



Environment, Safety and Occupational Health

Career Program 18 Workshop

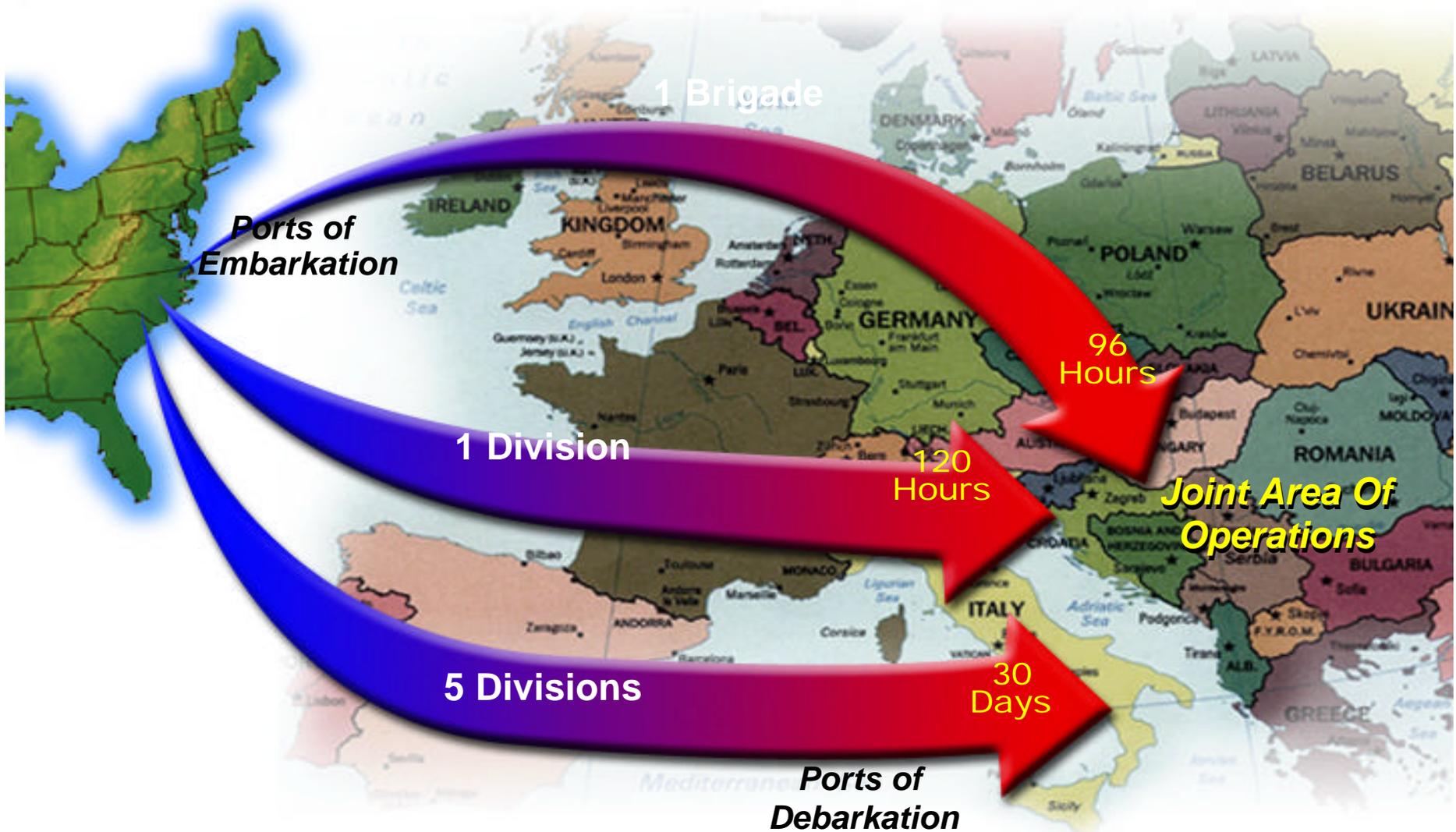
Mr. Ray Fatz

**Deputy Assistant Secretary of the Army for
Environment, Safety & Occupational Health**

August 22, 2000



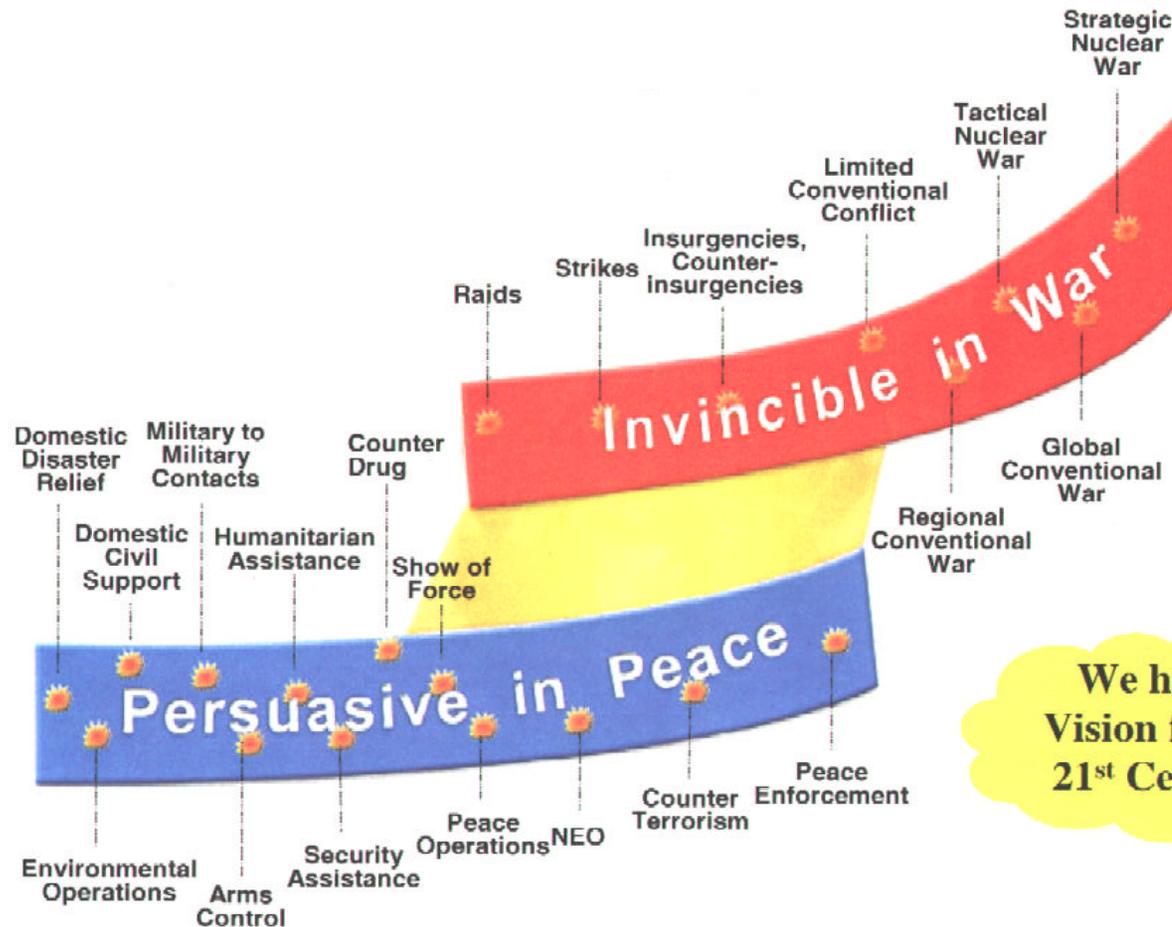
Environment, Safety and Occupational Health Strategic Responsiveness Goals





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Spectrum of Military Operations





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Civilian Support to Contingency Operations Operations Prior to FY96

