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Garrison Town Hall Meeting

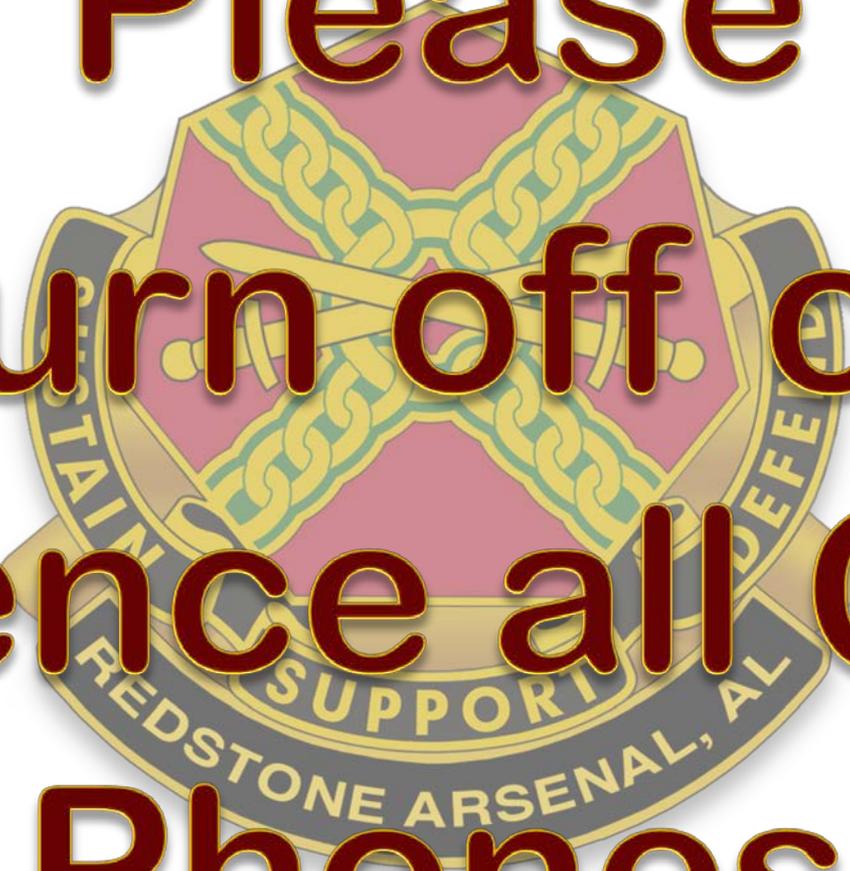
22 September 2014



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Please
turn off or
silence all Cell
Phones



