



- Minimum Standards for Army Childcare
- Installation Volunteer Coordinators
- Dental & Vision Insurance for Federal Employees - Increased SGLI from \$50k to \$400k
- Increased Military Annual Leave Carryover
- Expanded EFMP Respite Care
- Montgomery GI Bill Benefits to Dependents
- Medical Entitlements for College Age Dependents
- Operations Security Training for Family Members
- Military Thrift Savings Plan (TSP)
- School Liaison Officers (SLOs)
- Fort Carson Dog Park
- Fort Carson Post Shuttle

## FORT CARSON ISSUE STATUS

Pg.	Year	Issue	Status
2	2019	<a href="#">Casualty Assistance Support for Survivors of Retired Soldiers</a>	Complete
3	2020	<a href="#">Childcare Eligibility for Survivors</a>	Active
4	2020	<a href="#">USPS Custom Forms Acceptance at Fort Carson Post Office</a>	Complete
5	2020	<a href="#">General Schedule (GS) Employee Credit for Deployments</a>	Complete
6	2020	<a href="#">Civilian Expeditionary Workforce (CEW) Program Tax on Pay</a>	Active
6	2021	<a href="#">TRICARE Coverage of Cold Therapy for Cancer Patients</a>	Active
7	2021	<a href="#">Move.mil Vulnerability Resulting in Danger to Victims of Domestic Violence</a>	Active
8	2021	<a href="#">Pet Allowance for OCONUS Relocation</a>	Unattainable
9	2021	<a href="#">Liaison Officer (LNO) for OCONUS Pet Relocation</a>	Active
9	2021	<a href="#">Bereavement as a Covered Category for Voluntary Leave Transfer Program (VLTP)</a>	Active
10	2021	<a href="#">OPM Guidance on Hazardous Nature of Firefighting</a>	Active
10	2021	<a href="#">Supervisory Firefighter Army Position Description Update</a>	Active
11	2021	<a href="#">DA Firefighter Advocacy Support for Workmen's Compensation Claims</a>	Closed - Rewritten
12	2021	<a href="#">DA Civilian Medical Petition for Regular Retirement</a>	Closed - Rewritten
13	2021	<a href="#">Supervisory Interview Requirement for Workmen's Compensation Claims</a>	Closed - Rewritten
14	2021	<a href="#">Advocacy for Injured and/or Ill DA Firefighters</a>	Active
15	2021	<a href="#">Routine Health Assessments for DA Firefighters</a>	Active

15	2021	<a href="#">Standards for Documenting Exposures for DA Emergency Personnel</a>	Active
16	2021	<a href="#">Hiring/Retention Incentives for Child and Youth Services (CYS) Direct Care Staff</a>	Complete
17	2021	<a href="#">Exceptional Eligibility Transitional Compensation (TC) for Abused Dependents Benefit Inequality</a>	Active

## Issue: Casualty Assistance Support for Survivors of Retired Soldiers

**Scope:** Retiree Survivor Spouses received limited support. They are often directed to resources rather than being accompanied by a CAO only to be told at the servicing Agency they need to speak to the sponsor, who is deceased.

**Entered Fort Carson AFAP:** 2020

**Proposed COA:** Provide same level of CAO support for the Survivors of Retirees

**Status:** Complete

### Update:

- **Issue #724: Casualty Assistance Support for Survivors of Retired Soldiers: Proponent: DCS, G-1. Issue Status: Complete.**
- Fort Stewart piloted a program where retirees volunteered to provide casualty assistance support to the retiree population. Pilot ran from Aug 21 to Feb 22. During the pilot, there were 449 Army retiree deaths in the FSGA area; of which, 212 PNOK requested casualty assistance. Of those 212, only three opted for a Retiree Volunteer CAO. The others requested assistance from the Casualty Assistance Centers Benefit Coordinator or an Active-Duty CAO. The pilot's documentation has been distributed to Korea and AMC/IMCOM G-1.
- Discussion: Focused on opportunities for retirees to volunteer, low return on investment.

