

2022

INSIDE IMCOM

INSTALLATION MANAGEMENT COMMAND NEWS



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A TRIBUTE TO OUR
COMMANDING GENERAL
LTG DOUGLAS GABRAM

"WE ARE THE ARMY'S HOME"

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COVER PHOTO:

Garrison commanders and command sergeants major from Army installations around the world gathered in San Antonio for a three-day conference May 3-5 to collaborate on ways to enhance Soldier, family and civilian readiness. U.S. Army Installation Management Command's Commanding General Lt. Gen. Douglas Gabram hosted this year's Garrison Command Team Conference as an in-person event for the first time since the COVID-19 pandemic began.

Inside IMCOM is a publication created by the IMCOM professional, for the IMCOM professional, to increase awareness of fellow team members and foster deeper relationships among the IMCOM workforce.

Inside IMCOM is part of our service culture. It is a venue to recognize our amazing staff, exchange useful lessons and best practices, share information with one another about the more interesting aspects of our work in our communities, and spark new ideas to inculcate our service culture and enhance our working environments.

We can't do that without you! If you are assigned to IMCOM – whether a Soldier, contractor or civilian – you are an *Insider*. You have interesting information to share and we want to know about it. *Inside IMCOM* depends on columns, commentaries, articles, letters and photos from you.

Please send your content ideas and author's name, rank, department and contact information to:
usarmy.jbsa.imcom-hq.mbx.public-affairs-office@mail.mil

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COMMANDER'S CORNER ★★



This edition of *Inside IMCOM* marks my last as your commanding general. Our time together has been filled with challenges, and I will long cherish the pride I feel for how our team rose to meet them all...together. I will remember a lot of things from the 38 years I spent in uniform, but the honor of serving with you during these past 26 tumultuous months is at the top of my list!

I knew very little about IMCOM when I accepted the guidon on January 22, 2020. I certainly didn't know COVID-19 was gaining traction in Asia or that its spread would impact almost everything we would do for our first year together. More than anything, it rapidly accelerated my learning curve about this diverse and complex global organization.

As I said in an April 2022 interview with Army Sustainment Magazine, *"A lot of folks don't realize just how much the lessons learned from our installations in Korea, Germany, and Italy have helped the Army — if not the entire Department of*

Defense — respond as the threat moved to the continental United States. It's a real-world example of the whole being greater than the sum of its parts. It has been a powerful sight to see."

That was only 90 days in, and the esteem I feel for your professionalism, competence, and dedicated service has grown in me every day since. I learned that garrison commanders are our center of gravity, that Army civilian professionals are experts worthy of respect with a variety of skills across a diverse set of responsibilities, and that IMCOM does more for the Army than most Soldiers and Families realize.

It's for this reason I have always encouraged us to "Hunt the good stuff," to tell the stories of how each and every one of you - and all of us together - make a meaningful difference in the lives of every Soldier, Civilian and Family member.

Inside IMCOM is one way to communicate our stories. True to form, this issue is packed with interesting and useful information intended to better connect us across the command. I hope you read it, and respond by sharing your story with your local PAO so they can feed it to our *IMCOM Weekly News Sampler*, the weekly rollup of good stuff I share with senior leaders across the Army. My intent is simple; I want them to share my belief in you, the Soldiers and Civilians of the global IMCOM Team.

I've always strived to leave every job in a better place than I found it, and because of you I believe IMCOM is in a better place than it was in January of 2020. I could not think of a better officer or leader to be your next commander than MG Omar Jones. He has been learning and leading as our DCG for the past year, and this, coupled with his trust in your abilities and professionalism, will ensure our positive trend continues. I invite you all to attend our change of command on 5 July at 1500 in the air conditioned Fort Sam Theatre, and to my retirement ceremony immediately thereafter. You're all welcome.

I wish you all the best. I will always treasure the Army's Home, and each and every one of you.

People First – Winning Matters – Army Strong!

WHO ARE YOU?

CHAPLAIN (Col.) MICHAEL ZELL

Position: IMCOM Command Chaplain

Where are you from?

I was born in 1974 in Cleveland, Ohio.

Why did you join the Army?

Chaplains are called to ministry, and I was called to join the Army in 1997 while attending Ashland Theological Seminary. Service is both a passion and a profession, and the Army provides an amazing opportunity to live out my calling while serving others as they serve our nation.

What is your favorite part about working for IMCOM?

Teaching and empowering. IMCOM is a highly complex organization and I enjoy the opportunity to simplify complex processes, visualize data, and empower our commanders and garrison religious support teams.

What is your best memory of the Army?

There are so many great memories with amazing people. One time, as I was baptizing Soldiers in a lake at Fort Gordon, a weird thing occurred. During my prayer, I heard a giggle and a splash. My 4-year-old son was throwing rocks and sticks trying to splash dad. The Soldiers loved when I brought my kids to services on the weekends, and sometimes you just have to roll with it.

Another time, I was working two battalions and my 56Ms scheduled two prayer breakfasts at the same time at separate Battalion HQs. I literally ran back and forth between the two events, introducing guest speakers, singing, and providing comments. When we were done, they smiled at me and laughed about their bet that I couldn't pull it off. Never underestimate a motivated Soldier!

What do you enjoy most about your job?

I work with amazing people. There will never be an end to the work, but the great company and good ideas make it fun. We literally have the world at our finger tips. With more than 500 religious support professionals serving at garrisons around the world, I am privileged to see innovation in action. I am blessed every day to watch what this team can do.

