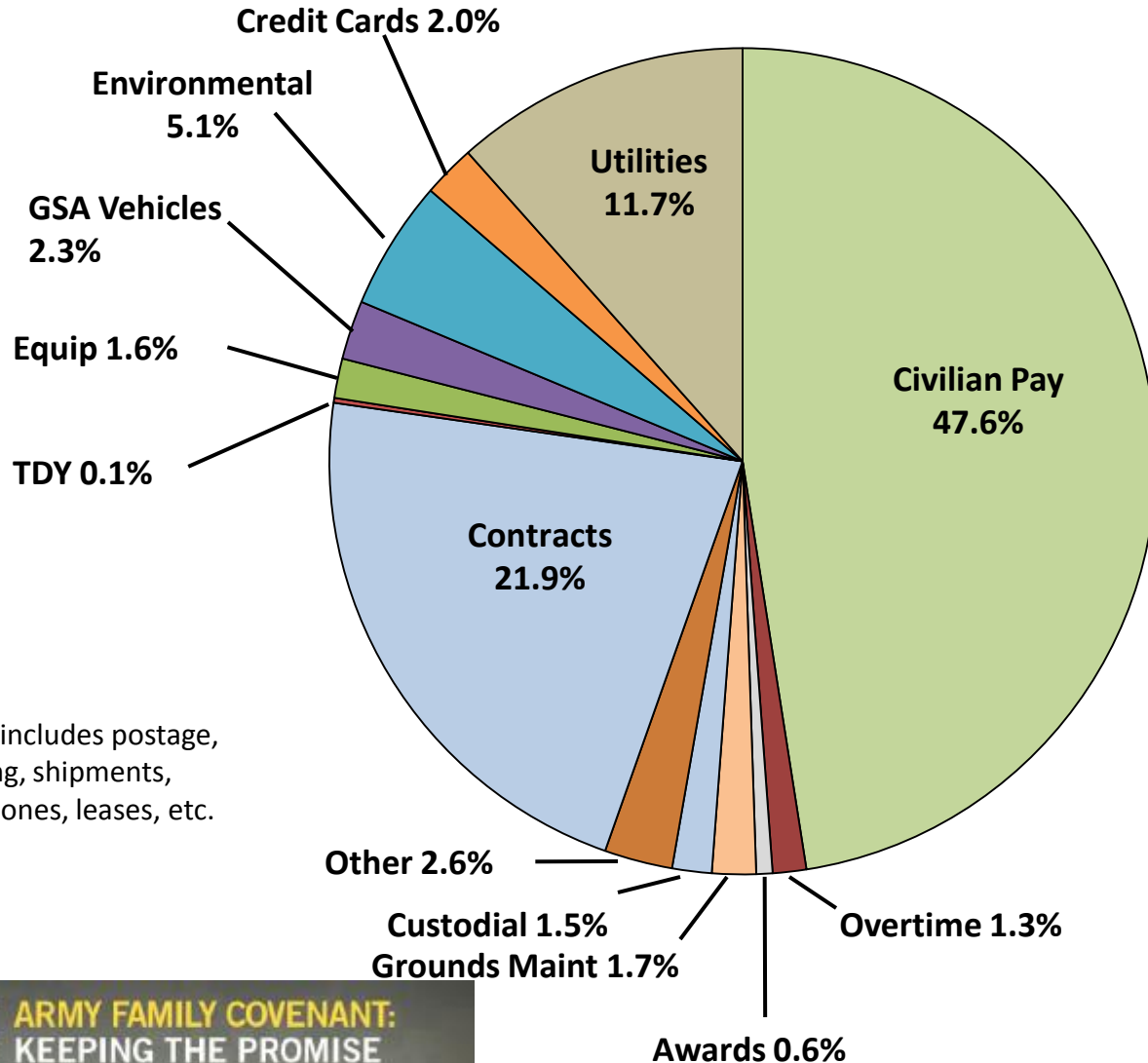
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# FY11 BASOPS Funding



Other includes postage, printing, shipments, telephones, leases, etc.

Civ Pay	\$69,986,658
Overtime	\$1,930,525
Awards	\$933,803
Contracts	\$32,198,025
Utilities	\$17,039,316
GSA Vehicles	\$3,391,460
Environmental	\$7,466,307
TDY	\$282,257
Equipment	\$2,275,039
Credit Cards	\$3,022,077
Grounds Maint	\$2,528,174
Custodial	\$2,273,700
Other	\$3,923,159
<b>Total</b>	<b>\$147,250,500</b>



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# RESOURCES

## Confront the Brutal Reality



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- FY11 - we requested \$160.6M and executed \$147.2M.
- FY12—We will be funded for 1,172 Army Civilians  
—Anticipate approximately \$125M in BASOPS funding

FY11: The Army received \$239.2B

FY12: The Army is requesting \$216B



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# RESOURCES

## Confront the Brutal Reality



- Garrison will rely heavily on voluntary and management directed reassignments to fill all vacancies for the foreseeable future.
- Atlantic Region has a program to fill vacancies with volunteers within the region.
- IMCOM has a program called Installation Enterprise Placement Program (IEPP) to fill vacancies with volunteers within IMCOM.