### Way Ahead:

Issue is closed as complete

### Of Note:

AR 638-8, Army Casualty Program (07 June 2019), allows for assisting next of kin of deceased retired Soldiers. Excerpt:

*5–12. Assisting next of kin of deceased retired Soldiers*

*a. In honor of their Service, CACs will provide assistance to the NOK of a retiree who dies. When contacted concerning a deceased retiree, the CAC will communicate with the NOK to determine the extent of assistance needed.*

*b. When Families of deceased retired Soldiers request assistance, CACs will assign a CAO.*

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## Issue: Childcare Eligibility for Survivors

**Scope:** DODI 6060.02, paragraph 4.d.1 addresses childcare eligibility for surviving spouses of military members who died from a combat related incident but does not address a general Active Duty related death. The language in 6060.02 paragraph 4.d.1 has created childcare eligibility issues placing children of Active Duty related deaths (other than combat) into the lowest priority code, causing a now-single parent to pay the highest premium on the CYS fee scale. Surviving spouse eligibility for Soldiers who have died from non-combat Active Duty related deaths are not identified in the DODI 6060.02 priority system resulting in the survivor's child(ren) receiving childcare on a space available basis only, and at the highest rate on the sliding fee scale.

**Entered Fort Carson AFAP:** 2019 / 2020

**Proposed COA:** Amend DODI 6060.02 eligible patrons to include surviving spouses whose Active Duty Soldier passed away due to other than combat related incident (i.e. suicide, training accidents, illness).

**Status:** To be resubmitted for consideration

### Progress:

- This issue was approved for elevation to IMCOM for consideration (4 December 19 Steering Committee meeting). The issue was returned with a recommendation to rewrite and resubmit.
- The issue has been rewritten and submitted for the FY20-21 AFAP process.

### Way Ahead:

- Awaiting status update from AFAP General Officer Steering Committee (GOSC)
- Issue will need to be resubmitted in 2022 in order to be included for consideration.

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## Issue: USPS Custom Forms Acceptance at Fort Carson Post Office

**Scope:** The Fort Carson Post Office will not accept handwritten custom declaration forms. Family members shipping packages to deployed Soldiers are being refused shipment at the Installation Post Office if their package contains a handwritten custom declaration form and are being directed to go to a different location to generate and print the form. The handwritten custom declaration form is currently being accepted at a post office located off the installation. The refusal to take handwritten custom forms at the Fort Carson Post Office results in a challenge for some family members in finding a location to print the form, especially if they don't have the resources at home. It can lead additional costs for printing. By being unable to submit a handwritten custom declaration form, families can be faced with inconvenience, additional costs, and delay of shipment.

**Entered Fort Carson AFAP:** 2020

**Proposed COA:** Educate Soldiers and Family Members about the change to the USPS policy, how to ship packages overseas, and provide them with a list of locations on the Installation where they can use a computer and print for little to no cost.

**Status:** Complete

### Progress:

- Unable to elevate within AFAP process since the United States Postal Service is not within the purview of the United States Army.
- The issue was addressed locally. Handwritten customs declaration forms are no longer acceptable as of March 6, 2020. The United States Postal Service will no longer accept any article bearing a handwritten customs declaration form and customers should be directed to use PS Form 2976-R, USPS Customs Declaration and Dispatch Note located on the website. The action of not accepting handwritten custom forms is to occur at all facilities, but USPS is in a transition time where some may continue to accept. Eventually, all locations will not accept a handwritten customs declaration form.

### Way Ahead:

Local Issue Completed

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## Issue: General Schedule (GS) Employee Credit for Deployments

**Scope:** GS employee deployments are not annotated in the employee's personnel record and do not contribute to promotion. Civilian employees serve in the same capacity as Soldiers, making sacrifices to be away from their families and putting themselves in harm's way. Deployments for civilian employees are not annotated to personnel records for contribution to promotion/hiring preference similar to how deployments contribute to promotion (points) for soldiers.

