

ARMY FAMILY ACTION PLAN



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**U.S. Army
Garrison- Detroit
Arsenal**

Issue Update Book

FY16

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“STATUS” Explanations:

ACTIVE: Issues are currently being addressed and a plan of action is in place.

CLOSED: Issues are closed. No further action is required.

ELEVATED: Issues were submitted to the OACSIM AFAP Committee for review.

UNATTAINABLE/CLOSED: Issues were deemed to be unattainable and are therefore, closed. Examples of unattainable issues include those where installation size may affect the pursuit of the issue or the issue is unattainable due to BRAC law.

OVERALL STATUS OF SUBMITTED ISSUES

Headquarters, Department of the Army, AFAP Issue Update Book:

<https://www.myarmyonesource.com/skins/aos2/display.aspx?moduleid=a10586da-73a1-4402-9107-58b7bf046a21&mode=user&action=search>

There were 72 AFAP issues submitted in FY16. While all of the issues were reviewed by the Garrison Manager, only two Army Wide Level Issues (FY16-40 and FY16-045) were elevated to regional AFAP level. Previous issues may be resubmitted to subsequent AFAP meetings.

FY16-001	COMPETITIVE SANGB COMMISSARY PX PRICES	Closed/ Unattainable	Local
FY16-002	FAMILY SUPPORT GROUPS	Closed	Local
FY16-003	MST "HIRED" PROGRAM	Closed	Local
FY16-004	MST MENTAL HEALTH COUNSELOR	Closed	Local
FY16-005	MATERNITY AFLAC SHORT TERM DISABILITY	Closed	Local
FY16-006	PAID LEAVE FOR MATERNITY	Closed	Local
FY16-007	VETERAN OUTREACH	Closed	Local
FY16-008	ADVERTISE CYSS-1	Closed	Local
FY16-009	ADVERTISE CYSS-2	Closed	Local
FY16-010	CYSS EVENTS	Active	Local
FY16-011	CYSS YOUTH CENTERS	Active	Local
FY16-012	DTA SUMMER CAMP FOR SPECIAL NEEDS	Closed	Local
FY16-013	EXPAND CYSS	Active	Local
FY16-014	MST BUILDING	Closed	Local
FY16-015	229-231 SIDEWALKS	Closed	Local
FY16-016	AAFES FOR DTA	Closed	Local
FY16-017	EXPECTANT MOTHER PARKING	Closed	Local
FY16-018	HANDICAP DOORS ON DTA	Closed	Local
FY16-019	MOVE BLDG. 219 PLANTERS	Closed	Local
FY16-020	NON-ISSUE REMOVED FROM MATRIX	Unattainable/ Closed	Local

FY16-021	EXTENDED 11 MILE GATE HOURS	Closed	Local
FY16-022	DTA RECYCLE BINS	Closed	Local
FY16-023	RECYCLE STYROFOAM	Closed	Local
FY16-024	SECURE DISPOSAL OF PERSONAL INFORMATION	Closed	Local
FY16-025	DANCE CLASSES ON DTA	Closed	Local
FY16-026	DTA FARMER'S MKT	Closed	Local
FY16-027	INCREASE DTA WORKFORCE HEALTH	Closed	Local
FY16-028	YOUTH CONCUSSIONS EDUCATION	Closed	Local
FY16-029	MWR EQUIPMENT RENTAL	Closed	Local
FY16-030	PERFORM PLAY AT DTA	Closed	Local
FY16-031	PROMOTE HEALTH WITH GYM DISCOUNTS	Closed	Local
FY16-032	SANGB AUTO HOBBY SHOP-1	Closed	Local
FY16-033	SANGB AUTO HOBBY SHOP-2	Closed	Local
FY16-034	SANGB AUTO HOBBY SHOP-3	Closed	Local
FY16-035	TALENT SHOW ON DTA	Closed	Local
FY16-036	TRI-CARE BENEFITS EDUCATION	Closed	Local
FY16-037	DETROIT VA COMMUNICATIONS	Unattainable/ Closed	Local
FY16-038	COFFEE WITH THE COMMANDER	Closed	Local
FY16-039	BENEFITS TRAINING	Closed	Local
FY16-040	YOUTH MEDICAL INSURANCE	Elevated	AFAP - Global
FY16-041	FMWR MENTORING	Closed	Local
FY16-042	2ND MONITOR FOR ACC-WRN TELEWORK	Closed	Local
FY16-043	IMPLIMENT SUPPORT PROGRAM FOR THOSE RETURNING FROM DEPLOYMENT	Closed	Local
FY16-044	PERMANENT EMPLOYMENT POSITIONS IN ILSC	Closed	Local
FY16-045	PAID MATERNITY LEAVE-01	Elevated	AFAP - Global
FY16-046	FORMAL JOB TRAINING FOR NEW EMPLOYEES	Closed	Local
FY16-047	CLEAN TOLIET SEATS	Closed	Local
FY16-048	SMOKE SHACK LOCATIONS (B230 & B270)	Closed	Local
FY16-049	RAILROAD GATE USAGE	Closed	Local

FY16-050	SANGB VOLLEYBALL LEAGUE	Closed	Local
FY16-051	SMOKING POLICY ON CIGERETTE BUTT DISPOSAL	Active	Local
FY16-052	HALLWAY SAFETY HAZARDS	Closed	Local
FY16-053	DTA BARBER SHOP	Closed	Local
FY16-054	ELEVEN MILE ROAD GATE USAGE-01	Closed	Local
FY16-055	DTA GARDEN PROGRAM	Closed	Local
FY16-056	SIDEWALKS EAST SIDE OF B231	Closed	Local
FY16-057	INSTALL IONIZERS IN MEETING ROOMS	Closed	Local
FY16-058	CASH AWARD DISTRIBUTION CHOICE	Closed	Local
FY16-059	ELEVEN MILE ROAD GATE USAGE-02	Closed	Local
FY16-060	REFRIGERATED VENDING MACHINES IN B200	Active	Local
FY16-061	MORALE	Closed	Local
FY16-062	PIT STOP PROS	Closed	Local
FY16-063	TICKETS & TRAVEL (ITT) MILITARY DISCOUNTS	Closed	Local
FY16-064	TRICARE PRIME REMOTE	Closed	Local
FY16-065	PART TIME JOB SHARING OPORTUNITIES	Closed	Local
FY16-066	PAID MATERNITY LEAVE-02	Closed	Local
FY16-067	CLEAN WATER AT HOME AND SCHOOL	Closed	Local
FY16-068	ELEVEN MILE ROAD GATE USAGE-03	Closed	Local
FY16-069	TELEWORK	Closed	Local
FY16-070	CHILDCARE ASSISTANCE	Closed	Local
FY16-071	PAID MATERNITY LEAVE-03	Closed	Local
FY16-072	OPEN ACS OFFICE ON SANGB	Closed	Local

