The Office of the Inspector General

United States Army Fires Center of Excellence

For the Order & Discipline

A publication for the Soldiers, Army civilians and families at Fort Sill, Oklahoma

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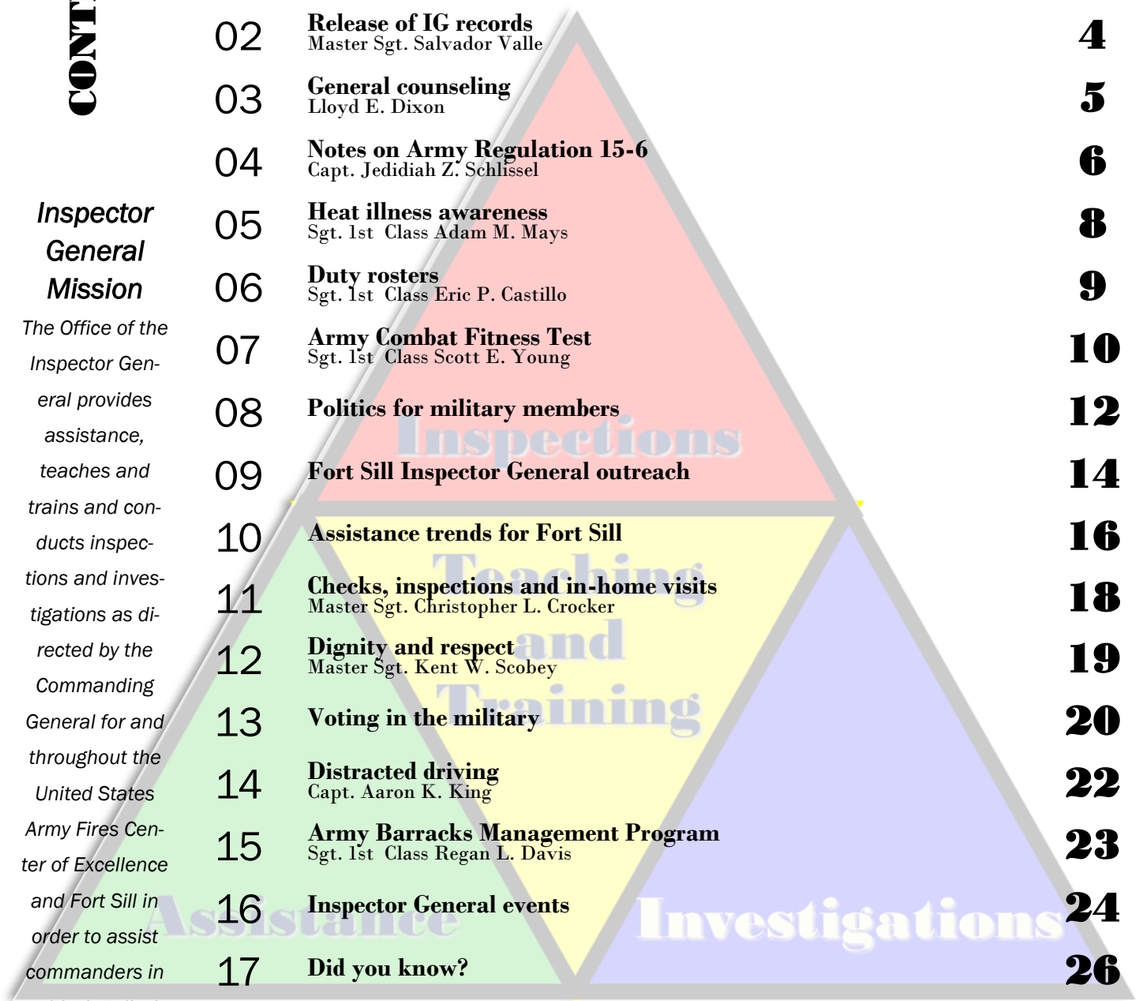

Inspector General Mission

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.

Editor: Capt. Jedidiah Z. Schlissel
Assistant Editor: Master Sgt. Salvador Valle

For the Order and Discipline, a professional bulletin, is published quarterly by the Office of the Inspector General at the Fires Center of Excellence, 1613 Randolph Rd., Ft. Sill, OK 73503.

Purpose:
Originally distributed as the FCoE IG Bulletin, a monthly publication, this format features a wider variety of topics that affect the Fort Sill population. The contents exemplify a component of our Teaching and Training function to improve command readiness and warfighting capability for units across the installation.

COMMAND CORNER

Teaching and training

By Lt. Col. Timothy J. Diley, command inspector general

Throughout my tenure as the command inspector general, I always encourage commanders and supervisors to utilize the Inspector General (IG) office to improve their organizations. A very common perception that most commands have of the IG office is our main purpose is to investigate individuals who have done something wrong or inspect units to discover and then highlight their deficiencies within established Regulations, Guidance or Instructions. These perceptions could not be further from the truth! Our core functions define our purpose and commanders can utilize those functions to increase readiness and efficiencies in their organizations.

The IG has four core functions established by AR 20-1, *Inspector General Activities and Procedures*: Teaching and training, assistance, inspections, and investigations. The IG office rarely conducts investigations unless formally directed by the Fires Center of Excellence (FCoE) commanding general. All IG inspections use an official tasking order to ensure unit awareness and long-range notification (greater than six week) for optimal planning time and coordination. The IG inspections highlight both what the unit is doing well and what the unit could improve upon. Our number one IG priority, based on Lt. Gen. Leslie Smith, the Army inspector general, is teaching and training. It is a proactive measure to inform commands based on issues / problems that they might have or trends that the local IG office sees due to complainant intakes.

I believe that teaching and training is our most important core function. Our responsibilities revolve around informing the command and providing the most accurate information regarding standards, no matter what the topic area. In this way, we can present briefings on a variety of subjects to all the organizations we support, both military and civilian. Inherently, the FCoE IG office researches a multitude of topics on any given day, usually because an individual or organization does not know the standard or is questioning the proper execution of a standard by someone. We want to provide this research and expertise to you – our constituents. We have the time and the resources to research and prepare to inform you with the latest information or policies. If there is a topic that you would like us to teach as part of a professional development session or general briefing, simply provide the IG office the topic and some lead time, and we will do the rest. We learn at IG school that there is a direct correlation between the more IG offices do teaching and training with commands, the less often we conduct directed inspections and investigations. Those informed individuals and organizations usually require less over-watch and have fewer problems with maintaining standards.

Teaching and training is a component of all four functions of the IG. For example, as a part of the inspection function, we can brief units on trouble areas discovered, recommendations, and best practices that the IG inspection teams found during a particular inspection. Last year, we executed an inspection on flags and bars for continued service, and Army Body Composition Program. The IG office can brief commands on the findings in order to prepare them or to relook their established processes ensuring they are conducting business within the scope of the appropriate regulation(s).

I strongly encourage commands to reach out and utilize the IG office as a force multiplier. Don't hesitate to contact us or meet with us to design a teaching

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NCO BUSINESS

Release of IG records

By Master Sgt. Salvador Valle, inspector general NCOIC

It is not uncommon for a Soldier who sought assistance or made a complaint to the local Inspector General (IG) Office to ask for a copy of the results of the investigation or inquiry. When the IG informs the Soldier that he or she cannot release the records, we invariably hear the words "why not" and see the expression of deep surprise. The short answer: the local Inspector General Office is not the release authority for the records. All IG records, including United States Army Reserve, and Army National Guard IG records, are the property of the Secretary of the Army (SA). Inspectors general maintain these records on behalf of the SA. The SA's designated release authority for all IG records is the inspector general (TIG), currently Lt. Gen. Leslie C. Smith.

Army IG records are any written or recorded IG work-product created during the course of an IG assistance inquiry, inspection, investigative inquiry, or investigation. An IG record includes, but is not limited to, correspondence or documents received from a witness or a person requesting assistance, IG reports, data in IGNET (the official IG network database), or other computer automatic data processing files or data, to include IG notes and working papers. The IG records are protected documents that contain sensitive and confidential information and advice. Unauthorized use or release of IG records can undermine the trust in the IG system. In all cases, IG records are protected and governed by specific rules set forth in AR 20-1, Inspector General Activities and Procedures. As a general rule, AR 20-1 restricts the use of IG records as the basis for adverse action against any individual.