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COL Bill Marks

Opening

Comments



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Town Hall Agenda

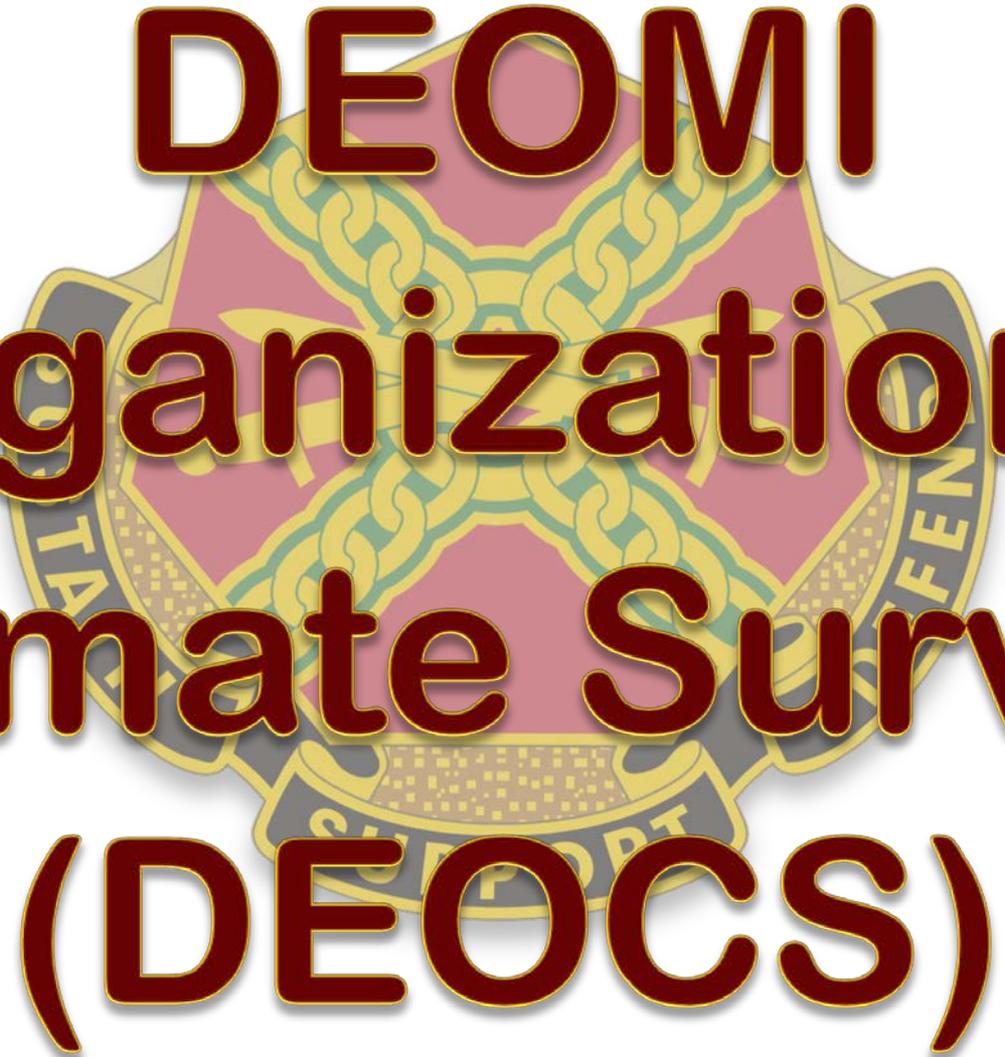
- GC Update
 - *Climate Survey (Results and The Way Ahead)*
 - *ICE*
 - *Community Health Promotion Council (CHPC)*
- RM Update
- DHR Update
- DPW Project Update
- DES Update (Scanners)
- Upcoming Events
- Questions and Answers

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DEOMI

**Organizational
Climate Survey
(DEOCS)**



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What is a DEOCS?

- Defense Equal Opportunity Management Institute (DEOMI) Organizational Climate Survey (DEOCS)
- Commander's management tool to assess command climate
- Anonymous and voluntary survey
- Consist of 95 questions, assesses 27 climate factors
- Focuses on four areas:
 - Perceptions of Discrimination
 - Organizational Effectiveness (OE)
 - EO/EEO
 - Sexual Assault Prevention & Response (SAPR)
- Optional locally developed questions and short answer questions



USAG RSA DEOCS Profile

- ❑ Survey date range: 3 February 2014 – 14 March 2014
- ❑ 976 passwords (TDA strength)
- ❑ 194 employees completed the survey (very low participation)
- ❑ Climate surveys were requested for each directorate
- ❑ Due to low participation only five directorates received individual survey results



Overall Organizational Summary



Climate Dimension Factors

Organizational Effectiveness (OE)

Organization Commitment
Trust in Leader
Organization Performance
Organization Cohesion
Leader Cohesion
Job Satisfaction
Organization Process
Diversity Management
Help Seeking
Exhaustion

EO/EEO & Fair Treatment

Sexist Behaviors
Sexual Harassment
Sex Discrimination
Racist Behaviors
Disability Discrimination
Racial Discrimination
Age Discrimination
Religious Discrimination
Demeaning Behaviors
Hazing Behaviors

SAPR

Perceptions of Safety
Chain of Command Support
Publicity of SHARP
Information
Unit Reporting Climate
Zero Perceived Barriers to Reporting
Unit Prevention Climate
Restricted Rptg Knowledge



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Subgroup Comparisons	Organizational Effectiveness Factors									
	Organization Commitment	Trust in Leader	Org Perf	Org Cohesion	Leader Cohesion	Job Sat	Org Process	Diversity Mgmt	Help Seeking	Exhaustion
Minority Majority		Minority Majority	Minority	Minority	Minority Majority		Minority Majority	Minority Majority	Minority	
Women Men		Women Men	Men	Women Men	Women Men		Women Men	Women Men	Men	
Military Civilian		Civilian	Civilian	Civilian	Civilian		Civilian	Civilian	Civilian	
Junior Civilian Senior Civilian	Jr Civilian	Sr Civilian Jr Civilian	Jr Civilian	Jr Civilian	Sr Civilian Jr Civilian		Jr Civilian Sr Civilian	Jr Civilian Sr Civilian	Jr Civilian	
Total Organization Concerns	1	7	4	5	7	0	7	7	4	0

