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CMH Onboarding

CMH is a distributed organization with personnel located in over 45 facilities around the world. To support our global footprint, we rely on a small administrative staff and regional operations and administrative personnel. Please check your region and locality for onboarding specific to your organization.

📌 PRE-BOARDING: Prior to Day 1

- Make an appointment to [obtain your Common Access Card](#) (CAC).
Instructions:
 - You will need to go to your nearest ID card issuing facility to obtain a Common Access Card (CAC).
 - You may either make an appointment or go to a facility offering walk-ins.
 - Be sure to bring two forms of ID to the appointment.
- Review [Welcome Letter](#) containing important Pre-boarding information.
- View the [Army Civilian Creed Video](#).

📌 Day 1

- Arrive onsite. You will be greeted by your Sponsor and escorted to your workspace.
- Introduction to Supervisor, key personnel, and facilities tour
- Welcome Brief and desk set-up (receive supplies)
- First Week Activities Brief (work schedule etc.)
- Receive Unit Point of Contact (POC) roster with phone numbers.
- [Information Assurance Training/Complete Cyber Awareness](#)

- Manually complete Emergency Contacts (DD Form 93).
- Review Office of Personnel Management (OPM) [2024 Pay Period Calendar](#).
- Complete [Request for Security Action \(SF 380-1\) Form](#).
- Benefits Review and Set-up
 - [Health benefits plans comparison tool and enrollment](#)
 - [Vision/dental plans comparison tool and enrollment](#)
 - [Thrift Savings Plan Information](#)
- Complete [Non-Disclosure Agreement Form \(SF312-13\)](#). * required for new government hires only; have witnessed by HR professional
- Daily synthesis and review

Day 2

- Arrive onsite. Become acclimated and prepare for the day.
- Read the following sections in the [New Army Civilian Professional Handbook](#).
 - The Organization of the Army (pp. 6-7)
 - Holidays and pay (pp. B3-5)
 - Leave information (pp. B6-10)
 - Benefits and entitlements (Annex C)
 - Insignia and General Schedule (GS) scale (pp. E5-7)
 - Military time and phonetic alphabet (pp. E7-8)
 - Commonly Used Acronyms (pp. F3-5)
- Benefits Review and Set-up
 - [Health benefits plans comparison tool and enrollment](#)
 - [Vision/dental plans comparison tool and enrollment](#)
 - [Thrift Savings Plan Information](#)
- Introductory discussion with leadership of your role in support of the organization and the Army mission.
- Read Controlled Unclassified Information (CUI) Slides and Complete Training. [Controlled Unclassified Information \(CUI\) Training](#)
- Continue conversations with supervisor and colleagues to better understand expectations, culture, and practices.
- Daily synthesis and review

Day 3

- Arrive onsite. Become acclimated and prepare for the day.
- Complete [Derivative Classification Training](#).
- Continue conversations with supervisor and colleagues to better understand expectations, culture, and practice.
- Complete review of [New Army Civilian Professional Handbook](#).

- Review Automated Time and Attendance Production System (ATAAPS) Process.
 - Contact Automated Time and Attendance Production System (ATAAPS) Points of Contact (POCs) and provide: full name, Social Security Number (SSN), work schedule, and copy back of Common Access Card (CAC) for Department of Defense (DOD) ID number and Common Access Card (CAC) ID number
 - [Automated Time and Attendance Production System \(ATAAPS\) website](#)
 - [Automated Time and Attendance Production System \(ATAAPS\) Quick Reference Guide](#)
- Discuss Position Description (PD) with Supervisor and begin to develop a Performance Plan (to be completed within first 30 days).
- Daily synthesis and review

Day 4 (Post-Common Access Card)

- Arrive onsite. Become acclimated and prepare for the day.
- Supervisors must ensure new employees are given 40 hours (one work week) to complete the [Foundation Course Training](#). This should occur immediately following the individual gaining a DoD Common Access Card (CAC) and NIPR access and no later than 30 days after arrival.
- Begin [Supervisor Training](#) if applicable.
- Explore and verify/update your information on: [MyPay](#) and [MyBiz](#).
- Complete [Acceptable Use Policy \(AUP\)](#).
- Receive TRADOC Campaign Plan Briefing.
 - [TRADOC Campaign Plan Briefing](#)
 - [TRADOC Campaign Plan \(TCP\) 5.0 \(2024-2031\)](#)
- Review [Staff Action Officer Resource Center](#).
- Complete [Telework Training](#).
- Submit Telework [Agreement](#) to supervisor, if applicable.
 - Instructions: Right click, choose “save link as”, then open with Adobe Acrobat.
- Begin reading TRADOC’s [Commanding General’s Policy Memorandum](#).
- Continue conversations with supervisor and colleagues to better understand expectations, culture, and practices.
- Daily synthesis and review

Day 5

- Arrive onsite. Become acclimated and prepare for the day.
- Update your 1st and 2nd line supervisors in the [Army Career Tracker \(ACT\)](#).
- View [videos](#) about the Army Civilian Professional component of the Army Profession by the Army Staff Management College (ASMC).
- Complete [Foreign Disclosure Training](#).