DESERT SHIELD/STORM	2000-2500
HAITI	65-90
BOSNIA	165-530

Types of Skills

Contract/Procurement Specialist	Public Affairs	Logistics Assistance Specialists
Computer Systems Analysts	Safety Officer	Weapons Systems/Ammunition
Real Estate Specialists	Engineers	Port Operations
Linguists/Interpreters	Postal	Transportation
Recreation Specialists	Intelligence	Maintenance

Recent Deployments

FY 96 gt 200 DA Civilians Deployed
FY 97 gt 200 DA Civilians Deployed
FY 98 gt 200 DA Civilians Deployed plus 16 per week during Southern Watch
FY 99 gt 300 DA Civilians Deployed

gt (greater than)



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Army Civilians

Army Employs Civilians because they:

-  **Permit military to perform military duties**
-  **Are more economical**
-  **Possess unavailable skills**
-  **Assure continuity of operations**
-  **Integral part of the Army Team**



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Army Civilian

Average Age: 46.6 yrs

Average Length of Service: 17.2 yrs

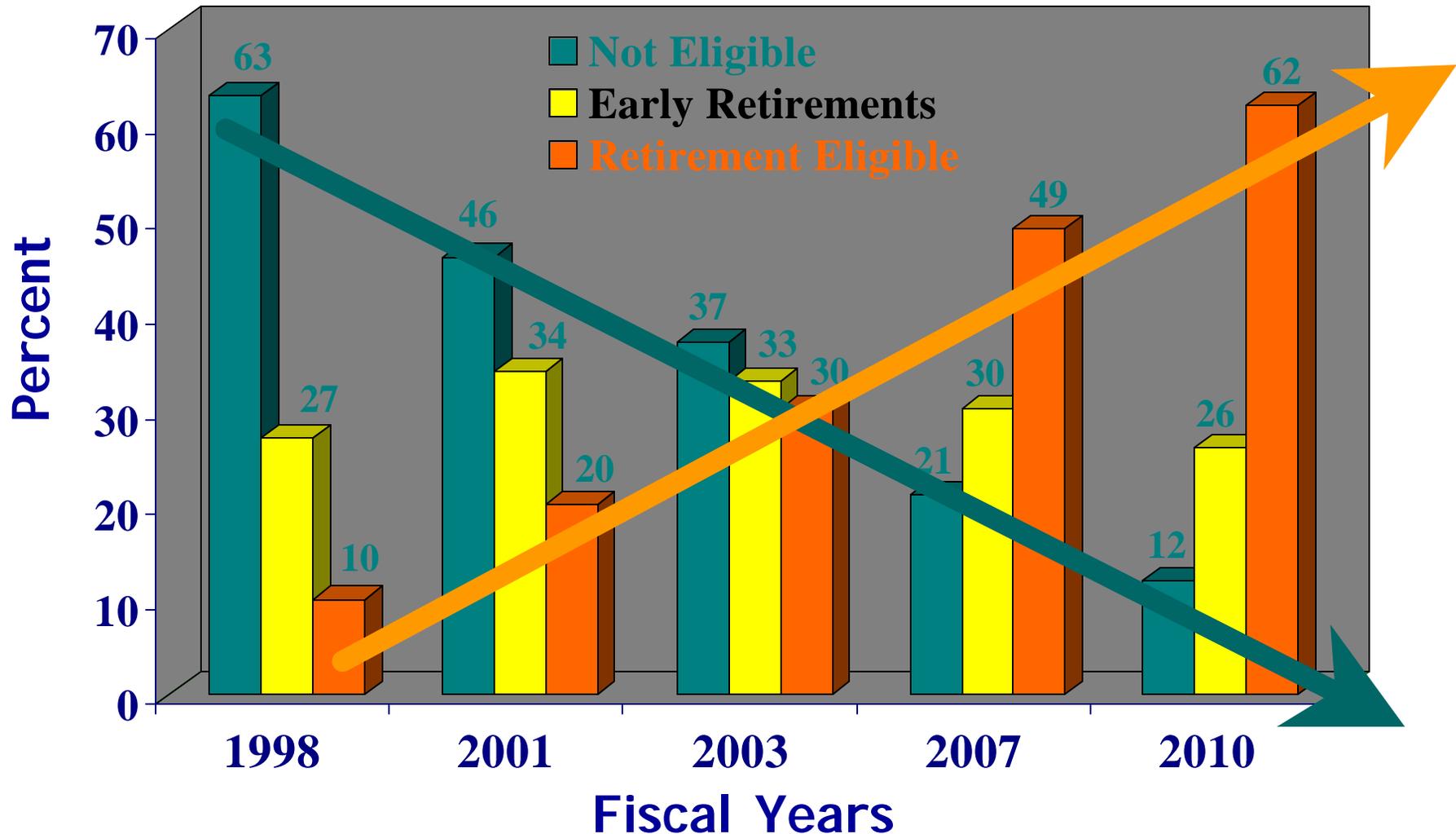
Army Demographics



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Changes in Retirement Eligibility Distributions

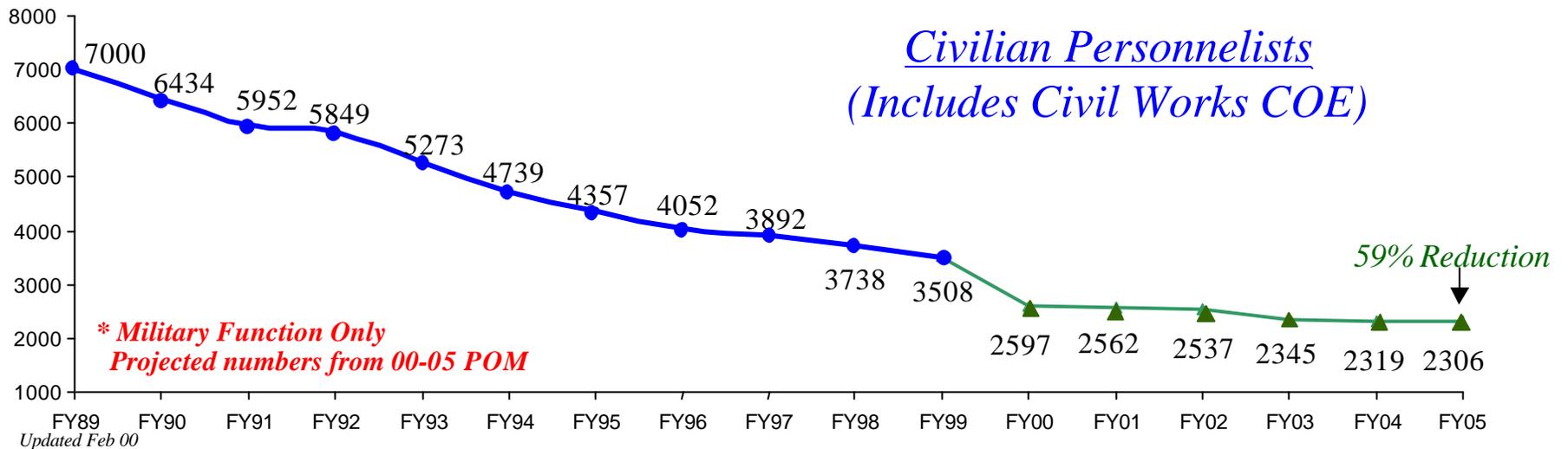
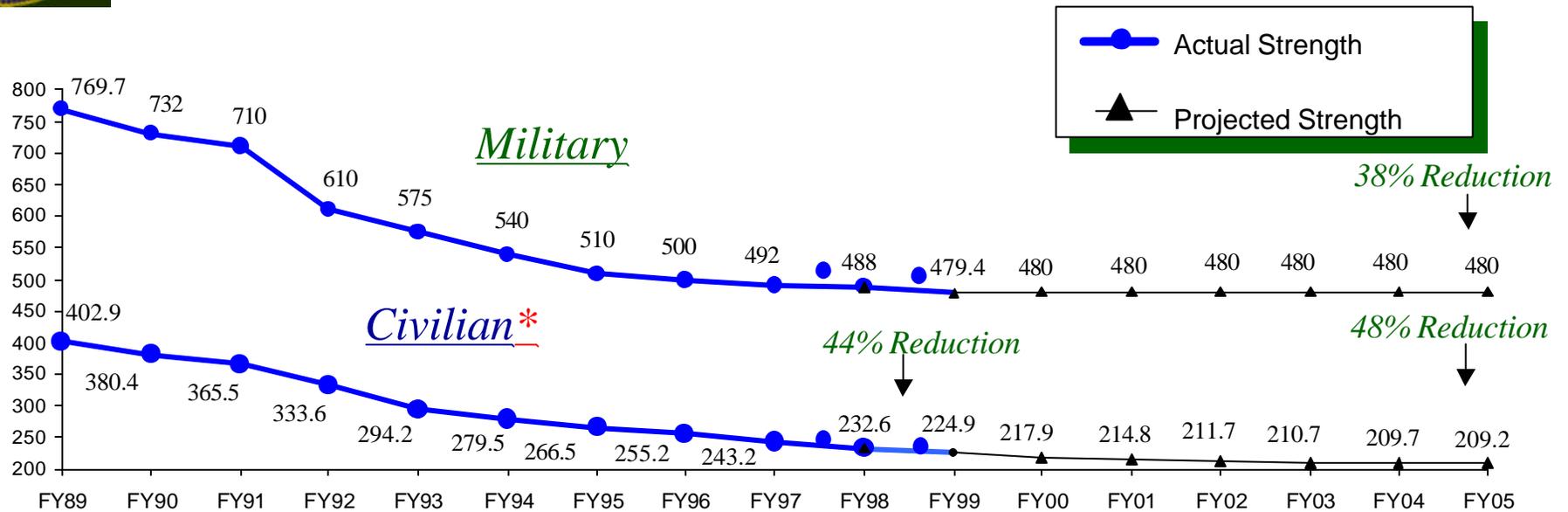
Population: Career Program, Military Function, Full-Time Permanents