Green = Above Service Average
 Blue = Near Service Average
 Red = Below Service Average

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Subgroup Comparisons	Equal Employment/Equal Employment Opportunity/Fair Treatment Factors									
	Sexist Behavior	Sexual Harassment	Sex Discrimination	Racist Behaviors	Disability Discrimination	Racial Discrimination	Age Discrimination	Religious Discrimination	Demeaning Behaviors	Hazing Behaviors
Minority Majority	Blue	Red	Red	Blue	Red	Red	Red	Red	Blue	Blue
Women Men	Blue	Red	Red	Blue	Red	Red	Red	Red	Blue	Blue
Military Civilian	Blue	Red	Red	Blue	Blue	Red	Blue	Red	Blue	Blue
Junior Civilian Senior Civilian	Red	Red	Red	Blue	Red	Red	Red	Red	Blue	Blue
Total Organization Concerns	1	6	5	5	3	6	3	4	0	0

Green = Above Service Average
 Blue = Near Service Average
 Red = Below Service Average

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Subgroup Comparisons		Sexual Assault Prevention & Response Climate (SAPR)						
		Perceptions of Safety	Chain of Command Support	Publicity of SAPR Information	Unit Reporting Climate	Zero Perceived Barriers to Reporting	Unit Prevention Climate	Restricted Reporting Knowledge
Minority	Majority		Minority	Minority Majority	Minority			Minority
Women	Men	Women	Women	Women Men		Women		Men
Military	Civilian		Civilian	Civilian				Civilian
Junior Civilian	Senior Civilian		Jr Civilian	Jr Civilian Sr Civilian	Jr Civilian			Jr Civilian Sr Civilian
Total Organization Concerns		1	4	7	2	1	0	5

Green = Above Service Average

Blue = Near Service Average

Red = Below Service Average



The Way Ahead

- Focus groups will be utilized to validate survey results
- Trained facilitators will conduct focus groups for each directorate
- Focus group schedule under construction - estimated start date (mid October)
- Participants encouraged to provide candid feedback
- Feedback will be utilized to develop specific courses of action for improvement
- Another survey will be conducted within the next 6 – 12 months

