

The WILDCAT



THE OFFICIAL QUARTERLY PUBLICATION OF THE 81ST REGIONAL SUPPORT COMMAND

VOLUME 19
Edition 2

July-Sept
2015

Professional Development

Wildcat Spotlight: Master Sgt. Tomeka Brown



**ECS 125 Wins
DA-Level
Award
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Wildcats train in
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Letter from the Editor:

Hello! I am pleased to offer you the newest edition of The WILDCAT. The 81st RSC has published another quarterly newsletter. Our commanding general is very interested in telling the story of our Wildcats. The history of this organization goes back to WWI and I am proud to share with you the stories of our historic and current achievements.

Each quarter, The WILDCAT will carry with it a theme that is appropriate with the upcoming quarter. We will also share stories of events that happened inside the 81st pawprint during the previous three months and looking forward to the next four months.

My hope is to give you, the reader, and the best snapshot of the 81st RSC and become a reliable resource of information. As we develop this newsletter, we will need full participation from all Wildcats in our region. If there things you would like to see inside The WILDCAT, specific topics or information that we have not included, please go to the following link and provide me the information I need to bring you the information that is important to our customers.
https://ice.disa.mil/index.cfm?fa=card&sp=134944&s=959&dep=*&D_oD&sc=2

Enjoy this edition of The WILDCAT!

Staff Sgt. Toshiko Gregg
Public Affairs NCO / Editor

81st RSC Command Team

MG Janet L. Cobb - Commanding General
BG Kate Leahy - Deputy Commanding General
Mr. Peter Quinn - Chief of Staff
CW4 Johnny Allen- Command Chief Warrant Officer
CSM Ronald Law - Command Sergeant Major

Mission:

The 81st Regional Support Command provides essential customer care and services to Soldiers, Civilians, and their Families in the Southeast Region, Puerto Rico and the Virgin Islands, enabling supported commanders and leaders to maximize resources and meet global requirements.

Vision:

Be the best Regional Support Command – in the eyes of our supported commanders – committed to excellence, living the Army Values, and focused on Wildcat P.R.I.D.E.

The WILDCAT Publication Staff

LTC Laura Steele - Public Affairs Officer
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SSG Toshiko Gregg - Public Affairs NCO
SSG Toni Walker - Public Affairs NCO
SGT Kandi Huggins - Public Affairs NCO

All website and email hyperlinks are enabled in the PDF format for quick, easy access!



On the Cover: Full-time civilians, Alisha Cox and Sheila Kennedy assigned to the 81st RSC Directorate of Logistics on Fort Jackson, conduct a section counseling session.

Deputy Commanding General

Brigadier General Kate Leahy

Greetings Fellow Wildcats!

In recognition of this edition's theme of "Professional Development" I'd like to recommend you take a few minutes to access and read the 2015 National Military Strategy (NMS) which was released just a few weeks ago by General Dempsey, the Chairman of the Joint Chiefs of Staff.

(www.jcs.mil/media/publications.aspx)



In this document the Chairman notes that "our military and civilian professionals are our decisive advantage," and "the foundation of our operational excellence and our ability to successfully innovate." General Dempsey goes on to say that "we are prioritizing leader development" - for our Officers, enlisted Soldiers and Civilian employees - through a combination of training, education, broad experience, and opportunity. Professional development is a priority not only at the 81st, but for our Army and the Joint Force.

Throughout the NMS you'll find an emphasis on the skills and attributes of creativity, innovation, adaptability, and flexibility. The importance of remaining current in your field of expertise, adaptive to change, and investing in yourself and our organization can't be overstated. In this issue of The Wildcat you'll find many great resources including a great piece by Mr. Rey Rivera on the 81st's own Civilian Personnel Development Program launched in May of this year. I encourage anyone interested to apply for the next iteration of this outstanding program.

Wildcats Never Quit!

BG Kate Leahy
Deputy Commanding General

From the Chief of Staff

Mr. Pete Quinn



This edition's theme of The WILDCAT was selected to be focused on professional development. Whether you are a green-suiter or one of our many civilian employees or contractors you must continue to educate yourself and find ways to stand out from your peers to be competitive for promotions and advancement.

A key part of professional development is counseling. One of my highest priorities is ensuring all employees receive initial and recurring counseling. Ultimately, it is the responsibility of the employee or the Soldier to ensure they are being properly counseled.

However, if you are a supervisor of any Soldier, Civilian or Contractor I strongly encourage you to ensure your folks receive the proper guidance and mentorship to lead them to success. Throughout the Command, evaluations are alarmingly late or not even being conducted. I urge everyone to ensure they either conduct or receive counseling.

Pete Quinn
Chief of Staff

Meet the 81st RSC Command Chief Warrant Officer

Story by : Sgt Kandi Huggins

COLUMBIA, S.C. - Chief Warrant Officer 4 Johnny Allen was selected as the 81st Regional Support Command Chief Warrant Officer on April 24, 2015.



Allen has served as a civilian in various positions at Area Maintenance Support Activity 152 in Montgomery from September 2000 until June 2009. He has been the Equipment Concentration Site Manager of ECS 151 at Fort Rucker since June 2009.

He will now take on a uniformed role in the unit as well, serving as the senior representative of the Command's Warrant Officer Cohort for the 81st command group.

"I am the advisor to the Commanding General on all matters, policies and actions concerning the warrant officers in the command," said Allen. "Due to the structure of the 81st RSC, encompassing all the AMSA/ECS shops, I will also serve as the Senior Maintenance Advisor to the CG concerning any issues or problems the AMSA/ECS shops and personnel may have that need command level attention or assistance."

Allen's span of influence as the Command Chief Warrant Officer includes the 81st Wildcat staff which consists of over 1200 personnel to include Department of Army Civilians and Army Reserve Soldiers. The 81st RSC supports over 53,000 Army Reserve Soldiers and civilians in over 275 Army Reserve Facilities in North and South Carolina, Georgia, Florida, Alabama, Mississippi, Louisiana, Tennessee, Kentucky, Puerto Rico and the U.S. Virgin Islands.

After 34 years of service in the Active Army and Army Reserve in various positions and assignments, Allen brings with him both experience and expertise in maintenance. His leadership as a warrant officer is another skill he will be required to rely on heavily.

"I have learned that if you are in a leadership position, take charge and be in charge," said Allen. "Accept the responsibility that goes with the position and take care of the Soldiers that are in your section. Make decisions. Whether they are popular or not, it is your job to make the decision and stand behind it. Do the right thing. Period."

Chief Warrant Officer 4 Allen currently resides in Coffee County, Alabama with his wife and youngest daughter. He also has two older sons and five grandchildren.

Chaplain Notes



What do all professionals have in common? The successful ones are engaged in professional development. Show me a chaplain or chaplain assistant that isn't studying faith, religion, spirituality, human behavior or related fields and I'll show you a mediocre (at best) chaplain or chaplain assistant. Successful people want to get better at their jobs or vocations and chaplains are no exception. Chaplains need to know the faith history of their Soldiers and Families, even if that history is "no preference."

While in Iraq a group of Wiccans asked me to talk to them on Catholic exorcisms; they were surprised and shocked when I accepted. When asked why they were surprised, they thought I would turn them down because they were perceived as "weird." I assured them they were simply different with a different faith history from my own; I knew this because I had studied their faith's history. Certainly there are weird Wiccans around, but I can assure you there are stranger Roman Catholics walking around as well, along with abnormal Anglicans, boisterous Baptists, loopy Lutherans, hilarious Hindus, etc. Growing in knowledge of others helps us to understand, appreciate and serve them.

Do you really want to be successful in your career? Continue your professional development until the day the Good Lord calls you home!

