



Army Civilians – A Critical Component of the Army Total Force

The 2014 Federal Employee Viewpoint Survey (FEVS) results, released by the Office of Personnel Management (OPM) in October, confirmed that Army Supervisor-Employee engagement challenges still remain, but it also showed that we're making great strides in the right direction.

We recently released a tri-signed memo to all commanders directing specific actions to improve communication and training for Army supervisors (military and civilian). We want every Army Civilian to know that we have a greater understanding of the scope and implications of their concerns. We also wish to assure them that we will continue to set the conditions for further success. Although responsibility for ensuring positive action and appropriate accountability lies with Army leaders at all echelons, we believe that local-level leaders are best positioned to champion this effort.

In this effort, two-way communication is a key element to building strong teams. Just as supervisors should keep individual employees informed of their career development and performance, employees should communicate and assist first-line supervisors in establishing performance objectives and developing Individual Development Plans. Such open and continuous dialogue by all parties will ultimately ensure success.

Today, our Army has a highly-skilled and motivated Civilian workforce that continually demonstrates an unparalleled ability to provide unique capability and capacity to our deploying forces. The unmatched expertise, stability and continuity is a true force multiplier. All of us must continually recommit ourselves to ensuring we have the best civilian and uniformed partnership possible.

Please do your best to ensure that every Army Civilian within your command understands our efforts and receives this message. We also highly encourage all Army Civilians that receive an invite to the 2015 FEVS survey to respond and let us know how we are doing. Together, we can work to maintain the enduring strength of our Total Army team. Army Strong!

A handwritten signature in black ink, appearing to read "Daniel A. Dailey".

Daniel A. Dailey
Sergeant Major of the Army

A handwritten signature in black ink, appearing to read "Raymond T. Odierno".

Raymond T. Odierno
General, United States Army
Chief of Staff

A handwritten signature in black ink, appearing to read "John M. McHugh".

John M. McHugh
Secretary of the Army