Non-IG records are documents contained within an IG file created by other Army or Federal agencies or documents from out-side the Federal Government. While these records may be under the control of the IG for purposes of conducting assistance inquiries, inspections, investigative inquiries, and investigations, release authority for these records remains under the jurisdiction of their originating organization.

Individuals can make requests for IG records for official use or make a request under the Freedom of Information Act (FOIA). Requests for IG records must be in writing and submitted for action to The U.S. Army Inspector General Agency (SAIG–ZXR), 1700 Army Pentagon, Room 1E132, Washington, DC 20310–1700, or emailed to office.saig-zxl.ignet@conus.army.mil. Individuals making requests for an "Official Use" release must do so in writing and reasonably identify the IG records sought (that is, the name of the complainant or subject, date of the investigation, where the IG investigation was conducted, and so forth). The request must also state the specific purpose or intended use of the IG records.

Bottom line: the local IG cannot release any of the documents the IG either creates or collects while conducting his or her activities. Even individuals who have provided statements to the IG must submit a FOIA request to obtain a copy of their own testimony. Without the permission of the SA or TIG, IG records may not form the basis for adverse action. All this is to maintain the integrity of the IG confidentiality.

Master Sgt. Salvador Valle entered active duty as a 13M, multiple launcher rocket system crewmember, in 2000. He has served in various positions including first sergeant, master gunner and observer controller/trainer. Master Sgt. Valle has been serving as the NCOIC at the Office of the Inspector General, USAFCoEFS since July 2018 Master Sgt. Valle retired from the United States Army July 2020.

DEPUTY CORNER

General counseling

By Lloyd E. Dixon, deputy inspector general

Counseling is the process leaders use to review with a subordinate that person's demonstrated performance and potential. Counseling is one of the most important leadership development responsibilities for Army leaders. The Army's future and the legacy of today's Army leaders rest on the shoulders of those they help prepare for greater responsibility.

The chief purpose of counseling is to improve performance and to develop the rated Soldier professionally. The best counseling always looks forward – to the future. It does not simply dwell on the past and only on what that Soldier did; counseling's focus, rather, should be on the future and what the Soldier can do better. Counseling a subordinate at the end of the rating period is too late since there is no time to improve before evaluation. It is important for the rater and the rated Soldier to prepare for counseling. Rater preparation will ensure the counseling session is organized and stays on track. Rated officer and noncommissioned officer preparation enhances the two-way communication and involvement in objective setting and performance assessment. Table C-1, "Counseling Session Preparation," of DA PAM 623-3, *Evaluation Reporting System*, provides preparation recommendations for both raters and rated Soldiers.

Leaders should use counseling to provide a written record of a Soldier's performance, the good and the not good. Leaders may then use this record to support any requisite personnel actions, such as evaluation reports, promotions, awards, school recommendations, and administrative and disciplinary actions. (This list is not inclusive). Performance counseling is a regulatory requirement under the officer, noncommissioned officer, and Army Civilian evaluation reporting systems. For a thorough counseling guide, refer to Army Techniques Publication (ATP) 6-22.1, The *Counseling Process* (replacing Field Manuel 6-22), which covers the counseling process in more detail and describes the basic components of a counseling session.

When properly and routinely used, the General Counseling Form (DA Form 4856) ensures that leaders counseling Soldiers guarantee that subordinates become clearly aware of their performance and future expectations. General counseling affords the Soldier opportunity to improve based on specific guidance and / or noted deficiencies. The development of a plan of action identifies a method and pathway for achieving a desired result.

General counseling provides a written record that protects the integrity of the chain of command and documents the command's responsibilities to its Soldiers. Counseling also protects the basic rights of Soldiers clearly to understand a supervisor's perceptions and expectations of their performance.

When leaders take the time to conduct regular counseling, the predictable battle rhythm provides leaders the opportunity to demonstrate that they have genuine interest in their subordinates. Regular counseling also helps to empower subordinates to identify and solve issues on their own and identify and preempt, even counteract causes of sub-performance.

Lloyd Dixon entered civilian service as an assistant inspector general, in 2008. He has been serving as the deputy inspector general at the Office of the Inspector General, USAFCoEFS since April 2010.

> ***"Leaders should use counseling to provide a written record of a Soldier's performance, the good and the not good."***

Notes on Army Regulation 15-6

Capt. Jedidiah Z. Schlissel, chief of assistance & investigations

Army Regulation 15-6, *Procedures for Administrative Investigations and Boards of Officers,* is among the most referenced, though simultaneously least read and least familiar governing documents in the Army. I commend each of you to read and to encourage your subordinates to read this regulation. It is one that affects most every Soldier at some point in their career. AR 15-6 is a relatively short and easy-to-read document, full of vital and interesting details on the procedures and reasoning governing investigations and inquiries, both during their conduct and in follow-up actions. (For brevity, paragraph-line citations without a regulation number come from AR 15-6.)

AR 15-6 covers three types of fact-finding or evidence-gathering procedures: preliminary inquiries, administrative investigations and boards of officers (para. 1-6.a.), though we will only concern ourselves with the first two. My purpose in crafting this piece is twofold: First, briefly describe the purpose and characteristics of these fact-finding procedures; second, clarify misunderstandings and correct practices observed across the installation as regarding inquiries and investigations, with which this office has had direct unit dealing and contact. While I will be referring to and referencing various portions, this article is in no way intended to replicate or substitute the regulatory legal advice, involvement and review for the appointing authority and investigating officer (IO; para. 2-6. & para. C-2.a.). We shall review issues, then point you to the regulation portion by which to abide.

A **preliminary inquiry** (for which the appointing authority may appoint an IO orally or in writing) is a fact-finding and evidence gathering "procedure used to *ascertain* the *magnitude* of a problem, to *identify* and interview *witnesses*, to *summarize* or record witnesses' *statements*, [and] to *determine*" the *necessity* and / or *scope* of a subsequent investigation (emphasis added; para. 1-6.b.). A preliminary inquiry, also referred to as "commander's inquiry" (in RCM 303, MCM) "may result in the need to conduct an administrative investigation ..., [but] need not follow the procedural requirements of an administrative investigation" (para 4-1).

An **administrative investigation** (more commonly and imprecisely referred to as a "15-6 investigation"), is a fact-finding and evidence-gathering procedure conducted by an IO appointed in writing (para. 2-2) by an appropriate appointing authority (para. 2-1.b.), using "whatever method they deem most efficient and effective for acquiring information (para. 5-2). "Investigations ... may be appointed orally and later confirmed in writing ... in the form of a memorandum of appointment" (para 2-2).

The function of each procedure is to "ascertain facts, document and preserve evidence, and then report the facts and evidence to the approval authority." An IO must "thoroughly and impartially ascertain and consider the evidence on all sides of each issue, to comply with the instructions of the appointing authority, to make findings that are *warranted by the evidence*, and, where appropriate, to make recommendations ... that are consistent with the findings." Additionally the IO must address "questions specified by the appointing authority in the appointment memorandum," and "should address larger issues, such as policies, procedures, doctrine, training, resourcing, and leadership, whenever" determined "relevant to the matters or conduct under investigation (emphasis added, para. 1-8.)

AR 15-6 establishes procedures to discover facts impartially for allegations ranging from mild to gross violations of policies, regulations and law. Administration of either procedure is not an automatic indictment of guilt. The procedures are in place to ascertain facts.

The function of each fact-finding procedure is to "ascertain facts, document and preserve evidence, and then report the facts and evidence to the approval authority" (para. 1-8).

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Notes on Army Regulation 15-6

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Properly adhered to, these procedures have proved themselves exceptionally effective. However, in this office's dealings with units in the course of referring Inspector General-originating allegations, we have identified recurring practices, which, left unaddressed, are undoubtedly detrimental and contrary to the force's good order and discipline.