**Entered Fort Carson AFAP:** 2020

**Proposed COA:** Include annotation of civilian deployment in personnel records that assists in promotion ability.

**Status:** Complete

### Progress:

- Response from (CPAC HR): The GS system works on the premise that the employee is responsible for managing their own volunteer assignments and evaluation input for career progression. Whereas service members are under a managed system where points are collected for promotion. GS employees do not follow the same promotion structure as a service member and are not subject to the same promotion practices. A GS employee may request a SF-50 to document their deployment. The GS employee should discuss their performance while deployed with their supervisor and can reach out to their Human Resources / Civilian Personnel Advisory Center (CPAC) for more information.

### Way Ahead:

Local Issue Completed

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## Issue: Civilian Expeditionary Workforce (CEW) Program Tax on Pay

**Scope:** When a General Schedule (GS) employee deploys through the Civilian Expeditionary Workforce (CEW) program, their deployment pay is not tax free. Civilian employees serve in the same capacity as Soldiers, making sacrifices to be away from their Families and putting themselves in harm's way. Both Soldiers and civilians receive hazard pay during deployments but there is a discrepancy in the tax credit between the two populations. GS Employee pay while deployed should be without tax just as a Soldier's deployment pay is non-taxed.

**Entered Fort Carson AFAP:** 2020

**Proposed COA:** Change the tax code to include GS employees participating in deployment through CEW program.

**Recommended Status:** To be resubmitted for consideration

### Progress:

- Response (CPAC HR): CEW advised that changes to tax codes are enacted by Congress. This issue was approved for elevation to IMCOM for consideration (10 November 20 Steering Committee meeting).

### Way Ahead:

- Awaiting status update from AFAP General Officer Steering Committee (GOSC)
- Issue will need to be resubmitted in 2022 in order to be included for consideration.

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## Issue: TRICARE Coverage of Cold Therapy for Cancer Patients

**Scope:** Cold therapy items such as scalp cooling caps and cooling gloves and socks used by cancer patients to diminish the effect chemotherapy drugs have on a patients scalp, hands, and feet are not an established TRICARE benefit. Items promote healing and mental health and are designed to reduce the amount of drug flowing through a patient's vessels, lessening the injury to local peripheral nerves (hands and feet) and reducing chances of hair loss. By not providing these cold therapy items as a benefit, TRICARE beneficiaries are required to purchase these items at their own expense with some even seeking financial assistance through Army Emergency Relief during an already stressful period.

**Entered Fort Carson AFAP:** 2021

**Proposed COA:** Institute cold therapy coverage for cancer patients as a TRICARE benefit for all categories of beneficiaries.

**Recommended Status:** Entered into AFAP

### Progress:

- Awaiting status update from AFAP General Officer Steering Committee (GOSC) currently scheduled for February 2023

### Way Ahead:

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## Issue: Move.mil Vulnerability Resulting in Danger to Victims of Domestic Violence

**Scope:** The standard of using a dummy social security number for processing emergency move packets for victims of domestic violence within move.mil places victims at risk as a result of human error. Currently, the JTR emergency move packet contain a dummy social security number on the orders which is utilized to upload into move.mil; however, human error has resulted on occasion of the offender's social security number being used to upload rather than the dummy social security number. This error of incorrectly processing the social security number places the victim once again at risk because the offender is now able to see where the victim relocated to within move.mil.

**Entered Fort Carson AFAP:** 2021

**Proposed COA:** Conduct a system redesign of Move.mil in the area of processing emergency move packets for victims of domestic violence.

**Recommended Status:** Entered into AFAP

### Progress:

- Awaiting status update from AFAP General Officer Steering Committee (GOSC) currently scheduled for February 2023.

### Way Ahead:

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## Issue: Pet Allowance for OCONUS Relocation

**Scope:** There is currently no reimbursement or allowance for the transportation of a house hold pet as a result of an OCONUS PCS move and there is only a reimbursement for mandatory quarantine. As a result of the current environment and inflation, Military families have fewer options for transporting their multispecies families to and from overseas and shipping costs have increased significantly. Without some sort of reimbursement, service members will in some cases need to use pet shipping services which can cost thousands of dollars, depending on the size of the pet and where it's going to or coming from and go into debt, or worse, be forced to surrender their pet, an integral part of their support network, to a shelter.