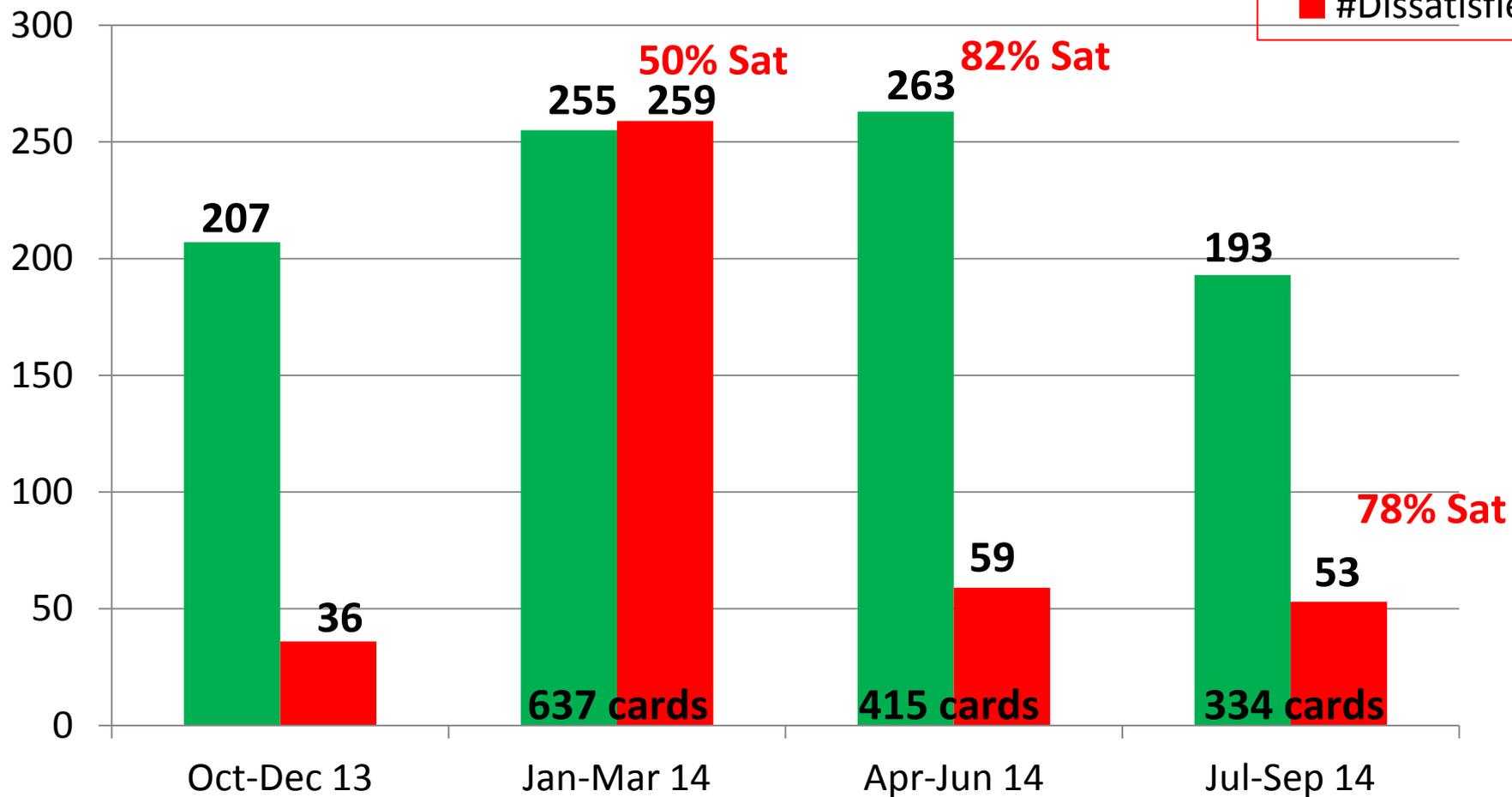
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ICE

ICE

Garrison ICE Comments

#Satisfied
#Dissatisfied





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Redstone Arsenal
CHIP
Community Health Promotion Council

The logo features a large, yellow, five-pointed star with a white outline. The text "Redstone Arsenal" is positioned above the star, and "CHIP" is written across its center in a large, bold, black font. A small black star is located in the center of the "I" in "CHIP". Below the star, the text "Community Health Promotion Council" is written in a smaller, black, sans-serif font.

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The Purpose of a CHPC

- Ensure strategic integration of the public health process at the operational level.
- Provide umbrella approach for coordinating garrison, medical and mission operations.
- Provide mechanism to raise systemic issues and give Commanders the flexibility to balance readiness and quality of life.
- Ensure the efficient portfolio management of health promotion, risk reduction, and suicide prevention initiatives.

**The CPHC operationalizes the
Ready and Resilient Campaign on an Installation.**



Army Health Promotion, defined:

[A] leadership program defined as any combination of health education and related organizational, political, and economic interventions designed to facilitate behavioral and environmental changes conducive to the health and well-being of the Army community.

Health promotion encompasses the assets of educational, environmental, and medical support services, enabling people to increase control over and improve their quality of life, health, wellness, and well-being.

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Army Health Promotion, defined: (cont)

- Army health promotion focuses on the integration of primary prevention and public health practice into community and organizational structure to ensure that health and well-being are part of the way in which the Army does business.
- Health is the product of many personal, environmental, and behavioral factors. Health promotion programs must consider a broad range of health-related factors and should address the following functional areas:
 - Health education - Physical health - Spiritual health
 - Behavioral health (BH) - Environment and Social Health

Army HP is at the intersection of Employer-based Wellness and Local Government-Based Public Health.



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Ready & Resilient Campaign (R2C)

- R2C Mission - We build resilience, enhance performance, and improve the readiness of individuals, units and the Total Army
- R2C Vision - A well-trained, Total Army of resilient and ready Army professionals able to understand, learn, adapt, and actively contribute to overall mission success in future operating environments
- Desired End State - Barriers to resilience and readiness at all levels are reduced, enabling individuals and leaders to actively engage in building the resilience, enhancing performance and increasing the readiness of Soldiers, Army Civilians, Family members and units to accomplish the Army mission



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Global Assessment Tool (GAT)

Families are the strength of our Soldiers

- Knowing how fit and resilient you are, and where you can improve enables you to be strong for those you love most

GAT 2.0 is now a truly holistic assessment tool

- A variety of questions tell you how resilient you are in the five areas of strength: social, emotional, spiritual, family and physical. For example:
 - Are you eating right? Are you socially connected?
 - Are you sleeping well? Do you need to be more optimistic?