Commanders frequently fail to initiate **flags** on subjects / suspects of these fact-finding procedures. This trend increases in direct correlation to the subjects' rank. Flagging subjects or suspects of any fact-finding procedure is not an option commanders may elect to observe or not to observe.

> "In accordance with AR 600–8–2 [*Suspension of Favorable Personnel Actions*], a suspension of favorable personnel actions (flag) must be initiated against a Soldier when military or civilian authorities initiate *any investigation* or *inquiry* that may result in disciplinary action or loss of the Soldier's rank, pay, or other privileges. If the appointing authority possesses evidence, before directing the inquiry or investigation, *indicating* that a *Soldier* involved *is a subject or suspect*, or may receive disciplinary action, the *appointing authority will ensure* the Soldier's *commander flags* him or her. Inquiry officers and IOs must notify the appointing authority and the Soldier's commander, when a flag is required due to a Soldier becoming a suspect or subject during the course of an inquiry or investigation" (emphasis added, para. 1-11.).

A common point of consternation especially for subjects of these procedures is their **timeliness**. AR 15-6 does not clearly define the procedures' specific time lengths at any point. It does not specify suspense guidance or constraints for any singular type or situation. The regulation uses language such as "The appointing authority should ensure timely completion of the investigation" (para. 2-5.a.); "IOs ... must ... have the ability to complete the investigation in a timely manner" (para. 2-3.a.); and "[t]he appointment will state the purpose and scope of the investigation ..., and include ... time limits for the completion of the investigation." (para. 2-2.a.). The IO's guide (Appendix C) recommends methods to ensure timeliness (para. C-1.a.), and describes the use and importance of a written chronology, especially to explain delays (para. C-2.b.). It even provides provisions for request of timeline extensions (para. 2-5.a.). These references demonstrate that time lines of fact-finding procedures can be fluid, depending on individual circumstances. This, however, does not preclude the IO and appointing authority from performing their duties in a deliberate and effective manner in keeping with all relevant regulations (AR 600-100, *Army Profession and Leadership Policy,* para. 1-7.d.).

Fact-finding procedures, regardless of their type, as laid out in AR 15-6, are procedures simply to discover facts. They should determine findings, supported by evidence, to make recommendations for an action. Commands must use them for allegations of misconduct ranging from mild to gross violations, but their use is not an automatic indictment of guilt for those under investigation, despite the procedures' lack of specified time strictures. Regulations require commands to flag Soldiers accused of misconduct, regardless of rank or position. Please read the entirety of AR 15-6. You will be surprised at what you discover. Every officer, at a minimum, should read this regulation. "Being ignorant is not so much a shame, as being unwilling to learn." –Benjamin Franklin

Commanders frequently fail to initiate flags on subjects / suspects of these fact-finding procedures. This trend increases in direct correlation to the subjects' rank.

Capt. Jedidiah Schlissel entered active duty as a 13A, Field Artillery officer, in 2011. He has served in various positions including Basic Combat Training battery commander, fire support officer and multiple launcher rocket system platoon leader. CPT Schlissel has been serving as chief of assistance and investigations at the Office of the Inspector General, USAFCoEFS since May 2019.

Heat illness awareness

Sgt. 1st Class Adam M. Mays, assistant inspector general

Safety is everyone's responsibility. Leaders have a special responsibility to ensure their subordinates get the care they need as the warm weather approaches. However, it is imperative each service member takes personal responsibility to be aware of the elements' potential hazards specific to the Fort Sill area. As the temperature increases, so does the likelihood of service members' suffering from the ill effects of dehydration and heat injuries. According to the Army Public Health Center "Leaders and Soldiers should understand that sun safety and the prevention of heat injuries are vital to sustaining combat power. Leaders must continually be aware of the condition of their Soldiers and be especially alert for signs and symptoms of heat and sun injuries. *Prevention*, *early detection* and *immediate treatment* are the leader initiatives through which heat and sun injuries should be managed in the field" (emphasis added, Army Public Health Center).

> ***"Prevention, early detection and immediate treatment are the leader initiatives through which heat and sun injuries should be managed in the field."***

All these leader initiatives, but especially prevention, necessitate proper education and identification of heat illnesses and their symptoms and progressions. (Important notes: Only medical personnel can make authoritative diagnoses. Soldiers at all levels must refer to and familiarize themselves with their respective unit standing operating procedures for heat illnesses and medical emergencies.) In the meantime, here are some crib notes for identification of the most common heat illnesses. There are three types of heat illnesses: 1) heat cramps 2) heat exhaustion and 3) heat stroke.

Symptoms and indicators of **heat cramps** include excessive sweating while conducting moderate work and muscle pain or spasms. To control this condition, personnel stop the physical activity, find shade and drink water. Soldiers should wait for the symptoms to disappear before continuing the physical activity. If the symptoms continue for longer than an hour after first identification, seek medical aid.

If the warning signs of heat cramps continue and do not improve, **heat exhaustion** may quickly follow. Indicators of heat exhaustion include cold, pale and clammy skin, along with nausea, in addition to those symptoms for heat cramps. The casualty may also experience dizziness and headaches, a high indication of heat exhaustion. First response buddy aid should include immediately moving the causality to a cool place and then loosening their clothes. Allow the causality to sip on cool water and place wet, cool cloths under their armpits and other exposed areas of the body. Seek medical help immediately if the causality's symptoms worsen, last longer than one hour, or if the symptoms progress to include vomiting.

With the failure to notice the previous two illnesses, **heat stroke** quickly follows. Some of the indicators at this stage include the following: body temperatures reach 103 degrees Fahrenheit or higher, the casualty's skin becomes hot, red, dry or damp, accompanied with a fast, strong pulse. Casualties can become nauseated, confused and can pass out. If you come across anyone like this, call 911 immediately and get medical personal to the causality. Move the causality into a cooler area and then cover the person with cool clothes, ice sheets or give the casualty a cool bath. Do not allow them to drink water quickly.

Leaders should use risk management tools when planning for training in the heat. They should adequately train their Soldiers on the signs and symptoms of heat illness and basic treatment. Plan for rapid cooling systems (e.g., arm immersion cooling stations, ice sheets) at

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Duty rosters

By Sgt. 1st Class Eric P. Castillo, assistant inspector general

Work details and duties are part of everyday life for those in the service. No matter your rank or background, at some point in your career, the Army will select you to have duty. It can take the form of charge of quarters (CQ), staff duty, or even field officer of the day. According to Army Regulation 220-45, *Duty Rosters*, each type of duty must have an accompanying DA Form 6, Duty Roster. Their presence and correct execution as part of the roster-making process often become points of contention in units at all levels, and for a myriad of reasons. DA Form 6s are a requirement, as cited above, and on a pragmatic note, their existence alleviates many sticky situations. Here's a simplified "how to" for your unit's roster-making pleasure.

To begin, ensure the "From" date on the DA Form 6 is the date immediately following the "To" date from the previous month's DA Form 6. Next, ensure the "To" date is always the last day of the detail or duty. The assigning officer may only list those personnel who are required to perform the duty, listed in alphabetical order and by highest pay grade. Units will post the duty roster only for those days which a detail is selected.

The section titled "Posting DA Form 6" goes into great detail for the way assigning officers should label a roster, using only authorized abbreviations (AR 220-45, para. 7). For example, if a Soldier is not present due to authorized leave, they will be marked with the abbreviation "**A**" for being absent, or otherwise not available. There is no other method or abbreviation showing a Soldier who is authorized as being absent or unavailable. The letter "**D**" is important if Soldiers are on multiple duty rosters. For example, to show that certain Soldiers are not eligible to have duty on days they are scheduled for other duties, assigning officers will use the letter "D" on a CQ roster for days that a Soldier's name already appears on the Staff Duty DA Form 6. Assigning officers will use the letter "**U**" for Soldiers not eligible for duty as a result of their own misconduct.