Chaplain (COL) Richard L. Pionkowski, Jr.
Command Chaplain



The Military OneSource link is a gateway to a variety of tools and programs providing the means for problem solving and creating opportunities for quality of life improvement

<http://www.militaryonesource.mil>

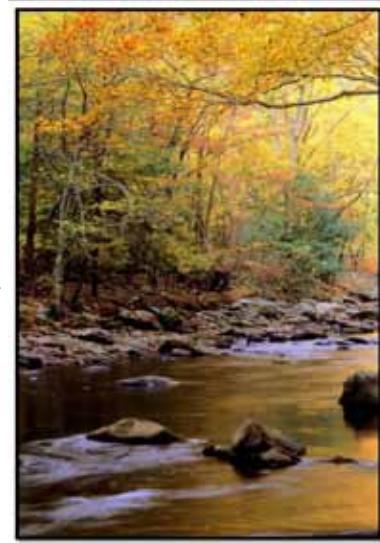
81st Regional Support Command Strong Bonds Program Fy 2015

To register, please visit our website:
<http://81strscsbprogram.wix.com/home>

- 17-19 July, Fort Walton, FL
- 21-23 August, Gatlinburg, TN

NO SCHEDULED DATES

Strong Bonds is a chaplain-led program of instruction taking place over a weekend in a resort setting where Soldiers and Family members learn positive methods of communication and proactive tools for relationship development.



- All locations have Single, Married and Family events.
- There is a strict 400 mile (each way) travel restriction.

81st RSC Headquarters Fort Jackson, SC

August 17-20

SFC Leadell J. Smith,
DPW Operations NCO
803-751-9993 or email:
leadell.j.smith@mail.mil

for registration details or questions

FACILITY COORDINATOR WORKSHOP

We will provide Facility Coordinators within the 81st RSC Area of Responsibility (AOR) training on facility related procedures, requirements, and responsibilities through a three day long forum of lectures and interaction.

Travel and registration will be on 17 August 2015 and return travel to home station on 20 August 2015 after 1200. It is intended that the attendees of this workshop will be full-time personnel (either Soldier or Civilian) due to their appointment as Facility Coordinators and have not attended the Facility Coordinator Workshop in the last year. The 81st RSC will fund travel authorizations for approved attendees.

Even a Chaplain needs a Chaplain

Story by: Michael Mascari



Lt. Col. Michael DuCharme and his wife Lisa, share a laugh with Gregg and Lisa Charvoz during the May Strong Bonds event in Jacksonville, Florida. The 81st Regional Support Command Chaplains host monthly events for Married Soldiers, Single Soldiers, and Families designed to improve communication and relationships.

The 81st Regional Support Command (RSC) hosted a Strong Bonds event May 14-16 in Jacksonville, Florida. For one 81st Soldier and his wife, his long marriage will still benefit from this weekend.

"It's amazing because we've been married for 26 years next month and you still glean knowledge from the tools they give you. Lisa and I have been to a number of these and we've instructed at them and it's still amazing what you get out of them," Lt. Col. Mike Ducharme said.

For the weekend, Lt. Col. DuCharme was 'Mike' but his day job title is 81st RSC Deputy Command Chaplain Michael Ducharme. He usually helps organize these events, and teaches them, but had the opportunity to participate with his wife, Lisa for the May Strong Bonds.

"It's a Chaplain-led program, and even we as chaplains need to do exactly what we communicate in these classes so that we can grow with our spouses and in our own relationships."

United States Army Reserve Command (USARC) Director of Soldier and Family Ministry Chaplain (Maj.) Randal Johnson was on hand for a staff-assisted visit to help support the event. He says these events are vital for personal and professional growth. Chaplains are no different.

"Every Chaplain needs a Chaplain. We all need help when it comes to relationships," Johnson said. "Chaplain DuCharme plays an important role in helping others, and it's important that he and his wife have the opportunity to experience this weekend for themselves."

The 81st RSC sponsors several Strong Bonds events each year, with three different classes designed for single Soldiers, Married Soldiers and Soldiers families. Strong Bonds helps Soldiers focus on enhancing relationship and coping skills that benefit them and their families personally and professionally. A Soldier may attend a session once every two years and it is open to Reservists and AGR Soldiers. The Active Component and National Guard conduct similar programs.

Johnson said relationship problems are a key player in both suicides and work problems and Strong Bonds skills can mitigate many of

these issues.

"It's part of the Army's Ready and Resilient campaign. When a Soldier has a strong personal life, it is reflected in his or her work performance. Soldiers with a healthy home life are much more likely to be successful."

Soldiers can enjoy a relaxed setting, free from life's distractions, in a supportive atmosphere where everyone's on a first-name basis.

"Soldiers find the information and tools they get out of the classes and the time they get away are very beneficial in their relationships," said Chaplain DuCharme. "We do these in resort settings because it allows people in the busyness of their lives to fit family time in between their civilian lives and lives as Soldiers. They are able to relax, enjoy each other and spend time to use these tools on areas they need to work on."

If you are a Reservist in the Southeast U.S., visit <http://81strscbprogram.wix.com/home>. For all Soldiers in the National Guard or outside the Region, contact your Chaplain for more information about the program or future events in your area. 





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A photograph of an open laptop computer. The screen displays a website with various images and text, identified as the official Facebook page for the 81st Regional Support Command. The laptop is silver and black, resting on a white surface.

www.facebook.com/81stwildcats

www.dvidshub.net/unit/81RSC

www.flickr.com/81stwildcats

www.army.mil/wildcats

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Run, hide or fight: Wildcats train in surviving an active shooter

Story by: Staff Sgt. Toshiko Gregg



The 81st Regional Support Command participated in a mass causality exercise on Fort Jackson, S.C., April 7, 2015 which involved the Fort Jackson and local community. After the Richland County Sheriff's Department Special Response Team cleared the building, victims from the active shooters were triage and evacuated by Fort Jackson and Columbia medical personnel and firemen to several hospital around the Fort Jackson and Columbia area.

FORT JACKSON, S.C. – For the past 10 years approximately 46 people have been killed on a military installation across the country by an active shooter.

The 81st Regional Support Command Headquarters participated in an antiterrorism and mass causality exercise sponsored by the Fort Jackson Directorate of Emergency Services (DES) this week, to take the necessary measures to ensure all staff members are trained and educated on how to respond when an active shooter is in the vicinity.

To prepare for the installation wide exercise, the Soldiers and civilians at the 81st RSC trained through crawl, walk and run phases.

"Annually the 81st RSC conducts classroom active shooter training to inform everyone on how to react and respond if an active shooter enters the building," said Capt. Christina Teagarden, Antiterrorism Officer, 81st Headquarters Company. "Everyone was shown where the safe rooms are, evacuation routes and rally points."

The walk phase was completed last month with an active shooter drill where the Mass Notification System was sounded and everyone had to run, hide, or fight. Follow up training was conducted to correct issues from this drill, and the Fort Jackson exercise was used as the run phase.

"Myself and Albert Alford who is one of our antiterrorism specialists here at the 81st, participated in the Fort Jackson Force Protection meetings that led to the development of this exercise. We then got involved with the planning and attending meeting to ensure the 81st received relevant mission essential training," said Teagarden.

Fort Jackson's two-day simulated exercise began with two suspicious packages left at locations that prompted emergency services to respond. On the second day the 81st Headquarters was put to the test

when two active shooters entered the building through an unsecured door. This experience gave the 81st staff a more realistic atmosphere with sounds of screams, loud gunshots and bombs which tested the response time and procedures of the command.

"The 81st RSC employees did an excellent job with the drill," said Laura Steele, Director of Emergency Services. "Our staff maintained good noise discipline and would not open their door for anyone which was what we had trained them to do."

The 81st DES Antiterrorism Specialists, David Perkins and John Barnett, were involved in planning the exercise by coordinating and attending multiple pre-exercise meetings, and provided the Fort Jackson antiterrorism officer with results. The preparation for the event involved both preparing the 81st staff to react, and testing the coordination with outside emergency response organizations that would respond in a real incident.

"Once the meetings were attended, and our requirements and concerns were discussed the focus was on the safety of personnel, training value and mission impact," said Perkins. "The 81st reacted very well to the active shooters, personnel either evacuated or entered safe rooms as trained, and I'm very pleased with the results."