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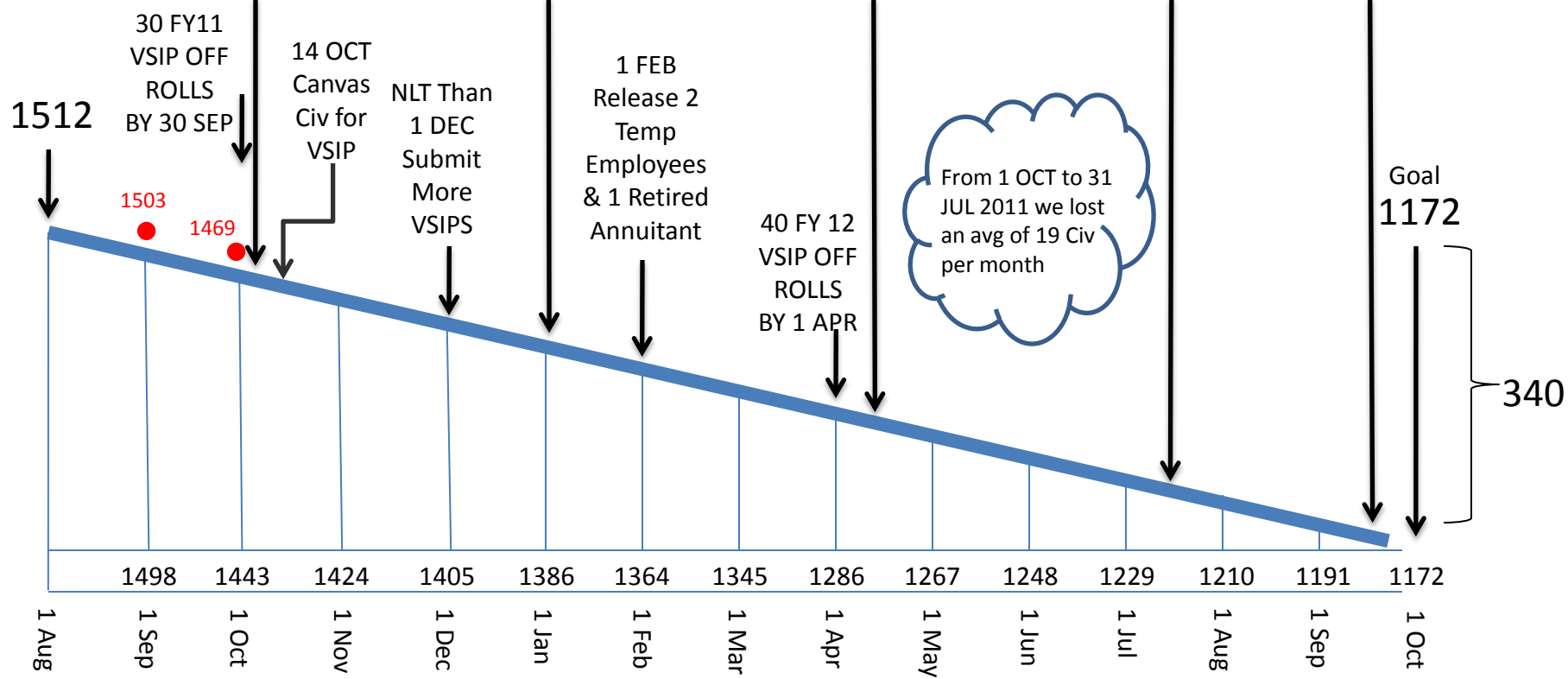
# RESOURCES

## TDA



RIF →  
Actions

1 OCT Implement Hiring Freeze	2 JAN Request RIF Approval	3 APR GC Briefs Employees About Possible RIF	23 JUL CPAC Delivers RIF Notices	28 SEP RIF Effective Date
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We need 70 VSIP Separations and attrition of 23 Civilians per month to avoid a RIF.





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# Resources

## Reassignment Process



Reassignment is a lateral move to a new position.

Not a promotion.

Not a downgrade.

Grade is always the same. Series is the same or similar.

We are currently operating under “minimum qualifications”.

Two types of reassignments (Voluntary and Management Directed)

Directorates always try to reassign from within to fill vacancies first.

