



***USAG
SCHWEINFURT***

***ALL
HANDS
FORUM***

6 AUG 2012

IMCOM
SOLDIERS • FAMILIES • CIVILIANS



AGENDA



- **COMMANDER'S INTRO**
- **RECOGNITION OF OUTSTANDING SERVICE**
- **MISSION REVIEW**
 - MISSION & INTENT
 - CALENDAR
- **RESTRUCTURE UPDATE**
 - CLOSURE
 - RESTRUCTURE
- **MYTHBUSTERS: QUESTIONS & ANSWERS**
- **CLOSING THOUGHTS -- COMMANDER**

Leadership—Inclusiveness—Service—Teamwork
Community



OUR SHARED VICTORIES!



- Redeploying 3 Battalions
- Moving 1 Battalion and 1 Brigade Headquarters
- Deploying 1 Battalion & multiple smaller units
- Moving 8,000 Soldiers in and out last year
- “White Powder” response
- Birth of baby at gate
- Security during 4th of July—open gates
- Community Celebration success
- Community Safety & Health Promotion Day
- Multiple Community Ethnic Observances
- First graduation of new High School
- Opening of Family Zone
- BOSS program wins USAREUR Awards
- DFAC wins Connolly
- Chapel program uses volunteers for biggest Vacation Bible School
- ACS teaching program “reaches out” and doubles/triples rates

Leadership—Inclusiveness—Service—Teamwork
Community



OUTSTANDING TEAMMATES



Team members who...

- Go extra kilometer, or two!
- Engage people personally
- Demonstrate commitment
- Find a way to get off “No”
- Positive, pro-active
- Improve self, team, community



Nominated for recognition by:

- supervisors
- division chiefs
- directors

Thank you!

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MISSION

Organize, Train, and Equip Garrison forces to SUSTAIN, SUPPORT and DEFEND Army Combat Forces and Communities



Sustain: facilities, Garrison Team, Capabilities

Support: ARFORGEN - Training

Defend: Life – Health - Safety

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Title 10 Mission of IMCOM

IMCOM's mission in support of war fighting is to provide equitable, effective and efficient management of Army Installations worldwide that will support mission readiness and execution, enable the well being of Soldiers, civilians and Family members, improve infrastructure, preserve the environment and provide sound stewardship of resources.

Title 10 Mission of IMCOM USAG SCHWEINFURT

- Support and Sustain Army Combat Capability (ARFORGEN) **1**
- Ensure Life, Health, and Safety on the installation **2**
- Support, Sustain, and Strengthen the Army Community **3**
- Restructure, Transform, and Strengthen our Workforce **4**
- Effectively and efficiently manage our financial & environmental resources **5**



Commander's Intent

(AUG 12 - JUL 13)



Purpose: *Sustain and strengthen* community among units with little common identity or timeline during transition and decreasing resources in light of closure

Key Tasks:

- Support deployments, re-stationing, and training across garrison
- Provide platform of sponsorship to community: in and out
- Prepare installation, workforce, and community for closure
- Re-organize, develop our Garrison Team: care for team/adjust service
- Reinforce community: places, events, mindset
- Manage community resources: time, money, environment
- Exercise and improve community preparedness, safety and response
- Communicate effectively: inside USAG, across community, with local officials

Endstate: Team Schweinfurt successfully reintegrated 3 BNs and integrated 1 BDE HQ; enabled casing of 3 BNs and 1 CO; prepared for and minimized life/health/safety risks across our community; has reorganized our internal team successfully, focused on enabling key community functions with fewer resources. Stewarded resources and environment. People of all ages, units, and nationalities are actively strengthening and improving our community until closure. Plan for closure is complete, first transfers/closures have taken place, and functions we need but cannot support have begun transition to FMC

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Calendar: BIG ROCKS

- **AUG**

- *Start of Schools*
- *Restationing peak*
- *Splash Bash*
- *RIF notification to workforce*

- **SEP**

- *Fall Sports: High School & CYS*
- *USAG Force Protection Exercise*
- *Safety & Health Promotion Day*
- *Peregrine Sword & Air Assault*

- **OCT**

- *Oktober Community Fest*
- *High School & CYS Sports*
- *172nd BCT 25% PCS*
- *FMC Closure Order*
- *DOL Transfer*

- **NOV**

- *Community Thanksgiving*
- *Fall Clean Up*
- *High School/CYS Championships*

- **DEC**

- *Length of Service Awards*
- *Community Tree Lighting*
- *Christmas-New Year Holiday*

- **JAN**

- *New Year's Reception*
- *172nd BCT 50% PCS*

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CLOSURE & TRANSITION



Some have said...



