



IG Bulletin



MARCH 2017

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Inspector General Observations

By LTC Gregory S. Vinciguerra, Command Inspector General

While in the midst of a turbulent period in our military, we don't have time or resources for redundancy or waste. One method we use to gain some efficiency is the use of the Organization Inspection Program (OIP). Contrary to misperceptions, the OIP is not an inspection in the same way that a single airplane doesn't control an airport. An OIP can be viewed as the control tower that organizes and efficiently manages all of the inspections that are taking place across the entirety of post. OIP is simply a way to coordinate and synchronize all of a commands inspections (internal and external) into single, cohesive program in order to reduce conflicts or redundancies.

All organizations within the Army, from FCoE and Garrison down to each Battalion are directed to maintain an OIP according to AR 1-201, 3-2a. The great thing about how the AR is

written is that it allows the command to tailor their OIP to the individual organization, customizing its priorities and objectives. The OIP is also a way to consolidate and coordinate various inspections and audits into one program focused on command objectives. There are some requirements that all commanders must execute in accordance with the regulation, such as initial and subsequent command inspections (ICI/SCI), staff inspections and IG inspections, but, for the most part, the program is left up to the commander's discretion.

As mentioned, the initial command inspection (ICI) is a required inspection that must take place within 90 days of Brigade down to Battery changes of command. Despite being a requirement for many years, across the Army less than 50% of new Btry/Co Cdrs received this beneficial inspection. For

FCoE and Ft Sill, the G33 office is the coordinating agency for all ICI/SCIs. According to AR 1-201, the IG Office cannot be the OIP coordinator, however the IG office will assist in tracking, preparing and training inspectors for an inspection. The IG will track changes of commands and ensure these inspections are scheduled and placed on the FCoE master calendar. IG will also offer any assistance battalion and brigade commands need to developing these inspections, from gathering resources, training inspectors or conducting sensing sessions.

The IG and G33 offices are working hard to get the OIP working at the FCoE level in order to better assist all tenant units in their OIP coordination. An OIP for any sized unit level is a big undertaking and especially difficult to conduct in a nonstop training environment but its potential for creating efficient



cy and predictability is well worth the tough efforts it will take to execute. This can only work if every element that conducts or is effected by inspections participates in the planning and coordination by keeping the G33 and IG office informed.



Promotion Counseling

By SFC Charles L. Johnson, Assistant Inspector General



The Fort Sill Inspector General's Office recently conducted an inspection on the Enlisted Promotion Boards covering semi-centralized promotions. One area of concern that we observed was promotion counselings. In accordance with Army Regulation 600-8-19, [Enlisted Boards and Reductions](#), first-line leaders will formally counsel Soldiers, in writing, who are eligible for promotion to private through staff

sergeant without waiver but not recommended for promotion. This will take place initially when the Soldier attains eligibility, and at least every three months thereafter until the Soldier is recommended for promotion. This counseling should include information as to why the Soldier was not recommended and what the Soldier can do to correct deficiencies or qualities that reflect a lack of promotion potential. Commanders also have a responsibility when it comes to promotion counseling. The commander has the authority to deny a Soldier to the Command Integrated List. In this case, the commander must formally counsel all Soldiers denied command list integration, while pointing out deficient areas for needed improvement to qualify for future promotion consideration.

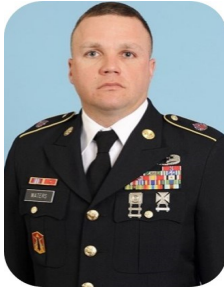
The Army promotion system is based off potential to move to the next rank. Some leaders have made the mistake of adding

their own opinion into the mix when it comes to recommending their Soldiers for promotion. This usually becomes an issue when they are recommending Soldiers to the rank of sergeant or staff sergeant. The regulation states, "Selection for promotion to a NCO rank is based on a Soldiers potential to serve at increasing levels of responsibility, stemming from a leader's (or promotion board's) assessment of a Soldier in his or her current rank." While conducting document reviews, we came across many counseling statements discussing the Soldier not being recommended based of their lack of knowledge in their MOS, haven't enrolled into college, scored a certain amount of points on the Army Physical Fitness Test (APFT) etc.

See Counseling, Page 2

Fraternization

By SFC Jason D. Waters, Assistant Inspector General



Fraternization is a problem throughout Army ranks, which can hinder morale and overall effectiveness within a unit. Army Regulation 600-20 (06 Nov 2014) paragraphs 4-14b, 4-14c and 4-15 cover fraternization. Soldiers of different grades must understand their interactions cannot create an actual or perception of undue familiarity.