Quenette Ferguson, an auditor for the Internal Review Office at the 81st RSC was sitting at her cubicle reading a report when she heard a female running and yelling, "ACTIVE SHOOTER." She thought someone was playing around and did not really pay any attention to her environment. Suddenly her supervisor called for her that's when she realized she needed to move to a secure location.

"In all of my previous trainings I did not anticipate that the active shooter alarm would not necessarily be the first indication that there was trouble," said Ferguson. "After the exercise, I realized in a real life situation those few moments I sat there in my cubicle could have resulted in an unfavorable outcome for myself. I learned a valuable lesson; not to only be aware of my surroundings at all times, but to react quickly at the first sign of trouble even if I think it is false. I will immediately run, hide or fight." **W**



Mr. David Perkins, 81st RSC antiterrorism specialist gives a safety brief to several Soldiers and civilians who were portraying causalities during the mass exercise.

UF Program gives veterans a business boot camp

Story by: Sgt. 1st Class John Fries

GAINESVILLE, FL - It all starts with an idea. Whether it be an IT staffing company, boat repair business or a non-profit organization that helps improve accessibility for the disabled in their own homes, these business plans are just ideas and without the right knowledge and mentorship may never be born or worse, fail.

The University of Florida and Warrington College of Business Administration have established a Veterans Entrepreneurship Program that's free to the applicants who are selected to attend the program.

The program director, Dr. Michael Morris explains that this program is not for just anyone and they need partners, like Army Reserve Ambassadors, who can help find the right people for the program.

Morris said, "We have over 100 applications for those 43 spots. You can't just go by a list, you have to have connections, people, gatekeepers like Army Reserve Ambassadors who are aware of vets, vets with disability ratings that are trying to transition or trying to plan for the future."

Army Reserve Ambassador for Florida, Mr. Leon Caffie is a native of Gainesville and attended the graduation ceremony of this year's VEP

"I already have a degree in business administration from a private college. When I compare that to what I learned here, I didn't get that value out of over \$100,000 of education"

- Aaron Eklund, VEP Student

class.

The VEP is a three-phase program and once a candidate is enrolled, they spend five weeks with online discussions and a self-study curriculum. Phase two is the intense eight-day residency portion where students are flown to Florida, lodged and provided meals, at no cost to them, while receiving a deluge of business information which was referred to by students as an eight-day Masters Program. The final phase is a six-month mentorship program where the graduates execute their plan and other entrepreneurs and subject matter experts are available to answer any questions they may have as well as access to online peer-to-peer networking.

Sponsors and private donors, with operations and program development provided by the Center for Entrepreneurship & Innovation at the University of Florida, underwrite the costs of the VEP.

This is the second graduating class from UF. Last year 43 veterans completed the inaugural class and went on to execute their business plan.



Veterans from all services were selected to attend the Veterans Entrepreneurship Program at the University of Florida. The program is a three-stage process that provides valuable information for current and future business owners.

Ed Dial is one of those graduates. He has owned Ocala ATV, in Ocala, Fla. and Gainesville, Ga. since 2007 and he is grateful for the scope and depth of information provided to the class and it helped him relook at the way he was doing business.

"It gave me a better idea to look at things in a more sophisticated way to market a lot better and to do my finances a lot better. A lot of things added to what I was already doing to make it better," said Dial.

As a result, Dial says his sales have increased.



This year's class is full of hope and optimism. Aaron Eklund, a former Navy Corpsman is from Virginia Beach, Va. and plans to start up an IT staffing company called Veteran Global LLC that focuses on hiring veterans with networking skills.

"I already have a degree in business administration from a private college. When I compare that to what I learned here, I didn't get that value out of over \$100,000 of education," said Eklund. "I also didn't get the networking, which is the biggest thing. It's life-changing."

While every business opportunity come with its own risks, the students of the VEP are now be armed with knowledge and the experiences of others to guide them along the way.

For more information about the Veterans Entrepreneurship Program, go to <http://warrington.ufl.edu/centers/cei/outreach/vep/> or email VEP@warrington.ufl.edu 

Operational Camouflage Pattern

What is it?

The Operational Camouflage Pattern replaces the Universal Camouflage Pattern Soldiers currently wear in garrison, and the Operation Enduring Freedom Camouflage Pattern used in theater.

Soldiers will be able to buy and wear Operational Camouflage Pattern Army Combat Uniforms (ACUs) at select military clothing sales stores (MCSS) starting July 1, 2015. The Army will issue incoming Soldiers the Operational Camouflage Pattern for their clothing bag after January 2016.

The U.S. Army will also change the currently worn sand color T-shirt and belt to a Tan 499. Additionally, the Army Combat Boots will change from a sand color to coyote brown. The tan 499 belts and T-shirts will be available in select MCSS beginning in July 2015 while the coyote brown Army Combat Boots will be available in August 2015.

What has the Army done?

Soldier feedback revealed dissatisfaction with the performance of the Universal Camouflage Pattern in Afghanistan. Therefore, Congress passed legislation directing the Army to provide Army Combat Uniforms to Soldiers deployed to Afghanistan with a camouflage pattern suitable for the operating environment.

Rigorous scientific evaluations, multiple field trials, and comprehensive testing all played a role in the Army plan to switch to the Operational Camouflage Pattern for Army Combat Uniforms and personal equipment.



Why is it important to the Army?

Concealment through camouflage is an essential part of the Soldier force protection concept, which also includes situational awareness and effective personal protective equipment. As a combat force multiplier, concealment is important, as the enemy cannot attack what they cannot see.

Army's primary decision criteria in selecting the Operational Camouflage Pattern is Soldier force protection and safety. The selected pattern will provide Soldiers an effective camouflage pattern optimized for both day and night operations in the full range of Army military operating environments across the combatant commands.

What efforts does the Army have planned for the future?

The Army will phase in the Operational Camouflage Pattern over four years. This strategy reduces the financial burden on Soldiers. During this phase-in period, Soldiers may wear ACUs in either Universal Camouflage Pattern or Operational Camouflage Pattern.

The phased-in adoption is also a careful use of taxpayer money. It allows the Army to issue and use existing stocks of Universal Camouflage Pattern and Operation Enduring Freedom Camouflage Pattern uniforms and equipment. Soldiers will have to switch completely to the Operational Camouflage Pattern, tan 499 T-shirts and belts, and the coyote brown Army Combat Boots by the mandatory wear date of Oct. 1, 2019.

120 Day Calendar

JULY						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2	3 HOLIDAY	4
5	6 DONSA	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	
AUGUST						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	Holiday	18	19	20	21	22
23	24	25	26	27	28	29
SEPTEMBER						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1	2	3	4 DONSA	5
6	Holiday	8	9	10	11	12
13	14	15	16	17	POW-MIA	19
20	21	22	23	24	25	26
27	28	29	30			
OCTOBER						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1	2	3
4	5	6	7	8	9 DONSA	10
11	Holiday	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

Observances/Holidays:

- JULY - Independance Day (July 4th)
- SEPT - Suicide Prevention Month
- Labor Day (Sep 7)
- POW/MIA Rememberance Day (Sept 18)
- OCT - Columbus Day (Oct 12)
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-
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- ## Training Events & Programs:
- JULY - 208th Army Band Performance(3rd, Carowinds 4th of July celebration)
- 208th Army Band Performance(4th, 4th of July Parade Eden,NC)
- 100th Army Band Performance (11th, Nitro Convention and Visitors Bureau, Nitro, WV)
- 208th Army Band Performance (11th, 2nd BN/347th Regt Change of Command, Fort Gordon, GA)
- Physical Security Workshop (15-16, Ft. Jackson, SC)
- Strong Bonds (17th-19th, Ft. Walton Beach, FL)
- Pre-Retirement (Military) Training (18th, Ft. Buchanon, PR)
- MROST (20th-22nd, Savannah, GA)
- AUG - Warner-Robbins Army Reserve Center Memorialization (1st, Robbins, GA. / 313th Army Band will perform)
- 208th Army Band (1st. HHC 208th Inactivation Ceremony Fort Jackson)
- Yellow Ribbon (7th-9th, Orlando, FL)
- 81st Battle Assembly (14th-16th) - NO RSTs GRANTED
- Town Hall Meeting (17th, 81st RSC Headquarters)
- Pre-Retirement (Military) Training (15th, Savannah, GA)
- Strong Bonds- (21st -23rd Gatlinburg, TN)
- MROST (3rd-5th, Orlando, FL)
- Facility Coordinator Workshop (18th-20th, Ft. Jackson, SC)
- MROST (18th-20th, Fort Knox, KY)
- MROST (22rd-23nd Belle Chasse, LA)
- 100th Army Band (28th, City of Corydon Summer Concert Series, Cordoyn, IN)
- SEPT - Yellow Ribbon (11th-13th Orlando, FL)
- Pre-retirement (Military) Training (12th, St. Croix, VI)
- 313th Army Band Performance (13th,UAB Veterans Ceremony, Birmingham, AL)
- MROST (16th-18th, Jacksonville, FL)
- OCT - Pre-retirement (Military) Training (17th, Boone, NC)

The 81st RSC supporting in an area near you

Story by: Jackie Wren



The 81st RSC's Retirement Services Office traveled to New Orleans to provide a day-long pre-retirement brief for Soldiers serving in the Army Reserve and the Army National Guard with two years of service remaining. This brief is one of 22 offered by

the 81st this year in 16 locations. Pictured here, attendees sign up to receive information from USAA.

COLUMBIA, S.C. – The 81st Regional Support Command is headquartered at Fort Jackson, South Carolina, but provides a wide array of support services throughout nine Southeast states, Puerto Rico and the Virgin Islands.

To provide such services that range from staff assisted visits for supported operational and functional commands, to individualized human resource services, the headquarters staff often brings 81st services to where their customers are. In any given week, 81st personnel can be found in Orlando, Florida, supporting the Yellow Ribbon program, in an Army Reserve Center in Orangeburg, South Carolina, teaching a suicide prevention class, or in any number of locations supporting the Chaplain Program's Strong Bonds events – the Wildcat team is everywhere its customers are.

This week the 81st RSC's Retirement Services Office traveled to New Orleans to provide a daylong pre-retirement brief for Soldiers serving in the Army Reserve and the Army National Guard with two years of service remaining. This brief is one of 22 offered by the 81st this year in 16 locations.

"There's so much pertinent information that needs to be put out to retiring Soldiers and family members," said Capt. LaToya Kearns, retirement services officer. "We work very hard to ensure that we travel to locations that are the best fit for our customers. Some Soldiers are located close to installations which is good for them, we fill in for those who don't have that convenience."

The briefings bring together representatives from organizations like Tricare, Hero 2 Hired, Veterans Affairs and Defense Finance and Accounting Service who both brief the attendees and speak one-on-one with Soldiers to answer individual questions. Personnel from the 81st Directorate of Human Resources are also on hand to conduct records reviews and calculate retirement points.

Lt. Col. Doril Sanders, chief of Internal Review, 412th Engineer Command in Vicksburg, Mississippi, traveled to this weekend's event because he will be retiring in December of this year. He said the convenience of having different locations and times for this event allows for Soldiers to find an event that meets both their location and scheduling needs.

"This briefing is very helpful and provides user-friendly and updated information on retirement benefits," said Sanders. "I was able

to take advantage of this brief because of the wide variety of offered dates, and I'm glad I did, because I'm getting information I didn't know – the latest and greatest on benefits and retirement."

Retirement services is one of several services the 81st RSC offers that provides services convenient in the areas where customers are located. To stay up to date on upcoming retirement service briefing dates and other services, find the 81st RSC on Facebook at www.Facebook.com/81stwildcats. **W**

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MARTHA GIBSON
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ANDRE GREEN
TROY HETTINGER
YORK HOSANG
JOHN HOWARD
ROY HOWARD
LARRY JACKSON
CARMELO LOPEZ-WILLIAMS
EDWARD LOZANO
DANTE MANGRUM
CURTIS McCLADDIE
BRANDON MOORE
LORRAINE NARANJO
AMANDA RICHARDSON
ERIC RICO
SEAN ROBINSON
DAVID RUTLEDGE
JAMES SECORD
MARY SKIPPER
CHARLES SMITH
GLENN SNOW
THOMAS TURNER
NELSON VEGA
MICHAEL WAGNER
RODERICK WILLIAMS
WAVERLY WILLIAMS
JESSIE WITHEY

U.S. ARMY
CHIEF OF STAFF OF THE ARMY

Army Reserve Child, Youth & School Services

Youth Leadership, Education and Development (YLEAD): Summer 2015 Dates & Cities

CYSS Mission: Support readiness and well-being of geographically dispersed families by reducing the conflict between parental responsibilities and mission requirements.

Youth Leadership, Education and Development (YLEAD) trainings support CYSS' mission, and provides an opportunity for Army Reserve teens to come together, learn new skills and build new connections.

At YLEAD, Army Reserve youth:

- Connect with one another
- Participate in activities that promote success at home, in school, and within the community
- Learn more about the Army Reserve
- Find out how to make a difference in the lives of Army Reserve Families
- Discover ways to become involved through partnerships with teens, adults, and community-based programs.

YLEAD participants engage in several sessions that promote resilience and leadership skills such as communication, decision making, exploring interests, and youth-adult partnerships. Team building activities help youth make connections and learn to work together. A service learning project is also conducted, and past YLEAD participants have done beach clean-ups, sorted and packed food at a food bank, and helped paint The Fisher House. Youth have the opportunity to visit the city where YLEAD is held through educational and fun outings.



YLEAD is open to Army Reserve teens ages 14*⁻17, who are entered in DEERS, and who reside in the states indicated for each region.

*must be 14 **and** entering the 9th grade

YLEAD is offered at no cost, as youth are placed on travel orders which cover transportation, lodging and meals. The youth then becomes a volunteer for the Command, and is able to apply lessons learned at the next Family Day, FRG meeting, Yellow Ribbon event or other Family Programs-approved event.

To register, visit <http://arfp.org/cyssstatecamps.php>

Region	Date/Location*	Contact CYSS Specialist Contractor, Odyssey-TCI	Phone
Southeast AL, AR, TX, MS, FL, GA, LA, SC, NC, TN	July 6-10 Dallas, TX	Andretta Smith andretta.j.smith.ctr@mail.mil	832-380-7341
West Coast CA, WA, OR, NV, AZ, ID, MT, UT, NM, CO	July 13-17 Dallas, TX	Danielle Peschon danielle.s.peschon.ctr@mail.mil	910-396-8562
Atlantic Puerto Rico	July 20-24 Fajardo, PR	Barbara Rodriguez barbara.i.rodriguez.ctr@mail.mil	787-931-2132
Midwest WY, NE, MN, WI, IN, IL, IA, MI, KY, MO, ND, SD, KS, OK, OH	August 3-7 Bloomington, MN	Valerie Morgan valerie.m.morgan5.ctr@mail.mil	504-558-5603
Northeast MA, NH, VT, ME, DE, RI, CT, NY, NJ, MD, VA, DC, PA, WV	August 10-14 Bloomington, MN	Joyce Hall joyce.m.hall.ctr@mail.mil	502-624-2450

* Note: AR CYSS is awaiting USARC HQ final approval for the YLEADs

This information has been provided by Army Reserve Child, Youth & School Services.

For more information on resources and programs, please visit:

www.ARFP.org/CYSS



Fort Family Outreach & Support Center assistance is available 24/7 at 866-345-8248 or visit: www.ARFP.org

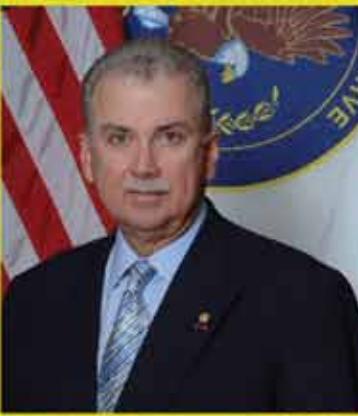




Margarett Barnes
Mississippi



Alan D. Bell
Georgia



Luis Berrios-Amadeo
Puerto Rico



Sam Brick
South Carolina

The Army Reserve Ambassador (ARA) Program was established in April 1998 for private citizens to promote awareness of the Army Reserve and the identified goals and objectives of the Chief of Army Reserve (CAR).