The aforementioned codes (A, D, and U) are the only exemption code abbreviations the regulation authorizes for a DA Form 6. AR 220-45 provides an example that uses seven days between duty days. The DA Form 6 individually numbers one through seven according to the last day a Soldier had duty. In this example, the eighth day for each Soldier is considered their duty day. "The sequence of numbers shows the number of details made from this DA Form 6 since the Soldier concerned was last detailed as charge of quarters, excluding any details made from DA Form 6 while such Soldier was in a nonchargeable status" (AR 220-45, para. 10.(a)). Diagonal lines from the right corner of the block signify the day for which the assigning officer gives each Soldier their assigned duty day. Afterwards, the number sequence begins again and continues to repeat until the end of the duty cycle.

> ***According to Army Regulation 220-45, Duty Rosters, each type of duty must have an accompanying DA Form 6, Duty Roster.***

The IG office has received an increase in issues concerning the completion of the DA Form 6; for example, the use of digital software to complete the DA Form 6. By regulation, the DA Form 6 is a manual form. AR 220-45 deems unauthorized programs like Auto Duty Pro, the DA6 Wizard, or Duty Roster Maker from Everett Software. These systems allow for manipulation and have presented glitches, and could result in assigning inaccurate duty days to Soldiers. Units should ensure assignment officers receive training to properly produce a duty roster and complete its accompanying DA Form 6.

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Army Combat Fitness Test

By Sgt. 1st Class Scott E. Young, assistant inspector general

It is well known that the Army is replacing the current fitness test of record, the Army Physical Fitness Test (APFT) with the Army Combat Fitness Test (ACFT). Consequently, Soldiers and leaders throughout the Army are gearing up for the (ACFT). Since its initial release in July 2018, the ACFT has undergone many revisions. Leaders must disseminate the ACFT information across their force to their Soldiers and leaders ensuring they understand the Army's intent behind the test, the components of the ACFT, and any timelines associated with the implementation of the ACFT.

Leaders must keep their Soldiers informed and must remain flexible for the duration of the ACFT's fielding. Leaders should utilize their Master Fitness Trainers (MFTs) and ACFT trained personnel to ensure their Soldiers are training safely by enforcing proper techniques when using weight training in order to prevent unnecessary injuries. This will be a significant culture change for the Army, but one that will improve the overall force readiness to deploy, fight and win our nation's wars.

Leaders must keep their Soldiers informed and must remain flexible for the duration of the ACFT's fielding.

The ACFT conceptually and doctrinally adheres to and nests with the Army's **Holistic Health and Fitness** (H2F) program. The H2F and ACFT support the Department of Defense (DOD) close combat, lethality task force initiatives in accordance with Headquarters Department of the Army Executive Order 219-18 (para. 1.B.). The Army designed the ACFT to more effectively measure a Soldier's physical readiness for the rigors of combat. Leaders should frequently and regularly socialize their Soldiers with the ACFT's implementation to prepare them for success upon implementation.

The purpose of the ACFT is to "assess a Soldier's physical performance capability within components of combat fitness." Its objectives are: (1) Improve individual Soldier readiness; (2) Transform the culture of Army fitness; (3) Reduce preventable injures and attrition; (4) Enhance mental toughness and stamina; (5) Contribute to increased unit readiness (HQDA EXORD 219-18, para. 3.A.). All units, Army-wide, conducting the diagnostic (practice) ACFT will ensure the data is recorded in the Digital Training Management System (DTMS) as a diagnostic ACFT in order to support Training and Doctrine Command and HQDA data collection requirements. All units, Army-wide, conducting the diagnostic ACFT will ensure that each Soldier has an ACFT score, or a reason for non-participation in the ACFT, entered into the DTMS (HQDA EXORD 219-18, para. 3.D.).

The ACFT standards are gender and age neutral. The scoring basis for the ACFT is Occupational Physical Demand Categories for close combat battalion and below units. These categories (Heavy Physical Demand, Significant Physical Demand, and Moderate Physical Demand) specify the minimum passing scores designated by respective military occupational specialty and rank (DA PAM 611-21, Figures 3-1-1. and 10-2-1., Officer and Enlisted OPAT Physical Demands Categories, 27 SEP 2019). The six events for the ACFT are: Three Repetition Maximum Deadlift, Standing Power Throw, Hand Release Pushup, Sprint Drag Carry, Leg Tuck, and Two Mile Run. There are no exceptions to this sequence of the events for ACFT testing (ACFT Initial Operating Capability (IOC), para. 1-19.).

However, the Army has authorized a modified ACFT for **permanent profile** Soldiers during the IOC, through Sept. 30, 2020. This modified version consists at minimum of passing the three-repetition maximum deadlift, the sprint-

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Army Combat Fitness Test

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drag-carry, and the cardiovascular event (the two-mile run or one of the following alternate aerobic events: the 5,000 meter row, the 12,000 meter bike, or the 1,000 meter swim). Permanent profile Soldiers should take as many of the ACFT events that can be conducted within the limits of their profile (HQDA EXORD 219-18, para. 3. D.13.A.).

The 5,000 meter row will be executed on a rowing ergometer (similar to a concept 2 rower). Soldiers may use any damper setting they choose, and may change damper setting during execution. The 12,000 meter bike will be executed on a stationary bike ergometer. The bike ergometer must conform to the standards listed in FM 7-22, Appendix A, with one exception: "Soldiers may set the resistance to any setting, and can change the resistance setting during execution." The 1,000 meter swim will be executed in a standard 25 or 50 meter pool, in accordance with the instructions listed in FM 7-22, Appendix A-38. Regardless of the alternate event, the Soldier must complete the event in 25 minutes or less to pass during the IOC.

Soldiers with existing permanent profiles must have their profiles reviewed by their primary care manager (PCM). Soldiers deemed capable of taking the alternate ACFT assessment will receive an updated profile from their PCM (HQDA EXORD 219-18, para. 3.D.13.B.1.). The medical professional will write the following instructions into section 7, block 30 of the permanent profile: "Soldier is capable of taking the modified (three event) ACFT" and identify which aerobic event is authorized. Unit commanders will make the final determination of which medically authorized aerobic event a Soldier will take based on the following criteria, in priority order: recommendations from the medical provider, available equipment, and Soldier preference (HQDA EXORD 219-18, para. 3.D.13.B.4.).

Soldiers on **temporary profile** will not take the ACFT alternate assessment. Soldiers on temporary profile must rehabilitate, recover and take the full six-event ACFT within a given timeframe as dictated by their PCM (HQDA EXORD 219-18, para. 3.D.13.C.). Soldiers currently in the **disability evaluation system** (DES) process or within 30 days of entry into the DES process will not have their permanent profiles modified for ACFT and will not be included in the ACFT testing in FY20 (HQDA EXORD 219-18, para. 3.D.13.D.5.).

As of Oct. 1, 2019, the Army began the field testing for the ACFT Army-wide and is on track to adopt the ACFT no later than Oct. 1, 2020, as the official fitness test of record, applicable to such Army functions such as promotion, retention, schools, etc. (HQDA EXORD 219-18, para. 2.). The APFT will remain the record test until Sept. 30, 2020, immediately after which the ACFT will become the record test (HQDA EXORD 219-18, para. 3.B.3.).

The Army's website for the ACFT is https://www.army.mil/acft/. This website contains all the information you should need and contains links to valuable training videos such as a video on administration of the ACFT: https://www.youtube.com/playlist?list=PL7Wkp7VPLbarrez5jZr5gzCby3PdVFSdH and a video for the ACFT Alternate events: https://www.youtube.com/playlist?list=PL7Wkp7VPLbap7JmWkdTYqp-YSgnNLWBgi

Sgt. 1st Class Scott Young entered active duty as a 13B, cannon crewmember, in 2002. He has served in various positions including battalion master gunner, platoon sergeant and gunnery sergeant. Sgt. 1st Class Young has been serving as an assistant inspector general in the Office of the Inspector General, USAFCoEFS since January 2019.