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Drawdown



Updated Feb 00



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Key Questions

*What missions will civilians perform?
What are the critical occupations?
What are the strength targets?
What is the impact of changing mission?*

Functional Decision Areas

- ✍ Contract out*
- ✍ Consolidate*
- ✍ Cross train*
- ✍ Hire*
- ✍ Replace*
- ✍ Create new series/
career fields*

Answers Impact on Personnel Plans and Strategies

- ✍ More effective
downsizing tools*
- ✍ Development of
training programs
and strategies*
- ✍ Establishment of
new series and
skill requirements*
- ✍ Recruiting strategies*
- ✍ Pay retention
incentives*





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Future Workforce Challenges



- ✍ Forecasting
- ✍ Hiring & advancement
- ✍ Competitive salaries & benefits
- ✍ Civil Service image
- ✍ Leadership, technology, new skills
- ✍ Building & managing diversity
- ✍ Downsizing/Outsourcing
- ✍ Retention



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Civilian Workforce Turbulence and Uncertainty

How can we reduce uncertainty, reestablish stability, and increase workforce confidence?

Drivers:

-  Programmed Downsizing
-  A-76/DRID 20/FAIR Act (Outsourcing and Privatization)
-  BRAC

Repercussions:

-  Workforce uncertainty
-  Lack of confidence in future of Government employment
-  Recruitment difficulties



Career Program Functions

The Three Critical Components of Career Program



Quality Intake



Career Development



Allow for Referrals



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ENVIRONMENTAL VISION

ARMY ENVIRONMENTAL VISION

The Army will integrate environmental values into its mission in order to:

- **SUSTAIN READINESS**
- **IMPROVE SOLDIERS' QUALITY OF LIFE**
- **STRENGTHEN COMMUNITY RELATIONSHIPS**
- **PROVIDE SOUND STEWARDSHIP**





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ENVIRONMENTAL MISSION

The Army will develop and implement cost-effective measures to protect and sustain the environment in support of military operations, installation management, and materiel development.