GAT 2.0 is for you, and you alone

- GAT 2.0 is all about truly knowing yourself – knowing your strengths and areas to improve
- It is *completely confidential!*

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What is it?

ArmyFit™ is CSF2's online assessment and self-development platform for Soldiers, Family members and Army Civilians.

- Self-development resources are ***tailored to you*** based on your GAT 2.0 results
- Follow recommended experts and organizations and learn more about the areas in your life that could benefit from their expertise
- Compete in self-improvement challenges
 - Share your improvements with your friends
 - Earn badges with improvement



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What is it? (cont)

- Join online health and fitness communities that have a wide range of resources from both the Army and civilian world
- Take advantage of the new Financial Assessment Tool to see how financially resilient you are and how you can improve
- Access Comprehensive Resilience/Performance Modules (CRMs) – short web-based, interactive videos that focus on a wide range of resilience and performance skills
 - Topics range from “Building Your Teen’s Resilience” to “Effective Communication,” “High Performance Nutrition,” and “Goal Setting”

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How Do I Join?

Join by following the steps below:

1. Visit <https://armyfit.army.mil>
2. Click the “ArmyFit Login” option
3. **If you have taken the GAT before**, you may use the same username and password
4. **If you have not taken the GAT before**, you can sign up for an account using the link on the page **(you must be registered in DEERS in order to sign up)**
5. Once logged in, you can take advantage of all the assessment and self-development resources within ArmyFit™!



ARMYFIT™
COMPREHENSIVE SOLDIER AND FAMILY FITNESS

U.S. ARMY

CAC Login AKO Login ArmyFit Login

Username

Password

Login

Don't have an account?
Sign Up

Forgot Password?
Reset it

Need help?

Army spouses are strong. ArmyFit™ makes them stronger.

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So, what are you waiting for?

Get started today:

**STEP
1**

Go online to <https://armyfit.army.mil>

Learn your Global Assessment Tool (GAT) score in the five dimensions of strength and discover your RealAge®

**STEP
2**

**STEP
3**

Start using ArmyFit™, connect with experts and organizations, build your resilience and enhance your performance



EMOTIONAL



SOCIAL



SPIRITUAL



FAMILY



PHYSICAL



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Resource Management Update

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Resource Management

- *Will I be furloughed?*
 - FY2015 Continuing Resolution Authority
- *Will I receive a performance award?*
 - DA Performance Award policy (Monetary & QSI)
- *Is my position being eliminated?*
 - POM 16-20 TDA Reductions
- *Can I go to training to do my job?*
 - Conference Approval (Army Directive 2014-01)

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Director of Human Resources Update

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HR Training by Topic

Directorate of Human Resources

- Training Opportunities/Lunch and Learn

- Retirement benefits overview – Oct 2014
- Building a resume/Applying for jobs – Nov 2014
- Management Employee Relations (MER) for Supervisors – TBD

- Am I eligible for VERA/VSIP

- positions must be abolished, restructured, or save a surplus employee
- VERA/VSIP is a management tool, **IT IS NOT AN ENTITLEMENT**

- Stress Management

- Employment Assistance Program (EAP) – TBD

- **Possibly multiple sessions depending on interest**

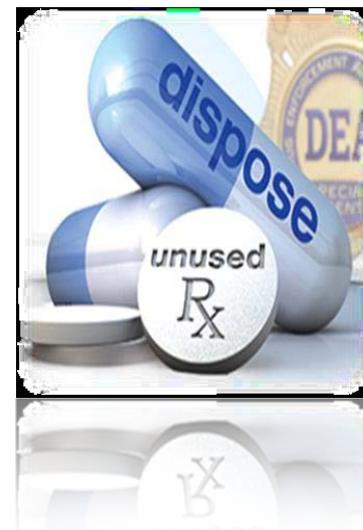
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Prescription Take Back Day

Take Back RX Days

Got Drugs?

Turn in your unused or expired medication for safe disposal



Wednesday September 24th

10 a.m. - 2 p.m.