Politics for a member of the military

Share your voice; know your limits

PUBLIC DEMONSTRATIONS

ACTIVE DUTY MILITARY

CAN
Express your opinions and participate in peaceful non-partisan public demonstrations when OFF-DUTY and NOT in uniform.

CANNOT
Engage in partisan political activity or act in a manner that could imply Army approval or disapproval of any political party, campaign or candidate in a partisan election

Actively participate in a public demonstration that is organized by a political party, campaign or candidate.

Actively participate in a public demonstration that is likely to become violent or breach of the peace

MUST
Follow all orders and derivatives about specific activities that may be issued by appropriate civil and military authorities or found in the Uniform Code of Military Justice.

SHOULD
Review Department of Defense Directive 1344.10, Department of Defense Instruction 1325.06 and Army Regulation 600-20 for basic guidance in protests and other political activities.

ARMY CIVILIANS

CAN
Express your opinions and participate in peaceful non-partisan public demonstrations, when OFF-DUTY and NOT wearing an official uniform or identifying badge.*

CANNOT
Engage in a political activity in a manner that could imply Army approval or disapproval of any political party, campaign or candidate in a partisan election.

MUST
Follow all orders and directives that may be issued by appropriate civil authorities.

SHOULD
Review the provisions of the Hatch Act of 1939 (5 U.S. Code Sections 7321-7326) and Office of Special Counsel guidance concerning permitted and prohibited political activities.

*The rules regarding political activities for a limited class of employees, such as members of the Senior Executive Service, may be more restrictive.

SOCIAL MEDIA

ACTIVE DUTY MILITARY

CAN
Remember you represent the Army when you are on– or off-duty; be wise with the use of your social media accounts to express your personal views.

Donate money, sign petitions and express your personal opinions when you are off-duty and not in an official capacity.

Follow, friend or like a political party candidate running for partisan office on a personal social media account, when off-duty.

CANNOT
Post, share or link to material from a partisan political party, group or candidate, even when off-duty. This restriction also applies to "Further Restricted" civilian employees, such as members of the Senior Executive Service.

All Army Team members should **Think**, **Type**, **Post**:

Think about the message being communicated and who could potentially view it.
Type a communication that is consistent with Army Values
Post only those messages that demonstrate dignity and respect for self and others.

Information courtesy of US Army HRC official Facebook page. Clipart taken from favpng.com.

ARMY CIVILIANS

CAN
Post, share or link to material from a partisan political party, group or candidate, when off-duty and not in a government building, but not to subordinates.

Friend, follow and like a political candidate when off-duty and not in a government building.

Identify a political affiliation on a personal social media profile.

CANNOT
Post partisan political articles, websites or political cartoons, memes or gifs while on-duty, in a federal building, or using a government computer, including on a personal device, during duty hours.

Refer to your official title or position while engaged in political activity on social media.

Suggest or ask anyone to make financial contributions whether on – or off-duty and whether or not using an alias.

Link to the political contribution page of any partisan group, or like, share or retweet a solicitation, including an invitation to a fund-raising event.

Engage in political activity on an account that is used for official business.

RESOURCES

Hatch Act: https://osc.gov/Services/Pages/HatchAct.aspx
Hatch Act Social Media Guide: https://osc.gov/Documents/Hatch%20Act/Social%20Media%20Quick%20Guide.pdf
DoD Directive 1344.10: https://www.esd.whs.mil/Portals/54/Documents/DD/issuances/dodd/134410p.pdf
Army Social Media Guidance: https://www.army.mil/socialmedia/soldiers/

Teaching and training (continued)

By Lt. Col. Timothy J. Diley

(From page 3)
and training event that is specifically tailored to meet your unit's needs. The IG office is here to assist commanders with improving readiness and ultimately your warfighting capability.

"Droit-et-Avant"

Lt. Col. Timothy J. Diley entered active duty as a 13A, Field Artillery officer, in 1997. He has served in various positions including chief of cannons with TRADOC Capabilities Manager Brigade Combat Team Fires, senior FSCOORD for Ministry of Interior Ministerial Advisor Group and brigade operations officer for 214th Fires Brigade. Lt. Col. Diley has been serving as the command inspector general at the Office of the Inspector General, USAFCoEFS since June 2017.

Heat illness awareness (continued)

Sgt. 1st Class Adam M. Mays

(From page 8)
training locations. Encourage consistent food and fluid intake, but watch for excessive fluid intake. Leaders must diligently monitor Soldiers with previous heat illness for signs and symptoms of heat illness. Prevention of heat illness not only saves Soldiers lives, it also facilitates mission success. Without each member in your formation in the fight, the mission could be diverted to conduct aid or medical evacuation, adversely affecting all aspect of training and overall unit readiness.

Sgt. 1st Class Adam Mays entered active duty as a 13B, cannon crewmember, in 2001. He has served in various positions including operations, platoon sergeant, and project manager. Sgt. 1st Class Mays has been serving as an assistant inspector general at the Office of the Inspector General, USAFCoEFS since April 2017.

Duty rosters (continued)

By Sgt. 1st Class Eric P. Castillo

(From page 9)

Sgt. 1st Class Eric Castillo entered active duty as a 14T, patriot launching station-enhanced operator/maintainer, in 2002. He has served in various positions including team chief, squad leader, platoon sergeant, and first sergeant. Sgt. 1st Class Castillo has been serving as an assistant inspector general at the Office of the Inspector General, USAFCoEFS since July 2016.

TEACH & TRAIN

Fort Sill Inspector General outreach

Sgt. 1st Class Young with incoming Drill Sergeants at the Drill Sergeant Orientation Course at 434th Field Artillery Brigade Training in-brief

Master Sgt. Litzenberg and Capt. Schlissel getting smart on Army regulations.

The Fort Sill Inspector General Office puts a lot of energy into our Teach and Train function. This office takes a preemptive, preventative and proactive approach to arming the Soldiers and workers on Fort Sill with the knowledge they need to be successful. Knowing is half the battle and the Fort Sill IG does their best to direct people to that knowledge.

Sgt. 1st Class Davis represented the Inspector General Office in Maj. Gen. Kamper's change of command ceremony

TEACH & TRAIN

Fort Sill Inspector General outreach

Sgt. 1st Class Davis briefing an incoming group at the Fort Sill TRADOC Cadre Training Course, hosted by 95th Adjutant General Battalion

This office has been able to become part of a number of the introductory briefs across the installation, including 434th FA Cadre Training Course, Drill Sergeant Orientation Course, a number of Advanced Individual Training (AIT) Courses, Ordnance Training Detachment, NCO Academy and Ft. Sill Commander First Sergeant Course.

Master Sgt. Scobey briefing fresh 94M initial entry trainees at the Ordnance Training Detachment

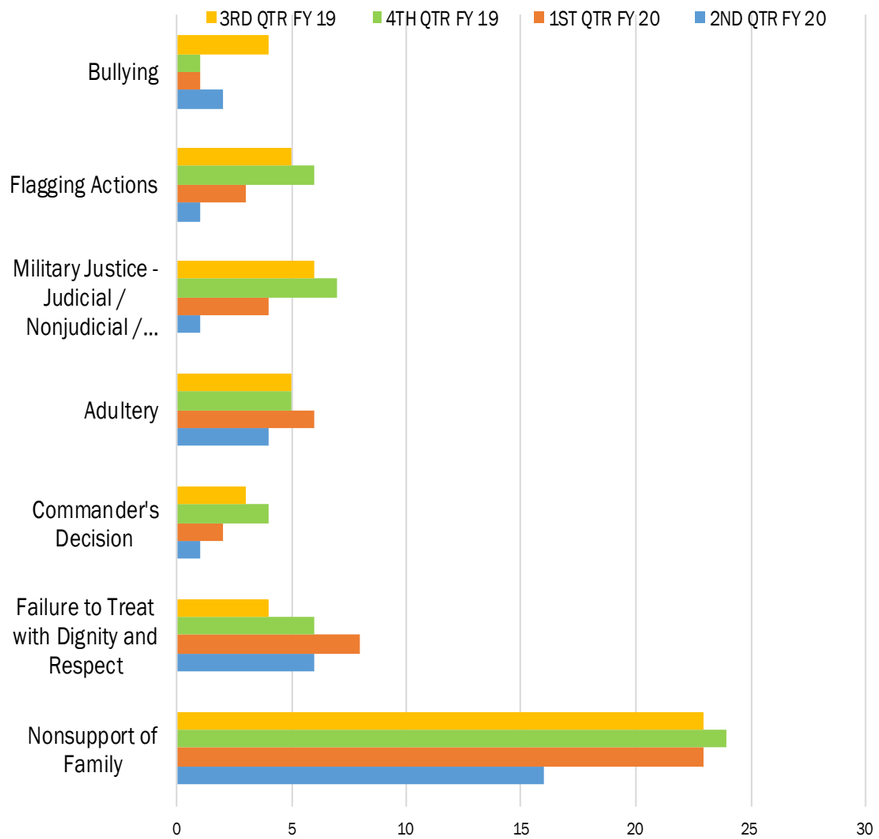
We provide Soldiers an overview brief of the Office of the Inspector General, explain the core IG roles, functions and operating guidelines of Army regulations, identify issues, inspections and investigations internal to the USAFCoEFS. Briefers discuss who can request IG Assistance, IG Appropriateness, IG trends, Whistleblower Reprisal, IG Scope and Confidentiality; they also highlight aspects of the IG which pertain to Soldiers now and in the future.

