

# IG Bulletin



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## Inspector General Observations

By CPT Kevin R. Rice, Detailed Inspector General

Recently, I was asked by my safety officer to retake my online class for Composite Risk Management. This would seem like a no brainer and easy task, but I began to think how often over looked or over simplified this critical task can become when conducting on or off duty activities. Composite Risk Management (CRM) at the unit level is usually done by the Commander and in times of major training activities like going to the range, FTX preparation, convoy operations etc... The fact of the matter is that operations occur on so many different levels, and simultaneously, that

it is impossible for Commanders to perform CRM for every single event that occurs throughout a normal duty day.

Now that summer is upon us, more people will be out on the roads, taking vacations and enjoying the hot and windy summer months of Oklahoma. In other words, command teams will be “decentralizing operations” when approving leave and pass requests for Soldiers to go and participate in various activities. Every single event from having a backyard BBQ to sky diving has inherent risks that can in-

volve loss to life, limb or eyesight. Every Soldier needs to be aware of and consider the impacts of those activities and their future ability to perform and execute their military obligations. This is not to say, “don’t have any fun this summer,” but emphasis must be made to the point that CRM is the responsibility of ALL SOLDIERS, not just Commanders. It is a continuous process everyone would do well to think about when conducting any activity. After all, what’s the worst thing that could happen?



## Command Climate Surveys

By SFC Veronica B. Schowrm, Assistant Inspector General

Command climate is a shared feeling or perception among the members of a unit about how they are or will be treated by their leadership and what professional opportunities are seen within their unit. This is important because Soldiers' perception of the command climate affects how they perform. Differences in command climate affect unit cohesion, retention, job satisfaction, and the overall effectiveness of a unit. A positive command climate allows Soldiers and leaders to take initiative and risks within the commander's intent.

The unit commander is responsible for both the command climate and morale of his or her organization. Commanders who have an accurate awareness of the perceptions and views of the Soldiers in their unit pos-

sess a definite leadership advantage. One of the ways commanders assess the climate of their organization is through the use of command climate surveys.

The implementation of Army Directive 2013-29 (Army Command Climate Assessments) is to enhance the already in place command climate assessment program in order to continue to assist commanders establish and sustain a ready and resilient force and is particularly important as we continue to work towards eliminating sexual assault and sexual harassment from the ranks. Commanders will use the Defense Equal Opportunity Management Institute Organizational Climate Survey (DEOCS) for the survey component of their command climate assessments. Surveys give commanders insight into unit perceptions and serve as the start-

ing point for assessing the overall climate of the command. DEOCS measures organizational equal opportunity, equal employment opportunity and sexual harassment/assault response and prevention issues. All active duty company commanders will conduct an initial command climate assessment within 30 days of assuming command. This will be followed up with a subsequent assessment after 6 months, another assessment after 12 months and annually thereafter while in command. All active duty commanders above company level will conduct an initial command climate assessment within 60 days of assuming command, followed by a subsequent assessment at 12 months later, and annually thereafter while in command.

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## Recent Changes for Promotion to Sergeant and Staff Sergeant

By SFC Marilyn M. Donlow, Assistant Inspector General

Appearing before the promotion board is one step in the process to attain the rank of sergeant or staff sergeant. Recent changes to the enlisted promotion semi-centralized system may leave Soldiers wondering why they no longer receive points for structured self-development (SSD). Previously, enlisted Soldiers earned 16 promotion points in the military training category after completion of the structured self-development (SSD) level one. Milper Message 13-343, titled: Structured Self Development (SSD) Semi - Centralized Promotions, announced Soldiers will no longer receive 16 promotion points for completion of SSD Level 1.

According to the Chief of the Enlisted Promotion Branch, Army Human Resources Command (HRC), Sergeant Major Jonathan A. Uribe-Huitron, "It is a mandatory requirement for all Soldiers to have it, so

there is no need for us to award points for a requirement they need to have." Previously, the course was considered a correspondence course in which Soldiers earned four points per week totaling 16 points upon completion.

Another recent change involves the completion of SSD Level 1 as a requirement for promotion to sergeant and a prerequisite for attending the Warriors Leaders Course (WLC). Additionally, Army Directive 2013-15, dated 1 July 2013, Noncommissioned Officer Promotions; paragraph 4 (c) 1. states: effective 1 January 2014, the authority to waive Warrior Leaders Course as a requirement to attain eligibility for both promotion consideration and pin on staff sergeant is rescinded.

