

IG Bulletin



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Inspector General Observations

By LTC Gregory S. Vinciguerra, Command Inspector General

The Inspector's General Office was first comprised in the US Army at the onset of the Revolutionary War. When the Continental Army was first formed in 1775, General Washington saw before him a collection of militia, all with different uniforms, levels of competence, drills and equipment. He wanted an Army of well trained and equipped Soldiers with proper leadership, so we set about finding someone who could help him accomplish this goal. After a few initial failures, General Washington finally found Baron Fredrick von Steuben and appointed him as the first Inspector General of the US Army in 1778. Von Steuben's task was to convert the ragged militias into a unified fighting force through enforcing standards of training, personal conduct and care of Soldiers. Von Steuben penned the first "Blue Book" to help spread his guidance, the basic reference for military training and organization still used today. Over the course of generations, the Army has developed additional manuals and references for training. Our primary training reference is now the AR 350-1,

which consolidates policy and guidance for Army training and leader development. Effective 19 September, 2014, the new AR 350-1 has gone into effect which includes several updates and additions. I'll cover two areas that we have recently seen cases for in the IG office; counseling and standards for Height/Weight and APFT in regards to Army schooling. In order to build an effective force, the initial focus must be towards developing the individual. We don't train squad level tactics before a Soldier understands how to handle a rifle. One of the ways we develop the individual Soldier and Leader is through counseling. Counseling and feedback provide clear, timely, and accurate information concerning individual performance compared to the established criteria. As a part of the counseling and feedback session, the commander or supervisor assist the individual to identify strengths, weaknesses, and developmental needs. As part of this process, leaders will help Soldiers design an individual development plan (IDP), in

accordance with doctrinal products (ADP/ADRP 6-22, Army Leadership). The IDP will be first be established within 30 days of a Soldier arriving at their first permanent duty station, and be subsequently conducted annually throughout that Soldiers career.

Soldier and Leader development includes being selected for and attending Army schooling. There is no change to the requirement that all Soldiers attending institutional training courses are expected to meet the physical readiness standards of this regulation and body fat standards in accordance with AR 600-9. However, and where I've seen issues arise, is the subsequent actions of a command when a Soldier fails their initial APFT at Professional Military Education (PME) schools such as CCC, WOAC, ALC, SLC, WLC as well as ILE and all other Warrant Officer schools. After the initial APFT, which should be administered in the first phase of any multi-phase course, one retest will be allowed, and it will be administered no earlier than seven days and no later than 24 days after



the initial failure (AR 350-1, 3-13). Soldiers who fail the standards at that time are to be removed from the course. As with any identified deficiency, unit commanders/CSMs are expected to counsel Soldiers and take appropriate actions for all Soldiers failing the APFT and/or body composition standards at institutional training. (3-13 (g)). As always, counseling conducted early and often is for Soldier and leader development.

Evaluation Report Redress and Appeals

By SFC Juan Aguilar, Assistant Inspector General

The Inspector General (IG) has responded to a significant increase of Officers and Non-Commissioned Officers (NCO) requesting assistance in addressing grievances regarding their evaluation reports. First and foremost, the IG has a very limited role concerning evaluation reports redress and appeals by determining if the rated Soldier was afforded the due process after the exhausting the redress procedure. It is quite reasonable for a ratee to be dissatisfied with an evaluation they perceive to be unjust and for that reason an evaluation report redress program and

evaluation report appeal exist within the AR 623-3, Evaluation Reporting System and DA PAM 623-3, Evaluation Reporting System. Redress and Appeals (administrative or substantive) are distinctive and separate in nature.

In regards to Officer Evaluation Report (OER), Non-Commissioned Officer Evaluation Report (NCOER), or Academic Evaluation Report (AER), a commander's or commandant's inquiry may be utilized; at the request of the rated Soldier, to identify alleged errors, injustices and illegalities before it becomes a permanent record. The

official conducting the inquiry will be a commander or commandant in the chain of command above the designated rating officials.