ARAs develop awareness and advocacy with community leaders and are vitally important bridges to communities across the Nation. They function at the state and local level and voluntarily represent the CAR without salary, wages or other benefits. Most beneficial is that they provide "continuity" over the long term; while local Army Reserve team leaders come and go, Ambassadors are vested in the community.

Their function is similar to that of Civilian Aides to the Secretary of the Army (CASA), and they carry a protocol status equivalent to a major general.

ARAs educate the public, community leaders and congressional staff offices about the capabilities and value of the AR and its Soldiers. They establish open lines of communication within these communities to help establish mutually supporting relationships with community leaders and community organizations. ARAs promote support for Soldiers and their Families during deployments and play an active role in facilitating community support through "welcome home" ceremonies and the Yellow Ribbon Program.

Not only do they build relationships that improve understanding and awareness of the AR within the business and civilian sectors, they also work with ESGR contacts, Military and Veteran Service Organizations, Employer Partnership Program Support Managers, and Family Readiness Groups on key Soldier and Family issues, including those that may have strategic implications and benefit across the Army Reserve.

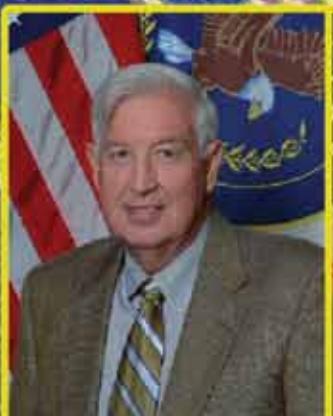
While not all ARAs have military experience, many are retired officers or senior non-commissioned officers who wish to remain engaged in military affairs. Each state and territory has at least one ARA.

Regional Support Command/Mission Support Command ARA coordinators provide administrative support to and oversight of their respective regional Ambassadors.

Ambassadors are currently appointed by the CAR, via nomination from Regional Support Command/ General Officer commanders. The nominee cannot be a actively-serving member of the National Guard, Ready Reserve (Selected), Individual Ready Reserve, Federal Government or be a Federal elected/ appointed official.



Robert W. Chesnut
Mississippi



George W. Goldsmith, Jr.
South Carolina



Charles E. Gorton
Kentucky



Paul Hamm
Tennessee



William H. Johnson
Georgia

M
N



Horacio Cabrera
Puerto Rico

Leon Caffie
Florida

James J. Cardo Jr.
South Carolina

Luis Carreras
Georgia



James W. Darden
Alabama

Michael Devine
Kentucky

Johnny H. Dwiggins
North Carolina

John L. Dyess
Tennessee



Marsha Lilly
North Carolina

Harry "Skip" Phillips
Louisiana

Sherman R. Reed
Tennessee

Don Slesnick
Florida



Sexual Assault Reporting Options

Sexual Assault is the most underreported crime in our society and in the military. Department of Defense (DoD) prefers that sexual assault victims receive support and medical services as needed and offenders be held accountable for their crimes. However, DoD recognizes that some victims willingly forego medical and support services to avoid command or law enforcement involvement. DoD's first priority is for victims to be protected, treated with dignity and respect and to receive the medical treatment, care and counseling that they deserve.

Under DoD's confidentiality policy, military victims of sexual assault have a choice of two reporting options:

Restricted Reporting (RR): Allows a victim to disclose the details of the assault to specifically identified individuals and receive medical treatment and counseling, without triggering the official investigation process. Reporting sexual assault to any agency or individual not listed below may result in an unrestricted report.

Report confidentially to:

- SARC/SHARP Specialist
- VA/SHARP Specialist
- Healthcare Provider

Eligibility:

- Soldiers
- Military dependents 18 years of age or older

Unrestricted Report (UR): Allows a victim to disclose the details of the assault and receive the same services under restricted reporting, to include an investigation. The victim may notify current reporting channels (e.g., Chain of Command, law enforcement) or SARC & VA/SHARP Specialists.)

Eligibility:

- Soldiers
- Military dependents 18 years of age or older
- DoD Civilians when stationed OCONUS
- U.S. contractor personnel when authorized to accompany Armed Forces in a contingency operations OCONUS

THOMAS M. WHITE, JR
Sexual Assault Response Coordinator (SARC)
81st Regional Support Command
BLDG 2179 Sumter Avenue (Room 101)
Fort Jackson, SC 29207-6070
Office # (803) 751-3564
SHARP HOTLINE # (803) 724-0262
Non-emergency # (910)-257-7616



Do you know someone who you has great Wildcast PRIDE? Nominate them to be in our next spotlight of The WILDCAT. Simply follow the link below, submit thier name and tell us why you feel they should be recognized.

https://ice.disa.mil/index.cfm?fa=card&sp=134944&s=959&dep=*DoD&sc=2



Deployed or know someone who is deployed and has children between 3 - 18 years old? You can receive a grant for up to \$500 for your dependants for youth programs.

Apply for a grant for youth sports, fine arts, camps, and tutoring programs up to \$500. Certain restrictions apply, see website for additional information.

<http://www.ourmilitarykids.org/>

Wildcat Spotlight

Master Sgt. Tomeka Brown



W) What is your MOS? And give us some details about what you're responsible for at the 81st.

TB) My primary MOS is 42A; secondary MOS is 88N. Here at the 81st, I'm responsible for providing administrative support and guidance to AGR and AC Soldiers within the region, which includes reviewing and processing Junior Enlisted promotion packets.

W) What made you pick 88N as a MOS?

TB) I picked 88N because I was in a Transportation unit and I was tired of the other Soldiers calling me a "pencil pusher" back in the days. I wanted to show them I can do more than just push

a pencil. It started off more of an "I'll show you" and ended up as a great learning experience to put under my belt. I enjoyed the challenge of learning something different.

W) How long have you been in the Army and why did you join the Army?

TB) I've been in the Army for a total of 22 years. I initially joined the Army because I wasn't quite ready to go to college at the time, and I knew I would be ready for a life change once I graduated high school.

W) What are some reasons you've stayed in as long as you have?

TB) I've stayed in as long as I have because I have two sons that I have to do my best to build as men by me being a single mother. My boys have to see believing in God, dedication, and perseverance will take them a long way.

W) How do you balance being a single mom in the military?

TB) I balance being a single mom by the grace of God, and also the love and support from family and friends.

W) What are some things you've enjoyed about being a Soldier?

TB) I get enjoyment out of grooming other Soldiers to becoming better than me. I enjoy the challenges NCO's face and overcome to obtain the rank of E1 on up to E9.

W) Have you had any challenges with grooming Soldiers?

TB) Yes, I've had a few challenges but none that remained a challenge. One challenge I encountered was meeting a junior Soldier for the first time who had been deployed several times and had a hard time with dealing with leadership who has not yet had the opportunity to serve in a combat environment. In order to correct that challenge I let the Soldier know I can't tell them I know what they've been thru but I can definitely listen and maybe they can prepare me for when it's my time to deploy.

W) What's your favorite assignment so far?

TB) So far my favorite assignment has actually been the 81st RSC; and I'm not saying that because I am a part of it at this time, but this assignment has been an assignment of Soldiers who fight, fuss, argue, build, learn grown and in the end still come together just as family do. I've met some women whom we all come from different backgrounds but share similar instances and we have grown, learned and cried together. Thanks to the former Commander, Maj. Brockman and her encouragement, I was able to accomplish a goal that I never would have set for myself and that's completing my first half marathon and still breathing at the end!

W) What have you learned about yourself since you've been at the 81st?