Elevated Issue beyond Local Level Detroit Arsenal



15 December 2015

TITLE: DEPENDENTS MEDICAL INSURANCE

SCOPE: Military dependents are not eligible to remain on parent's medical insurance after they get married. According to TRICARE's official website, unmarried biological and adopted children are eligible for TRICARE until age 21 (or 23 if in college where the child is enrolled in a full course of study at an approved institution of higher learning or if the parent is providing more than half of their financial support). TRICARE eligibility ends on the child's 23rd birthday or when he or she is out of school, whichever comes first, at which time, they may qualify to purchase TRICARE Young Adult medical insurance. The lack of eligibility to remain on parent's medical insurance after marriage may result in financial hardship.

RECOMMENDATION: Seek legislation that would permit military dependents to remain on parent's medical insurance regardless of their marital status until they reach age 21 (or 23 if in college where the child is enrolled in a full course of study at an approved institution of higher learning or if the parent is providing more than half of their financial support) or, if they meet qualifications to purchase TRICARE Young Adult medical insurance.

ORIGINATING INSTALLATION: US Army Garrison-Detroit Arsenal

GARRISON AFAP COORDINATOR NAME & TELEPHONE: Detroit Arsenal Garrison, Karen Nemeth AFAP Program Manager, Karen.e.nemeth.civ@mail.mil, (586) 282-0483.

APPROVED BY: Garrison Manager, Alan Parks, USAG-Detroit Arsenal, MI

STATUS UPDATE: The Issue has been submitted to Regional AFAP Program Managers at regional level (PM). PMs will review the issue and either accept it for further review, or decline it.



15 December 2016

TITLE: AUTHORIZED NON-CHARGEABLE MATERNITY LEAVE AFTER BIRTH EVENT FOR DEPARTMENT OF ARMY CIVILIANS

Scope: There is no Army policy allowing authorized non-chargeable maternity leave for Department of Army Civilians after a birth event. Army Directive 2016-09 (Maternity Leave Policy), paragraph 4 allows commanders to authorize up to twelve continuous weeks of non-chargeable maternity leave for eligible Regular Army Soldiers and reserve component Soldiers. Civilian Leadership does not have the same authority to authorize non-chargeable maternity leave for Department of Army Civilians. Department of Army Civilians face undue hardships when they go into negative leave balances after a birth event when accrued leave is not available. A directive authorizing non-chargeable maternity leave for Department of Army Civilians similar to Army Directive 2016-09 will help ease significant financial burdens after birth events.

Recommendation: Allow Civilian Leadership to authorize up to twelve continuous weeks of non-chargeable maternity leave for Department of Army Civilians after a birth event similar to how Army Directive 2016-09 (Maternity Leave Policy) allows commanders to authorize up to twelve continuous weeks of non-chargeable maternity leave for eligible Regular Army Soldiers and reserve component Soldiers.

ORIGINATING GARRISON: Detroit Arsenal Garrison

Originating Garrison, Point of Contact, Email, and Phone: Detroit Arsenal Garrison, Karen Nemeth AFAP Program Manager, Karen.e.nemeth.civ@mail.mil, (586) 282-0483.

APPROVAL LINE: MG Clark LeMasters Jr, TACOM Life Cycle Management Command commander.

STATUS UPDATE: The Issue has been submitted to Regional AFAP Program Managers at regional level (PM). PMs will review the issue and either accept it for further review, or decline it.

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□ □ **The following section lists status updates on FY16 AFAP issues** □ □

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FY16-001: COMPETITIVE SANGB COMMISSARY PX PRICES

Scope: Competitive SANGB Commissary PX prices.

Status: Unattainable: Authority falls under AAFEES.

FY16-002: FAMILY SUPPORT GROUPS

Scope: Help bolster family support groups (it is great for moral but can be better).

Status: Closed

Issue Update: Family Support Groups (family Readiness Groups) is a commanders program The FRG is a unit commander's program formed in accordance with AR 600–20. Normally FRG will be established at the company level, with battalion and brigade levels playing an important advisory role. FRG are not a morale, welfare, and recreation program; a NAFI, a private organization; or a nonprofit organization. An FRG is a command-sponsored organization of Soldiers, civilian employees, Family members (immediate and extended) and volunteers belonging to a unit. FRGs will provide mutual support and assistance, and a network of communications among the Family members, the chain of command, and community resources. FRG will assist unit commanders in meeting military and personal deployment preparedness and enhance the Family readiness of the unit's Soldiers and Families. They will also provide feedback to the command on the state of the unit "Family." Unit members need to approach the unit leadership about establishing or ways to improve the FRG. ACS is available to meet or provide community resources.

FY16-003: MST "HIRED" PROGRAM

Scope: Youth who are under 18 are not able to be hired by CYSS Services. In the past, the Army ran a program for youth 15-19 called HIRED in which youth could volunteer in areas of FMWR and CYSS but now this program is not offered. Teens need to be able to earn money and be part of the CYSS program. If they can't get a paying job with CYSS, they will get a job elsewhere and will not have time to participate in MST programs.

Status: Closed

Issue Update: This is at the region level. They are looking into reinstating at select garrisons in summer of FY16 if funding allows.

FY16-004: MST MENTAL HEALTH COUNSELOR

Scope: Middle School and Teen Program (MST) doesn't have a staff member or person who is knowledgeable of mental health issues that teens face. There is not a professional mental health staff member who can assist teens who are diagnosed with specific mental health disorders.