What is something you want the rest of IMCOM to know about?

My team, and most everyone who knows me, would say "Microsoft One Note." Our online Garrison Handbook in Teams is a work in progress that shares the best practices from our Religious Support professionals. It's not about the platform as much as it is about using systems to empower people and make knowledge accessible to those we serve. We put the ministry in administration, and this is my niche. One final thing. God works in and through the IMCOM team everyday. Thank you all for sharing your stories of faith in the fight, and perseverance in adversity. It is our privilege to walk and serve with you.





POWERED BY

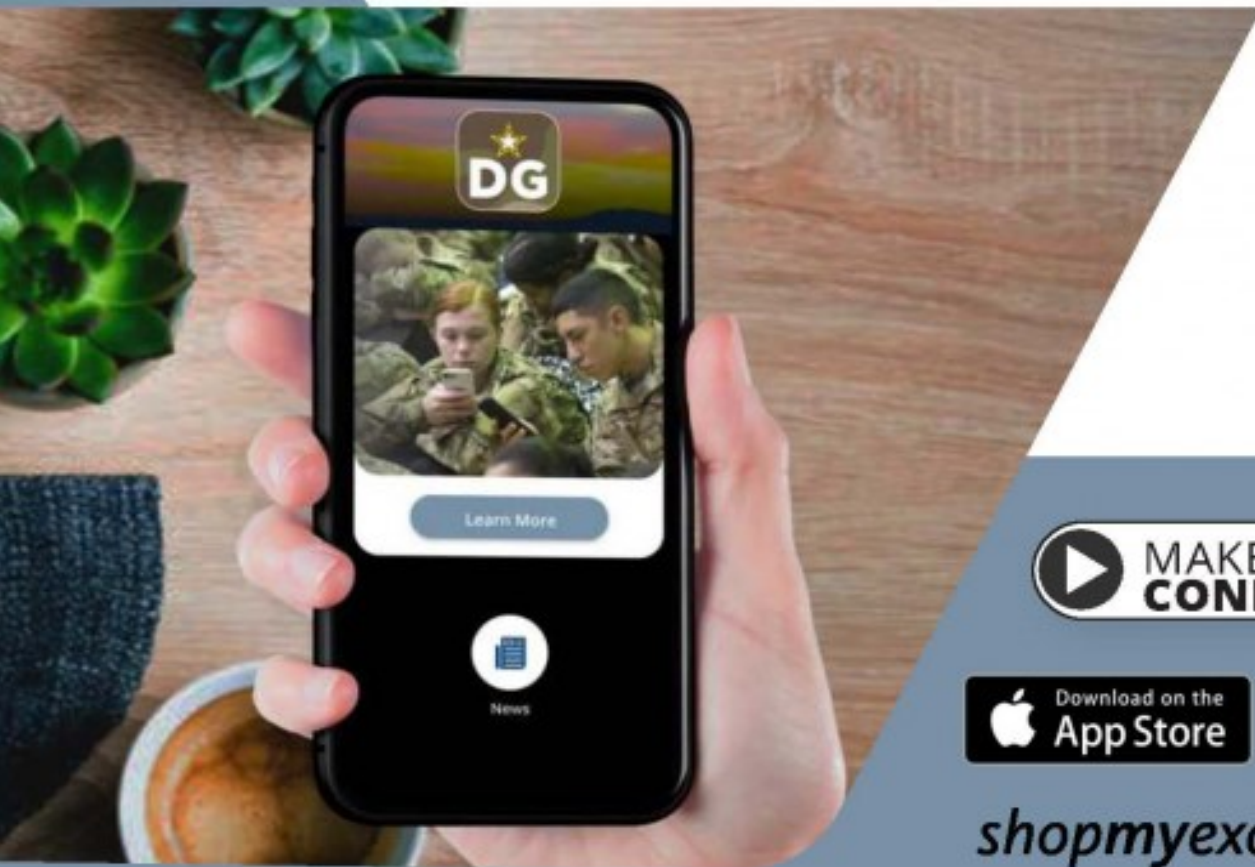


GET UPDATES!

Get local real-time news, announcements, and alerts to keep you in the know, with the Digital Garrison app!



News



shopmyexchange.com

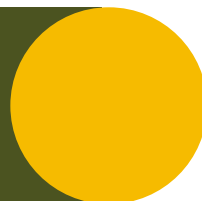
Digital Garrison integrates information about installation services provided by IMCOM, Army Family and MWR, and AAFES. Users may select from 67 Army bases in the app's directory and set up their accounts to accept push notifications and other announcements for this location via the app.

Digital Garrison is customizable to provide information specific to the user selected garrison. The app keeps military communities connected, a key part of readiness and resiliency with continual optimization. Digital Garrison links users to the My Army PCS app, the Army Maintenance Activity website, newcomer information, local hotlines and much more.

To download the Digital Garrison app, scan the QR code.



Standout A&M Cornerback Holds First Football Camp Outside Fort Hood



ONLINE VERSION



Texas A&M junior cornerback Jaylon Jones meets with youngsters before drills begin at his J7 Skills Camp at Lions Club Park in Killeen, Texas, May 14.

KILLEEN, Texas - Jaylon Jones is entering his junior year on the Texas A&M Aggies football team. He's a two-year starter, and he's also a self-described "military brat," who grew up in Cibolo, Texas, northeast of San Antonio. Yet it was deep in the heart of Central Texas, outside Fort Hood, that Jaylon decided to hold his first football camp.