See Evaluations Page 2

Political Activities by Members of the Armed Forces

By SFC Matthew L. Devine, Assistant Inspector General

With election activity steadily picking up, some may be wondering what their limitations are regarding participation in political activities. Several sets of rules help to protect the integrity of the political process. DOD Directive 1344.10 applies to members of the armed forces, on active duty, as members of reserve components, National Guard members in a nonfederal status, and military retirees. These rules are designed to prevent military members or federal civilian employees' participation in political activities that imply or even appear to imply official sponsorship, approval or endorsement. Military members, for example, may attend political meetings or rallies only as spectators and not in uniform. Military members are not permitted to make public political speeches, serve in any official capacity in partisan groups or participate in partisan political campaigns or conventions. Military mem-

bers are also barred from engaging in any political activities while in uniform. That's not to imply that military members cannot participate in politics. In fact, military members are encouraged to carry out the obligations of citizenship. Department of Defense encourages its military and civilian members to register to vote and vote as they choose. Both groups can sign nominating petitions for candidates and express their personal opinions about candidates and issues. However, they can do so only if they act as, and are not perceived as representatives of the armed forces in carrying out these activities.

The list of do's and don'ts differ depending on whether the employee is a member of the armed forces, a career civil service employee, a political appointee or a member of the career Senior Executive Service. AR 608-20, [Army Voting Assistance Program](#) was developed to actively assist Soldiers and other eligible indi-

viduals to register and vote without violating statute or regulation. Every battery/company level on up to the Department of the Army is required to have a Voting Assistance Officer to assist Soldiers and their family members and other eligible individuals with any questions they might have with regards to voting. Always remember if you are unsure what you can or cannot do always consult with your Unit Voting Assistance Officer or your legal advisor. For more information contact the Installation Voting Assistance Office at 580-442-0148.



Evaluations cont.

In cases where an organization lacks a commander or commandant, the inquiry will be conducted by the next higher official in the chain above the rating officials involved in the allegation. If the inquiry finds no irregularities or errors the requesting individual will be informed of no further action taken and the Evaluation Report will proceed to Headquarters Department of the Army (HQDA); notifying HQDA of the negative findings is not necessary. If the findings show irregularities or errors, applicable rating officials will be asked to consider correcting the founded infraction prior to forwarding the evaluation to HQDA. If the Evaluation Report is corrected, no mention of a commander's or commandant's inquiry is needed. If the report has yet to be sent to

HQDA and the commander or commandant and rating officials cannot agree on the need for change in the report, the Evaluation Report and the commander's inquiry will be forwarded to HQDA. In situations when the Evaluation Report has already been processed by HQDA, the commander's or commandants completed inquiry must be received by HQDA within 120 days of the senior rater (OER), reviewer (NCOER), or authenticating official (AER) signature date. A commander's or commandant's inquiry does not constitute an appeal; however, an inquiry may be used in support of an appeal.

An appeal based on administrative errors will be addressed by HQDA, Evaluation Appeals Branch for adjudication. For administrative errors in parts I, II, III a and b, and IVa of the DA Form 67-10, parts I, II,

and III of DA Form 2166-8, items 1 through 12 of the DA Form 1059, and items 1 through 10 of the DA form 1059-1, the Battalion/Brigade S-1 or administrative office servicing the rated Soldier's unit may request minor administrative changes supported by substantiating evidence. Alleged bias, prejudice, inaccurate or unjust ratings, or any matter other than administrative error are substantive in nature will be adjudicated by the Army Special Review Board. Unlike an administrative appeal which has no suspense to be accepted, a substantive appeal must be submitted within three years of the evaluation "THRU" date. Substantive appeals after three years of the "THRU" date will be submitted to the Army Board of Corrections and Military Records.

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
2 DEC 14 - 12 DEC 14	FCoE IG	30th ADA, 428th FA, 434th FA, FCoE HQ-Det, 77th Army Band	FRG Program/ Budgeting
23 FEB 14 - 27 FEB 14	HQDA IG	30th ADA, 31st ADA, 214th FiB, 428th FA, 434th FA, FCoE-IG, MED-DAC, USAG-FS	U.S. Army Occupational Reliability



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Inspector General Mission

The Office of the Inspector General provides assistance, teaches and trains, and conducts inspections and investigations as directed by the Commanding General for and throughout the United States Army Fires Center of Excellence and Fort Sill in order to assist commanders in achieving disciplined and combat-ready units and to maintain the operational effectiveness of the command.

For questions or assistance, or to file a complaint:

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“Droit-et-Avant”



“Right-then-Forward”

We're on the Web!!

<http://sill-www.army.mil/USAG/IG/index.html>