Status: Closed

Issue Update: Employee Assistance Program (EAP) is available for short term intervention and currently has memorandums of agreement with community helping agencies in the tri county areas of Wayne, Oakland and Macomb. If anyone in the MST program is in need of assistance, the EAP is ready to assist and is able to speak with parents of MST dependents to provide point of contacts in order to initiate evaluation.

FY16-005: MATERNITY AFLAC SHORT TERM DISABILITY

Scope: We are not given the option to purchase AFLAC short term disability which we could use for paid time off during maternity leave.

Status: Closed

Issue Update: The US Government does not have a group insurance benefit available in their benefits packages for employees. However, employees are not restricted from getting their own coverage at their own expense.

FY16-006: PAID LEAVE FOR MATERNITY

Scope: We do not provide paid time off for maternity leave. This is America, and we should be setting the standard by giving employees at least 6 weeks paid time off like so many private industry companies do.

Status: Closed (AFAP Program Manager worked with Issue Submitter to create issue FY16-045 which was elevated to Headquarters' level)

Issue Update: Until congress provides the authority for maternity or paternity funding, the Detroit Arsenal (DTA) will not provide it.

FY16-007: VETERAN OUTREACH

Scope: Only a small percentage of the veterans in need of work, training, and/or rehabilitation are adopted by community organizations such as Wounded Warrior. The message of those in need amongst us needs to be marketed better to the communities that these veterans return for post-military service.

Status: Closed - Authority falls under Veteran's Affairs. The installation will continue to refer veterans to the various agencies and organizations designed for specifically supporting veterans.

FY16-008: ADVERTISE CYSS-1

Scope: Not many people are aware of what [Child Youth School Services, CYSS] does. Example: overnight trips

Status: Closed

Issue Update: MST Program is working with new CYSS marketing POC to provide flyers to parents and youth about upcoming trips.

FY16-009: ADVERTISE CYSS-2

Scope: Youth are not getting involved in Torch and Keystone Club. Sophomores are the only ones doing it.

Status: Closed

Issue Update: MST staff have recruited for both clubs and have received great participation over the FY16 fiscal year. Will continue to grow with excellent lesson planning and leadership.

FY16-010: CYSS EVENTS

Scope: Problem communicating with youth on updates and upcoming events.

Status: Active

Issue Update: MST Program is awaiting social networking policy and in the meantime is speaking with teens about how to stay in touch. Currently using MST cell phones to group text youth and parents. Currently awaiting guidance from region.

FY16-011: CYSS YOUTH CENTERS

Scope: No youth centers.

Status: Active

Issue Update: MST Program is awaiting renovations to begin in Bldg. 252 and will continue to provide programming at afterschool program locations and during summer camp. Currently awaiting guidance from region.

FY16-012: DTA SUMMER CAMP FOR SPECIAL NEEDS

Scope: Need summer camp for child with special needs. It is hard to find camps that accept these children.

Status: Closed

Issue Update: MST Program is unable to provide a summer camp specifically for youth with special needs however the CYSS School Liaison Office is able to refer families to camps in their communities that may meet these needs.

FY16-013: EXPAND CYSS

Scope: Opening up the [CYSS] program to more youths.

Status: Active

Issue Update: School Liaison Office and MST as well as YS&F are working together to updated Memorandum of Agreement for additional schools to include Prevail Academy in Mount Clements. Currently awaiting guidance from region.

FY16-014: MST BUILDING

Scope: We need a Middle School & Teen (MST) Building. It is important because it would give us a permanent place to be and we wouldn't have to keep moving from place to place. When we move locations for events often, it is hard to keep momentum going for recruitment and retention of youth. Also, our summer location is not ideal for programming specific to Middle and High School students.

Status: Closed

Issue Update: MST Program has secured use of 2 rooms at L'Anse Creuse Central Middle School as well as use of gym, outside area, and pool for MST youth enrolled in summer camp 2016.

FY16-015: 229-231 SIDEWALKS

Scope: Sidewalk/Walkway for entire Arsenal; There is no sidewalk walkers can use in the front of building 229, 230 and 231. This forces walkers to use the street where vehicles are driving on. This dual usage is an opportunity for accident/injury to the walkers.

Status: Closed

Issue Update: The Detroit Arsenal Fitness Track has been completed as of OCT 2016.

FY16-016: AAFES FOR DTA

Scope: No Army & Airforce Exchange Services (AAFES) on the Detroit Arsenal. Soldiers, reservists, guardsman, civilians and retirees do not have access to shopping benefits.

Status: Closed

Issue Update: Space is not available at this time.

FY16-017: EXPECTANT MOTHER PARKING

Scope: Every installation should have expectant mother parking.

Status: Closed

Issue Update: Expectant Mothers may request handicap parking place cards through Secretary of State. Currently, when an expectant mother provides a doctor's note stating she has to limit walking distance, Detroit Arsenal will provide a 30 day assigned parking space.

FY16-018: HANDICAP DOORS ON DTA

Scope: Entrance doors to building 270. As a disabled person, the doors are very difficult to open manually, and when handicap button is pressed, doors open very slowly and do not stay open long enough.

Status: Closed

Issue Update: Research indicates doors set at manufacturer and Army security level recommended standard.

FY16-019: MOVE BLDG. 219 PLANTERS

Scope: The parking lot to the east of building 219 has large planters in between yellow posts which prevents vehicles from driving into a restricted area to the east of building 219, west of the parking lot. The planters are lower than a typical vehicle bumper and extend beyond the boundary of the yellow posts. Because of the placement of the planters (specifically beyond the boundary of the posts - eastward) it is difficult for employees to see the planters when they try to park. It is possible to damage vehicle bumpers if drivers go too far when they attempt to park and sometimes drivers stop much further away from the planters than is actually necessary.

Status: Closed

Issue Update: Service order was completed. Planters were moved approximately one foot.

FY16-020: NON-ISSUE REMOVED FROM MATRIX

FY16-021: EXTENDED 11 MILE GATE HOURS

Scope: The daily closure of the 11 Mile gate at 5:00pm is very inconvenient for those folks on base who work until that time and use the exit as their way home. It typically leads to longer delays at the Mound gate and it is very frustrating when it adds significant time to your commute home. The added time is very crucial when you need to pick up kids or have tight schedules set for after work. There have been times when I have seen individuals sprinting to their vehicles (including myself) just to make it to the gate before it closes.