Instructions:

 - Type “Foreign Disclosure” in the Search Bar at the top of the page.
 - Select “Foreign Disclosure Training – Level 1: All TRADOC Personnel”
- Government-Furnished Equipment (GFE) Issued (sign for equipment) and Initial Setup
- Register for [Army Training & Certification Tracking System \(ATCTS\) Account](#).

- Register with [AtHoc Notification System](#)
- Update work contact info in Global Address List (GAL).
Instructions:
 - Go to [ID Card Office Online](#).
 - Click on “My Profile”.
 - Login with Common Access Card (CAC) (you may have to click on “My Profile” and then login with CAC a second after this).
 - Fill in/verify your information under the “personal” tab.
 - Submit.
- Update [Army Disaster Personnel Accountability and Assessment System \(ADPASS\)](#).
- Daily synthesis and review

Day 6

- Arrive on site. Become acclimated and prepare for the day.
- Complete [System Authorization Access Request \(SAAR\)](#).
- Complete [Information Security Training](#).
Instructions:
 - Select “Mandatory Training” in the Quick Navigation area.
- New federal employees must complete Initial Ethics Training within 3 months of appointment. **5 CFR § 2638.304 – Initial ethics training**
Instructions:
 - Visit [JAGCNet](#).
 - Click “Login to JAGCNet” button in the upper right corner.
 - Click Legal Services tab.
 - Click Initial Ethics Training for New Personnel link.
 - Complete the EAMS-A single login process.
 - E-mail certificate to your servicing legal office or usarmy.jble.tradoc.mbx.hq-tradoc-osja@army.mil
- HQ TRADOC Civilian Professionals Only – Work with your Supervisor and XO to register for the mandatory HQ TRADOC Staff Officer Orientation Brief (SOOB)
 - The Staff Officer Orientation Briefing (SOOB) is a monthly training event hosted by HQ TRADOC Secretary of the General Staff and one of many components of the HQ TRADOC Civilian Professional onboarding process. It teaches new employees about TRADOC’s mission, organizational structure, and the TRADOC Campaign Plan. New employees will also learn how to properly staff actions and how to publish Tasking Orders within HQ TRADOC. Attendance is mandatory for all newly assigned HQ TRADOC Military and Civilian Professionals. HQ TRADOC Civilian Professionals should attend the SOOB as soon as possible to begin leveraging this extremely helpful knowledge.
- Contact Point of Contact (POC) to ensure Defense Travel System (DTS) travel card initiation has been done. [Travel Card Application](#) If your new position requires you to travel and you are not currently a Travel Card Holder, complete the process in agreement with (IAW) guidance provided by the Defense Travel Card Administrator.

- Complete [Programs & Policies – Travel Card Program \(Travel Card 101\)](#) [Mandatory].
Instructions:
 - Log in.
 - Select “TraX”.
 - Select “Training”.
 - Look for “Programs & Policies – Travel Card Program (Travel Card 101) [Mandatory]” in list.
 - Introductory Meeting with Supervisor for Initial performance counseling session: Review position description, work assignments, Defense Performance Management and Appraisal Program (DPMAP), performance expectations, training and education requirements and Individual Development Plan (IDP)
 - Complete Defense Performance Management and Appraisal Program (DPMAP) Training.
 - [DPMAP Overview](#)
 - [DPMAP Training](#)Instructions:
 - Log in.
 - Type “DPMAP” in the Search Bar at the top of the page.
 - See your Supervisor to schedule face-to-face training within 30 days with a Local Counterintelligence (CI) Agent for the below mandatory training:
 - Antiterrorism level 1
 - OPSEC (Critical Information List)
 - iWATCH Training
 - Threat Awareness and Reporting Program (TARP)
 - [Military Service Deposit Eligibility Notification Requirement](#)
 - Daily synthesis and review
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