TRENDS

Trends for Fort Sill

Assistance and investigations

Fort Sill Inspector General Office cases: last 4 quarters



Top Two Major Categories

1. **Command / leadership issues (184 / 36%)**
   - Nonsupport of family (44%)
   - Dignity and respect (10%)
   - Commander's decisions (5%)
2. **Personnel management – military (82 / 16%)**
   - Flagging actions (19%)
   - DEERS (12%)
   - Assignment orders (9%)
   - Leave and pass (9%)

FCoE Trends

Issues & Allegations: 511
- Assistance: 458 / 90%
- Allegations: 53 / 10%

Command referred allegations: 50*
- Command substantiated (8 / 16%)
- Command not substantiated (42/ 84%)

*Determination tracking begun 01OCT2020
(For an explanation read "Command Referral: An Evolution," from FY20Q2, page 8.)

TRENDS

Trends for Fort Sill

Assistance and investigations

Fort Sill Inspector General Office cases: 2nd quarter 2020

Why Soldiers seek out inspectors general:

- Command Referred Issues (15 / 13%)
- Requests for Assistance (99 / 87%) **"I have a problem"**

114 issues brought to IGs

"What walks through the door?"

(Top Five Trending Categories Only)

1. **Command / Leadership Issues (40/ 35%)**
   Nonsupport of family (40%)
   Failure to treat individuals with dignity & respect (15%)
   Abuse of authority (8%)
2. **Personnel Management – Military (20 / 18%)**
   Leave and pass (25%)
   Flagging actions (10%)
   NCOER (10%)
   DEERS (10%)
   Compassionate reassignment (10%)
3. **Finance and accounting (9 / 8%)**
   Permanent change of station (33%)
   Finances (22%)
   Allowances (22%)
4. **Personal Misconduct (6 / 5%)**
   Bullying (33%)
5. **Sexual Misconduct (4 / 4%)**
   Adultery (100%)

*Legend: Issue Type (Number of cases/relative percentage of caseload)
Sub-Issue (Percentage relative to Issue Type)

What's going on throughout the installation?

Bottom Line: Most Inspectors General spend most of their day solving problems brought to them by Soldiers, Army Civilians and Family Members… it's what we do!

(2nd quarter data as of April 1, 2020)

Checks, inspections and in-home visits

By Master Sgt. Christopher C. Crocker, assistant inspector general

As leaders we have the continual responsibility to assess the safety, readiness, and welfare of our Soldiers and Families as well as the property entrusted to them while residing in government provided quarters. The Fires Center of Excellence (FCoE) and Fort Sill has published CG Policy Memorandum 18-13 as guidance for the leadership to follow while conducting courtesy checks, health and welfare inspections and leader in-home visits. However, like all tools, they must be used properly and appropriately. Besides command interest, such inspections and visits may directly implicate other interests: law enforcement and personal privacy concerns are two of these.

The policy memorandum explains how appropriately to implement the tools (courtesy checks, health and welfare inspections and leader in-home visits). This has special relevance when leaders are gauging the welfare of Soldiers and family members where privacy concerns might conflict with leaders' responsibilities. Commanders, leaders and directors of all Fort Sill tenant and assigned units and organizations will conduct regular courtesy checks, health and welfare inspections, and leader in-home visits, as appropriate, in order to assess and ensure the safety, welfare, and discipline of our Soldiers, families, and property. Brigade-level commanders will ensure that subordinate leaders conduct courtesy checks quarterly, health and welfare inspections at least semi-annually, and leader in-home visits as needed. These missions will be planned and conducted according to the definitions and best practice protocols outlined in the enclosures of CG Policy Memo 18-13. Let us conduct a brief overview of the three different type of inspections and the different requirements each require the leadership to plan for.

> ***Checks, inspections and visits will be planned and conducted according to the definitions and best practice protocols outlined in the enclosures of CG Policy Memo 18-13.***

Courtesy check:

According to the CG's policy, a courtesy check is an informal visit with the Soldier or Family member, usually at their residence, intended to build trust and assess morale or inquire about specific concerns. The primary intent of the visit is not to enter the home, but rather check on the Soldier/Family. Courtesy checks in the barracks are to ensure the room furnishings are not broken/missing, appliances are in working order, and there is a general state of cleanliness to the rooms. While conducting courtesy checks, be cognoscente of the individual's expectation of privacy, do not touch or remove belongings. Stop and notify chain of command if issues arise, and develop a course of action to address deficiencies.

Health and welfare inspection:

A health and welfare inspection is an examination, under the direction and control of a commander, of the whole or part of a unit, organization or installation, conducted as an incident of command organizational assessment. The primary purpose of such an inspection is to determine whether the health and welfare of Soldiers are affected by the security, military fitness and good order and discipline of that unit, organization or installation. An inspection may include an assessment of the command's state of readiness, functionality, sanitation and cleanliness. Generally, an inspection applies only to persons and property under military control. Any command element that wishes to conduct a health and welfare inspection is strongly encouraged to have their inspection plan reviewed by their local Staff Judge Advocate (SJA) so that the legal left and right limits can be briefed to the inspectors prior to conducting the inspection.

Continued on page 21

Dignity and respect

By Master Sgt. Kent W. Scobey, assistant inspector general

The Army is a values-based organization in which everyone should treat everyone else with dignity and respect. From the first day of Basic Combat Training, commanders expect their subordinate leaders to teach and train recruits with dignity and respect. Upon meeting recruits for the first time, Drill Sergeants (DS) must use a meet-and-greet script found in Appendix K-9 of Training and Doctrine Regulation (TR) 350-6, *Enlisted Initial Training Policies and Administration*. One of the first instructions to the reader of this script states, "Once the bus arrives, DS boards and speaks in a loud and authoritative voice, but not demeaning, his or her instructions." Remarkable! The Army thinks so much of dignity and respect toward everyone it expects its Drill Sergeants to set an example of a behavioral model to the new recruits by not presenting a negative perception through demeaning language. Army Regulation (AR) 600-20, *Army Command Policy,* paragraph 4-19 extensively speaks on adverse behaviors that undermine dignity and respect. Some of these undermining behaviors are hazing, bullying and retaliation. Dignity and respect within the military demands our utmost attention, so our Soldiers can better understand how to act, think and behave.

