



IG Bulletin



VOLUME 3, ISSUE 4

6 JANUARY 2015

INSIDE THIS ISSUE:

PII Cause for Concern	1
Temporary Early Retirement Authority	2
Upcoming Inspections	2

Inspector General Observations

By LTC Gregory S. Vinciguerra, Command Inspector General

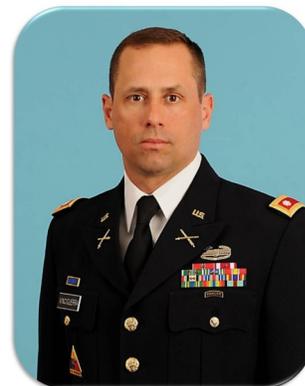
The New Year brings about a time of reflection. For the IG office, we look back on a year full of changes and challenges. One of the changes that we've dealt with this year were those that came in the form of the updated AR 350-1, which addressed changes from wear and appearance standards, to promotion standards. An area of concern within the IG office dealt with counseling, and the number of assistance cases we've received that dealt with the lack of it, or perceived lack. I ran across a great sign in a youth sporting facility recently that read: "Your child's success or lack of success in sports does not indicate what kind of parent you are." Terrific message however the same doesn't apply to Soldiers. Their lack of success in the military is an indication on their leadership. An area that the IG Office has seen that could use some empha-

sis in regards to counseling is for Soldiers experiencing financial difficulties or those going through separation from their spouses.

For the past four years, the number of assistance cases received by the IG for Non-Support to family members quadruples between the first to the fourth quarters of each year. Even given the size of FCoE and Fort Sill, that is a significant population that is either having financial difficulties or at least will cause command groups to spend valuable time rectifying to ensure the Soldier is in compliance with AR 608-99, Family Support, Child Custody and Paternity. There are many events that occur between the first quarter and the fourth to explain this pattern; overspending during the holidays, tax season or PCSs, however that doesn't resolve the issue.

Commands can get in front of this through early identification and counseling of Soldiers who are known to be or are separating from spouses, or are having had non-support issues in the past.

The easiest method to deter circumstances of non-support is for first-line leaders to know and understand what is going on with their Soldiers. Normally a first-line leader learns of a Soldier being a geographical bachelor/bachelorette upon their arrival during the initial counseling session. These leaders also speak with their Soldiers on a daily basis to learn when families are no longer living in the same dwelling, which would create a need for support to the Soldier's family members. First-line leaders are a key component in educating their Soldiers as they have more interaction than a commanding officer of an organization would normally have.



I challenge Battery/ Company commanders to educate their subordinate Leaders and Soldiers as required by AR 608-99 to mitigate the number of inquiries that must be address by the commander.

PII Cause for Concern

By SFC Kevin M. Kenny, Assistant Inspector General

The issue of individual privacy and management of Personally Identifiable Information (PII) is a valid cause for concern for all Fort Sill personnel. PII may consist of any information that identifies or uniquely describes an individual, such as name, SSN, date and place of birth, mother's maiden name, or home phone number, for example. The relatively-recent transition of many servicing agencies towards maintaining individual records (containing PII) in digital format has not diminished the need for both clients and organizations to remain vigilant about release and collection of potentially harmful information that could be used to commit identity theft or unauthorized access to military facilities. While Army Regulation 340-21 (The Army Privacy Program, dated 5 July 1985) sets forth policies and procedures that govern personal information

kept by the Department of the Army (DA) in various systems of records, there have been several contemporary policy changes to PII management. The issuance and distribution of various ALARACT (All Army Activities) messages, Department of Defense Instructions (DODI), as well as a recent Department of the Army PII User's Guide (dated 7 June 2013) are examples of such changes that are designed to protect sensitive information.

According to AR 340-21, the Army's Privacy Program is rooted in the Privacy Act of 1974 and guarantees numerous rights, including: protecting the privacy of individuals from unwanted intrusion; the right to see records about oneself (subject to exceptions authorized by law); permit individuals to amend records about themselves contained in Army systems, including those

rect, outdated, or not complete. Those agencies collecting information for various Army systems must comply with the following: collect only the personal information that is timely, accurate, complete, and relevant to the purpose for which it was collected; let individuals know what records the Army keeps on them and let them review or get copies of these records;



See PII Page 2

Temporary Early Retirement Authority

By SFC Marilyn M. Donlow, Assistant Inspector General

With the progressive changes to the Army's structure, the necessity to downsize has become more and more relevant. We see it happening all around us, however, what's often overlooked when changes are implemented; is how the after effect will resonate with leaders, Soldiers and their families. The temporary early retirement authority (TERA), outlined in Milper Message 14-308, offers eligible Soldiers the opportunity to request a voluntary early retirement to Soldiers facing separation, which would ordinarily be ineligible. Soldier who qualify receive all of the same benefits as those who request voluntary retirement, the only exception is a reduced monthly retirement pay rate.

