

Spotlight on People: Jose Melendez, Safety

Jose Melendez is a long time Soldier and medium time civilian, now filling a long-time need as the Safety Manager for US-AG-Miami. He comes to us from Korea, where he was the safety manager for “everything south of Camp Humphries.”

He has accepted the challenge of a smaller arena, changing his focus from ammunition holding areas, piers and weapons storage areas in a forward-deployed zone, to workplace ergonomics, safety inspections of food trucks and mail handling safety.

“We work on behalf of the organization and the workforce,” he said, noting that this job is no less demanding or important here. “We ensure that as an organization that we are providing a safe work environment for our workforce.”

Melendez sees as his mandate to be proactive, setting up a program for management so there is a clear understanding of the requirements and standards, and then providing the tools necessary to do inspections and walk-throughs. “I’m an educator as well as a mitigator.”

The road to safety officer has been long and interesting, he said.

Jose is a proud retired service member. He joined the Army in 1979 with a military occupational specialty of tanker (19E) on the M-60. He reclassified to the transportation field, loading and off-loading Army ships before becoming a welder for those same ships.

Melendez said underwater welding required a lot of specific training and attention to detail, which has benefitted him in his safety job.

Other basic requirements in order to be a safety officer are to have a bachelor’s degree and be CP12 certified.

“I am going to keep busy,” he said. “My biggest challenge is to get as much done as possible in

several different directions.”

The garrison will benefit from his presence, as there has been no full time safety officer for the last two years.

“I take great pride in knowing that since I have been doing safety, every time I go somewhere, I fix programs. I want to have a good garrison and installation safety program in place in a year’s time,” Melendez said.

Asked about his free time he said he usually only watches a movie once, rather than again and again.

Pressed to pick one he enjoyed the most, he said “Brian’s Song” the true and tragic story of the friendship between Chicago Bears running backs Brian Piccolo and Gayle Sayers, portrayed by James Caan and Billy Dee Williams.



Federal Employee Health Benefits Pre Open Season

Opperdell Cooper
CHRA-SC

FEHB Open Season starts on November 10th and runs through December 8th.

To help employees prepare for the Open Season, the Army Benefits Center will be hosting an FEHB pre-Open Season Overview via Defense Connect

on Line (DCO) on 5 and 6 November at the following times:

November 5, 2014 at 10:30 am and 2:30 pm CST

November 6, 2014 at 6:00 am and 12:00 pm CST

The URL for the DCO will be posted on <https://www.abc.army.mil/> under the ANNOUNCEMENTS section on the day of the DCO. Please log in 10-15 minutes prior to the scheduled start time.

IMCOM Revises Overseas Tour Policy to Enhance Development Opportunities for Civilians

Amanda S Rodriguez
IMCOM

SAN ANTONIO (October 28, 2014) -- A new U.S. Army Installation Management Command policy, published today, will open development doors to its general schedule employees in grades nine and above by reducing a backlog of employees past their five-year overseas tour rotations and placing them in stateside positions to create a leadership development cycle.

The IMCOM Enhanced Placement Program policy 690-15, which goes into effect Nov. 3, uses the Priority Placement Program mechanism to rotate overseas civilians past their five year tour into positions stateside, opening overseas tour development positions to others.

The policy's outcome equates to growth, development and advancement opportunities that shape IMCOM careers and support the re-shaping of America's Army, according to IMCOM Director of Human Resources, Ms.

Karen Perkins.

"This initiative supports the Department of Defense five-year tour limitation policy by enhancing placement opportunities of IMCOM overseas talent who have been extended beyond 5 years," Perkins said. "It provides placement assistance to positions back in CONUS. As part of this strategy, the OCONUS vacancies created by the program will open up additional opportunities for our CONUS employees who wish to obtain experience in the overseas environment. This facilitated mobility of the IMCOM workforce is a key component of LOE1 and the strategic human capital plan to facilitate talent management and leader/workforce development."

Beginning Nov. 3, IMCOM non-displaced overseas employees registered in PPP will be matched to stateside placement opportunities within the command and receive increased priority. The combination of strictly adhering to five-year overseas tour limits and increased placement opportunities for OCONUS employees in PPP will create

succession for leadership professional development facilitating talent management throughout the command, according to policy proponents.