Army Doctrine Publication (ADP) 6-22, *Army Leadership and the Profession,* states, "Army leaders should consistently foster a climate that treats everyone with dignity and respect regardless of race, gender, sexual orientation, creed, or religious belief. Fostering a positive climate begins with a leader's personal example" (para. 2-8). Considering that the military invests millions of dollars into multiple programs designed to address many types of violations, as a whole, our Soldiers are not treating others with dignity and respect. Leaders who receive the installation's daily Military Police blotter easily see the truth in this assertion. Many infractions include speeding, drinking and driving, sexual assault, harassment, spousal abuse, fraud, possession of an illegal substance, and more. These violations show a lack of respect toward persons and for the Uniform Code of Military Justice (UCMJ). Leadership requires discipline while mentoring and training Soldiers, however, non-commissioned officers and officers commit many of these violations. How can we, as an Army, expect a disciplined product if our leaders show a lack of discipline through bad behavior?

Lt. Gen. John M. Schofield, Civil War commanding general of the Army, defined discipline this way: "The discipline which makes the Soldier of a free country reliable in battle is not to be gained by harsh or tyrannical treatment. On the contrary, such treatment is far more likely to destroy than to make an Army. It is possible to impart instruction and give command in such a manner and such a tone of voice to inspire in the Soldier no feeling but an intense desire to obey, while the opposite manner and tone of voice cannot fail to excite strong resentment and a desire to disobey. The one mode or the other of dealing with subordinates springs from corresponding spirit in the breast of the commander. He who feels the respect which is due to others cannot fail to inspire in them regard for himself, while he who feels, and hence manifests, disrespect toward others, especially his inferiors, cannot fail to inspire hatred against himself" (TR 350-6, par. 2-4).

Lt. Gen. Schofield understood that people, in general, react in a more positive way when an environment lacks toxicity. However, dignity and respect should flow in both directions. If a subordinate shows a lack of dignity and respect for authority, that Soldier should be

> ***"Fostering a positive climate begins with a leader's personal example" (ADP 6-22, para 2-8).***

Continued on page 21

Voting as a member of the military

Checks, inspections and in-home visits (continued)

By Master Sgt. Christopher C. Crocker

(From page 18)

Leader in-home visits:

These involve an engagement between a leader and a military family, at the family residence, that is more formal than a courtesy check. The intent of the leader on these visits is to enter the home with the express purpose of increasing command visibility of current, past, or potential health, safety, and welfare concerns inside the residence. While such visits are an incident of command, and a part of sustaining stewardship of our community, such engagements are wholly voluntary on the part of the military family in order to assure respect for their privacy. Prior to engaging Soldiers / Family for the purposes of an in-home visit, the commander should coordinate with SJA, local law enforcement, and the landlord in the event there are issues that need to be addressed.

After briefly discussing the three types of inspection the biggest takeaway for leaders is to *consult with legal prior to conducting* inspections, notify the Soldier/Family appropriately, and if during any visit or inspection something possibly unsafe, unsanitary, or illegal, the leadership needs to notify the appropriate agency to address the issue.

Master Sgt. Christopher Crocker entered active duty as a 13M, multiple launcher rocket system crewmember, in 2004. He has served in various positions including 75th Brigade operations sergeant, 75th Brigade master gunner and MLRS platoon sergeant. Master Sgt. Crocker has been serving as assistant inspector general at the Office of the Inspector General, USAFCoEFS since June 2016.

Dignity and respect (continued)

By Master Sgt. Kent W. Scobey

(From page 19)

punished to the extent that UCMJ allows. A Soldier's behavior, however, does not give a leader license to retaliate using excessive profane language or exhibit a lack of discipline with over-the-top antics while confronting Soldiers.

Gen. George Washington published a General Order dated Aug. 3, 1776, that speaks of a growing behavior, which, even then, negatively affected the American Army. He states, "The foolish and wicked practice of profane cursing and swearing is growing into fashion. He hopes the officers will, by example, as well as influence, endeavor to check it, and that both they and the men will reflect that we can have little hopes of the blessing of Heaven on our Arms, if we insult it by our impiety and folly." Washington realized that introducing a negative behavior into military ranks would lead to greater moral issues. His utmost desires included a disciplined Army characterized by dignity and respect.

As leaders, we must display and project dignity and respect through our behavior, actions and language. Our actions and reactions to all situations are important, as in many cases, perception from another's point of view holds more weight than the actor's intent. Dignity and respect within the military demands our utmost attention, so that our Soldiers can better understand how to act, think and behave. No one is perfect, but we all must stay focused in order to treat everyone with dignity and respect, regardless of rank, gender, age, religion, sexuality and social status.

Master Sgt. Kent Scobey entered active duty as a 43E, parachute rigger, in 1988; after a 14-year break in service, he reentered in 2007 as a 14T, patriot missile launcher operator/maintainer. He has served in various positions including the headquarter platoon NCOIC, and Air Defense battalion master gunner. Master Sgt. Scobey has been serving as an assistant inspector general at the Office of the Inspector General, USAFCoEFS since June 2017.

Distracted driving

By Capt. Aaron K. King, chief of inspections

Technology is a great tool, especially with significant advances over the last several years. Cell phone companies are one of many major beneficiaries to the digital age. Every few months, there is an introduction of a new phone with expanded capabilities and a hefty price tag. An argument against the effectiveness and advantages to modern handheld technology is futile; however, it is easy to discern the distractive nature of such technology.

While driving down Fort Sill Boulevard on post, there is not a day that goes by without seeing a driver distracted by a cellphone, whether they are texting, tweeting, receiving directions and so on. This is not a new phenomenon. In 2009, President Obama issued Executive Order 13513 addressing the epidemic of distracted driving by federal employees. Executive Order 13513, Section 6(b) states, "Texting or text messaging means reading from or entering data into any handheld or other electronic device, including for the purpose of SMS texting, e-mailing, instant messaging, obtaining navigational information, or engaging in any other form of electronic data retrieval or electronic data communication." The Department of Defense followed suit and issued Department of Defense Instruction (DoDI) 6055.04, DoD Traffic Safety Program, which contains a section on, you guessed it, driver distractions.

DoDI 6055.04, Section 6, paragraph d(2) "prohibits DoD personnel while driving any vehicle on or off installations on official government business from text messaging, using cell phones, or using other hand-held electronic devices unless the vehicle is safely parked or they are using a hands-free device." Holding a phone while on speaker is NOT hands-free for those believing otherwise.

Furthermore, Section 6, paragraph d(4) "prohibits DoD personnel, while driving any vehicle on official government business, from wearing any listening devices other than hearing aids, single earpiece hands-free phone devices, and motorcycle driver/passenger intercom devices where allowed by law. Use of those devices impairs driving and masks or prevents the recognition of emergency signals, alarms, announcements, the approach of vehicles, human speech, and outside noises in general." Simply stated, wearing headphones while driving is a violation.

Fort Sill Bluebook (June 2019) Section 6, paragraph g. states, "Soldiers will not operate cell phones, to include the wearing of an earpiece, while walking in uniform (ON OR OFF THE INSTALLATION). Soldiers that are using their cell phone, to include texting and calls, do so only at the halt. Use of a cell phone does not constitute justification for not rendering the appropriate protocol to officers and NCOs. Soldiers will not talk or text on cell phones while driving on the installation unless using a hands-free device. Soldiers will not use cell phones, to include hands free devices while operating tactical vehicles. Soldiers will not use hands-free devices or corded devices outside a vehicle or at workstations while they are in uniform."

The issue remains despite these regulations. For those that try to plead ignorance , there are signs posted at the gates clearly prohibiting the use of cellular devices while driving on the installation. A mandatory class with death-by-PowerPoint cannot and should not be the method to solve this issue. This is another case of holding each other accountable, whether it be Soldiers, NCOs, officers or civilians. This problem is not exclusive to Fort Sill. Always check local and state laws. For example, Oklahoma also has a

Continued on page 27

Fort Sill Bluebook (June 2019) Section 6, paragraph g. states, "Soldiers will not operate cell phones, to include the wearing of an earpiece, while walking in uniform (ON OR OFF THE INSTALLATION)."

