

GEN Sullivan Talking Points

AUSA

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PROPOSED TALKING POINTS:

- The Army Civilian workforce is comprised of over 300,000 people. This number is larger than the USMC (active-duty, plus reserve) and equates to just over 20 percent of the total Army Force.
- Army Civilians comprise 60 percent of the Army's generating force.
- Approximately 75 percent of Army Civilians work in five major commands - AMC, MEDCOM, USACE, IMCOM, and TRADOC.
- The average Army Civilian currently has 14.1 years of federal service.
- The average age of an Army Civilian is 47.6 years old and the average retirement age for Army Civilians is 60.5 years old.
- Forty-eight percent of Army Civilians are veterans.
- Civilians are in over 500 occupational series - from scientist, engineers, acquisition specialists, medical professionals to pipefitters, lathe operators, and Arlington National Cemetery groundsmen - Civilians are integral to helping the Army meet its missions around the world.
- During the last four years most of our Army Civilians have endured:
 - three years of pay freeze
 - hiring freezes
 - reductions in monetary awards
 - travel restrictions
 - administrative furlough
 - shut-down furlough due to government lapse of appropriations
- Through all the challenges and uncertainty of the past year, Army Civilians have remained true to their mission to support our warfighters. Over 16,000 Civilians have deployed to Iraq, Afghanistan and other theaters of operation over the last five years.

Five Army Civilians have been killed while serving alongside our Soldiers in deployed operations.

- The Federal Employee Viewpoint Survey is a tool that measures employees' perceptions of whether, and to what extent, conditions characterizing successful organizations are present in the agencies. In the aggregate our Army ranks near the bottom of the annual "Best Places to Work in the Federal Government" survey – an offshoot of the Federal Employee Viewpoint Survey. Today, your Army ranks 17th of 19 large federal departments in terms of employee satisfaction. [NOTE: DHS CONTINUES TO BE IN LAST PLACE].
- Reviewing the last four years of data from this survey shows a steady decline each year across multiple areas. Most troubling is the declining perception of the effectiveness of Army leadership - an area that has fallen by more than six percent since 2010.
- The Army is listening to these survey results. While the "Best Places to Work" results are disturbing, the Army is working to change and improve the cultural climate.
- The Under Secretary of the Army, Brad Carson, hosted a two-day session at the Pentagon in August, where approximately 30 members of the Senior Executive Service (SES) gathered to discuss how to improve civilian career development.
- The SES initiatives that resulted from the session focus on improving the employee/supervisor relationship and developing a structured mentoring system with the Civilian Corps.
- The Army is committed to providing civilian employees the means by which to grow, evolve and develop professional capabilities despite diminishing resources. We are expanding our Senior Executive and Talent Management Programs, revising the Civilian Education System courses to incorporate leadership competencies throughout, and placing Civilians in the Command and General Staff College (CGSC) for the first time ever beginning in AY16.
- The Army thinks "right" for supervisors includes improving the supervisor/employee relationship by:
 - Engaging employees on competencies and development, as well as performance issues

- Discussing professional development with employees several times per year
- Participating in a revised supervisor training that we are creating
- Holding employees and supervisors accountable

For employees, “right” includes:

- Developing and annually revising an individual development plan (IDP) linked to competencies and career aspirations IAW career road maps
 - Enrolling in Army Career Tracker and understanding their career maps and competency requirements
 - Holding people accountable
 - Continuing to expect high levels of performance
- The Army will also continue to provide opportunities for professional development and education.
 - The Army intends to ensure the force develops and maintains engaged, adaptive Civilian leaders with diverse experiences, who are able to solve the complex problems of the future.