Why here?

"Because it's the largest military base in the U.S.," he said. "You know, being a military brat traveling around, things like that, I just wanted to give back to the military kids, really all the kids coming out to this camp ... (and) show love to the community."

On May 14 at Lions Club Park, Jaylon and his family joined with the Texas Amateur Athletic Union Youth Football League and a number of sponsors to host the J7 Skills Camp, where youth ages 7-14 were shown techniques and drills to play the game of football. Organizers said approximately 150 youth took part in the four-hour skills camp.

"We know that it's easy for a lot of players to give back in the big city, but we wanted to come to Killeen ... like Jaylon mentioned, it (Fort Hood) being the largest active-duty military base," his mother, Alishia, added. "We wanted to give back to a community that sacrifices so much."

The Jones family's military ties are unbreakable. Jaylon's father, Virgil, is a retired Navy chief petty officer first class, while mom is a Navy veteran herself, and continues to serve as a business analyst with the U.S. Army Installation Command at Fort Sam Houston in San Antonio.

Before the youth were broken up into age groups and hit the practice fields, Jaylon and his parents joined with Rod Tanner of the Texas AAU Youth Football League to present Kobe Burgess, a senior from Shoemaker High School here, a \$1,000 scholarship from the league. Burgess is set to attend West Texas A&M University in Canyon, Texas, this fall.

Tanner said he chose Jaylon to present Burgess his oversized check, as he was the first recipient of the league's scholarship.

Jaylon was an immediate starter as a true freshman for head coach Jimbo Fisher's Aggies in the COVID 19-shortened 2020 season. Last season, he was second on the team with eight passes defended, including two interceptions. In the Aggies upset of the then-number one-ranked Alabama Crimson Tide last season, Jaylon made five tackles.

Mom, of course, is very proud.

"Oh, I'm very proud and I'm happy with all the work that he's put in and the sacrifices he's made," Alishia said, "... because he had to work on his craft and couldn't hang out as much as he wanted to, but I'm sure he's reaping the benefits now."

Jaylon said he had one simple message for the youth campers.

"Anything is possible and your biggest dreams can come true," he said. "All you gotta do is put in hard work."

By Dave Larsen, Fort Hood Public Affairs

8

Things to Update on Your LinkedIn Profile

LinkedIn, the World's Largest Professional Network with More Than 830 Million Members in More than 200 Countries and Territories Worldwide. Use These Tips To Optimize Your Profile. For More Info Contact PAO email: usarmy.jbsa.imcom-hq.mbx.public-affairs-office@mail.mil

1

Update Your LinkedIn photo



2

Update Your LinkedIn Status



3

Unique Profile Heading



4

Revisit Your Summary



5

Personalize Your URL



6

Include Rich Media, Projects, Examples, & Accomplishments



7

Curate Your Groups

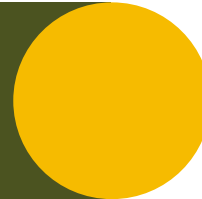


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Follow IMCOM Headquarters



A TRIBUTE TO OUR CG, LTG DOUGLAS GABRAM



THE LASTING IMPACTS OF EFFECTIVE LEADERSHIP

When Lt. Gen. Doug Gabram became the commanding general of United States Army Installation Management Command on Jan. 22, 2020, he had only a vague knowledge of a new flu-like illness spreading in China. However, three weeks later on Valentine's Day, the U.S. Army Garrison in Daegu, South Korea, became the first outbreak outside China, going from one case of COVID-19 to 1,000 in just seven days.

Gabram approached the problem as he always has – he went on the attack. An oft-deployed combat veteran with 38 years' experience leading military formations of increasing complexity, Gabram knew his unit, the Army, and the Nation were in for a tough fight.

"I didn't expect commanding IMCOM would require me to lead another combat operation, but we are in a real fight against COVID-19, and losing is not an option," said Gabram in an interview just 60 days into the job, where he also acknowledged the battlefield geography and combat conditions are very different from what we were accustomed to. "For the first time in a long time, we are in a home game. Our installations are our Forward Operating Bases, and our families are right there battling alongside us."

Also early in Gabram's command of IMCOM, the new Army Chief of Staff, Gen. James C. McConville, identified a new number one priority for the Army – People. This put IMCOM at the center of a number of initiatives to improve child care, housing, spouse employment and PCS moves for Soldiers, civilians, and families. Through Gabram's consistent applica-



Gabram poses with IMCOM leadership in June 2021 (from left) BG (Ret) James Moore; Mr. Randy Robinson, EDCG; LTG Douglas Gabram, CG; BG (Ret) Omusa George, G8; MG(P) Omar Jones, DCG; CSM Joe Ulloth

tion of leadership in all these areas and many others, the global organization began to reflect his offensive mindset.

IMCOM's CYS professionals around the world kept Child Development Centers open and safe under pandemic conditions to care for the children of emergency and essential personnel who could not work from home. When some of those caregivers PCS'd with their military spouses, Gabram's team made it possible for them to go directly into open positions at their new duty stations without having to go through a new hiring process. This is but one of many improvements to the Army's ability to increase spouse employment and retention that occurred under Gabram's command.

He leaned into improving Army housing by establishing a weekly forum to convene garrison commanders, their housing services officer, senior leaders from the private housing companies and their local project manager. This routine discussion exponentially improved the joint visibility of individual families and their particular issues and generated actions

that could rapidly resolve them.