**Entered Fort Carson AFAP:** 2021

**Proposed COA:** Provide reimbursement/allowance for the cost associated with shipping pets during OCONUS PCS.

**Recommended Status:** Entered into AFAP, but was found to have been previously submitted by USAG Wiesbaden:

**Issue #747:** *OCONUS Permanent Change of Station (PCS) Pet Entitlements. Proponent: G-1.*

**Issue Status:** *Unattainable.*

**Update:** *No consensus among the branches to authorize this entitlement. Conservative estimate on small animals up to large-sized dogs could cost an estimated \$180M annually.*

**Discussion:** *Focused on what kind of pets, where do you draw the line, costs, AER assistance.*

### Progress:

- The issue #747 was on the agenda for the AFAP General Officer Steering Committee (GOSC) conducted in September of 2022.

### Way Ahead:

Issue is closed as unattainable. VCSA asked DCS, G-9 to work with IMCOM/AMC to identify/advise other methods, communication, etc.... to assist Soldiers and Families.

### Of Note:

Army Emergency Relief has a Pet Transportation Assistance Program:

<https://www.armyemergencyrelief.org/news/petassistance/>

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## Issue: Liaison Officer (LNO) for OCONUS Pet Relocation

**Scope:** There is currently no relocation assistance provided for OCONUS Pet Relocation. Service members are forced to research the process for sending their multispecies families going to and coming from OCONUS locations. Without assistance for OCONUS Pet Relocation, Service members and their Families need to research and understand country import requirements, required vaccinations for travel, timelines, special travel crates, and various required shipping methods based on the size of the pet and this results in thousands of dollars being spent and lost time of the Service member.

**Entered Fort Carson AFAP:** 2021

**Proposed COA:** Establish LNOs for OCONUS Pet Relocation

**Recommended Status:** Entered into AFAP

**Progress:**

- Awaiting status update from AFAP General Officer Steering Committee (GOSC) currently scheduled for February 2023.

**Way Ahead:**

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## Issue: Bereavement as a Covered Category for Voluntary Leave Transfer Program (VLTP)

**Scope:** Bereavement is currently not a category of assistance covered under the Voluntary Leave Transfer Program for DA Civilians because it is not classified as medical emergency or medical condition. Currently, at the discretion of the second level supervisor, an employee may be advanced up to 104 hours (13 days) of sick leave each leave year for family care or bereavement purposes essentially placing the employee in debt owed status if their leave is exhausted at the time of a loved one's death. This doesn't take into account the financial implications the death of a family member already has caused (travel, burial cost, etc.).

Bereavement can have a big impact on a person's mental health especially if it involves the death of an immediate family member; grief can manifest in physical pain and should be classified as a medical emergency or medical condition of the employee. By not offering bereavement as a category covered within VLTP, agencies face an increase in employee disengagement, higher employee turnover rate, and a negative impact on the employee's experience.

**Entered Fort Carson AFAP:** 2021

**Proposed COA:** Include Bereavement as a category of assistance to participate in the Volunteer Leave Transfer Program

**Recommended Status:** Entered into AFAP

**Progress:**

- Awaiting status update from AFAP General Officer Steering Committee (GOSC) currently scheduled for February 2023.

**Way Ahead:**

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## Issue: OPM Guidance on Hazardous Nature of Firefighting

**Scope:** The OPM Position Classification Standard for Fire Protection and Prevention Series, GS-0081 does not accurately depict the hazardous nature of firefighting. Where it does identify exposure to toxic materials and chemical, biological, radiological, nuclear, and explosive agents, it fails to identify the impact these exposures that could result in which includes cancer, heart disease, lung disease and other infectious diseases. While a hazard free work environment is not a reasonable or achievable goal in fire operations, accurately identifying hazards within the GS-0081 Series is necessary to conduct proper risk management for employees and affords them the opportunity to be advocates for their own health care.