TB) Since I've been at the 81st I've learned that I have what it takes to become one of the next SGMs in the United States Army. I've learned that it's ok to be proud of saying, "Every day I learn something new and every day I try to teach something new to someone else."

W) What are three things you've learned about yourself, being a Soldier and being a leader?

TB) Yourself – Once I set a personal/professional goal I do what I can to accomplish it.

About being a Soldier – Fear is the acronym False Evidence Appearing Real

About being a Leader - Being a good leader is knowing how to listen, learn, and fall back when need be and not always being that one to be the boss.

W) What are your future military goals?

TB) My ultimate future military goal is to make Sergeant Major and complete at least 30 years of Military service. 



www.arfp.org/cyss



Directorate of Logistics provides Base Operations (BASOP) Support

The DOL provides BASOP support to supported Army Reserve commands in nine states of the southeastern United States and Puerto Rico, enabling the war-fighting functions of the Army Reserve to meet global requirements across the full spectrum of operations. DOI's vision is to continue to be the leading provider of logistical BASOP support services, responsive to the needs of the Army Reserve.

DOL's four critical BASOP Services include New Equipment Fielding Facility, GSA Fleet Management, Furniture Management and Facility Kitchens.

Three efforts by Directorate of Logistic to support an innovated approach to offer maintenance related sustainment training to the 800 plus civilian workforce associated with Area Maintenance Support Activities (AMSA) and Equipment Concentration Sites (ECS).

Pressure/Leak Test Certification Course: Class sponsored by trainers at AMSA 146, Jackson MS, to be offered each quarter. Coordination can be made with Mr. Daryl Mczeke through Mr. Charles Abreu. The student witnessing or performing a test or inspection must meet the minimum qualification of 49 CFR 180.409 and 171.8 which basically states that the registered inspector has a high school diploma and three years' of work experience relating to the testing and inspection of cargo tanks; or at least three years experience performing the duties of a Registered Inspector prior to September 1, 1991.

Welding and Fabrication Work Shop: Class sponsored by ECS 43 will be offered each quarter. Coordination can be made with Mr. Daryl Mczeke through Mr. Charles Abreu. The curriculum includes a basic foundation in welding, plasma cutting and oxy-acetylene cutting theory, plus fabrication processes. The welding and fabrication portion of the training prepares students to understand the fundamentals of arc welding, plasma cutting including: safety, power sources, electrodes, oxy-fuel cutting, and oxyacetylene welding with a introduction to weld symbols, metallurgy, and metal identification. Students will understand techniques for layout, squaring, tacking, and fabricating. Students perform repairs to damaged alloy articles and prepare new articles with the help of a welding machine, various hand and power tools. Finally students will evaluate finished products and perform quality assurance checks on products. The Position Description (PD) for a HMER states "Performs minor body work by welding" in essence this can be done with the use of the oxygen & acetylene torch outfit.

Air Condition Certification: Technicians who repair or service CFC-12 and HFC-134a motor vehicle air conditioners must be trained and certified by an EPA-approved organization. Coordination can be made with Mr. Daryl Mczeke through Mr. Charles Abreu. Class sponsored by ECS 43 will offer each quarter training programs to include information on the proper use of equipment, the regulatory requirements, the importance of refrigerant recovery, and the effects of ozone depletion. The Refrigerant Recovery/Recycle Certification Course is designed to provide the student with historical knowledge of the causes of ozone depletion, hands on experience in recovery and recycling of environmentally harmful refrigerants and instruction to prepare students for the testing. **W**

Medical Team educates units on improving readiness

Story by: Staff Sgt. Toshiko Gregg

FORT JACKSON, S.C. – Being the commander of a unit can be challenging, especially when it comes to maintaining the unit's medical readiness. A major Army organization is stepping in to help commanders meet this challenge.

The 81st Regional Support Commands Surgeons Office has created a medical ready operation support team (MROST), that evaluates a units medical readiness and prepares training that is based on the organization's needs.

Medical readiness is an important aspect of Army Reserve Operations because a Soldier who is fully medically ready helps ensure that their unit achieves and sustains its operational readiness. Currently the 81st is the only RSC that has implemented this unique mission. The team started visiting sites June of Fiscal year 14. Since then they have visited over 24 units. So far in Fiscal Year 15 they've had about six missions and counting.

The MROST provides two different types of training events, one designed specifically for Soldiers (unit event) and another designed specifically for medical and command staff (Med Cell event).

"We recommend that a Med Cell event be conducted first, followed by a unit event if desired," said Maj. Paula S. Lacombe, 81st Regional Support Command, Deputy Surgeon. "It gives the staff the tools that are needed to educate each Soldier on how to improve their medical readiness. The Med Cell event culminates in a group exercise and the development of an medical readiness improvement plan."

The Med Cell event is a three day visit which gives full time staff, commanders and First Sergeants the opportunity to get trained on certain medical systems and understand medical processes.

"This class was very informative and we feel it was long overdue," said Sgt. LaShunda Powell, Personnel Non Commissioned Office, 803rd Quartermaster Company, out of Opelika, Ala. "Having the team come out and answer any questions that we have and to have the opportunity for them to look over our cases to make sure that we are doing what we need to do to take care of our Soldiers."

Med Cell briefings include: Line of Duty (LODs) with hands on training, Warrior Evaluation Board (MEB/PEB), MEDPROS, Profiles, Case Management, the Army Body Composition Program (ABCP), Behavioral Health Resources and Systems Access.

Soldiers who attend the unit event will be briefed on information that is relevant to the individual Soldier and first line supervisors. Topics include: Individual Medical Readiness (IMR), Line of Duties, Profiles, Medical Evaluation Board /Physical Evaluation Board, Resiliency Training and various behavioral health topics.

"In addition to the briefings, an NCO call and voucher clinic are also held," said Lacombe. "The voucher clinic allows for Soldiers with medical readiness deficiencies to be counseled and have vouchers placed so that appointments can be scheduled to correct those deficiencies."

Individual appointments can be scheduled to discuss medical/pro-

file or LOD issues with the MROST Team health care provider and/or Chief of the 81st Health Services Branch. They will also appear during battle assemblies to focus on each Soldier's individual needs and education on how to improve their readiness.

Sgt. Dwayne Colson, Mental Health Specialist, 7226 Medical Support Unit out of Fort Jackson attended the one day unit event and got the opportunity to sit with the Chief of the 81st Health Service Branch.

"The training was informative and the presenters made it exciting and interesting," said Colson.

MROST training provides not only classes, but hands-on group work, take home course materials, and 90-day follow-on assistance (unit events only) from the MROST Team. Feedback from the units, Commanders and Soldiers has been very positive and medical readiness statistics have been improving.

To qualify for the training a unit medical readiness (UMR) would have to be below the USARC Standards which is 85% or lower. The three elements that are reviewed is deployment limiting conditions which is those Soldiers who are on a temporary or permanent three profiles and possibly pending a medical board action, dental readiness and period health assessment.

The 81st RSC is responsible for supporting the medical readiness efforts of over 50,000 Soldiers in units spread over nine Southeast States, Puerto Rico and the U.S. Virgin Islands. 



MROST Staff Sgt. Kwajaleyn Myers conduct Resiliency training to the 7226 Medical Support Unit out of Fort Jackson.