On a more strategic level, Gabram guided the refinement and coordination of an approved Army Facilities Investment Plan. The “FIP” is a 10-year prioritized list of projects approved by Army senior leaders. This allows Army leaders to adjust the number and type of construction or renovation projects as money is available or when price of materials and labor costs fluctuate.

To get after the hard work of smoothing out the PCS process, Gabram built on a running start provided by IMCOM’s higher headquarters, Army Materiel Command, and their former commanding general, retired Gen. Gus Perna. Anticipating a surge in PCS requirements during the summer peak moving season, IMCOM convened leaders and action officers

from commands across the Army who play a role in moving Soldiers, civilians and their families. In its third year this summer, the integrated team has successfully implemented numerous initiatives and resources. When combined with increased involvement by the chain of command, they are helping Soldiers and families navigate a complicated process made worse by shortages in labor and transportation, and the increasing price of fuel.

Gabram was also instrumental in helping the Army move from the industrial age to the information age. Under his leadership IMCOM launched Digital Garrison, the Army’s mobile app for accessing information on a full array of installation services at 67 bases around the world. In January of 2021, IMCOM next launched ArMA, the Army Maintenance Activity that allows Soldiers and families to submit maintenance work orders for operational facilities or Army housing.

Gabram’s leadership moved the needle in many more areas for the Army, but the professionals of IMCOM will mostly remember his genuine love for people. Under his leadership, IMCOM updated its Service Culture Campaign to include diversity and inclusion. He looked people in the eye, listened carefully, and accepted good advice.

As one garrison commander put it, “I cannot believe the three-star commanding general called me di-


rect, with no pressing issue, just to check-in and reassure me that we were doing the right things. I cannot imagine the pace of that headquarters, and was powerful that he took time out of his day to do that.”

During his time in command, Gabram often referred to garrison commanders as the center of gravity for the Army, and he backed up those words with action. According to another garrison commander, “Garrison Command is a tough job on the best day, but when I was faced with my greatest obstacles, and doubted the future outcome, the

knowledge that I had the ironclad trust and support of LTG Gabram was literally the difference between success and failure.”

As Gabram and his family prepare to transition from the life they’ve known and loved for almost four decades, he will take with him the knowledge that he has inspired thousands through his effective leadership and friendship, and his Army is better off now than when he joined it. He also leaves IMCOM in a much better place than when he arrived, and he knows the 70,000 plus IMCOM professionals around the world trust and respect him, and would proudly serve with him again if given the opportunity.

By Scott Malcom, IMCOM HQ Public Affairs



“Garrison Command is a tough job on the best day, but when I was faced with my greatest obstacles, and doubted the future outcome, the knowledge that I had the ironclad trust and support of LTG Gabram was literally the difference between success and failure.”



ARMY CIVILIANS TAKE THE 2022 FEDERAL EMPLOYEE VIEWPOINT SURVEY

Let your VOICE be HEARD!

6 June through 22 July*

FEVS Your Army.
Your Voice.

<https://www.milsuite.mil/book/groups/federal-employee-viewpoint-survey-fevs>

*Official FEVS survey dates for all eligible Army Civilians.

The 2022 Federal Employee Viewpoint Survey has been going strong now for approximately three weeks! The FEVS is an annual government-wide, non-attributional survey that offers you, as a federal employee, a chance to provide your perspective on your work experience. It is an excellent opportunity to share your feedback with the Command and the other IMCOM leaders. Based on the feedback Army Civilians provided on the 2020 and 2021 FEVS, we have made strides in Employee Engagement through several different ways including the Influencing engagement through the art of supervision, promoting high performance through greater accountability as well as customizing Employee Engagement (E2) plans introduced as part of the Civilian Implementation Plan (CIP). The E2 action Plan template was provided to local leaders at Command and Unit levels in order to customize it to their specific locations.

The more people who take the survey, the better picture we have of the concerns and needs of the Civilian population. This year, all eligible Army Civilians - non-political, non-contractor employees on board with the Army as of November 2021 - will receive an email invitation to complete the FEVS. The Office of Personnel Management (OPM) will distribute the surveys to all eligible employees via email the week of 6 June. This will include all Non-Appropriated Fund employees as well as Local National employees overseas, Temp and Term employees. Army Civilians will have until the week of 22 July to take the survey, but you are encouraged to take 15 to 20 minutes to complete it as soon as possible.

This year's FEVS is the first since 2020 for which results will be published at all levels, and the first since 2019 that will be administered in full during its traditional early summer window. After two years of surveys altered by the COVID-19 pandemic, the Command is eager to return to a full administration schedule and dig into this year's results. The results will be shared with you all as soon as they are made available, and how enterprise-wide strengths and weaknesses can factor into our local action plans and policies will be discussed with you.

Please take a few moments out of your day, if you haven't already, to support this valuable effort in making IMCOM a great place to work!



ARMY CIVILIANS

FEVS Your Army.
Your Voice.

HOW FEVS LEADS TO CHANGE

You spoke. We listened.

Here's a short list of some of the recent changes that were inspired by FEVS response data.