Status: Closed

Issue Update: Safety concerns side on getting people onto the installation rather than off the installation. GM states this is a balance of risk based on time cycle of work force arrival and departure and amount of available staff to run access control. Constraint off post is road configuration.

FY16-022: DTA Recycle Bins

Scope: Need recycle bins in DTA classrooms.

Status: Closed

Issue Update: New process to separate recyclables will be instituted in the near future the contractor will provide bins with identified material to be recycled. Small durable desk side blue bins are being requested to increase the recycling of material. Bins will be distributed to the workforce by building.

FY16-023: Recycle Styrofoam

Scope: The materials that the cafeteria food is served in (Styrofoam) are not recyclable in our recycling program.

Status: Closed

Issue Update: Styrofoam is not a recyclable item because it is an oil base product and very flammable so no recycling center will take it. Currently, there is no recycling program that will handle Styrofoam waste.

FY16-024: SECURE DISPOSAL OF PERSONAL INFORMATION

Scope: Have a 'Community Shred' day, where a shredder truck comes in and we can bring our sensitive documents from home to have them shredded. Some of the things that may be included are: bank statements; credit card offers; personal correspondence; ID tax forms; pictures of the ex-; - insurance offers; magazine subscription offers; old utility bill receipts; old phone bills; credit card statements; other sensitive information that you would not want others to know about.

Status: Closed

Issue Update: Miscellaneous Act of 1847 prohibits the use of Government from allowing appropriated fund dollars for personal gain.

FY16-025: DANCE CLASSES ON DTA

Scope: I am wondering if dance classes (I.E ballroom, hustle, and salsa) could be offered on post at the Detroit Arsenal.

Status: Closed

Issue Update: Zumba will be part of new fitness contracted classes. Space constraints for ballroom dancing, though will investigate opportunities in B252 once open for business.

FY16-026: DTA FARMERS MKT

Scope: This is a suggestion for new services at the Detroit Arsenal. A friend at Chrysler mentioned that they have a Farmer's Market at Chrysler Headquarters in Auburn Hills once a week in the Summer/Fall. This gives employees' easy access to healthy food, and the farmer completely sells out every time he is here, everyone wins.

Status: Closed

Issue Update: Food handling concerns/certifications, safety/liability issues, questionable origin of food items, security challenges, vehicle inspections, administrative and security staffing on weekends and evenings (after business hours), administrative labor issues scheduling/setup. Marketing to investigate advertising/promotion of similar local area opportunities.

FY16-027: INCREASE DTA WORKFORCE HEALTH

Scope: Provide opportunity to increase the health of the TACOM workforce.

Status: Closed

Issue Update: Army is working towards approving command sponsored time for physical activity for the duration of employee's career. When the Army regulations change, the Detroit Arsenal will follow. Currently, the regulations are only approved for six months.

FY16-028: YOUTH CONCUSSIONS EDUCATION

Scope: Please provide class to cover when to seek medical attention for parents of school age children engaged in after school sports.

Status: Closed

Issue Update: All coaches complete concussion training. Parents are provided a concussion information document at the beginning of the sport season. Parents can address questions to coaches and the Youth, Sports and Fitness Director--Marques Simmons.

FY16-029: MWR EQUIPMENT RENTAL

Scope: MWR equipment rental for boats, camping, outdoor equipment, etc. like you see at other posts. I understand that they used to have these services available at Selfridge, but it was canceled.

Status: Closed

Issue Update: Already renting canopies, chairs and tables. Working to increase rentals to include campers.

FY16-030: PERFORM PLAY AT DTA

Scope: Would it be possible to perform a play or two on post at the Detroit Arsenal?

Status: Closed

Issue Update: Security challenges - staffing on weekends and evenings (after business hours), safety concerns for public access, perception/issue of paid employees engaging in talent shows/plays/theater and rehearsals during business hours. Limitation of auditorium labor/staffing past 4pm and on weekends.

FY16-031: PROMOTE HEALTH WITH GYM DISCOUNTS

Scope: Keeping the force healthy (obesity and diabetes is skyrocketing in the US; Soldiers can't pass APFT, make weight).

Status: Closed

Issue Update: Numerous fitness center classes are offered and all are free to Active Duty Military, and discounted to spouses.

FY16-032: SANGB AUTO HOBBY SHOP

Scope: No Auto Hobby Shop.

Status: Closed

Issue Update: Security challenges - staffing on weekends and evenings (if open after business hours), perception/issue of paid employees engaging in auto repair during business hours, administrative labor issues scheduling/manning operation, question on whether we are authorized to occupy SANGB building, safety concerns with heavy liability costs, would need to be cat C, "for profit" meaning customers would have to pay to work on their own car, further expense of qualified mechanic instructor, cost to upgrade to current diagnostic equipment, tools, computers, machinery etc.

FY16-033: SANGB AUTO HOBBY SHOP-2

Scope: Hobby Shop.

Status: Closed

Issue Update: Security challenges - staffing on weekends and evenings (if open after business hours), perception/issue of paid employees engaging in auto repair during business hours, administrative labor issues scheduling/manning operation, question on whether we are authorized to occupy SANGB building, safety concerns with heavy liability costs, would need to be cat C, "for profit" meaning customers would have to pay to work on their own car, further expense of qualified mechanic instructor, cost to upgrade to current diagnostic equipment, tools, computers, machinery etc.

FY16-034: SANGB AUTO HOBBY SHOP-3

Scope: Auto Hobby Shop located at Selfridge ANGB.

Status: Closed

Issue Update: Security challenges - staffing on weekends and evenings (if open after business hours), perception/issue of paid employees engaging in auto repair during business hours, administrative labor issues scheduling/manning operation, question on whether we are authorized to occupy SANGB building, safety concerns with heavy liability costs, would need to be cat C, "for profit" meaning customers would have to pay to work on their own car, further expense of qualified mechanic instructor, cost to upgrade to current diagnostic equipment, tools, computers, machinery etc.