@ The ONESTOP



For more Information Contact:
Army Substance Abuse
Program

W. Denise Gilbert

(256) 842-7465

wanda.d.gilbert2.civ@mail.mi

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Employee Assistance Program

Employee Assistance Program

- Service of the ASAP
- Provide assistance to employees
- Process
- Problem resolution not counseling
- Confidentiality of shared information

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DPW Project Update

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Overview of Current Road Projects

Martin Rd



- 4 Lanes from Gate 7 to Rideout Road
- Paving Underway
- ECD: DEC 2014

Rideout Rd



- Two Additional Inbound Lanes to Provide Easier Entry to Redstone Gateway
- ECD: JUN 2015

Zierdt Rd

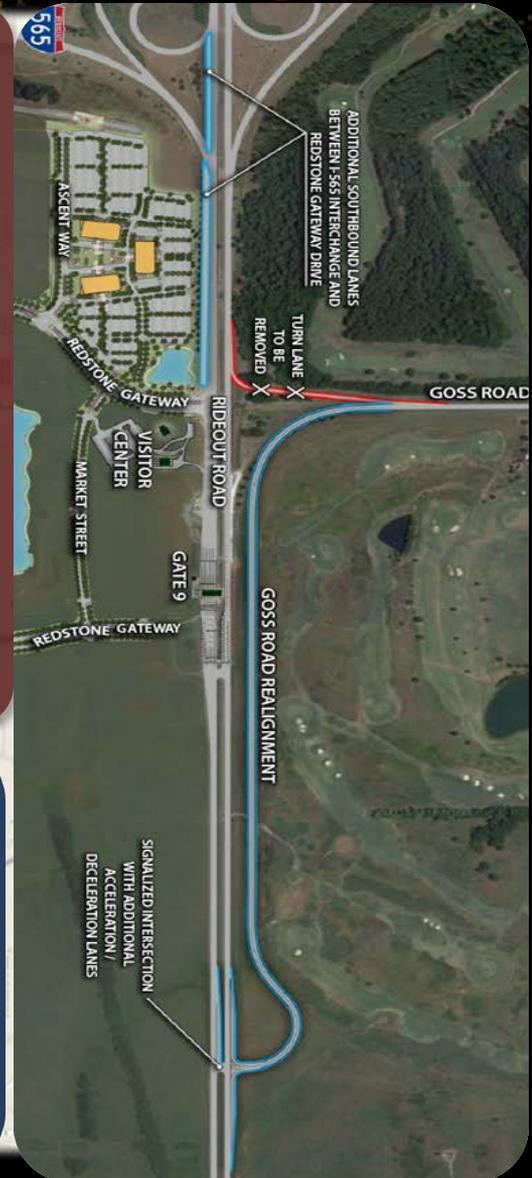


- 4 Lanes from Martin Rd / Gate 7 to Madison Blvd
- Clearing and Fence Relocation ECD: AUG 2014
- Contract will be awarded by ALDOT

Goss Rd



- Construction Began APR 14
- Intersection w/ Traffic Light
- Acceleration / Deceleration Lanes
- Project Cost \$1.3M
- Reduces Safety & Security Concerns
- ECD: JAN 2015





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DES Update

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Scanners at Gates

Expect a New Look at Installation Gates

- Handheld scanners will be implemented in a phased approach beginning in October 2014:
 - ✓ Validate Credentials: CAC Cards, Drivers License, Passports
 - ✓ Verify Access Authorization from Access Lists entered into MAX Visitor Control and Badge System.
 - ✓ Conduct real time background checks (NCIC III).
 - ✓ Query Terrorist Screening Data Base, Foreign Fugitive File, Sex Offender Registry, Bar List.

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Upcoming Events

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Garrison Organization Day

Garrison Organizational Day

Wednesday, October 22nd, 11am-4pm

At the Activity Field and CAC (formerly Java Café)

Food – Hamburgers and Hot Dogs, sides, desserts

Games – BINGO, horseshoes, corn hole, etc.

Music - TBD

Tickets - \$10 This is a Garrison employee



POCs: Angel Soloman
Teresa Dail, Michelle
Watkins, Donna
Johnson, Shelia
Backan, Scott
Gillespie

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Re-Grand Opening of Redstone

Redstone Exchange Re-Grand Opening Update

Join us on October 17th as we
celebrate our Re-Grand Opening!