PROVIDES MEDICAL TRAINING TO:

- UNIT COMMAND
- MEDICAL READINESS STAFF
- UNIT ADMINISTRATORS
- S-1 STAFF
- INDIVIDUAL SOLDIERS



Soldier Training

- Individual Medical Readiness
- LODs
- Profiles
- MEB/PEB
- Behavioral Health Topics
- NCO Call
- *Voucher Clinic

**(Soldiers with med readiness deficiencies can be counseled & have vouchers placed to appts. can be scheduled to correct deficiencies)*

Medical & Command Staff Training

- Line of Duty
- Warrior Transition Unit
- Incapacitation pay
- Medical Evaluation Board/ Physical Evaluation Board
- MEDPROS Profiles
- Case Management
- the Army Body Composition Program
- Behavioral Health Resources & Systems Access

Med Cell Training Sessions Summer 2015

20-22 Jul 15 Savannah, GA
RSVP NLT: 3 Jul 15
POC: SSG Ritter, Tonya
tonya.p.ritter.mil@mail.mil
803-751-2855



3-5 Aug 15 Orlando, FL
RSVP NLT: 17 Jul 15
POC: SSG Tracy, Jessica
jessica.a.tracy6.mail.mil
803-751-2620

To schedule a training event for your unit please contact:
SSG Kimberly Harris
kimberly.l.harris40.mail.mil



81st RSC Civilians attend professional development workshop

By Rey Rivera, Chief, Strategic Operations (Civilian)

The Civilian Personnel Development Program (CPDP) launched on 19 May 2015 as a result of a workforce climate survey where our employees requested additional professional development opportunities. The program was designed to enhance the core competencies, qualifications, and leadership skills of our Wildcat Professionals.

A total of 20 applicants were selected from a pool of candidates to participate in the four-module program. The CPDP integrates the use of activities, case scenarios, group discussions, and facilitated training to afford students the opportunity to explore the best and current practices of strategic middle management.

This insight allows them to develop a better understanding of how we operate as an organization. Additionally, the program equips students with practical skills, tools, and techniques to help them leverage this knowledge and contribute better as leaders at and across the appropriate levels in our organization.

Over the course of the program, students receive training in the following subjects, including a plethora of engaging and interactive discussions and activities:

1. Managing the Performance of Others / Coaching for Excellence
 - Setting Expectations
 - Managing Performance
 - Coaching for Performance
 - Crucial Conversations
 - Providing Constructive Feedback

2. Strategic Planning: Beyond Operational Thinking

- Strategic Thinking
- Strategic Management
- External Awareness
- Strategic Planning & Project Management
- Action Planning

3. Collaborative Leadership and Team Building

- Collaborative Leadership
- Emotional Intelligence
- Intrapersonal-Interpersonal Awareness
- Team Communication
- Team Building

4. Innovation and Problem Solving: Tools and Techniques to Deal with Complex Issues

- Highly Effective Leaders
- Flexibility
- Creativity & Innovation
- Accountability
- Decisiveness
- Problem Solving

At the conclusion of the program, students will brief the Command team on a capstone project they will launch to improve the Command's morale, climate, efficiency, effectiveness, or funding.

For more information on how to apply for the CPDP, send us an email at usarmy.usarc.81-rsc.mbx.dhr-operations@mail.mil or call Mr. Rey Rivera @ 803-751-4831. 

Civilian Education System (CES)

By Ms. Tannie Jackson, Chief, Full-time Support Civilian Branch

Civilian Education System Leader Development Program is a progressive and sequential leader development program that provides enhanced educational opportunities for Army Civilians throughout their careers.

CES provides eight levels of Civilian development: Foundation Course (FC), Basic Course (BC), Intermediate Course (IC), Advanced Course (AC), Continuing Education for Senior Leaders (CESL), Action Officers Development Course (AODC), Supervisors Development Course (SDC), and Managers Development Course (MDC). The method of delivery is distributed Learning (dL), resident instruction or blended learning, a mixture of both dL and resident instruction.

All CES courses are targeted toward specific Civilian GS grades; however USARC will evaluate requests for exception for training WG personnel. Employees are only required to complete the courses targeted for their current grade. Civilians may not enroll in a course that is higher than allowed for their current grade, although they may enroll in a course that is targeted for a lower grade. The GS grade targets for these courses follow:

The Foundation course for grades GS-01 - GS-15 is a requirement for all civilians hired after 30 Sep 06. This course also serves as a prerequisite for other CES courses, there is no waiver or equivalency available for the Foundation Course. All AR Civilian personnel, required to take this course, must have completed the course to apply for other CES courses. This is a distance learning course only.

- The Basic Course is for grades GS-01- GS-09, is a requirement for all interns to complete before the end of their intern program. It consists of a dL (Phase 1) portion and a two week resident (Phase 2) portion.

- The Intermediate course is for grades GS-10 - GS-12. It consists of a dL (Phase 1) portion and a three week resident (Phase 2) portion.

- The Advanced course is for grades GS-13 - GS-15. It consists of a dL (Phase 1) portion and a four week resident (Phase 2) portion.

- The Continuing Education for Senior Leaders (CESL) provides sustainment training for senior civilian leaders at grades GS-14 - GS-15. It consists of a dL portion (Phase 1) and a week resident (Phase 2) portion. Completion or credit for the Advance course is a prerequisite for attendance.

- The Supervisor Development Course (SDC) is a requirement for all Supervisors (Military and Civilian) who supervise Civilians. This is a dL course that must be completed within 1 year of placement in position and every three years as refresher training. This course is no longer available in a residence forum. The SOC is available for all civilians as a self development tool.

Employees who have completed specific TRADOC approved Professional Military Education (PME) courses or legacy Civilian Leader Development courses at any time in the past may have met the requirement for their target CES course (Basic, Intermediate, or Advanced). The CHRTAS has the capability to auto-determine CES equivalent course completion, based on course completion in the employee's ATRRS training history. Civilians may view their eligibility profile by logging into CHRTAS and clicking on the "CES Eligibility and Completion Status" link on the right side of the webpage. This link will portray a status table based on their CES requirement by grade. It also provides information on approved legacy courses and instruction to apply for CES equivalency credit. Civilians should review their training records in the DCPDS to ensure PME credit is accurately reflected. Additionally, If PME credit is reflected in CHRTAS but not in DCPDS civilians can self-certify course completion using the CPOL Employee portal My-Biz. 

Civilian Education System (CES)

Pay Band Equivalent	Pay Band Equivalent	Pay Band Equivalent		
GS-1-9	GS-10-12	GS-13	GS-14	GS-15
NAF 1/2/3	NAF 4		NAF 5	
<ul style="list-style-type: none">- Civilian Education System (CES) is the underpinning of all leader development programs- Substantial policy changes effective FY12- Increase Mobile Education Teams- Aligned with DOD Competencies- Must meet intent of National Defense Authorization Act- Must report to Congress			<ul style="list-style-type: none">Defense Senior Leader Development Program (DSLDP)Senior Service CollegeContinuing Education for Senior Leaders (CESL)	
			Advanced Course (AC) – DL & Resident	
			DOD Executive Leadership Dev Program (DELDP)	
			Manager Development Course (MDC) – DL	
			Intermediate Course (IC) – DL & Resident	
			DOD Civilian Emerging Leader Program	
Basic Course (BC) – DL & Resident				
Supervisor Development Course (SDC) – DL				
Action Officer Development Course (AODC) – DL				
Foundation Course (FC) – DL For ALL new Army civilians				
Communities of Practice Available at Each Level				

Agencies Release Guide on LGBT Discrimination Protections for Federal Workers

Washington, DC - Four Federal Government agencies with roles in ensuring fairness in the federal workplace released a guide on the rights and processes available to applicants and employees who allege sexual orientation or gender identity discrimination. The guide is being reissued after more than a decade and has been substantially revised to reflect major developments in the law.

The agencies collaborating on the guide are the U.S. Office of Personnel Management (OPM), the U.S. Equal Employment Opportunity Commission (EEOC), the U.S. Office of Special Counsel (OSC), and the U.S. Merit Systems Protection Board (MSPB).

The guide is entitled, "Addressing Sexual Orientation and Gender Identity Discrimination in Federal Civilian Employment: A Guide to Employment Rights, Protections, and Responsibilities." It can be found at www.opm.gov/LGBTGuide.

Civil service laws have been interpreted to ban sexual orientation discrimination since 1980. Recently, OSC found that these laws also prohibit gender identity discrimination, as reflected in its August 2014 prohibited personnel practice report, concluding that a transgender woman was unlawfully harassed by agency officials. The EEOC has also issued several decisions in recent years holding that lesbian, gay, bisexual, and transgender (LGBT) individuals may bring valid Equal Employment Opportunity claims in the federal sector, including *Macy v. Holder* (April 2012) (finding that discrimination based on gender identity is unlawful sex discrimination) and *Complainant v. Dep't of Homeland Sec.* (August 2014) (reaffirming that sexual orientation discrimination based on gender stereotypes is unlawful sex discrimination).