**Entered Fort Carson AFAP:** 2021

**Proposed COA:** Update the OPM Guidance to include certain diseases federal fire fighters can contract as a result of performing their position.

**Recommended Status:** Entered into AFAP

**Progress:**

- Awaiting status update from AFAP General Officer Steering Committee (GOSC) currently scheduled for February 2023.

**Way Ahead:**

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## Issue: Supervisory Firefighter Army Position Description Update

**Scope:** The Supervisory Firefighter Army Position Description does not accurately reflect the duties of Supervisory Firefighters because it does not identify them serving as a fully trained member of a firefighting crew and engaging in firefighting operations. As a Supervisory Firefighter, they are involved in firefighting operations, especially in instances where they may not have proper coverage or the hazard in question requires additional support. By not having this identified in the position description, supervisory firefighters have an additional burden of proof when filing workmen's compensation claims and are denied because any injury/illness incurred while firefighting was not identified as being a duty of their position.

**Entered Fort Carson AFAP:** 2021

**Proposed COA:** Update the Army Position Description for Supervisory Firefighters to include Firefighting Operations as a major duty.

**Recommended Status:** Entered into AFAP

**Progress:**

- Awaiting status update from AFAP General Officer Steering Committee (GOSC) currently scheduled for February 2023.

**Way Ahead:**

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## Issue: DA Firefighter Advocacy Support for Workmen's Compensation Claims

**Scope:** Department of the Army (DA) Federal Firefighters currently lack advocacy and support with processing workmen's compensation claims. Currently, DA Civilians are able to receive advocacy and support with processing their claims from the Office of Workmen's Compensation Programs (OWCP) but the scope of OWCP is limited. The OWCP primarily serves a workforce that is highly administrative in nature and lacks a specialized hazardous work advocate needed for these types of workmen's compensation claims. As a result of this lack of specialty and understanding by the OWCP, the full burden is placed on DA Firefighters and their family to research compensation benefits that are afforded to them while they are dealing with an injury or illness that was received as result of the hazardous work performed for the Department of the Army.

**Entered Fort Carson AFAP:** 2021

**Proposed COA:** Conduct a system redesign that provides DA Firefighters with specialized advocacy and support when filing workmen's compensation claims

**Recommended Status:** Entered into AFAP, Closed, Rewritten, and Resubmitted

### Progress:

- The ACS Fort Carson AFAP Team met with G-9 and G-1 representatives on 20 September 2022 in order to discuss and provide information on the following three issues:
  1. DA Firefighter Advocacy Support for Workmen's Compensation Claims
  2. DA Civilian Medical Petition for Regular Retirement
  3. Supervisory Interview Requirement for Workmen's Compensation Claims

### Way Ahead:

It was determined that all three issues should be closed out, rewritten, and submitted as one issue since they all dealt in the area of advocacy, support, and education of benefits and processes. A new issue, titled "Advocacy for Injured and/or Ill DA Firefighters".

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## Issue: DA Civilian Medical Petition for Regular Retirement

**Scope:** There is currently no process for DA Civilian employees to petition to be extended regular retirement if their medically unfit decision is made within a set time of their traditional retirement and the cause of their medical diagnosis is as a result of their position held (i.e. firefighting operations). DA Civilian employees who are determined to be medically unfit for their position, must be terminated within 30 days of the finding. For DA Civilian employees who are planning a traditional retirement, this determination can happen very close to their retirement milestone, leaving them short of expanded retirement benefits by a very close margin, even if they are only a month or two from a traditional retirement. Without a formal petition process being implement, DA Civilians face catastrophic financial loss through no fault of their own but as a result of the services they provided to the Department of the Army.

**Entered Fort Carson AFAP:** 2021

**Proposed COA:** Allow for DA Civilians to petition to be extended regular retirement if within window of retirement milestone.