2017: Programs

- Emerging Enterprise Leaders Program launch
- Employee Engagement Training: Influencing Engagement through the Art of Supervision

2016: Training and Policy

- Employee Engagement Training: Enterprise and Command Toolkit
- Employee Engagement Council creation
- Competitive Professional Development update

2018: Engagement Efforts

- Onboarding and Acculturation re-launch
- Army Civilian Service Recognition Pins development
- Employee Engagement Training: Promoting High Performance through Greater Accountability

2019: Recognition and Communication

- Army Civilian Medals re-design
- Employee Engagement Guide for Leaders update

2020: Employee Engagement Strategy

- Employee Engagement Strategy introduced as part of the Civilian Implementation Plan (CIP)
- Action Plan Template provided to local leaders to customize E2 plans at Command/Unit level

The ARMY Heard You!

Your feedback from the previous Federal Employee Viewpoint Surveys (FEVS) has helped Army understand where we are doing well and identified potential areas for improvement. The Army has taken what it heard from you and has updated, developed, or re-designed a number of initiatives to provide Civilians with enhanced policies, programs, and tools to improve engagement across the workforce.

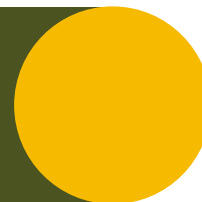
2021: Expanded FEVS and CIP 2022

- Expanded Federal Employee Viewpoint Survey eligibility to include Title 10 instructors, non-appropriated fund employees, local nationals, and other previously ineligible groups.
- Incorporated FEVS data into the development of the Army People Strategy's Civilian Implementation Program 2022.

Let your VOICE be HEARD!

<https://www.milsuite.mil/book/groups/federal-employee-viewpoint-survey-fevs>

FY22 Leadership Executive Board Program



Congratulations to Darrick Hinson, education and training specialist, IMCOM HQ G7 Institutional Training Branch, and Stan Smith, senior institutional training specialist, IMCOM HQ G7 Institutional Training Branch, for completing the Fiscal Year 2022 Leadership Federal Executive Board program.

Both Hinson and Smith were two out of only three IMCOM employees to be selected to participate with nearly 100 other San Antonio federal employees.

"The professionalism from the LFEB staff and facilitators was excellent. Having the opportunity to work together with over 100 federal employees from various agencies and sharing our experiences on leadership, building relationships and learning from each other was priceless," said Smith.



President John. F. Kennedy established the Federal Executive Board in 1961 to serve as the local federal ambassador to federal communities in 28 field locations across the United States. Similar to the President's Cabinet in our Nation's Capital, FEB membership becomes automatic and mandatory by virtue of the incumbent begin the senior agency official within each FEB's geographic boundaries.



The mission of the FEB is to increase the effectiveness of the federal government by strengthening coordination of government activities. All FEB's operate in three primary strategic goals: 1) Emergency Preparedness, Employee Safety & Security; 2) Workforce Development and Support; and 3) Strategic Partnership.

"I am super proud of Darrick and Stan", said Dr. LaToya Sizer, chief of G7 Institutional Training Branch. "I can already see our return on investment in both of these leaders, and I commend them for being lifelong learners. That is what our branch is all about."

Hinson said he recommends more IMCOM professionals for the program, especially for those who want to meet more federal employees and military service members.

"This program fulfills their need to give back to the community," Hinson said. "When they complete this enlightening journey, they will emerge to a bigger, better and stronger leader."

By Tiana Waters, IMCOM HQ Public Affairs

PTSD AWARENESS MONTH JUNE

Did you know the Army has a program that helps identify and manage emotional and psychological stress based off the mission demands of combat?



If in an emergency or crisis, contact the Military Crisis Line 1-800-272-8255, press "1"



June is known as PTSD Awareness Month. It's important to take the time to spread knowledge, provide support, start conversations, and most importantly, to combat stigmas surrounding mental health. About 6 out of every 100 people will have PTSD at some point in their lives, About 12 million adults in the U.S. have PTSD during a given year. This is only a small portion of those who have gone through trauma (VA.gov, 2022).

Steps to Reduce Mental Health Stigmas:

- Seek treatment
- Don't isolate yourself
- Don't equate yourself with your illness
- Join a support group
- Understand that seeking mental health treatment is not grounds for losing a security clearance.

Officials Discuss Future of Housing at Fort Leavenworth Summit



ONLINE VERSION



Maj. Gen. Omar Jones, deputy commanding general for U.S. Army Installation Management Command, listens during an opening discussion of a housing summit held at Fort Leavenworth June 13 through 15,

FORT LEAVENWORTH, Kan. – Officials from U.S. Army Installation Management Command, U.S. Army Materiel Command, Fort Leavenworth, Michaels (on-post housing) and others spent three days at a housing summit to discuss the future of housing on Fort Leavenworth.

Discussions covered a multitude of topics ranging from the handling of historic homes on post to Soldiers' basic allowance for housing rates.

"When I look at this community now versus when I was stationed here in 2003 before it was privatized in 2006, it is a world of difference," said Maj. Gen. Omar Jones, the deputy commanding general for IMCOM, during his opening remarks. "Never lose sight of what we have accomplished and are accomplishing through the housing privatization initiative. We would not be where we are today with this marvelous community if we had not privatized the housing."

According to the Michaels' website, the company has done \$400 million worth of work on base demolishing and constructing new housing since taking over the housing contract.

Michaels manages a portfolio of nearly 1,700 housing units on Fort Leavenworth with more than 4,000 residents.

"The communities and readiness we have on our installations

is a direct result of the partnerships we have in the Army," added Jones.