The TERA also provides guidance for service member who previously transferred their Post 9-11 GI Bill benefits. For example, if a Soldier has an approved TERA but Post 9-11 GI Bill benefits are not approved prior; the Soldier cannot transfer benefits to their dependent. Ap-

proval of Post 9-11 GI Bill benefit must happen before TERA is approved. Otherwise the Soldier will be denied transferability of Post 9-11 GI Bill benefits.

The eligibility requirements are as follows: Non-Commissioned Officers denied continued service as a result of an approved qualitative service program (QSP) centralized selection board, currently serving on active duty and have completed 15 but less than 20 years of active service as of the established involuntary separation date.

Officer/Warrant Officers who have twice failed selection for promotion to the next grade, including those who have been selected for, but not yet accepted, selective continuation, and those officers selected for separation from service by a centralized force shaping selection board process, who are serving on active duty and have 15 but less than 20 years of active service as of their established involuntary separation date.

Soldiers who were previously separated

under the voluntary separation incentive (VSI), the special separation benefit (SSB) or voluntary separation pay (VSP) program or under evaluation for disability retirement under title 10, chapter 61 will

not be extended the early retirement benefit.

Milper Message Number 14-308, titled Temporary Early Retirement Authority (issued 17 October 2014), and hosts a wealth of information and guidance on this subject matter. I highly encourage all Soldiers and leaders to review the aforementioned in its entirety. As always, the Inspector General is here to provide assistance, one of our four basic functions to include; investigations, inspections and lastly providing teach and training.



PII cont.

allow individuals to ask for an administrative review of decisions that deny them access to or the right to amend their records. AR 340-21 specifies several other significant aspects of the Army's Privacy Program, such as agencies' disclosure of personnel information to other agencies or third parties and accounting of such disclosures, recordkeeping requirements under the Privacy Act, and exemptions for systems of records (for operational pur-

poses, as determined by the Secretary of the Army). Although social security numbers (SSN) are authorized for identification of military members and civilian employees of DA by this regulation, it has been superseded by Department of Defense Instruction (DODI 1000.30, dated 1 August 2014), which issued an updated DoD policy directing the reduction of use of SSNs, which states "All DoD personnel shall reduce or eliminate the use of SSNs wherever possible."

This usage includes the SSN in any form, such as partial or encrypted SSNs.

The Personally Identifiable Information (PII) User's Guide outlines protective measures that can be taken in order to maximize the safe handling of PII, including procedural guidance for email, IT equipment, printed materials, electronic storage media, training and compliance, as well as PII breach reporting rules.

Upcoming Inspections

The Fort Sill Inspector General typically conducts at least one special inspection (directed by the CG) every quarter; and sometimes more when a special situation dictates the necessity. Other Inspectors General (e.g. TRADOC IG, DAIG, FORSCOM IG) also conduct annual and quarterly inspections. Inspections do not always affect all units and coordination directly with the affected units will occur as soon as details are known. The following are the inspections that are currently on the calendar that will potentially affect Fort Sill units and directorates.

DATE	Inspecting Agency	Units Affected	Inspection Topic
26 JAN 15 - 6 FEB 15	FCoE IG	30th ADA, 31st ADA, 75th FiB, 214th FiB, 428th FA, 434th FA, MEDDAC, USAG-FS, FCoE HQs-Det	Pregnancy / Postpartum Physical Training
23 FEB 15 - 27 FEB 15	HQDA IG	31st ADA, 75th FiB, 214th FiB, FCoE-IG, DENTAC, MEDDAC, USAG-FS, DES, G-2	U.S. Army Occupational Reliability
3 MAR 15 - 15 MAR 15	FCoE IG	30th ADA, 428th FA, 434th FA, FCoE-HQs Det, USAG-FS	Organization Inspection Program
20 APR 15 - 30 APR 15	FCoE IG	30th ADA, 428th FA, 434th FA, FCoE-HQs Det (subordinate directorates)	Counseling