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THE ARMY REAL ESTATE PORTFOLIO

ACREAGE: More than the combined acreage of the states of New Jersey, Rhode Island, Delaware, and Connecticut

14.4 Million Acres

ROADS: More than the combined totals of paved roads for the states of Delaware, Connecticut, and Rhode Island

28,743 Miles

BUILDINGS:

165,289 Buildings

SQUARE FEET: Equal to 166 Pentagons

1.1 Billion SF

ELECTRIC LINES: More than 12 times across the United States

23,754 Miles

HISTORIC PROPERTIES:

12,000 Buildings

RAILROADS: Army rails stretch nearly coast to coast

2,910 Miles

CULTURAL PROPERTIES:

35,000 Sites

PLANT REPLACEMENT VALUE: 14 times annual federal construction costs for buildings, facilities, streets, and highways

\$219 Billion

WATER LINES: More than 4 times across the United States

12,955 Miles

MAINTENANCE COSTS: Equals the combined annual expenditures of Vermont, South Dakota, North Dakota and New Hampshire. Exceeds the total annual expenditures of 22 states

\$2.1 Billion

SEWAGE LINES: More than 2 times across the United States

7,930 Miles

POLLUTION CONTROL PERMITS: 1509
Army permits equal 47% of all DOD permits.

INSTALLATIONS: Six times as many installations as the Air Force, Navy and Marines

4,162 Installations

ENDANGERED SPECIES: 214
distinct endangered species exist on or contiguous to 122 Army installation.



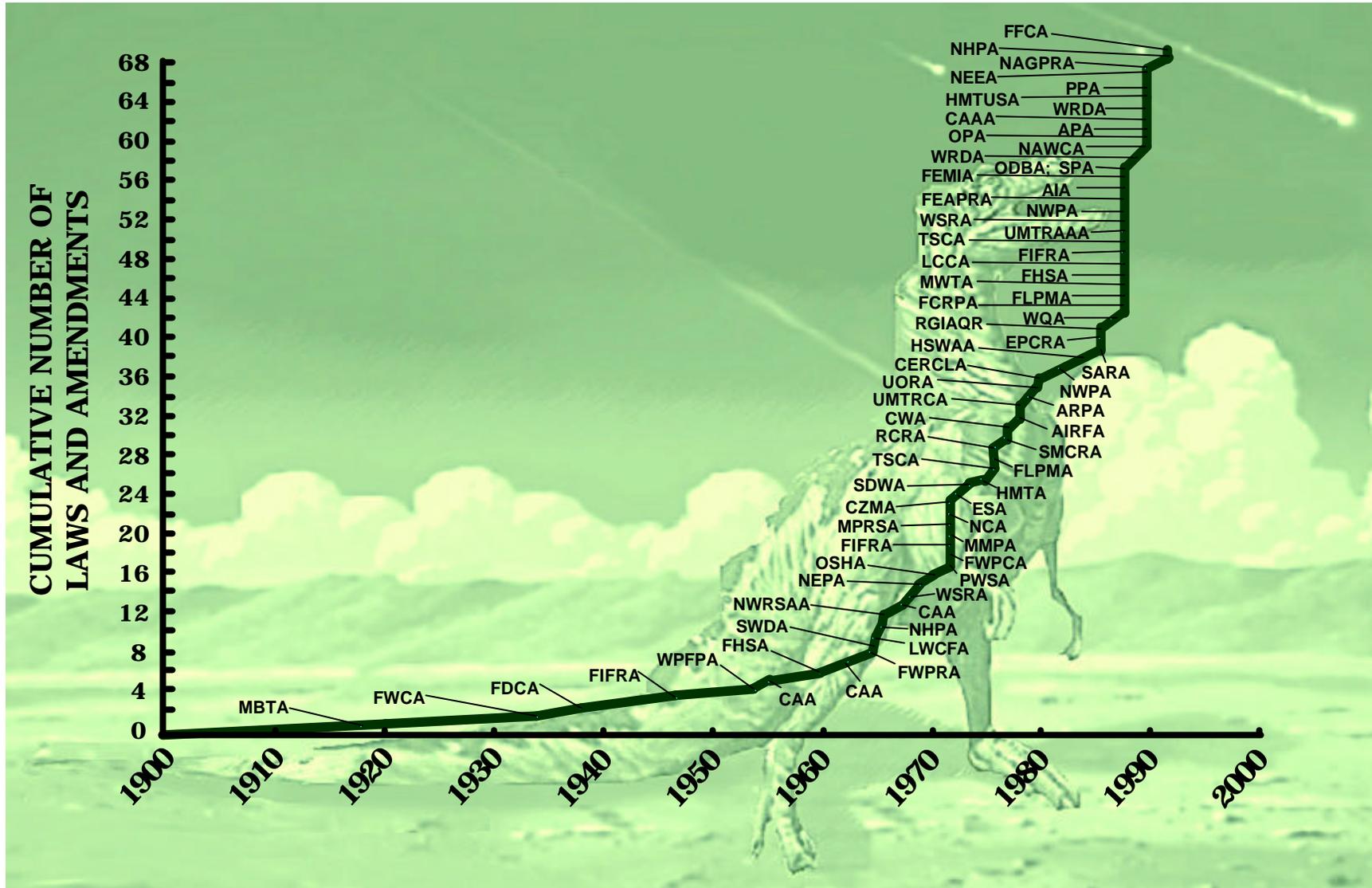
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Significant Environmental Issues