Determine candidates.

Ask for volunteers.

Conduct informal panel if more than one volunteer.

Select employee for reassignment.

Submit RPA to move employee to new position.

Directors can move employee between divisions, branches, locations.



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# Resources

## Reassignment Process



If there are no candidates within the Directorate to fill vacancy, the Director announces the vacancy at the weekly position management board (PMB) chaired by the DGC.

Other Directors request volunteers from their workforce.

Volunteers submit resume to Director with vacancy within 7 days.

Director conducts informal panel and chooses volunteer to fill vacancy.

GC or DGC approves reassignment between different Directorates.

If there are no volunteers, GC or DGC may direct a management reassignment from one directorate to another off of the over-hire list.



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# Resources

## 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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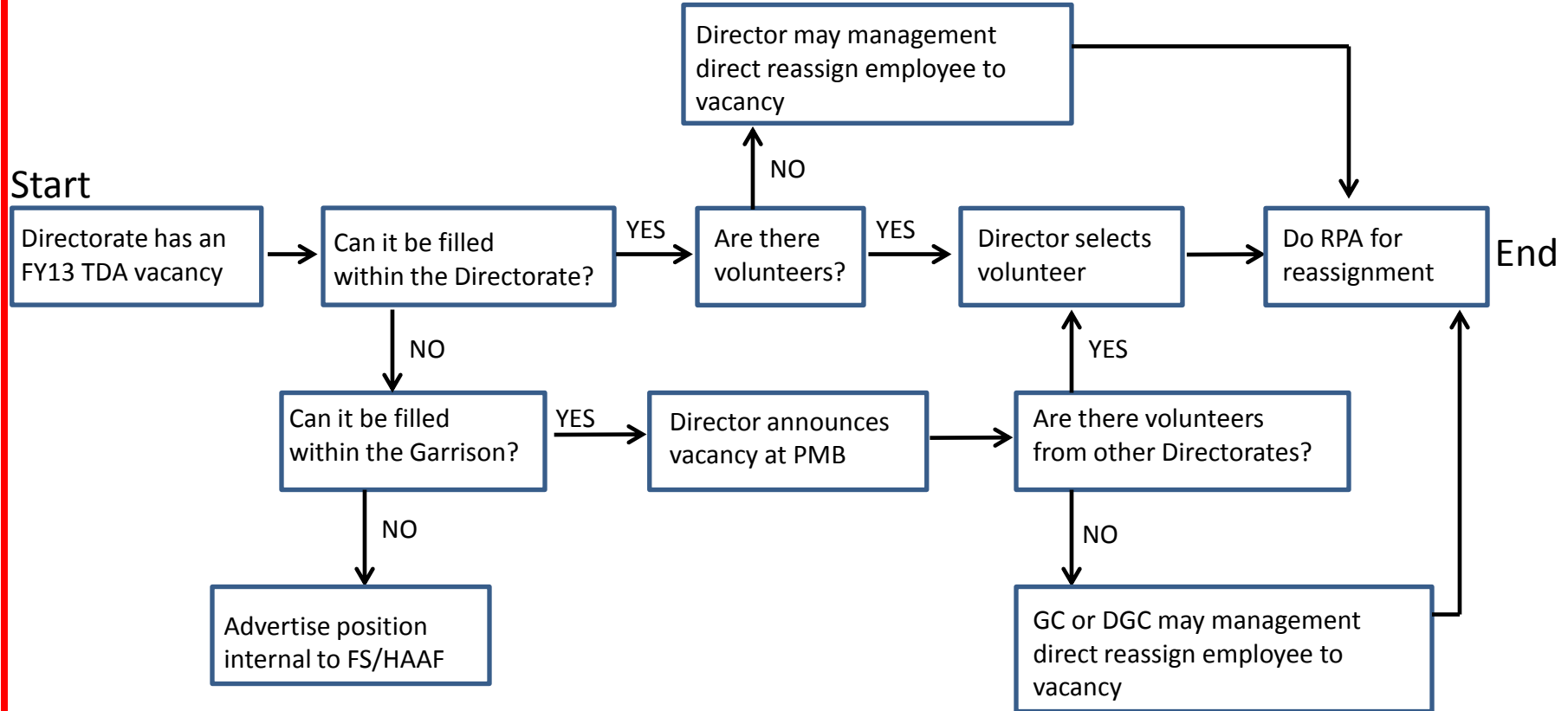
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# Resources

## Reassignment Process



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# STATE OF THE GARRISON



# QUESTIONS



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# STATE OF THE GARRISON



## NEXT STATE OF THE GARRISON

12 APRIL 2012



A copy of this briefing is located at this URL:

<http://www.stewart.army.mil/paiao/default.asp>



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