Soldiers who appear on the staff sergeant promotion list or who were promoted to staff sergeant before 1 January 2014 must graduate from the

Warrior Leaders Course no later than 30 September 2014.

Soldiers who are deployed on 1 January 2014 must complete the course no later than 270 days after redeployment. Failure to complete training will result in removal from the promotion list or reduction to sergeant as appropriate.

In short, these significant changes to the enlisted promotion semi-centralized system will affect both Soldiers and leaders. I highly encourage all Soldiers and leaders to review the recent changes aforementioned in their 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.



## Surveys cont.

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Per this directive, it is required that organizations complete a baseline survey to be done by all commanders using the DEOCS survey. Commanders that have completed a DEOCS command climate assessment within the last 120 days may use that survey to fulfill this require-

ment. If the commander has not yet done the DEOCS command climate assessment, they have 6 months from the date of this directive to do so. All unit members will be afforded the opportunity to participate in command climate assessments. Participation is optional for DA civilians. It is recommended that all commanders review

this directive immediately in order to ensure understanding of requirements and compliance. This directive is effective immediately and will be rescinded upon publication of the revised AR 600-20, Army Command Policy, RAR 20 September 2012.

## 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 JUN 14 - 6 JUN 14	FCoE IG	RACH, WTU	Warriors in Transition Housing
21 JUL 14 - 1 AUG 14	FCoE IG	30th ADA, 31st ADA, 75th FiB, 214th FiB, 428th FA, 434th FA, FCOE HQ-Det, USAG-FS, NCOA, MEDDAC	SHARP
18 AUG 14 - 22 AUG 14	TRADOC IG	30th ADA, 428th FA, 434th FA, FCoE HQ-Det, NCOA, FCoE IG	Command Climate
8 SEP 14 - 19 SEP 14	FCoE IG	30th ADA, 31st ADA, 75th FiB, 214th FiB, 428th FA, 434th FA, FCOE HQ-Det, USAG-FS, NCOA, MEDDAC	Voting Assistance



## Publication Updates



This section includes recent publication updates from the Department of Defense, Department of the Army or the United States Army Fires Center of Excellence and Fort Sill. This section will include those publications that pertain to a majority of the personnel assigned to Fort Sill.

### All Army Activity Messages (ALARACT):

- ALARACT 079/2014: Command Directed Behavioral Health Evaluations. (22 Mar 14).
- ALARACT 082/2014: Effective Dates to Coincide with Release of Updated AR 670-1. (25 Mar 14)
- ALARACT 083/2014: Announcement of the Total Army Sponsorship Program (TASP) 90-Day Army Career Tracker (ACT) Sponsorship Test Pilot. (26 Mar 14)

\* **NOTE**—All Army Activity Messages (ALARACT) can be found online at the Army ALARACT Knowledge Center on the AKO website [www.us.army.mil](http://www.us.army.mil)

### Army Regulations:

- AR 623-3, Evaluation Reporting System. (31 Mar 14)  
[http://www.apd.army.mil/pdffiles/r623\\_3.pdf](http://www.apd.army.mil/pdffiles/r623_3.pdf)
- AR 670-1, Wear and Appearance of Army Uniforms and Insignia. (31 Mar 14)  
[http://www.apd.army.mil/pdffiles/r670\\_1.pdf](http://www.apd.army.mil/pdffiles/r670_1.pdf)
- AR 672-20, Incentive Awards. (1 Apr 14)  
[http://www.apd.army.mil/pdffiles/r672\\_20.pdf](http://www.apd.army.mil/pdffiles/r672_20.pdf)

### Department of the Army Pamphlet:

- DA Pam 670-1, Guide to the Wear and Appearance of Army Uniforms and Insignia. (31 Mar 14).  
[http://www.apd.army.mil/pdffiles/p670\\_1.pdf](http://www.apd.army.mil/pdffiles/p670_1.pdf)

### Department of Defense Instruction:

- Number 3222.04: Electronic Warfare (EW) Policy. (26 Mar 14).  
[http://www.dtic.mil/whs/directives/corres/pdf/322204\\_2014.pdf](http://www.dtic.mil/whs/directives/corres/pdf/322204_2014.pdf)

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