- ✍ Environmental issues continue to grow - local, regional, national, and global
- ✍ Developing environmental issues are impacting all Army operations - acquisition, training, and Installation operations
- ✍ The Army is in Transformation



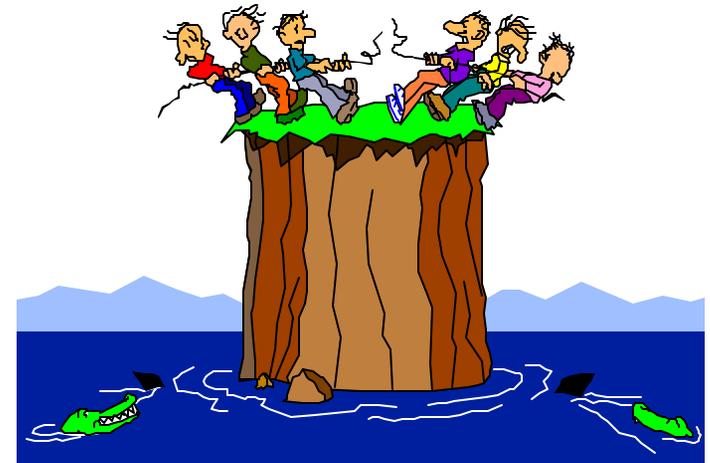
Environment, Safety and Occupational Health Environmental Legislation





Current Situation

- ✗ Environmental issues can impact readiness
- ✗ Environmental funding is under great scrutiny
- ✗ Environmental program can't be stove-piped
- ✗ Environmental laws probably won't be relaxed
- ✗ Involved commanders have the most successful programs
- ✗ The Army has a great environmental story, but hasn't told it well





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Underlying Principles

ARMY ENVIRONMENTAL STRATEGY

- Reduce or eliminate pollution at the source.
- Conserve and protect natural and cultural resources.
- Integrate environmental consideration into all activities
- Conduct installation environmentally acceptable operations
- Enhance soldiers' and civilians' quality of life.
- Comply with all applicable environmental laws.
- Continue to restore previously contaminated sites.
- Allocate resources and training to protect our environment.
- Develop, Field and exploit Environmental Quality Technologies to achieve all of the the above.