FY16-035: TALENT SHOW ON DTA

Scope: Would it be possible to hold a talent show or fashion/craft show on post at the Detroit Arsenal?

Status: Closed

Issue Update: Security challenges - staffing on weekends and evenings (after business hours), safety concerns for public access, perception/issue of paid employees engaging in talent shows/plays/theater and rehearsals during business hours. Limitation of auditorium labor/staffing past 4pm and on weekends.

FY16-036: TRI-CARE BENEFITS EDUCATION

Scope: Communication.

Status: Closed

Issue Update: Since June of 2016, Army Community Service members regularly brief new employees twice a month on all Detroit Arsenal programs as well as retiree services during CPAC new employee orientations.

FY16-037: DETROIT VA COMMUNICATIONS

Scope: Over the years, I have received VA compensation overpayment letters from the Detroit VA regional folks and after having responded to their inquiries, did not receive any communications back from them, even though appealable issues were involved.

Status: Unattainable: Under Authority of Veteran's Affairs

Issue Update: Veteran's Affairs / NA

FY16-038: COFFEE WITH THE COMMANDER

Scope: Proposed Idea: "Coffee with the Commander" - a monthly event prompting open discussion/information gathering/proposed solutions to any/all ongoing command issues/concerns.

Status: Closed

Issue Update: Many forums currently exist for employees to engage with leadership such as Town Halls, Open Door Policies, Special Events and the Command Feedback option within the TACOM LCMC portal.

FY16-039: BENEFITS TRAINING

Scope: In the 2016 Suicide Prevention Stand-Down Training no information is provided how to coordinate benefits for follow on treatment of soldiers or their dependents.

Status: Closed

Issue Update: Forums such as SAFE-Talk and ASIST already exist and are marketed to the Detroit Arsenal Community to provide this knowledge. The Garrison Manager has directed Army Community Service (ACS) and Army Substance Abuse Program (ASAP) to include Suicide Prevention Resources in their trainings and presentations. The Garrison Manager has requested that the TACOM LCMC Chaplain include Suicide Prevention resources in its programs.

FY16-040: YOUTH MEDICAL INSURANCE

Scope: Youth Medical Insurance

Status: Elevated - Submitted to Region as an AFAP Issue (see page 5 of this book)

Issue Update: The Issue has been submitted to Regional AFAP Program Managers (PM). PMs will review the issue and either accept it for further review, or decline it.

FY16-041: FMWR MENTORING

Scope: We need a mentoring program for FMWR. This would provide help for the many questions and /or guidance that is so difficult to find help with.

Status: Closed

Issue Update: Manager/Supervisor is the 1st line of support for FMWR mentoring. IMCOM Academy provides a wealth of educational support information including preparation of an Individual Development Plan - crucial to career planning. Human Resources is available to help with direction and to clarify prerequisites of jobs and developmental opportunities. The IMCOM Workforce Development Headquarters Centralized mentoring Program provides a way for employees to further their careers through shadowing and capstone group projects. There is also the Army Career Tracker (ACT) where employees can request and receive mentorship.

FY16-042: 2ND MONITOR FOR ACC-WRN TELEWORK

Scope: ACC-WRN Workforce who work from home (Telework). We should be just as productive from home as we are at work. Having only one monitor decreases our productivity and a lot of time is wasted on going back and forth (from one document /program to another).

Status: Closed

Issue Update: ACC-WRN will disseminate information to their work force to explain how to handle these requests internally.

FY16-043: IMPLIMENT SUPPORT PROGRAM FOR THOSE RETURNING FROM DEPLOYMENT

Scope: TACOM medical and leadership does not look after their civilian employees upon their return from deployment in a combat zone. Supporting facts - my husband. Who it affects - the deployed employee & his/her family/friends. Why is it important - the military is big on looking out for the health/mental state of military members, why not government civilians too?

Status: Closed

Issue Update: The Post-Deployment Health Reassessment (PDHRA) Program was implemented in 2005 as part of a comprehensive health program designed to safeguard the long-term health of Soldiers and Department of the Army (DA) Civilians returning from deployment. Field research indicates that health concerns, particularly those involving mental health, are more frequently identified several months following return from an operational deployment. The PDHRA program will ensure early identification and treatment of emerging mental health and other deployment-related health concerns. The DA Civilians program follows the currently mandated PDHRA program which is administered to Soldiers and Civilians and are required to complete the PDHRA within 90 to 180 days following redeployment. These employees should take this requirement seriously as this reassessment may assist in identifying deployment-related health concerns.

Supervisors

(1) The supervisor of a redeployed DA Civilian is responsible for assisting the Command and the DA Civilian in completing the PDHRA.

(2) The supervisor must allow redeployed DA Civilians the time needed to complete their PDHRA.

(3) The supervisor must be aware of the requirements and timelines for PDHRA compliance and must identify DA Civilians within their organization that need to complete the PDHRA.

Issues such as PTSD and changes in health status may not be identified until after completion of that medical documentation. Workers Compensation is the correct venue for the employee to submit a claim. The employee must provide the medical documentation to support the claim.

FY16-044: PERMANENT EMPLOYMENT POSITIONS IN ILSC

Scope: My organization will not hire permanent employees in ILSC's Material Fielding and Training (MF&T).

Status: Closed

Issue Update: Position details are up to individual agencies as they base decisions on their specific mission needs. Material Fielding, including new equipment training (NET) and total package fielding (TPF), by its very nature, is a temporary requirement. Although there are some programs whose NET or TPF missions last for long periods of time, most NET or TPF missions are only a few years in duration and then the requirement is finished.

FY16-045: PAID MATERNITY LEAVE-01

Scope: No paid maternity and paternity leave, with only unpaid family leave available. It affects the quality of life for employees, their families, and the USAG-Detroit Arsenal. It can have a positive effect on profitability, turnover, and morale. Studies have found that it can substantially reduce infant mortality rates and better a child's overall health. This would cut down on health insurance costs overall. Being provided this paid paternal leave would help recruit and retain the best possible workforce to provide service to American taxpayers and soldiers. It would boost quality of life to not have to use all saved up leave for paternal leave. This could help employees who might face another family emergency after exhausting their leave entirely for maternity leave.