A unique aspect of Fort Leavenworth is the student housing component associated with the U.S. Army Command and General Staff School, which provides intermediate level education for U.S. Army and sister service officers, interagency representatives and international military officers.

"We're here to move forward, and collectively in this room we all have the same common goal, take care of our Soldiers and their families," said John J. O'Donnell, the chief executive officer for Michaels.

Michaels also manages housing at Fort Huachuca, Arizona.

Many in attendance at the Frontier Conference Center, including Jones, believe the management of housing on Fort Leavenworth could serve as an example for other installations.

By Russell Toof, Fort Leavenworth Public Affairs



Col. John Misenheimer (right), Fort Leavenworth garrison commander, listens to Maj. Gen. Omar Jones, deputy commanding general for U.S. Army Installation Management Command, during Jones' opening remarks as part of a three-day housing summit.



PCS PEAK MOVING SEASON

INSTALLATION MANAGEMENT COMMAND

A Soldier does not have to PCS alone; the Army is here to help.

- ◆ Soldiers should use the chain of command for assistance with levy packets.
- ◆ Transportation offices, Military OneSource, and the live chat function on the My Army PCS app are great resources for information and support.
- ◆ The **My Army PCS** app provides information for planning a move and has a live chat feature. The **Digital Garrison** app lets users explore up-to-date facility information and other quality-of-life services at almost 70 installations. The **PCS My POV** app lets users locate their vehicle and contact the destination Vehicle Processing Center for information and appointments.
- ◆ The following call centers are available: Army Personal Property Call Center (1-800-521-9959) and US-TRANSCOM Call Center (1-833-MIL-MOVE/645-6683).

Find more PCS resources at:

<https://www.army.mil/qualityoflife/pcsmoves.html>

<https://www.dvidshub.net/feature/ArmyPCS>



#ArmyPCS

"As we approach PCS peak moving season, it's not just a Soldier, or a Soldier and their Family, doing it on their own. The whole Army is committed to making the PCS moving process better for Soldiers and their Families. It's one of the Quality of Life priorities for Army senior leaders and it's worked its way up and down and across the Army. The Army is here to help Soldiers PCS; you don't have to do it alone." - MG Omar Jones, IMCOM Deputy Commanding General

We anticipate challenges but are working to provide options, resources and flexibility to alleviate moving stress as much as possible.

- ◆ We are managing more than 60,000 moves this summer. Given industry-wide labor and equipment shortages across the nation, we anticipate more challenges than normal.
- ◆ Soldiers should schedule their moves immediately upon receipt of orders.
- ◆ MILPER 22-045 -- Unit leaders, S1s and installation MPDs can work together to adjust a Soldier's report date. Local commanders (O-6+) may approve requests for Soldiers to have report dates to their new duty station adjusted up to 30 days early/late than the published report date.
- ◆ Personally procured moves reimbursement increased to 100% of what it would have cost the government to use a DOD moving company.
- ◆ SmartVoucher simplifies the process of completing and submitting PCS vouchers and reduces travel payment reimbursement wait times to less than two days.



U.S.ARMY

ENERGY EFFICIENCY DRIVES GREENHOUSE GAS REDUCTION

Do your part to
consume less energy.

Use Sleep Mode

Many computers come with a sleep mode or power management feature. ENERGY STAR® estimates that using these features will save you up to \$30 each year on your electricity bills.



Use Rechargeable Batteries

Studies have shown they are more cost effective than disposable batteries.



Use a Power Strip

Help reduce phantom loads, and save up to \$100 per year, by plugging devices into a power strip and turning it off when not in use.



#PowerToWin

ARMY ENERGY

LARGEST FLOATING SOLAR SYSTEM IN THE SOUTHEAST

WASHINGTON – The Hon. Rachel Jacobson, Assistant Secretary of the Army for Installations, Energy and Environment, participate in a ribbon-cutting event on June 10 for a floating solar array at Fort Bragg, North Carolina – the first of its kind in the Department of Defense and the largest floating system in the Southeast United States. The 1.1-megawatt floating solar system, located on the Big Muddy Lake at Camp Mackall on Fort Bragg, also includes a 2MW/2 megawatt-hour battery energy storage system.

A collaboration between Fort Bragg, Duke Energy and Ameresco, this utility energy service contract project will provide carbon-free on-site generation, supplement power to the local grid, and provide backup power for Camp Mackall during electricity outages.

An electronic “recloser,” funded by the Environmental Security Technology Certification Program, is also being demonstrated as part of the system. Reclosers respond to transient events, like a tree limb brushing against a power line, to quickly reset the system and restore power. This technology provides better protection for system power lines and minimizes damage to sensitive electronic equipment in the event of power interruption.

“This project fulfills the commitment made in our Army Climate Strategy to increase resilience while delivering clean energy and reducing greenhouse gas emissions,” said Jacobson. “When we collaborate with local utilities and industry to promote energy resilience while powering the local grid, it is a winning solution across the board.”

Fort Bragg is the largest military installation by population in the Army and is the home of Airborne and Special Operations forces, with approximately 49,000 military personnel, 11,000 civilian employees and 23,000 family members.



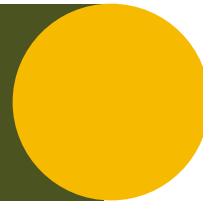
This solar array, the largest floating system in the Southeast, will provide carbon-free on-site energy at Fort Bragg, North Carolina. (U.S. Army)



Hon. Rachel Jacobson, Assistant Secretary of the Army for Installations, Energy and Environment, participates in a ribbon-cutting event June 10.