The SA & CSA Transformation Campaign Plan will require a revised Army Environmental Strategy



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Senior Environmental Leadership Conference

- ✍ **Army Environmental Campaign Plan**
- ✍ **Environmental Campaign Plan Operational Directive**
- ✍ **Transformation Environmental Management Group**
- ✍ **One Panel focused on training**



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Army Environmental Campaign Plan

- ✍ The Army Environmental Campaign Plan integrates environmental stewardship with the Army's Transformation Strategy.
- ✍ This plan also builds on the *U.S. Army Environmental Strategy into the 21st Century*, published in 1992, by responding to new challenges inherent in the Army's transformation.
- ✍ Four focus areas are identified to add greater, three-dimensional depth to the "four pillars" of Compliance, Restoration, Prevention, and Conservation, identified in the environmental strategy. These focus areas are:
 - ? Requirements, Acquisition, and Logistics
 - ? Training and Doctrine
 - ? Installation Management, and
 - ? Operations



Transformation Environmental Management Group

- ✍ Transformation Environmental Management Group established to provide oversight, it consists of:
 - ? Council of Colonels,
 - ? Environmental Operations and Management Working Group,
 - ? Executive Steering Committee, and
 - ? Board of Directors.
- ✍ The Group's mission is to ensure the consistency of implementing efforts with the Army Transformation Strategy, adequacy of resources to support actions identified in the Operational Directive, and a capability for continuous improvement and innovation. Representatives from the MACOMs participate in all the groups and committees constituted under the TEMG.



Operational Directive

- ✍ Required implementing actions are identified in the plan's *Operational Directive*,
- ✍ Delineates the issues by:
 - ? providing supporting discussion,
 - ? recommending actions required, and
 - ? identifying responsible organizations to support initial operations.



SELC Training Issues

- ✍ ISSUE #1: - There is no single Army proponent for the environment as defined in AR 5-22.
- ✍ ISSUE #2: There is no centralized management/control of funding for environmental training.
- ✍ ISSUE #3: Lack of Integration of Environmental Considerations into Army Doctrine.
- ✍ ISSUE #4: Leader Development Course Programs of Instruction Lack Environmental Training.
- ✍ ISSUE #5: There is no specific training program for environmental professionals



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ISSUE #5: There is no specific training program for environmental professionals

DISCUSSION: There are approximately 4500 environmental professionals employed by the Army. There is no specific career ladder for environmental professionals. Most environmental professionals are in Career Program (CP) 16, Engineer and Scientist (Non-Construction), or CP 18, Engineer and Scientist (Resources and Construction). CP Managers have not publicized their environmental career opportunities and thus environmental professionals feel they have a lack of visibility and want a separate career program. That notwithstanding, both CP managers for 16 and 18 believe that creating a separate career program for environmental professionals would actually be counterproductive, because it would limit the opportunities for environmental professionals to expand into a broader career program, e.g., CP 16 or CP 18. In addition, by establishing a separate career field, there would very likely be less training funds available to a new CP manager. CP Managers believe adequate progression by environmental professionals can be achieved within existing CPs by better attention to the career development for the environmental professionals, to include developing a track system within the CP. Moreover, monitorship of environmental training by the proponent (USAES) of CP16 and CP18 personnel will provide a means of assessing the career progression opportunities of environmental specialists.



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ISSUE #5: There is no specific training program for environmental professionals

ACTION:

- ? **Develop an action plan that describes how the CP 16 and CP 18 managers intend to establish an improved career development program for their environmental specialists that would include requisite training. (USAMC and USACE)**
- ? **Develop a technical track and its associated training needs common to CP 16 and CP 18, for progression within both career programs. (USAMC and USACE)**



Workshop Objectives

- ✍ Identify Issues and Problems Impacting an Environmental Career Track
- ✍ Establish Priorities
- ✍ Propose Solutions for High Priorities
- ✍ Develop Draft Action Plan To Improve CP-18



*"The Grass is
Always Greener...
on the Right Track"*

Ray Fatz
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Environment, Safety & Occupational Health