Status: Elevated - Submitted to Region as an AFAP Issue (see page 6 of this book)

Issue Update: The Issue has been submitted to Regional AFAP Program Managers (PM). PMs will review the issue and either accept it for further review, or decline it.

FY16-046: FORMAL JOB TRAINING FOR NEW EMPLOYEES

Scope: Formal Job Training for new employees within TACOM is lacking. Essentially, one must seek out his or her own training in one's perspective position, unless brought in under an intern program. There should be a mentor/mentorship program within each group and it would also benefit employees to stay with a specific equipment so as to become the "expert" of said equipment, instead of the constant shifting of positions that takes place.

Status: Closed

Issue Update: All directorates have their own training coordinators and program career managers. Please ask your chain of command for specific training coordinators per your directorate. GM will encourage all directorates to disseminate training information and directly work with their employees to resolve training issues and updating Individual Development Plan (IDP).

FY16-047: CLEAN TOLIET SEATS

Scope: Toilet seats are not cleaned daily and people with disabilities are unable to 'hover'.

Status: Closed

Issue Update: Toilet seat covers are supplied for all employees to use. Current directive for FY15 and FY16 states that we are allowed to operate on capability level three. IMCOM issued the Detroit Arsenal an OPORD stating we may operate at a capability level two which allows us to clean the bathroom three times a week and stock one a day.

FY16-048: SMOKE SHACK LOCATIONS (B230 & B270)

Scope: The smoke shack by building 230 and 270 are too close to the walkway. People often have to walk through smoke clouds to get into building. Remove smoke shack from premises and enforce the 50 ft. rule which is not followed by any of the smokers.

Status: Closed

Issue Update: Garrison is currently moving or replacing several smoke shacks across the Arsenal which will be fully compliant with the Detroit Arsenal smoking policies. It is up to the individual where they choose to smoke and may be ticketed for not complying with DTA smoking policies.

FY16-049: RAILROAD GATE USAGE

Scope: Open an east side gate, if not only at the end of the day.

Status: Closed

Issue Update: Railroad Gate will only be opened in case of emergencies due to low manpower, security issues and the railway crossing is not currently compliant with Conrail standards and requires upgrades. We are only funded to operate one gate for this installation.

FY16-050: SANGB VOLLEYBALL LEAGUE

Scope: The volleyball league at Selfridge was canceled when the talk of BRAC was going on, 8 or so years ago.

Status: Closed

Issue Update: Detroit Arsenal does not have access to the 127th gymnasium on Selfridge.

FY16-051: SMOKING POLICY ON CIGARETTE BUTT DISPOSAL

Scope: Encourage people who smoke to properly dispose of their cigarette butts, and stay 50 feet away from the building when they smoke as required by the smoking policy. The cigarette butts end up in the storm drain which ultimately ends up being our drinking water along with the unsightliness and damage to the environment. This would greatly increase my quality of my life within the Civilian/Army world.

Status: Active

Issue Update: The Environmental Financial and Social Working Group will determine the scope of the problem and make recommendations on how to reduce the tension between smokers and non-smokers. Currently the group is reviewing the following aspects of this issue: the smoking policy and supervisors' responsibilities on the installation, the maintenance schedule on cleaning smoking shelters, MEDCOM Tobacco Free Living Campus Policy, smoking shelters and ash/butts urns locations, planting trees and scrubs around the smoking shelters to reduce smoke travel and improve view, proper signage and placement, and providing new employees with installation smoking information.

FY16-052: HALLWAY SAFETY HAZARDS

Scope: The use of the main hallway of bldg. 230 for occasional displays not only presents a distraction for those whose offices are located along that corridor, but also a safety hazard. It makes it extremely difficult, if not impossible, for employees with disabilities to navigate through the hallway and, in the event of a fire alarm, would make it impossible for everyone to get out safely.

Status: Closed

Issue Update: The hallway in Bldg. 230 is wide enough to safely accommodate hallway displays to include evacuation in the event of an emergency. Consideration was given to moving the displays to the lobby of Bldg. 270 but it is not feasible to have all displays in this location.

FY16-053: DTA BARBER SHOP

Scope: For many years, TACOM had a barber shop located in bldg. 230. This was a convenient service, not only for military personnel who were required to get their hair cut on a regular basis, but a number of civilians, myself included, also took advantage of this service.

Status: Closed

Issue Update: Currently, Detroit Arsenal operational growth is stretched to accommodate mission requirements while reducing outside contracted space resulting in no additional interior space to offer this service at this time.

FY16-054: ELEVEN MILE ROAD GATE USAGE-01

Scope: Normally, two lanes at the 11 Mile Rd. gate are open to handle the morning influx of traffic. Today (28 Jan), only one lane was open. It seems that this is a 2-3 times a month occurrence. This is infrequent, but when it happens I can easily wait in a line of traffic that is nearly a 1/2 mile long. This affects everyone who uses that gate. The loss is all the time wasted just waiting to get to work.

Status: Closed

Issue Update: We are only funded to operate one gate for this installation. If the Eleven Mile Gate backed up with traffic, please drive around to the Mound Gate.

FY16-055: DTA GARDEN PROGRAM

Scope: The Detroit Arsenal currently does not have a community garden program. Other installations such as Redstone Arsenal and Rock Island Arsenal (suspended for 2015 due to construction) have a Community Garden Program. A community Garden would affect the entire Garrison, all tenants, active Military and civilians alike. This program would be a Green program that will increase morale and the working environment on the DA.

Status: Closed

Issue Update: We do not have the resources to support a Detroit Arsenal Community Garden Program at this time.

FY16-056: SIDEWALKS EAST SIDE OF B231

Scope: No Sidewalk connecting the north and south side of building 231, forcing employees to walk through the mud when walking around the east side of building 231.

Status: Closed

Issue Update: If there is a real need for additional sidewalks to be installed, please go through your chain of command and have them submit a work order 4283 to the Garrison or Base Operations Contractor.

FY16-057: INSTALL IONIZERS IN MEETING ROOMS

Scope: I have allergy to perfumes (some kinds) and cleaning agents (like Chlorine, Fabreez, orange smell cleaners etc.) in work area and buildings.