Army Barracks Management Program

By Sgt. 1st Class Regan Davis, assistant inspector general

Unaccompanied housing is the home for the Army's unaccompanied Soldiers. The Army discovered there were issues with unaccompanied housing. As a result the Army put the Army Barrack's Management Program (ABMP) in place, founded on lessons learned from past unaccompanied housing management programs. The Army designed this management program to provide a uniform administration of standards, and to optimize available resources and focus on the needs of the Army and its Soldiers. The ABMP emphasizes the unit's responsibility to manage the barracks which enables leaders to monitor the morale, health and welfare of their Soldiers. All this will come together during this October's Installation Management Command Inspector General Inspection.

The commanding general of Installation Management Command (IMCOM) directed IMCOM Inspector General (IG) to conduct an evaluation of the Army Barracks Management Program. The purpose of this inspection is to ensure that the new units provide adequate living conditions for their Soldiers. The living environment for Soldiers is an important factor influencing their readiness. The inspection will focus on the garrison housing divisions, Department of Public Works (DPW), unit and individual Soldier satisfaction, and the installation's ability to manage unaccompanied housing during Soldier displacement, renovations, growth and surge capacity.

This inspection will measure the performance against the standard Army Regulation 420–1 *Army Facilities Management*. Unaccompanied housing encompasses multiple roles and responsibilities. Leadership, at all levels, provides guidance and oversight for the operations of unaccompanied barracks. There are four primary entities responsible to manage the instillations unaccompanied housing program: Garrison housing divisions, DPW, units and Soldiers affected.

The inspection will focus on the garrison housing responsibility to ensure compliance with the Army and local housing regulations and policy. The DPW is responsible for ensuring the facilities are in good working order. Regularly scheduled adjustments, inspections, preventative maintenance tasks and emergency response and service calls for minor repairs. Success of installation maintenance is critical for ABMP and hinges on good partnerships throughout the installation. Additionally, unit and individual Soldier satisfaction is a vital litmus test as to the ABMP's success or failure. Soldiers deserve quality and a level of satisfaction with living in the barracks. Furthermore, it is essential that units demonstrate adroit ability to manage unaccompanied housing during Soldier displacement, renovations, growth and surge capacity. Battery-level leadership should manage room assignments. Unit integrity is important to ensure good order and discipline.

The IG Inspection team members gather information through documentation, records files reviews, observations, interviews and sensing sessions. Those results will help to determine if commands have implemented and executed the requirements to provide Soldiers with quality housing. The Army designed the ABMP to help alleviate a lot of the stressors Soldiers were facing with unsatisfactory barracks. The responsibility of the barracks being transitioned to the unit level ensures oversight over DPW work orders, unit integrity, and overall living conditions. Commanders at all levels have the responsibility to ensure that processes and unit standing operational procedures are in places to achieve integration of Soldiers and into their unit and barracks.

Continued on page 27

This inspection will measure the performance against the standard Army Regulation 420–1 Army Facilities Management.

Inspector General events

Farewells

A bittersweet day for the IG office as we celebrated our office's NCOIC, Master Sgt. Salvador Valle's successful 20-year career. His professionalism, sense of humor, and friendship are predominant characteristics that will carry him far into his future endeavors, much as they did during his tenure within the IG office. We wish him and his family nothing but the best.

Our office bid farewell to Master Sgt. Jay Litzenberg after his 3-year IG tenure as he moved on to become a first sergeant within the 75th Field Artillery Brigade.

Inspector General events

Promotion and recognitions

Capt. Jedidiah Schlissel had the distinct honor and privilege to administer the officer's oath to his prior battery executive officer, newly promoted Capt. Cory McGill, currently a student at the Field Artillery Captain's Career Course.

The Inspector General Office at the Fires Center of Excellence enjoys recognizing exceptional work. Lt. Col Diley jumped at the chance to recognize Mr. Frederick Johnson, the chief of operations at 434th Field Artillery Brigade for consistently and competently facilitating coordination for the sundry and several interactions between our office and the Basic Combat Training Brigade.

TRADOC selected Capt. Aaron K. King, chief of inspections and Lloyd E. Dixon, deputy inspector general, to be the officer and civilian, respectively, Inspectors General of the Year for 2019. TRADOC makes this selection annually to inspectors general that demonstrate exemplary performance among a group of dedicated professionals.

Did you know?

Under the National Defense Authorization Act 2020, **civilian spouses** can now receive up to $1,000 in **reimbursements** for **re-licensing costs during PCS** relocations. This is double what it was in 2019. (Army HRC)

Updates to AR 600-9, The **Army Body Composition Program**, include a **new requirement** for a **second** set of **measurements** to be **taken by a different team** if the first set measurements indicate the Soldier does not meet the Height/Weight standard. This must occur **before** any **actions** are taken **by the commander**. AR 600-9, Paragraph B-2e.

In accordance with the Fort Sill Blue Book and other regulations, **Soldiers will not operate cell phones**, to include the wearing of an earpiece, **while walking in uniform** (ON OR OFF THE INSTALLATION). Soldiers that are using their cell phone, to include texting and calls, **do so only at the halt**. Use of a cell phone does not constitute justification for not rendering the appropriate protocol to officers and NCOs. **Soldiers will not talk or text** on cell phones **while driving** on the installation unless using a hands-free device. Soldiers **will not use cell phones**, to include hands-free devices **while operating tactical vehicles**. Soldiers will not use hands-free devices or corded devices outside a vehicle or at workstations while they are in uniform.

AR 608-99, Family Support, Child Custody and Paternity, states, "In the **absence of** a financial support **agreement or** a **court order**, allegations or even **proof of** desertion, adultery, or other marital **misconduct**, **or criminal acts** on the part of a spouse **will not excuse a Soldier's obligation** to comply with the provisions of this regulation **unless** a battalion commander or a Special Court Martial Convening Authority (SPCMCA) has **released** the Soldier **under provisions outlined** in paragraphs 2-14b(4) and (5) or 2-15." (AR 608-99, Paragraph 2-6a)

Upcoming inspections

Date	Agency	Units Affected	Topic
15-26 JUN 2020	FCoE IG	All Fort Sill Units	Army Voting Assistance Program
27-31 JUL 2020	TRADOC IG	428th FA BDE, 434th FA BDE, 30th ADA BDE	Drill Sergeant Program and Hold-over/ under Follow-up (virtual)
03-07 AUG 2020	DAIG	RAHC, FCoE HQ, USAG	MEDCOM Transition to DHA
14-25 SEP 2020	FCoE IG	All Fort Sill Units	Organizational Inspection Program
20-23 OCT 2020	IMCOM IG	All Fort Sill Units	Barracks Maintenance Program
25 JAN - 05 FEB 2021	FCoE IG	FCoE HQ., 428th FA BDE, 434th FA BDE, 30th ADA BDE	Special Conditioning
2nd QTR FY21 (dates TBD)	FORSCOM IG	31st ADA BDE, 75th FA BDE	Tactical Readiness
Postponed	DA IG	FCoE HQ, USAG, 434th FA BDE	Army Enlistment

Distracted driving (continued)

By Capt. Aaron K. King

(From page 22)

law banning texting while driving. Technological advancements in vehicles parallel those of cell phones. Most vehicles come standardly equipped with hands-free capabilities ideal for these situations, or as alternative, the driver can wait until they reach the destination. Remember, driving is a privilege, not a right. The next time you reach for your phone in the car, consider the secondary and tertiary effects of distracted driving and how they can be detrimental, especially as summer approaches.

Capt. Aaron King entered active duty as a 35D, all-source intelligence officer, in 2009. He served in various positions including battalion intelligence officer, brigade plans officer and intelligence collection platoon leader. Capt. King has been serving as chief of inspections at the Office of the Inspector General, USAFCoEFS since August 2016.

Army Barracks Management Program (continued)

By Sgt. 1st Class Regan Davis

(From page 23)

Sgt. 1st Class Regan Davis entered active duty as a 92Y, unit supply specialists, in 2008. She has served in various positions including battalion logistics NCO, operations NCO and senior supply sergeant. Sgt. 1st Class Davis has been serving as assistant inspector general at the Office of the Inspector General, USAFCoEFS since August 2019.

"Droit-et-Avant"
"Right, then Forward"

Office of the Inspector General

United States Army Fires Center of Excellence

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