...about our USAG Schweinfurt Team:

- “Rats are jumping ship!”
- “Schweinfurt will be dead...is dead already”
- “This is going to be a plane wreck!”



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Community



Commander's View

We WILL land this plane!!!

We WILL survive!!!



K15-608525 - (c) - James Lauritz

Leadership—Inclusiveness—Service—Teamwork
Community



Garrison Closure



- Received IMCOM-E OPORD 12-12
 - Phase 1 (JUN 12-JUN13): Sustainment Operations and Planning
 - Phase 2 (MAR 13-SEP 14): Unit and Activities Movement
 - **Confirms closure date: NLT 30 SEP 14—ALL TROOPS DEPARTED**
 - Phase 3 (JUL 14-MAR 15): Installation Closure & Garrison Discontinuance
 - **Confirms transfer date: NLT 1 APR 15—to BIMA**
- FMC response/clarification sent to IMCOM-E
- FMC brief to IMCOM-E Deputy Region Director: 21 AUG
- FMC OPORD published by OCT 2012
- Unit moves/casing:
 - 12 CHEM Company cases colors APR 13
 - 172nd BCT BNs case colors NLT 15 JUN 13
- Still to be Determined:
 - Makeup and duties of closure team
 - Internal closure meetings and mechanisms

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Restructuring Way Ahead



Restructuring Process: 470 Days

- *NOV 11 Notification--123 Local National positions identified,*
- *Work Council Cooperation initiated*
- *Social Data collection & TASS numbers*
- *Completion of Works Council Cooperation*

Goal: Minimize impact to people

- Annulment contracts*
- Retirements*

Expected by late August

- *Preparation of Termination Notices—CDR Signature*
- *Personal presentation of Notices by leadership*
- *Employment will continue through 31 March 2013*

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Restructuring Way Ahead



Way Ahead

- 14 AUG — TASS Brief
- 12 Sep — German Labor Office Brief
- JAN-FEB 13 — Briefing by Allianz Life Insurance/Retirement Agency & Winsecura
- **WORKING:** Request for Transfer Company (Refugio)

You continue to have my commitment to:

- Fairness
- Transparency
- Dignity
- Positive outlook for all team members

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Levels of Service



Levels of service change when

- Our ability to provide the service changes
 - Personnel
 - Funding
 - Restrictions
 - Alternate Means unavailable/unacceptable
- Community Priorities Change

Key points to expect

- Service Frequency/availability: first to change
- Service type: last to change
- Safety is PARAMOUNT! Must communicate with leadership

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Mythbusters

- Schweinfurt will be enduring
 - Requests for housing on radio and in newspapers
 - Aviation exercise exploring new possibilities
- LN & AF employees are getting all benefits...NAF aren't
- Soldiers are replacing our workforce
- All schools close next year; this is our last school year
- USAG is not cooperating with the local community



QUESTIONS AND ANSWERS

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Community



COMMANDERS SUMMARY



2012-2013 continues with change...
...but we know MUCH more

- **WE** will move forward *together*
- **WE** will remain **TEAM SCHWEINFURT**
- **WE** will achieve *our mission*
- ***WE WILL LAND , WE will SURVIVE...and THRIVE***

LEADERSHIP – INCLUSIVENESS – SERVICE – TEAMWORK
COMMUNITY

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Big Picture

Community turnover

Stationing Decisions

Ongoing deployment cycle

WE ARE AND REMAIN A TEAM

SUSTAINING, SUPPORTING, and DEFENDING

- ❑ 12,000 Soldiers, Civilians and Family Members
- ❑ Living among strong neighborhoods & villages
- ❑ In Schweinfurt, Germany
- ❑ Closing by 1 OCT 14

Personal life challenges

343 end-strength

MISSION - COMMUNITY - ENVIRONMENT

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HOW WE OPERATE



1. Smile 😊
2. Engage people personally
3. Demonstrate inspired leadership
4. “No” is not acceptable answer—find what we CAN do
5. Demonstrate your commitment to community with your time, energy, effort
6. Go the extra kilometer, or two
7. Commit to improving yourself, team, community today

You are making a positive difference EACH day!

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HOW WE OPERATE



**Excuse me, Princess,
can I have your autograph?**

Upon entering the Magic Kingdom, one of the security guards said to the girl, “Excuse me Princess, can I have your autograph?”

I could see the book was filled with children’s scribbles, as the guard had obviously asked the same question of many little Princesses

The little girl could not get over the fact that the guard thought she was a real Princess

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THANKS FOR ALL YOU DO!

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