AR 600-20 para. 4-14b states “Some examples of these interactions can be repeated visits to bars, nightclubs or homes between an officer and an enlisted Soldier, or an NCO and a junior-enlisted Soldier, except for social gatherings, that involve an entire unit. Relationships do not necessarily need to show or perceive undue familiarity to be against regulation. All relationships between Soldiers of different grade are prohibited if they: (1) Compromise, or appear to compromise, the integrity of supervisory authority or the chain of command; (2) Cause actual or perceived partiality or unfairness; (3) Involve, or appear to involve, the improper use of grade or position for personal gain; (4) Are, or are perceived to be, exploitative or coercive in nature; (5) Create an actual or clearly predictable adverse impact on discipline, authority, morale, or the ability of the command to accomplish its mission.”

AR 600-20 para 4-14c provides examples of specific prohibited relationships

between officers and enlisted Soldiers, or NCOs and junior enlisted Soldiers. These include ongoing business relationships (landlord/ tenant does not apply), dating, shared living accommodations and intimate relationships (see AR 600-20 para. 4-14c (2a) thru (2f) for exceptions), and gambling. Other prohibited relationships are outlined in paragraph 4-15 of AR 600-20. AR 600-20 para 4-15a is important for us to know and abide by here at Fort Sill. It states any relationship between permanent party personnel and initial entry training trainees not required by training mission is prohibited. This is reinforced in TRADOC Regulation 350-6 para 2-5e. One thing that tends to be forgotten is that Basic Officer Leadership Course is considered initial entry training. Therefore, relationships involving students is prohibited if it is not required by the mission (TR 350-36 para. 3-1). This includes “Friending” or requesting to be a “Friend” of trainees through use of any type of social media (Facebook; Twitter; Instagram; etc.).

Commanders should seek to prevent and eliminate inappropriate or unprofessional relationships. Commanders have a lot of tools available to respond to these issues and should consider what course of action to take based on facts and circumstances. Fraternization can destroy morale, unit integrity, and mission accomplishment. Leaders at all levels should ensure their Soldiers understand the definition and regulations governing fraternization. These prohibitions are not intended to preclude normal team building occurring in the context of activities such as community organization, religious activities, family gatherings, unit-based social functions, or athletic teams or events. If you are unsure, never hesitate to ask.

Counseling Cont.

As leaders we should be going by regulation which defines what Soldiers have to do to be eligible for promotion. We should let the promotion board determine if they are ready to lead at the next level not our opinions. This also holds true to physical fitness. The Army standard is 180 on the APFT. A Soldier with a 180 APFT score should be eligible to go to the board and to school as long as they can pass. It is a leader’s responsibility to push Soldiers to progress in the Army. If a Soldier refuses to go to the promotion board because they don’t want the added responsibility, then commanders should initiate a bar to re-enlist as the Soldier is showing no fortitude to progress in the Army. This is how leaders weed out Soldiers that have become comfortable in their current rank (stagnant).

The description of an NCO is based on the core roles derived from the duties, responsibilities, and authorities of the NCO Corps. As NCOs we lead, train and educate, care for Soldiers and equipment, and maintain and enforce standards. Leaders must continually assess how Soldiers perform in their current rank and, when successful, identify those who show the capacity and potential, with training and education, to perform at higher levels of responsibility. This is right out of AR 600-8-19, and we all should take time to look it over as we have the responsibility to recommend or deny Soldiers promotion. Knowledge is key, we should not base promotion on our opinion of what a Soldier should be, but based off what the regulation states. Opinions change from leader to leader, that is why there is a standard and it’s in AR 600-8-19.

Upcoming Inspections

DATE	Inspecting Agency	Units Affected	Inspection Topic
Mar 13-16	DAIG	USAG-FS, 30th, 31st, 434, 428, 75th	Gold Star Family Services
May 1-12	FCOE IG	TBP	TASP Re-inspection
May 17-18	TRADOC IG	TBP	Soldier 2020
Jun 5-16	FCOE IG	TBP	Promotion Re-inspection
Aug 7-18	FCOE IG	TBP	AVAP



The Inspector General of the Army, LTG Quantock, visited Fort Sill in February and observed training from ADA and FA school houses. Pictured above visiting Red Leg War where he fired his first round in 38 years of military service.



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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.

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