Strangers as family
32nd AAMDC helps Soldier, family, in need

By Sgt. Aura E. Conejos
32nd AAMDC Public Affairs

The Army trains Soldiers for everything in defense of the nation. From how to combat cyber threats, engage an enemy through tactics and weaponry skills, to first aid and physical challenges, Soldiers are created to be warriors. In times of conflict, they use their warrior skills to adapt and overcome. There is a battle rhythm for training and a regimen to follow. At the end of training, they go home to their families and enjoy the calm after the storm.

What happens when the storm occurs in a Soldier’s family? By and large, Soldiers are not trained for life events that strike their families.

First Sgt. Victor Milam, Headquarters and Headquarters Battery, 32nd Army Air and Missile Defense Command, here share their story of how they came together as the Army family through an emergency April 6. The goal is to stay ready by assisting families in times of conflict.

Nancy Nicole Adame-Warren has been dealing with cerebral palsy and epilepsy for a native of El Paso, was deathly ill. Cross message telling him that his wife, Nancy, a native of El Paso, was deathly ill. Nancy Nicole Adame-Warren and their son William Ezra Warren, Jr., his spouse Rustie Milam, his spouse Rustie Milam and Soldiers of Headquarters and Headquarters Battery, 32nd Army Air and Missile Defense Command, were stationed in Stuttgart, Germany, but serving a tour of duty in Qatar, to Detachment A, 1st Space Company, 1st Space Battalion, U.S. Army Space and Missile Defense Command, was stationed in Stuttgart, Germany, but serving a tour of duty in Qatar, Feb. 21, when he received an American Red Cross message telling him that his wife, Nancy, a native of El Paso, was deathly ill. Nancy Nicole Adame-Warren and their son William Ezra Warren, Jr., his spouse Rustie Milam, his spouse Rustie Milam and Soldiers of Headquarters and Headquarters Battery, 32nd Army Air and Missile Defense Command, here share their story of how they came together as the Army family through an emergency April 6. The goal is to stay ready by assisting families in times of conflict.

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He added the Soldier’s Creed starts off saying those in the Army are “trained and proficient” in those skills. “All I’m asking you to do is to show it,” he said. “That’s all it is.”

Still in the conceptual phase, more than 50 Soldiers are taking part in just testing the EAB idea at Joint Base Lewis-McChord, Washington.

Some of the requirements for Soldiers may include a 12-mile foot march to be finished under three hours while carrying a load of 35 pounds; a physical fitness test with 80 percent in each category in their respective age group, and being able to locate three out of four land navigation points within two hours.

Shotgun and AK-47 rifle skills could also be part of the challenge. If a Soldier were to receive two “no-gos” on an event, their test would be over.

“If you see, this is not a given, you’ll have to earn it,” said Command Sgt. Maj. Lee, in a run-in, the top enlisted advisor for TRADOC.

Davenport previously told reporters that if signed off on, Soldiers could start seeing the EAB by October 2019.

But some Soldiers, particularly those in the infantry, have expressed dismay in rolling out such a badge.

Gragg asked them to look at the logic of the Army having this type of badge: “We’re not trying to cheapskate anything,” he said of the EHB and EFM. “What we’re trying to do is enhance the Army. We’re trying to increase Soldier readiness.”

Davenport added: “It’s not a competition; it’s not to say that one has more value than the other.”

Enlisted leaders hope the badge will lead NCOs to rediscovering a culture of training their Soldiers.

The argument, Gragg said, is that the competition would cause Soldiers to do more training at their home station as they prepare for it.

You don’t go to the marathon and not train for the marathon, he said. “You do some training before you go to the marathon.”

Another badge is also under consideration: a special platoon sergeant badge that frequently lead up to 150 Soldiers going through advanced individual training.

In 2008, the Army removed drill sergeant badges from AIT environments, and with that came the loss of a drill sergeant badge and special pay for those in charge of troops.

“We have a challenge in times of war and maintaining AIT platoon sergeants in the force with the numbers that we need,” Gragg said.

“Often times, it’s because individuals have no desire to come out and do it because there’s nothing in it for them.”

That could all change if the Army goes back to AIT drill sergeants, which is expected to occur October 2019. “The goal is to get them back,” he said. “It’s a matter of us getting the money in place and making it happen.”

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Did you know …

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Fort Bliss celebrates Easter with sunrise service

By Abigail Meyer
Fort Bliss Bugle Editor

Hundreds of worshippers gathered at the 1st Lt. Paul A. Noel Parade Field here Sunday for the annual Fort Bliss Sunrise Service. They greeted each other with the customary, “He is risen,” and received the response, “He is risen indeed.”