USAEC Training Specialist Awarded Gold 2021 Excellence in Government Award



ONLINE VERSION

SAN ANTONIO – Across the federal government, agencies have changed practices, methods and locations of training due to health restrictions over the past few years. Professional training is critical for those involved in military readiness, operations and safety for our troops, civilians and communities. One U.S. Army Environmental Command employee was recognized by the Alamo Federal Executive Board for developing a flexible training initiative for the environmental workforce through a virtual hybrid approach.

“Through a virtual awards presentation on May 4, 2022, Cyd Paugh, USAEC workforce development/training specialist, was recognized as the Gold Winner in the Administrative Support category for the 2021 Excellence in Government Annual Awards.

Paugh was recognized for her planning and coordination of 90 environmental training events during COVID-19 with institutions that included the U.S. Army Corps of Engineers, the School of Professional Engineers, Texas A&M University, and the National Military Fish and Wildlife Association.

“Ms. Paugh’s out-of-the-box thinking, pushing the precipice of technology with the use of computer tools such as MS Teams, Adobe Pro, cameras, and TV monitors, combined with her positive attitude, reinvigorated the environmental training program resulting in over 1,530 students trained in CY21,” said Bill FitzPatrick, USAEC operations branch chief. “Her innovation, tenacity, and dedication has created a dynamic environmental training program that enables the Army to sustain its environmental expertise while keeping the student and the instructor safe in today’s COVID-19 Health Protection Condition protocols.”

Paugh was quick to thank the command and community who supported her while developing and implementing this new initiative.



Cyd Paugh, USAEC workforce development/training specialist, was recognized as the Gold Winner in the Administrative Support category for the 2021 Excellence in Government Annual Awards on May 4, 2022.

From my heart, I take seriously the training programs I've been entrusted to support,” said Cyd Paugh, USAEC Workforce Development/Training Specialist. “I am thrilled to witness the good they do to support the mission and being a part of that big picture is a terrific feeling.”

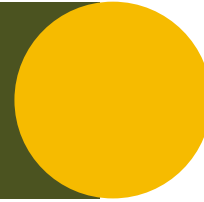
“Being recognized by the Alamo Federal Executive Board was an unexpected honor and completely filled me with pride and overwhelming joy,” said Paugh. “I am very proud to work for this command. Such things don’t occur in a silo, but only in conjunction with an expansive community of other like-minded professionals that I have the very good fortune to work and collaborate with.”

Also awarded during the virtual ceremony was Ruby Crysler, USAEC environmental services manager – Northeast and Europe division, Bronze Winner for the Professional category.

The Alamo Federal Executive Board was established in 1991 and is comprised of the senior official of each department or agency located in counties and one city metropolitan area, (San Antonio, Corpus Christi.) There are 130 federal agencies representing over 35,000 civilian, military, postal, and law enforcement employees.

By Lally Laksbergs, USAEC Public Affairs

Camp Humphreys Partners With Special Olympics Korea



ONLINE VERSION

CAMP HUMPHREYS, Republic of Korea – Representatives from the Department of Defense Education Activity Pacific West District, and Special Olympics Korea signed a memorandum of understanding, May 20, paving the way for future joint events between the two communities.

The signing took place during the Camp Humphreys Unified Special Olympics at the Humphreys Middle School track.

“This year we celebrate something significant,” said Col. Seth Graves, Camp Humphreys garrison commander. “We are honored to forge a partnership with Special Olympics Korea with the signing of a memorandum of understanding. This agreement serves to enhance our mutual collaboration and to create a framework for working together on programs in sports, music, art, education and related areas. All to increase social awareness of people with intellectual disabilities and to provide opportunities for community engagement.”

Lori Pyers-Goodwin, Learning Impaired Moderate to Severe Disabilities teacher and Humphreys Unified Special Olympics coordinator, said the memorandum allows for joint activities between Special Olympics Korea and the Camp Humphreys community.

“We will be able to have Korean nationals come participate with us and we’ll be able to participate in Special Olympics Korea events as well,” said Pyers-Goodwin. “It’s very, very exciting. It’s been a long time in the making.”

As the two parties signed the memorandum, 27 student athletes from six schools competed in a test of physical ability. Athletes represented Humphreys Central Elementary, Humphreys West Elementary, Humphreys Middle School, Humphreys High School, a home-school competitor and a student from Osan Air Base. Events included: softball throw, standing long jump, 25-, 50-, 100-, 200-, and 400-meter runs, 4x50-meter relay, and a 4x100 meter relay.



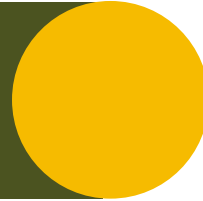
The Humphreys Unified Special Olympics Track & Field Event took place at Humphreys Middle School track May 20, 2022. The event included participants from Humphreys Central Elementary, Humphreys West Elementary, Humphreys Middle School and Humphreys High School. (U.S. Army photo by Cpl. Estevan Hidalgo)

Planning began at the beginning of the 2021-2022 year and planning for next year will begin before the end of the current school year. Pyers-Goodwin hopes to add a soccer camp, a basketball camp, and other specific activities on Camp Humphreys, with the help of volunteers. She said between 30-40 volunteers made the Unified Special Olympics possible and said children from the nearby schools attended as spectators, creating signs for each child competing in the event.