**Recommended Status:** Entered into AFAP, Closed, Rewritten, and Resubmitted

### Progress:

- The ACS Fort Carson AFAP Team met with G-9 and G-1 representatives on 20 September 2022 in order to discuss and provide information on the following three issues:
  1. DA Firefighter Advocacy Support for Workmen's Compensation Claims
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## Issue: Supervisory Interview Requirement for Workmen's Compensation Claims

**Scope:** Workmen's compensation claims do not have a requirement to interview employers or supervisors in reference to their DA Civilians workmen's compensation claim prior to a verdict being rendered. Decisions are rendered solely off of one sided information that may not have an accurate portrayal of the cause of the workmen's compensation claim. For Active Duty Soldiers in the IDES Process, Commander's statements are included within the Soldiers claim providing an additional viewpoint but this same process is not afforded to Civilian employees. A verdict may be rendered incorrectly if a supervisor statement is not included as a part of the process.

**Entered Fort Carson AFAP:** 2021

**Proposed COA:** Allow for DA Civilians to petition to be extended regular retirement if within window of retirement milestone.

**Recommended Status:** Entered into AFAP, Closed, Rewritten, and Resubmitted

### Progress:

- The ACS Fort Carson AFAP Team met with G-9 and G-1 representatives on 20 September 2022 in order to discuss and provide information on the following three issues:
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## Issue: Advocacy for Injured and/or Ill DA Firefighters

**Scope:** Department of the Army (DA) Federal Firefighters currently lack advocacy and support when processing workmen's compensation claims, and information about medical benefits, entitlements, and disability retirement as a result of their injuries and/or illnesses. DA Firefighters currently receive guidance with processing their benefits and entitlements from the Office of Workmen's Compensation Programs (OWCP) and/or Office of Personnel Management (OPM) but the scope of the guidance is limited for this demographic. DA Firefighters have unique issues when filing benefit claims as the date of injury for illnesses such as heart disease, cancer, infectious diseases, and behavioral health, are often unknown or caused by years of exposure while on duty. This places DA Firefighters at a disadvantage over their Civilian counterparts by placing the full burden on them and their families to research medical benefits that are afforded to them while they are dealing with an injury and/or illness that was received because of the work performed for the Department of the Army. Lack of advocacy can hinder the employee by resulting in missed deadlines, denied claims, reduced compensation, and overall inadequate support while navigating all options available. Another comparison is when a service member develops a medical condition and is referred to the Integrated Disability Evaluation System, they are appointed a PEBLO (Physical Evaluation Board Liaison Officer) to assist them throughout the process.

**Entered Fort Carson AFAP:** 2021

**Proposed COA:** Provide DA Firefighters with a Liaison Officer that provides advocacy and support, specializing in workers compensation, information on medical benefits, entitlements, and retirement options as the result of injury and/or illness.

**Recommended Status:** Entered into AFAP

### Progress:

- The ACS Fort Carson AFAP Team met with G-9 and G-1 representatives on 20 September 2022 in order to discuss and provide information on the following three issues:
  1. DA Firefighter Advocacy Support for Workmen's Compensation Claims
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### Way Ahead:

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## Issue: Routine Health Assessments for DA Firefighters

**Scope:** DODI 6055.05-M (Occupational Medical Examinations and Surveillance Manual), paragraph C3.3.1.1 addresses components of the Firefighter examination but disregards National Fire Protection Association (NFPA) 1582 standards by citing, but not referencing, studies for the dismissal (C3.3.1.4.1). The NFPA is the lead on codes and standards of occupational medical programs for firefighters and cites the importance of annual physicals for firefighters in order to have a much better chance of avoiding a potentially life-threatening or life altering outcome as a result of their position. Because of the DODI 6055.05-M's dismissal, Occupational Health does not conduct routine assessments associated with early detection as recommended by NFPA for common Fire Fighting hazards/illnesses (EKG, Bloodwork, Urinalysis, etc.) placing a firefighter's life in danger.