The 1st Armored Division Band brass quintet played while people filled seats and the sun rose. Brig. Gen. Mark Landes, deputy commanding general-support, 1st Armored Division and Fort Bliss, gave the invocation during the event.

Fort Bliss chaplains guided the congregation through the pastoral prayer and scripture readings. The service also featured a special musical performance by the Combined Children and Youth Choir.

The guest speaker for the service was Chaplain (Col.) Robert Whitlock, the U.S. Forces Command chaplain, stationed in Fort Bragg, North Carolina. Whitlock’s message, “Jesus is risen,” and received the response, “He is risen indeed.”

Whitlock gave three examples of when he believes Jesus calls to people.

“Jesus calls us by name when we have a burning desire to know who he is,” Whitlock said. “The second time when Jesus calls us by name is when we’re living according to our will instead of according to his will … Finally, Jesus calls us by name when we’re hurting so deeply that only his voice can get through.”

Whitlock used scripture and personal examples to impart his message to the congregation.

Sunrise services are held across the country on Easter as members of the Christian faith recognize the day that Jesus rose from the dead. Chaplains and chaplain assistants from across the installation hosted the event for the local community.

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**IN EL PASO!**
USASMA prepares for ‘New Beginnings’ performance, appraisal program

By David Crozier

The U.S. Army Sergeants Major Academy recently began training its Department of Defense civilians and supervisors on New Beginnings, the DOD’s Defense Performance Management and Appraisal Program, to ensure they all are ready for the ‘culture change’ and launch DOD-wide later this year.

“The crux of the changes created by New Beginnings involves getting the current force familiar and comfortable with the ‘new culture’ of performance and evaluation that DPMAP will usher in,” said Jesse McKinney, chief of staff of USASMA. “The purpose of the New Beginnings two-day training session is to provide an overview of DPMAP. The instruction is mandatory for all current (Department of the Army) civilians, as well as all supervisors of those civilians.”

The training session, McKinney said, uses group, participative instruction covering seven lessons: performance management overview, engaged employees, planning performance, continuous feedback, monitoring performance, evaluating performance and recognizing and rewarding performance. The groups discuss the merits and culture change of DPMAP, performance management, the role of supervisors and employees, collaborative communication, conduct roleplay exercises on appraisals and counseling, learn how to create a performance plan and much more.

“The crux of change that DPMAP will bring about compared to the current Total Army Performance Evaluation System is the introduction of a three-tiered evaluation system designed to reward fully successful performance while simultaneously reducing the ‘over-inflation’ of the current system,” McKinney said. “In the current system, more than 90 percent of all rated employees are rated at a level of ‘excellence,’ or top block, which detracts from an agency’s ability to reward the truly outstanding employees in a manner that stands apart from the fully successful.”

National union leaders have expressed their support of the new system and have been involved since the launch of DPMAP development in 2010, McKinney said. Collective bargaining agreements are being updated locally to meet the intent of the culture change, which will ensure union employees’ concerns are addressed at each geographic location where DOD civilians work.

“I see new beginnings fostering more frequent communication between supervisor and employee. The system places emphasis on not only the supervisors’ responsibility, but also the employee to engage the supervisor to check for clarity on performance expectations,” said Patricia Mulligan-Renaud, instructional systems specialist at USASMA. “The challenge will always be personality and human behavior for this system to be successful. Not all supervisors are capable of leading their people and not all employees are proactive, so three challenges will remain. It’s the hope New Beginnings can minimize the impact of those challenges and meet mission goals, as well as taxpayers’ expectations.”

Mike Hayes, vice chair, department of command leadership for the Sergeants Major Course, said instructors presented the training well.

“It was not just an overview of a new program. Instead, it focused on my responsibilities in the rating process and how I could help make the program work effectively,” Hayes said. “I like how the program is designed to tie employee performance elements into the mission of the organization and the Army. I believe the most significant element of the new program is how it emphasizes that leaders facilitate success in their employees by giving intent and not instructions.”

Mulligan-Renaud agreed.

“The New Beginnings training was well orchestrated and facilitated. Some similarities to the (former) National Security Personnel System, include using SMART – specific, measurable, achievable, relevant and timely – objectives that truly reflect the criteria needed to be successful, the use of narratives to describe work accomplished, and the time stamp capability of ensuring meetings occur when they are supposed to,” Mulligan-Renaud said. “Using Defense Civilian Personnel Data System online will help to foster more transparency on performance for both the employee and supervisor.”

