

Strategic Relocation and our DA Civilian Employees Greetings from the world of Base Relocation and Closure planning. Please allow me to introduce myself: I am Lt. Col. Chris Konicki from the Third Army/USARCENT's plans office and I am in charge of the Lt. Gen. Webster's vision for the move to Shaw Air Force Base called Strategic Relocation. The commanding general has recognized the great importance of the BRAC and its effect in every aspect of Third Army's mission that he has elevated BRAC to this level of visibility. Because our civilian cohort plays a crucial role in the continuity of our operations, I believed the subject of my first article should be how the timeline of BRAC is going to affect the civilian workforce in this command.

First, I understand that the final incentive program is at the forefront of our Department of the Army Civilian employee's minds. I understand this because it is the first topic of discussion that arises when I come into contact with our DA civilian employees. This is perfectly understandable from my perspective as it is important to your decision making process. Our CG is currently reviewing the proposed package of incentive programs and is expected to make a final decision shortly. As soon as he signs the incentive program and makes it available to the command, the Third Army Civilian Personnel Office will ensure the information is disseminated as soon as and as widely as possible. I have also received some concerns regarding the upcoming Transfer of Function Letters. This letter will become an agreement between the DA Civilian employee and Third Army that the employee will move with the organization and accept the incentive program as mentioned previously. This letter will be sent to all Third Army DA civilian employees on March 1, 2010. The Civilian Personnel Office will need them signed and returned by March 15, 2010. The reason for this Transfer of Function Letter being sent and returned this early before the move to Shaw is for planning purposes. The command needs to be able to program backfills for those employees who choose not to move with the command as it relocates to Shaw. Refusing to sign them does not mean that the employee will lose his/her position sooner than Sept. 15, 2011 (our projected date to be fully operational at Shaw); refusing to sign means that the employee refuses to accept the incentive program and move to Shaw on or before Sept. 15, 2011. There will be an opportunity for all those affected to change their decision and move after the deadline, but they will waive the right to receive the incentives package. They will still be eligible for the relocation programs, the priority placement program, and receive the accrued leave entitlements, etc. All the aforementioned programs are listed in the links outlined in the next paragraph.

There are also some initiatives made available to all DA Civilians that have been in effect since 2005 and have been improved upon since that time. Those programs can be found at the following links:

US Army BRAC Division http://www.hqda.army.mil/acsim/brac/BRAC_2005.htm

DOD BRAC Transition http://www.cpms.osd.mil/brac/brac_index.aspx

CPOL BRAC <http://cpol.army.mil/library/general/brac/bracfaqs.html#q1>

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