Status: Closed

Issue Update: Employees may request the Indoor Air Quality Survey (IAQ) process through their supervisory chain.

FY16-058: CASH AWARD DISTRIBUTION CHOICE

Scope: When cash awards or on the spot awards are given, choice of how it is to be distributed is not provided.

Status: Closed

Issue Update: It is up to the individual organization to determine how they would like to distribute awards with their workforce.

FY16-059: ELEVEN MILE ROAD GATE USAGE-02

Scope: The installation exit at Mound Road has the capability of 2 lanes but is compressed to a single lane at the actual gate and then expands back to 2 lanes once through the gate. This causes an unnecessary blockage for exiting employees at peak times.

Status: Closed

Issue Update: Technically, the Mound Road Exit is not a two lane road. The road appears to widen (it is not striped as two lanes) and assume that it is a two lane exit when it is not. The road actually widens as a truck-turn radius. After the fence line, the road does turn into a two lane road so employees may exit the gate quickly.

FY16-060: REFRIGERATED VENDING MACHINES IN B200

Scope: Desire for the availability of meals (e.g. pre-made sandwiches, salads, healthy microwaveable meals, fruit, etc.) after the cafeteria closes. People often get hungry throughout the day/evening hours and it would be convenient to grab something on post versus leaving and coming back, which reduces productivity. Proceeds could be used to offset other quality of life initiatives.

Status: Active

Issue Update: The vending machines in all of the buildings are part of the permitted agreement with the State of Michigan Business Enterprise Program (Blind Stands). The machines are owned and operated by each individual stand operator. Permission for the additional space would have to be granted by the building manager, additional electrical outlets may be necessary and then the operator would have to petition the State program to purchase new equipment for them or the operator would have to purchase that equipment themselves. It will be proposed to the stand operator.

FY16-061: MORALE

Scope: Declining Morale. Inserting positive activities into challenging environments can serve well in sustaining human health and well-being. The current environment is not as positive as it could be; suggested actions are proposed to improve morale among working civilians.

Status: Closed

Issue Update: Morale is internal to each Organization.

FY16-062: PIT STOP PROS

Scope: Make the Detroit Arsenal a workplace of choice by providing conveniences to employees. Pit Stop Pros is a company which provides mobile oil changes and small vehicle maintenance on-site for employees while they work. No cost to the Arsenal at all, just concurrence and agreed location. Employees benefit by having their oil changed while they work instead of sitting in a quick oil change shop for 40+ minutes after work.

Status: Closed

Issue Update: Currently we do not have the space and are concerned about environmental concerns.

FY16-063: TICKETS & TRAVEL (ITT) MILITARY DISCOUNTS

Scope: Request MWR Information, Tickets & Travel (ITT) to have military discounts rather than group discounts: Unlike other installations, the ITT does not have special military discounts for local and regional attractions. For example, the zoo, Ford Village, Frankenmuth, etc. The zoo discount at ITT is a group discount rate for civilians that have more than 25 max going; the zoo has a better military discount if I went to the zoo directly rather than use the ITT discount. Can ITT personnel reach out to local and regional attractions and ask for military discounts for us and we can even book it through ITT as the travel agent if that would be of assistance to ITT as a travel agent.

Status: Closed

Issue Update: We have arranged for many local discounts and free tickets to theaters and arenas, Det. Zoo, Tigers, Pistons, Meadow Brook, Palace, DTE Music Theatre, Fisher, Fox theater, etc. including the Military Ticket Program. Not all venues offer discounts to Military, some will not give us a rate lower than they would offer elsewhere locally. We have individual zoo discounts not just group rates.

FY16-064: TRICARE PRIME REMOTE

Scope: Our dependents are on our military orders. They have permission to be with us in a "remote" location. However, we are being penalized when we have to co-pay under TRICARE Prime Remote. My daughter's exact same medicine and medical treatment was free (part of my entitlements) a few months ago while at an Army hospital. But now because the Army moved us to a remote location, I now have to pay \$49 for her medicine/treatments plus any additional prescriptions, have to wait 5 days for TRICARE Prime Remote approval for a cast for her extremely sprained ankle that is way too painful and swollen to walk on without crutches (and crutches were not covered but luckily I was able to use my old ones, but they were not the correct size for her). Furthermore, the Active Duty Soldier is missing out on valuable medical assistance on TRICARE Prime Remote: I was involved in a pain management clinic at an Army hospital that included chiropractic's, acupuncture, medical massage, and with that combination (in addition to a sauna which DTA does not have) that was the only relief I can receive. TRICARE Prime Remote does not authorize chiropractic's, acupuncture, and medical massage. My in-the-line-of-duty injury is not being treated under TRICARE Prime Remote because of their policy.

Status: Closed

Issue Update: Ongoing policy issues managed by Defense Health Agency under the authority of Assistant Secretary of Defense (Health Affairs).

FY16-065: PART TIME JOB SHARING OPORTUNITIES

Scope: Lack of part time or job sharing options. This issue affects families. Having two parents work full time outside the home affects the families' quality of life. It limits the time parents have to complete necessary tasks (e.g. grocery shopping, cleaning) and this takes away from quality family time. If one parent quits working entirely, this makes it difficult to save enough for retirement and kid's college education.

Status: Closed

Issue Update: Part time and full time positions are driven by organizational needs. Strategic Recruitment discussions with leadership before they recruit for each position. Discussion of part time verses full time requirements are discussed for each recruitment. One of the responsibilities of the leaders in charge of those missions is to determine what kind of flexibilities they can afford without failing the mission.

FY16-066: PAID MATERNITY LEAVE-02

Scope: The Government offers no maternity leave. I have worked for the Government since 2009, I was pregnant when I took the position. I had to borrow leave in order to be paid while I was out with my infant. It took over 2 years to pay that leave back. I had my second child in 2014 at about 5 years later. I had to join the leave donner list so that my husband could donate leave to me and even then I still had to borrow leave.

Status: Closed (AFAP Program Manager worked with Issue Submitter to create issue FY16-045 which was elevated to Headquarters' level)

Issue Update: Until congress provides the authority for maternal or paternal leave, the Detroit Arsenal (DTA) will not provide it.