The academy has conducted several sessions thus far, two for supervisory personnel and two for nonsupervisory, and will conduct several more to complete the training for the workforce, McKinney said. As the instructors for this two-day course have to be IA-trained and certified (Train the Trainer - T3) and USASMA currently has two certified trainers, some satellite units here have asked to be included in USASMA’s sessions due to not having T3 certified trainers at their organizations.

New Beginnings is a collaborative labor-management effort involving the DOD and a broad array of DOD employees and national-level union representatives. Its mandate is to implement significant improvements to DOD human resource practices and policies, including implementation of the new program. New Beginnings encompasses reforms impacting performance management, hiring flexibilities, training and development and workforce incentives.

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Army automates Meal Card Management System

What is it?
The Meal Card Management System, AR 600-38, provides policy and procedure for both active Army and Reserve Components, for the management of meal card control books (DD Form 714) and reimbursement for meals provided in a field environment. This regulation provides procedures for verifying meal card entitlements and conducting annual reviews of the Meal Card Management System.

What has the Army done?
Based on a 2013 Army Audit Agency recommendation, the Army is automating the Meal Card Management System to improve accountability and auditability of the program. Under the current system, Soldiers who live in the barracks are assigned a DD Form 714 (meal card) to eat in the dining facility (often called DFAC). To automate the meal card, the Army G-4 is using the existing Army Food Management Information System to run DFACs and has created meal entitlement codes software to interface with the chip on the common access card.

The Army began verification and validation testing in early February at Fort Gordon, Georgia, and concluded with the Old Guard at Joint Base Myer-Henderson Hall, Virginia, in March. The testing at both locations validated that the Army G-1 now has the ability to write MECs to CACs. The Meal Entitlement Maintenance system application will be deployed at each of the identified and responsible personnel administration centers throughout the Army and will promote immediate accountability and auditability of entitlement changes in real time throughout the personnel community.

What continued efforts are planned for the future?
The Army G-4/G-1 will use feedback from the personnel administration centers. Additionally, systems improvements will help enhance the MEC-to-CAC process for credit card use and, eventually, payroll deduction as payment options, thereby reducing the handling of cash at the dining facility.

The approved target date for Army-wide implementation was Monday, with a total rollout projected for January 2018.

Why is this important to the Army?
The use of automated methods improves efficiency, accountability and auditability of Soldier meal entitlements for the Army. The work that the Army has done to automate an aged paper system will pave the way for future systems such as the Army G-1’s Implementation of the Integrated Personnel and Pay System - Army.

Resources:
Army G-1, Army G-4 and Army G-4 directorates.

Related documents:
AR 600-38 (the Meal Card Management System) and the DA Pam 30-22 (operating procedures for the Army food program).
III Corps fights, wins in warfighter exercise

By Col. Thomas Veale
III Corps

FORT HOOD, Texas — III Corps and Fort Hood commanding general Lt. Gen. Paul E. Funk and his team won the war in Atropia. Funk commanded Combined Joint Task Force – Curraoin, or CJTF-C, in Operation Courageous Hammer, a war simulation based on a fictitious scenario designed to exercise staff functions in preparation for deployment anywhere, anytime.

“We are America’s Hammer, and if called, we’re ready,” Funk said at a recent gathering of the CJTF-C’s staff, its observers and mentors. “The III Corps staff at Fort Hood forms the nucleus of the CJTF-C headquarters, and the exercise included units from Fort Stew- art, Georgia; Joint Base Lewis-McChord, Washington; Fort Sill, Oklahoma; Schofield Barracks, Hawaii; and other military installa-

ations around the country. Despite coming from different commands to join the CJTF-C, the commander stressed unity above all.

The exercise scenario involved the staging of the CJTF-C in a friendly nation at a time of political tension, and the situation develops into a combat operation following an invasion by a hostile neighbor. The CJTF staff had to deploy, integrate subordinate units, conduct detailed planning and commence offensive operations on hostile hostilities began. The scenario required the CJTF staff to plan and execute operations in the air and on the ground, including precision air and artillery strikes, engineer operations to include a river crossing, logistics, communication, and surface and airdrome strikes, engineer operations to include a river crossing, logistics, communication, and surface and airdrome strikes, engineer operations to include a river crossing, logistics, communication, and surface and airdrome strikes, engineer operations to include a river crossing, logistics, communication, and surface and airdrome strikes, engineer operations to include a river crossing, logistics, communication, and surface and airdrome strikes, engineer operations to include a river crossing, logistics, communication, and surface and airdrome strikes, engineer operations to include a river crossing, logistics, communication, and surface and airdrome strikes, engineer operations to include a river crossing, logistics, communication, and surface and 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