To take advantage of the opportunities, said Perkins, IMCOM employees, supervisors and leaders should immediately familiarize themselves with the policy and procedures, available on IMCOM Sharepoint at https://home.army.mil/sites/operational/g1/ASD/docs/PolicyMemo_690-15_IMCOMEnhancedPlacementProgram.pdf.

Employees should carefully review and update resumes and, in overseas locations, work with local Civilian Personnel Advisory Centers staff to ensure proper coding and registration is completed.

IMCOM developmental assignment programs, Department of the Army career programs and specified garrison key leader selection processes remain in place.

For general information about IEPP, contact the IMCOM Human Resources at (210) 466-0416 or local CPAC.

Many Veteran's Day Discounts and Offerings Available

A Veterans Day Events page has been created on the main southcom.mil intranet webpage. <https://intranet.hq.southcom.mil/Pages/veterans.aspx>.

Numerous opportunities exist in the local area for veterans and everyone, including parades, breakfasts, discounts at local businesses. There is also an initiative through the city of Doral to host military families for Thanksgiving.

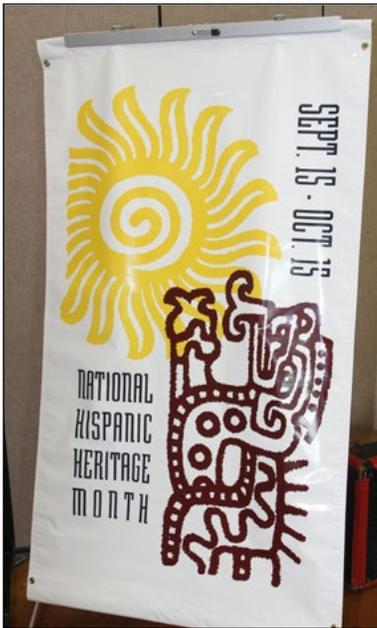
OT + RM + DGM = :-)

Those working mission-related events on weekends or at non-standard times will need to start the approval process a little earlier starting October 1st.

In accordance with the FY15 spending guidance, all overtime or compensatory time requests must be routed through the resource management office before going to the deputy garrison manager for final approval.

This step will add time to the processing of your DA 5172-R (Request, Authorization, and Report of Overtime), so plan accordingly.

Special Emphasis Program Hispanic Employment Event



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Garrison Enables “Train the Trainer” Learning

Arthur McQueen
USAG-Miami Public Affairs

Many people have availed themselves of financial counseling while assigned to U.S. Southern Command and U.S. Army Garrison-Miami from Rich Zimmelman, garrison financial readiness specialist.

The assistance provided has kept service members in their houses, provided money for emergencies or travel, and put people on the road to fiscal stability.

SOUTHCOM’s Chief Enlisted Advisor for the Navy went to Zimmelman to ask about further training for additional trainers, citing a local need. Zimmelman arranged for the Navy’s Command Financial Specialist Training for local SOUTHCOM personnel and invited local Navy offices to participate as well.

“The Navy has identified the need for financial counseling because it is a mission readiness issue,” said Troy Field, a Certified Command Financial Specialist Trainer from Naval Air Station Meridian, Miss.

The retired Navy Master Chief taught a multi-service class with Saudi Rogers, a financial counselor for the Fleet and Family Support Center, Gulfport, Miss.

It is designed to prepare service members, usually junior officers or mid-grade noncommissioned officers, to be financial specialists and provide counseling in the workplace on a range of personal financial readiness challenges; creating a command resource.

One participant, Coast Guard Lt. James Heller, assigned to Naval Air Station Miami, said that he thought he knew a lot about finances, but after day 3 of the



A student acts as a financial counselor during a role-playing scenario.

5-day class, he re-assessed.

“We all make mistakes, I’ve made them myself,” he said.

“This class is giving us the resources, teaching us where to look and point people in the right direction. Helping them with the basics, establishing a budget, things they could refocus their attention on.”

Those with unresolved financial issues are at risk – and potentially non-deployable -- because they aren’t focused on the mission. “You have a risk to life – if you have a petty officer on the flight deck who doesn’t have his head on a swivel – that’s a potential hazard, Field said.

The newly-minted trainers will have the tools to prevent those risks before they occur.

