



ENERGY CONNECTION



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March 22, 2021



**A MESSAGE FROM
THE DEPUTY
COMMANDER
Mr. W. Eric Smith**

Brig Gen Canlas and I are looking forward to the coming months when Team Energy begins returning to work in an orderly, systematic manner. It's hard to believe it's been over a year of maximum telework.

As we start to prepare to return to the workplace, we know there is more on your minds than masks and social distancing. While we are still not completely clear on what the "new normal" will be, we want to be sure we address your needs and concerns regarding returning to the building.

At the Commander's and my direction, we have established a **Reintegration Working Group** to ensure a seamless and professional reintegration as an agency. We are reviewing health and safety issues as well as facilities, Equal Employment Opportunity, Sexual Assault Response, supervisor refresher training and more. We want to do everything we can to support you as we make this transition.

A good resource to support you and your families is the **Employee Assistance Program**. The crisis line is available anytime at 866-580-9046.

In the interim, please remember to wear a mask, maintain social distance and practice good hygiene.

And, as always, if you have questions or concerns, you can **submit an anonymous comment here** anytime.

DoD PERFORMANCE MANAGEMENT AND APPRAISAL PROGRAM

ership SERVICE **Pride** readiness
NEW WORKFORCE PLANNING
Ownership
Director Performance
Communication

It's that time of year when our [DPMAP appraisals](#) are due. We all have a responsibility to do our part, stay on track and meet deadlines so performance awards can be allocated and distributed in a timely manner.

Employees: now is your chance to prepare your inputs/self-assessments for your supervisors no later than April 7 in [MyPerformance](#). This is your opportunity to remind them what you've accomplished using action/results bullets to help them give you the rating you deserve!

Supervisors: remind employees of deadlines, prepare to conduct reviews and ensure all of your employee appraisals are completed on time.

Here are the important deadlines:


- **March 31:** Performance Period Ends
- **April 7:** Employees Provide Input/Self-Assessment due in [MyPerformance](#)
- **May 5:** Higher Level Review Ratings due
- **May 12:** Senior Level Review Ratings due
- **May 17:** HLRs Finalize Ratings in [MyPerformance](#) due
- **May 28:** Rating Officials Communicate Ratings to Employees
- **June 1:** Ratings of Record are Effective


It is a tight turnaround. Don't wait. I urge everyone to complete their roles/responsibilities early. The sooner DLA Energy can get our evaluations in the queue for J1 to review and finalize, the sooner performance awards can be processed.


Very Respectfully,
W. Eric Smith
Deputy Commander

**HQC/NCR COVID-19 Reconstitution Status:
Phase 0 - HPCON B**

IMPORTANT ANNOUNCEMENTS!

 **DLA Energy 2021 Hall of Fame:** Nominations packages for the 2021 DLA Energy Hall of Fame are due NLT Friday, April 16, 2021. Any current DLA Energy employee may make a nomination. [Click here to read more about qualifications and guidelines in Energy's DLA Today Announcements.](#)

 **Scholarships Available:** DLA Foundation has scholarships for students with a close family connection to a current or past civilian or military DLA employee. The application period is Feb. 22 to April 9. [A complete list of the scholarships available and qualifications is available on the DLA Foundation website.](#)

 **EEO Awards:** The DLA Energy Equal Employment Opportunity Diversity & Inclusion Office has three exciting workforce recognitions programs with nominations due by April 7. For more information about each award, email [DLA Energy EEO](#).

- The Blacks in Government Service Award to recognize those who made significant contributions to the advancement of African Americans or Blacks and the promotion of diversity & inclusion in the Federal sector workforce.
- The Department of Defense Workforce Recruitment Program Awards to recognize those who have demonstrated exceptional performance in support of the Agency's Workforce Recruitment Program for College Students and Graduates with Disabilities.
- The Secretary of Defense Disability Awards recognize an outstanding Civilian employee with a disability who has demonstrated exceptional performance in support of the Agency's mission and readiness.

Mark your calendars!

March 23: Supervisor's Town Hall at 8:30 a.m. ET and All Hands at 10 a.m. ET. Outlook calendar invites sent to all with details.

April 1: Coffee with the Commander

April 6-7: DLA Energy Senior Leader Virtual Strategic Offsite

April 8: Donuts with the Deputy

TBD: 2022 Worldwide Energy Conference. Stay tuned!

Want to improve this newsletter?

You can submit anonymously [here](#) or send an email to Energy.SCG@dla.mil.



EXECUTIVE DEVELOPMENT PROGRAM SELECTIONS

Congratulations to DLA Energy members who were selected for the FY21 Executive Development Program!

- **Christopher Boeding** – Senior Executive Fellows
- **Junior Cho** – Life Cycle Executive Leadership
- **Phuoc Dang** – Excellence in Government Fellows
- **Darren Dunham** – Leadership & Character in Uncertain Times
- **Patricia Littlejohn** – Senior Executive Fellows
- **Marc McConahy** – Leading Change
- **Sloane Struse** – Senior Leader Development

[Read Issue 4 of the Energy Connection](#) for more details about the EDP. Mark your calendars and start preparing now for the FY22 announcement, which will be released in the September/October 2021 timeframe.

March is Women's History Month

Brig Gen Canlas and Mr. Smith sat down with DLA Energy EEO Director, Ahmad Burse, to talk women's history and the importance of the annual observance.

Check www.dla.mil/energy to read the story!

EEO DID YOU KNOW?

An employee may need more than one accommodation for a disability. If a reasonable accommodation turns out to be ineffective and the employee with a disability remains unable to perform an essential function, the employer must consider whether there would be alternative RA(s). **For more information, review DLAI 1440.01.**

NEWS

- [DLA Energy virtual acquisition professionals symposium](#)
 - [DLA Energy debuts industry newsletter](#)
 - [First quarter employees of the quarter](#)
- [DLA Energy responds to arctic weather in Texas](#)
- [DLA Energy fuels NASA rover to Red Planet](#)

Congratulations to Irene Smith, DLA Energy public affairs officer, who won the 2020 DLA Journalism Awards for her feature article ["These heroes have four legs"](#). Kristin Molinaro, Land & Maritime, won for her news article ["You are not alone: Meditation room provides respite"](#). They will both move on to compete in the annual [DoD-wide Defense Media Awards](#).