“I hope that (the athletes) feel like they got to be the rock-stars,” said Pyers-Goodwin. “I hope they feel like they had the opportunity to shine and that they felt all the support because we had a lot of schools and classes come and help out and cheer on our buddies and it was fabulous.”

By Monica K. Guthrie, Camp Humphrey Public Affairs

Aurora's Aura of Leadership



Aurora Castaneda in her IMCOM HQ office. Photo by Sarah Luna, IMCOM Public Affairs

Aurora Castaneda exudes an aura of steadfast leadership. Her presence at IMCOM followed by a rise to key positions occurred unlike many employees. Aurora never planned to serve as an Army civilian. She was born and raised in El Paso, Texas, with no familial ties to the military. She graduated from the University of Texas in her hometown of El Paso with a Bachelor of Business Administration. Then her career as an Army budget analyst began.

"I kind of stumbled upon it. I graduated college, didn't know what I wanted to do, and talked to someone at a job fair then became an intern."

Aurora was an outstanding intern. The role and experience instilled core elements of how she views her work and interactions with others. Her initial supervisor's example carries with Aurora today.

"My first Department of the Army supervisor when I was a GS-5 intern said, 'We use pencils because they have erasers so that we can erase our mistakes.' That was so enlightening and such a relief for my supervisor to communicate that she understood I was going to make mistakes. We aren't perfect. We will make mistakes we just need to learn from it."

Aurora overcame many challenges to reach her goals. She achieved a Master of Public Administration, and Master of Business Administration from Syracuse University, and graduated from the Defense Comptroller Program. Aurora embraces the ongoing learning from many leaders, staff and the growth from her various positions. From intern to budget analyst, a team leader, supervisor, budget chief, and deputy director, Aurora was always in finance.

"I never planned on being a budget analyst, but that's exactly where I needed to be. I love problem-solving. There are lots of problems to solve in this position."

Each role offered many problems to solve with their own rewards or motivation to keep supporting the mission. There's one position that remains a favorite for Aurora.

"Being the budget officer at Fort Bliss. I enjoy seeing the real impact of what we do with resourcing. There's a lot of satisfaction in knowing you played a part in that building that's being built or seeing troops train."

Aurora highlights the critical value of the G8. The G8 obtains, allocates, administratively controls, and accounts for funding and manpower resources in order to provide capability and enable the command to deliver services across designated lines of effort. Aurora's dedication to the mission earned her the role of IMCOM HQ's G8 Resource Management Directorate Deputy Director.



Aurora Castaneda on vacation with her mom, Lupe. Photo provided by Aurora Castaneda.

She supervised and directed the work of three divisions performing program and budget administration, manpower, and acquisition management. Aurora has a unique view of her work that keeps her engaged.

Aurora's unique ability to look at numbers, the stories, and the people impacted by those numbers makes her an exemplary leader. She again reflects on her story as an intern with another lesson from her supervisor.

"She taught me we are 'People First'. She impressed upon me the coach, teach, and mentor approach, too. She truly helped shape me to work with 'the whole person' and not just the aspects of a job. I am a 'Person First'. We at IMCOM are 'People First'."

Aurora demonstrates putting people first every day at IMCOM through her language, demeanor, and willingness to make time for others. She seems to effortlessly balance all her many responsibilities at work, as a daughter, mother, and grandmother. She recognizes the need for people including herself to manage personal and professional obligations including time for fun. Aurora knows what she would do if she had infinite resources.

"That's easy! I'd retire and travel. I still haven't been to Italy. I love to travel from the planning to the execution of a trip with deciding what tickets for shows or events and constantly looking forward to what lies ahead."

Aurora's next trip is to USAG Fort Bliss, the same place where she was a budget officer years ago witnessing the impact of resource management. She will continue her IMCOM leadership story as the Deputy Garrison Commander where they too will experience her aura of leadership.



Aurora Castaneda with her son Michael and grandson Jayden in El Paso, Texas. Photo provided by Aurora Castaneda



Aurora Castaneda with Executive Administrator to the Director, IMCOM G8 Steve Pickerin. Photo by Sarah Luna, IMCOM Public Affairs.

By Sarah Luna, IMCOM Public Affairs



Leaders, teammates and admirers at IMCOM HQ filled the operations center on June 15, 2022, to recognize Aurora Castaneda for her continued service.

IN MEMORY...

Retired Colonel James “JC” Abney

**Transformation Director at HQ US Army
Installation Management Command**

March 5, 1957 - March 1, 2022

J.C. Abney, a longtime IMCOM professional and friend to many in the Army community, passed away unexpectedly on March 1, 2022, leaving behind a loving wife, Ava, and two beautiful daughters, Camryn and Jade. After a lifetime of service, he also leaves behind scores of friends and colleagues who will long remember his quiet disposition, easy humor, and attitude of helpfulness.



Lloyd Alan Walker

**Senior Analyst in the HQ IMCOM, Resource
Management Directorate**

October 4, 1963 - June 13, 2022

This year we lost Lloyd Walker, a longtime IMCOM professional who served at Fort Huachuca from 2007-2010 and then joined the HQ G8 team, where he remained until June 2021. A football player at West Point alongside former IMCOM DCG Timothy McGuire, Lloyd was a friend to all and talented financial management leader. He was blessed with a deep, rich voice that fueled a successful side career as a voice artist and audio book narrator. Lloyd was an engaged and caring leader, and will always be part of the Army's Home

...FAITHFUL SERVICE