FY16-067: CLEAN WATER AT HOME AND SCHOOL

Scope: How lead affects children and what actions parents should take to make sure their children have safe clean water at home and school.

Status: Closed

Issue Update: It is beyond the Detroit Arsenal's scope to report safe clean water for children at home and at school. Check with your City Department for Public Health for further information.

FY16-068: ELEVEN MILE ROAD GATE USAGE-03

Scope: The 11 Mile gate closes at 5pm forcing all traffic leaving the Detroit Arsenal to exit through the Mound Road gate. This early closure and single exit lane bottle neck causes a traffic backup at the Mound Road gate and forces hundreds of employees to leave early or wait in line to exit the Arsenal. This unnecessarily increases carbon emissions and commuting time waiting in line and many having to circle back to 11 Mile Road.

Status: Closed

Issue Update: Due to manpower and security issues, the hours of the Eleven Mile gate will not be extended at this time.

FY16-069:TELEWORK

Scope: Optimal mix between work and personal life.

Status: Closed

Issue Update: Organizations must balance the flexibility of telework with the mission to determine the best balance that can be provided without decrement to the mission. Telework is a management driven action rather than an employee entitlement. It is a management flexibility to try to increase productivity.

FY16-070: CHILDCARE ASSISTANCE

Scope: I wish the government would streamline the process for applying for assistance for childcare. The process from submitting paperwork to getting a notice back that I was denied was almost 4 months. To make matters worse NO ONE at GSA could answer my questions of how my denial was calculated.

Status: Closed

Issue Update: There is a Michigan State program for paying for child care system fees. This system is not an Army system and we do not regulate that program. The Army's regulations has the parent pay for the childcare and then get reimbursed from the state. GSA subsidy is only offered when child care spaces are not available at Army Child Development Center. Parents can register with the qualified outside Child Development Center, apply for GSA assistance and then GSA will subsidize the cost of their care. Parents will pay the Army Fee Rate and GSA will subsidize if the center fees are above the Army rate.

FY16-071: PAID MATERNITY LEAVE-03

Scope: I am very concerned about the lack of maternity leave offered to new moms and dads who work for the Government. I am planning on starting a family within the next couple of years and I am concerned that I will not have enough leave to take off on maternity leave and when I return to work when the baby gets sick or when any other medical emergencies occur. It's unacceptable to make parents use sick leave for maternity leave.

Status: Closed (AFAP Program Manager worked with Issue Submitter to create issue FY16-045 which was elevated to Headquarters' level)

Issue Update: Until congress provides the authority for maternal or paternal leave, the Detroit Arsenal (DTA) will not provide it.

FY16-072: OPEN ACS OFFICE ON SANGB

Scope: There is no Army Community Services (ACS) office on Selfridge National Air Base. The Military Community has to drive all the way to Detroit Arsenal in order to receive ACS program assistance.

Status: Closed

Issue Update: IMCOM ACS is a zero growth organization for FY 17. USAG Detroit Arsenal Army Community Service is funded (\$\$ and Personnel) to operate one ACS Center. The center is located at 6501 E. 11 Mile Road, Warren, Michigan. ACS staff members routinely go to SANGB to provide a service or support if requested or needed.

Recent Changes to the AFAP Process

Lynn L. McCollum, the Director of Family Programs provided guidance on 8 June 2015 for changes to the Army Family Action Plan (AFAP) program processes:

1. The Office of the Assistant Chief of Staff for Installation Management is developing policy revisions on the execution of ACS programs. The policy revisions will not suspend requirements to conduct any ACS programs. The revisions will, however, provide practical minimum requirement for implementation.
2. The policy revisions will encourage Garrisons to use alternative forums for the AFAP conference in identifying and evaluating AFAP issues throughout the year.
 - a. Garrisons will be required to host at least one installation AFAP issue-generating quality of life issues from Soldiers, Civilians, Retirees, Survivors, and their Family Members.
 - b. Garrison will chair an Installation Action Council or existing garrison committee semiannually to approve quality of life issues that cannot be resolved through ICE or by the garrison commander.
3. This flexibility allows prudent use of limited resources yet continues to support the AFAP process.
4. The point of contact is Tania Cuervo at DSN 450-1204 or (210) 466-1204 or tania.cuervo1.civ@mail.mil.

Army Family Action Plan (AFAP)

AFAP - What is it?

The Army Family Action Plan provides a way for Soldiers, Family members and DoD civilians to let Army leadership know what works, what doesn't - and what they think will fix it.

AFAP Needs Volunteers!

The AFAP program grew out of the voluntary efforts of Army spouses who met to identify and document the concerns of Soldiers and Family members. Looking for the best way to communicate these issues to the highest level of command, the piece of the program that is the AFAP forum was developed.

You are invited to participate in the Detroit Arsenal Advisory Council for Army Community Service "A" programs which are Army Volunteer Corps, Army Family Team Building and Army Family Action Plan.

Please consider joining us for our quarterly meetings (Oct, Jan, May and July) where you can take part in our Army Family Action Plan Focus Group. Feel free to join us for a meeting to check out what we are all about. If you feel it is a good fit for you (and for your resume) then we invite you to join us quarterly. Please email Karen.e.nemeth.civ@mail for more details.

What Can AFAP Do For You?

AFAP continues to **improve standards of living**, not just for soldiers, but for all military personnel and DoD employees, here are a few examples:

1. Military participation in the Federal Thrift Savings Plan (# 434)
2. Temporary Lodging Expense authorized for first Permanent Change of Station (#363)
3. Elimination of TRICARE Prime co-payments (469)
4. Expansion of TRICARE Prime Remote to active duty family members (# 408)
5. Reduction of catastrophic cap for retiree health care from \$7500 to \$3000
6. TRICARE for Life for seniors over 65
7. Retiree access to retail and national mail order pharmacies (Issue # 402 has detailed information on numbers 5, 6, and 7)
8. A 55% SBP benefit for post 62 annuitants phased in over 3.5 years has been implemented (#554)
9. Authorized concurrent receipt of military retired and Veteran's Affairs disability pay (#495)

AFAP Point of Contact

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