**Entered Fort Carson AFAP:** 2021

**Proposed COA:** Update DODI 6055.5-M to adopt NFPA 1582 standards.

**Recommended Status:** Entered into AFAP

### Progress:

- Awaiting status update from AFAP General Officer Steering Committee (GOSC) currently scheduled for February 2023.

### Way Ahead:

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## Issue: Standards for Documenting Exposures for DA Emergency Personnel

**Scope:** There is no standard directing the documentation of exposure for emergency personnel working on military installations. Standardizing the capturing of incidents and hazards faced by emergency personnel is crucial should the personnel have a medical need in the future. Without standardizing the process, emergency personnel teams on installations are forced to develop their own tracking systems that are not accepted by Occupational Health because they are not on a standard MEDDAC form or are not required by regulation placing not only a burden on emergency personnel but also their team as well.

**Entered Fort Carson AFAP:** 2021

**Proposed COA:** Standardize documenting exposures of emergency personnel in medical/archive folder.

**Recommended Status:** Entered into AFAP

### Progress:

- Awaiting status update from AFAP General Officer Steering Committee (GOSC) currently scheduled for February 2023.

### Way Ahead:

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## Issue: Hiring/Retention Incentives for Child and Youth Services (CYS) Direct Care Staff

**Scope:** Garrisons are currently not allowed to offer the competitive hiring/retention incentive of free-to-reduced childcare to CYS Direct Care staff. This hiring/retention incentive will increase the number of staff as well as the number of children to be able to be provided for in a given center because the number of children a CYS Direct Care Staff member can provide care for exceeds the number they are a parent to. Providing high-quality military child care is a readiness and retention issue recognized by the Army although it falls short in its recruitment efforts for this vital position that carries high vacancy and low retention rates at installations where the waitlist for childcare can be in the hundreds. Several studies have shown that the lack of child care impacts recruitment and retention of military personnel while other studies tie lack of child care as cause for a high unemployment rate among Military Spouses. The incentive program addresses both of these issues. By not providing a hiring/retention incentive program for CYS Direct Care Staff, Garrisons will continue to face both high vacancy and low retention rates resulting in a long wait list for child care for Military Personnel and their Families.

**Entered Fort Carson AFAP:** 2021

**Proposed COA:** Create a free-to-reduced child care incentive program for CYS Direct Care staff.

**Recommended Status:** Entered into AFAP, Issue did not proceed beyond IMCOM because updates to CYS hiring initiatives were implemented.

### Progress:

- Issue is Complete

### Way Ahead:

- Fort Carson CYS currently offers 50% off Childcare for CYS Direct Care Employees along with Priority One Care (Guaranteed Child Care). This offer is available to new and existing CYS Direct Care Employees.
- [CYS Childcare Discount \(armymwr.com\)](https://armymwr.com)

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## Issue: Exceptional Eligibility Transitional Compensation (TC) for Abused Dependents Benefit Inequality

**Scope:** Abused Dependents with an Exceptional Eligibility TC approved packets are not afforded the same compensation as routinely processed TC packets. Currently, DoDI 1342.24 for Exceptional Eligibility packets states “the Secretary concerned may determine the beginning and duration of payments for individual exceptional eligibility cases in a manner similar to that established for 3.2.a and 3.2.b” (routinely processed packets). The use of the term “may” allows for the Secretary concerned to provide benefits in lesser amounts of the standard of 36 months afforded to routinely processed packets. All cases should be adjudicated under the same criteria where the Secretary concerned approves the standard 36 months compensation regardless of the type of packet processed.

**Entered Fort Carson AFAP:** 2021

**Proposed COA:** Approved Exceptional Eligibility Transitional Compensation are afforded the same compensation standard of 36 months.

**Recommended Status:** Entered into AFAP

<b>Progress:</b>	<b>Way Ahead:</b>
<ul style="list-style-type: none"><li>Awaiting status update from AFAP General Officer Steering Committee (GOSC) currently scheduled for February 2023.</li></ul>	<a href="#">Return to Table of Contents</a>