Your Redstone Exchange will feature, a new Subway at the Food Court, Improved façade and mall with expanded restrooms and a new interior design for our Main Exchange. There will be a renewed focus on the Brands our customers are looking for:

Michael Kors, Columbia, North Face, Bose, Bare Minerals, Butter London and much, much more.
Your Redstone Exchange, Where You Save and We Give Back.



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GC Closeout

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A Unified Approach is *Crucial* to Success...



Partnerships

Education Systems

...Consistent delivery of nationally recognized K-PhD programs

Transportation Infrastructure

...Connecting communities and economic centers... capable of supporting future growth

Economic Diversity

...Continued stability through complementing industries, agencies & activities

Cultural Amenities

...Providing opportunities reflective of a vibrant, diverse community

End-State Vision:

A Federal Center of Excellence

... growing our strategic impact

... ready to seize opportunities

... a place of choice for the best & brightest

... focused on the future

Centers of Gravity

RSA Missions & Organizations

Aerospace & Defense Industry

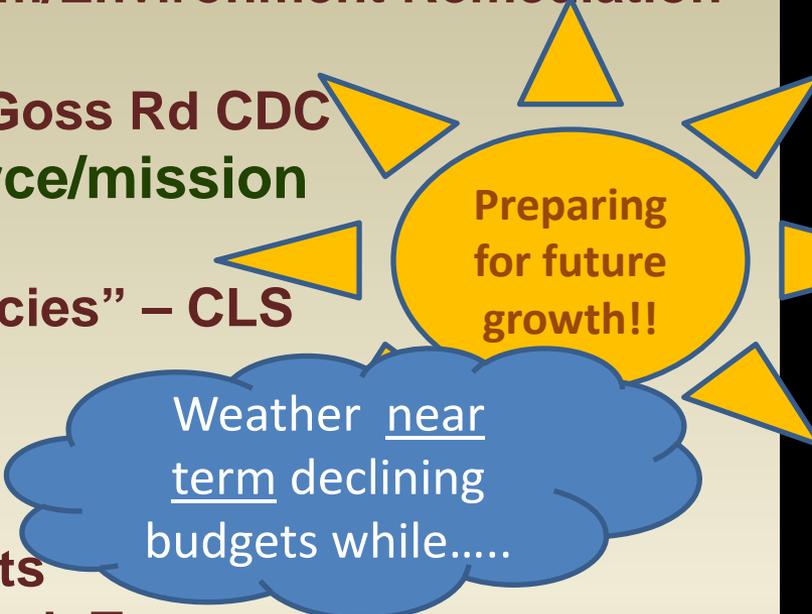
Workforce / Human Capital

K-PhD Educ. Systems

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Garrison Commander Priorities

- **Safety and security of the Arsenal and Workforce**
 - Physical security resourcing/implementation
 - Explosive Safety Management - Chem/Environment Remediation
 - Energy Security
 - Gate 9 – Mills Rd CDC – Shelter for Goss Rd CDC
- **Manage the transition of the workforce/mission**
 - Changes in TDA
 - Focus on Garrison “Core Competencies” – CLS
- **Strengthen Infrastructure**
 - Road maintenance
 - Power grid
 - Facility improvements – SRM projects
 - Airfield improvements – Tower & Crash Team
- **Quality of Life**
 - Community Health Promotion (CHPC) – Command Climate
 - FMWR programs - focus on needs vs wants
 - Family Housing – evolve inventory to current population
 - Future development of “Goss Road Corridor”



Preparing for future growth!!

Weather near term declining budgets while.....



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Installation Priority List

Redstone Arsenal Installation Priority List (IPL)

Item #	Item Title
1	Redstone Arsenal (RSA) Physical Security (QPSM) Resourcing
2	Explosive Safety Management Program (ESMP) Resourcing
3	Mills Rd Child Development Center (CDC) Renovation
4	Energy Security & Sustainability (Energy Initiatives Task Force (EITF) Projects)
5	Gate 9 Relocation
6	Build the RCI Housing Inventory to accommodate the current population
7	Force Protection (Vulnerability) Upgrades/Improvements
8	Redstone Airfield Infrastructure Upgrades
9	Goss Rd. Area Development Plan
10	CLS Communication Plan (expectation of Customers)
11	Tornado Shelters for Goss Road CYS and Housing Area

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Questions