“Our goal is not only to teach how to counsel service members when they have issues, but to expand their financial knowledge and start a life cycle of financial responsibility,” he added.

Though Navy-centric, the training translates very well to all of the other services.

“No matter what service they are in, they face the same problems” Rogers said.

“The cost of living here is really high,” said Sgt. 1st Class Katrina Burns, finance NCO for SOUTHCOM J1. “No commissary, no on-post housing. I see any and all reservists that come through SOUTHCOM, more than 100. The Army definitely needs to add this course as an additional duty so that all their 36 series are financial counseling specialists.”

The trainers-in-training are focused on strengthening the individual, because while mission readiness also benefits, the goal is to strengthen the individual’s knowledge and ability to manage their own money.

Field and Rogers present problems through extensive role playing. “From basic financial management to investments – when they are done with the course they will be trained – we do a lot of different scenarios,” Rogers said.

“The people that come to this class have a real desire to help others. Once they feel that they have helped someone down that road or removed an obstacle for them, that feeling catches fire,” Field said.

“It was a pleasure to be invited here.”

SCENE AROUND SOUTH FLORIDA



TOP LEFT: A Chilean dancer moves during the “Dance to the Flag” a ceremonial dance performed on the eve of battle by the common soldiers of Chile, who are credited with being the strength of the country. **TOP RIGHT:** Fire Protection Specialist Jeff Toporczyk (left) receives one of TWO runner-up awards for Garrison Employee and ICE Employee of the Month from Garrison Manager Andy Bird. **BELOW:** Those who arrive early can enjoy the soft welcoming glow of the new United States Army Garrison Miami sign at the front of our building.

Garrison Superlatives for 3rd Quarter, Fiscal Year 2014



Custis

Charles "Chuck" Custis, a Garrison visual information specialist was recognized as the Garrison Employee of the Quarter for providing all tenant units and other interagency partners with quality visual information products and services to satisfy official requirements.

The caliber of his work was of the highest quality and exemplified his commitment to professionalism and dedication to ensuring his customers receive products consistently exceeding expectations.

Through his expertise and knowledge of graphic design, he also creates the logos and uniforms for USSOUTHCOM sports teams.



Cruz

Officer Louis Cruz, a security guard with U.S. Army Garrison Miami Directorate of Emergency Services was recognized as the Interactive Customer Evaluation Employee of the 3rd Quarter for his professional demeanor, positive attitude and attention to detail.

He was consistently praised by his customers for being professional, courteous and extremely

helpful in his duties protecting the installation.

Besides the plaques presented by the Garrison Manager, Andy Bird, the awardees received time off awards and special parking spots for the next three months.

List of Veterans Day activities in the community

11/6, 8 am - Patriotism Today, FIU Biscayne Bay Campus

11/8-11, American Veterans Traveling Tribute Wall, Mardi Gras Casino, Hallandale Beach

11/9, 2 pm - Berlin Wall Ceremony, Miami-Dade College - Wolfson Campus

11/10, 7:30 am - Task Force Courage 5K Ruck Run, North Shore Park Beach

11/10, 8:30 am - Miami-Dade College Breakfast with a Veteran, Miami-Dade College - West Campus

11/11, 7:30 am - Davie Wounded Warrior Project Golf Tournament, Davie Golf and Country Club

11/11, 9 am - City of Doral Veterans Day Parade, (Start - Tony Roma's / Finish - Veterans Park)

11/11, 10 am - City of Tamarac Veterans Day Ceremony, Tamarac Veterans Memorial

11/11, 11 am - Hialeah Veterans Day Event, 501 Pam-Ave Hialeah

11/11, 11 am - Hollywood Veteran's Day Service, Fred Hunter's Hollywood Memorial Gardens

11/11, noon - UM Veterans Day Event, University of Miami

11/11, noon - City of Miami Beach Veterans Day Parade and Ceremony, Flamingo Park

11/11, 2 pm - Veterans Day - Pembroke Pines, City Center

Thursday, Nov. 13

11/13, 4:30 pm - Dolphins Military Appreciation Night, Sun Life Stadium

11/13, 6 pm - United Teachers of Dade Commemorating Veterans Day, Firefighters Hall 8000 NW 21st Street Miami

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