The guide provides federal workers with a description of employee rights and agency responsibilities under Title VII of the Civil Rights Act of 1964, the Civil Service Reform Act of 1978, and other agency and union procedures. It also offers a comparison table showing differences between procedures available at the EEOC and OSC. The goal of the publication is to assist LGBT employees make more informed choices about how best to pursue their individual claims when they believe they have suffered from discrimination.



"One of my highest priorities as Director of OPM is to make sure we are recruiting and supporting top talent that draws from the rich diversity of the American people. We need all of our employees to be focused on making the most of their skills and their ingenuity, rather than worrying about losing their job or not getting promoted due to discrimination," said OPM Director Katherine Archuleta. "This guide is an important resource for the lesbian, gay, bisexual, and transgender members of our Federal family."

"Reissuing this guide is critical given the developments that have occurred in this area over the last 10 years," said Chair Jenny Yang of the EEOC. "It illustrates, in plain terms, the breadth of protections available to victims of LGBT discrimination in federal employment and should serve as an invaluable resource to all federal employees."

"OSC's recent enforcement activity highlights how LGBT-related discrimination violates the letter of our civil service laws and the spirit of our merit system principles," said Special Counsel Carolyn Lerner. "We are proud to partner with our sister agencies to help federal workers better understand their rights and remedies regarding sexual orientation and gender identity discrimination."

"The Merit Systems Protection Board's research indicates that there is some confusion among federal employees and supervisors with respect to the state of protections from sexual orientation discrimination in the workplace," said MSPB Chairman Susan Tsui Grundmann. "Since the MSPB's mission is to safeguard, protect and promote the merit principles, which includes fair and equitable treatment in all aspects of personnel manage-

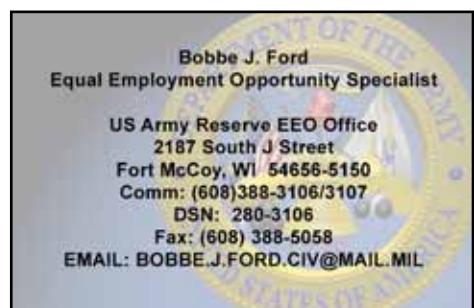
ment without regard to discrimination, we support this guide as a helpful tool that will better educate and inform the federal workforce and applicants about the full range of options under current law."

The U.S. Office of Personnel Management's (OPM) mission is to recruit, retain, and honor a world-class workforce to serve the American people. OPM supports U.S. agencies with personnel services and policy leadership including staffing tools, guidance on labor-management relations and programs to improve work force performance. For more information, please visit www.opm.gov.

The U.S. Equal Employment Opportunity Commission (EEOC) is responsible for enforcing federal laws prohibiting employment discrimination. For more information, please visit www.eeoc.gov.

The U.S. Office of Special Counsel (OSC) is an independent federal investigative and prosecutorial agency. Our basic authorities come from four federal statutes: the Civil Service Reform Act, the Whistleblower Protection Act, the Hatch Act, and the Uniformed Services Employment & Reemployment Rights Act (USERRA). OSC's primary mission is to safeguard the merit system by protecting federal employees and applicants from prohibited personnel practices, especially reprisal for whistleblowing, and to serve as a safe channel for allegations of wrongdoing. For more information, please visit www.osc.gov.

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Wildcat Demobilization

Story by: Mr H. Allen Skinner, Command Historian

Ninety-six years ago, on 24 June 1919, the last members of the 81st "Wildcat" Division to serve in the "World War" arrived at Newport News, Virginia to demobilize. However, the story of their demobilization began back on 11 November 1918, upon the signing of the Armistice. Due to the late hour of the ceasefire, the men bivouacked on the battlefield where they were able to freely build campfires without fear "from a deadly missile."



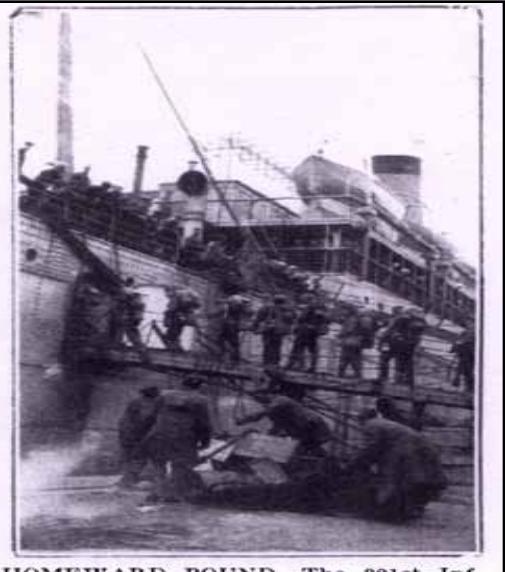
Shortly afterwards, the men of the 81st Division underwent a grueling 175 kilometer road march from the front to camps near Chatillion-sur-Seine with "all the accoutrements pertaining to the full and complete equipment of the American soldier...a severe test of the physical endurance, morale and the jovial, happy disposition of the American soldier."

To ensure Germany could not restart hostilities, the Allies maintained combat forces (which included the 81st Division) at the ready in France. To ensure combat readiness and keep the soldiers occupied and out of trouble, General John J. Pershing, American Expeditionary Force (AEF) commander implemented a demanding training schedule. So while in the camps, the Wildcat units drilled, marched, and fired their weapons, with training periodically interrupted by formal reviews. Among the most memorable events was a review by the King and Queen of Belgium who walked the ranks of the division, shaking hands and personally thanking many Wildcats for their service.

A review from General Pershing in April 1919 lifted the spirits of the Wildcats when he praised their stellar combat record. Soon afterwards, orders from AEF headquarters directed the 81st Division to the Le Mans area; unlike the move from the front, the Wildcat soldiers traveled by rail in "40 Hommes or 8 Chevaux" boxcars.

Once at the rear camps, the soldiers had the opportunity to properly clean up (including delousing sprays to remove the "trench cooties"), draw new clothing and undergo medical exams before traveling to the ports of embarkation. In early June, the elements of the 81st Division sailed for the United States

"There was very little criticism of the extremely disagreeable life aboard ship... soldiers may be the best of buddies, yet they do not like to be crowded into a boat like cattle. The sea was a little choppy when we pulled out of harbor and it was not long before we were paying our respects to



HOMEWARD BOUND—The 821st Inf. embarking, St. Nazaire, France, June 9, 1919.

Neptune," (The History of the 321st Infantry, by Clarence W. Johnson)

After the first day we had smooth sailing...by the eighth day we encountered a storm, which raged for ten hours, and the god of the sea again had many worshippers...consequently the "chow" line was rather thin that day.

Among the most memorable events was a review by the King and Queen of Belgium who personally walked the ranks of the division

Despite the sometimes miserable conditions, the men passed the time by reading, writing and watching moving pictures provided by the YMCA. After arriving at the ports in the United States, the men underwent a final round of inspections and fitting of new clothes before traveling to camps near their hometowns for final discharge.

The 81st Division headquarters officially demobilized at Hoboken, New Jersey on 11 June 1919, with the last men discharged on 24 June 1919. **W**



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208th Army Band Soldiers begin their 2-Mile run in a steady rain during battle assembly weekend in April.

Chief Warrant Officer 4 Timothy Lyden leads the Jazz Combo at a Dining Out event at the Great Wolf Lodge in Charlotte, NC.



A squad of Wildcats review their map reading and land navigation skills during annual training in April.

CLEAN-UP DAY

Capt. Kimberly Helms is happy to pick up sticks in the treeline.



Master Sgt. Edward Quantrell picks weeds and prunes a bush near the parking lot.

Everyone who pitched in then got to relax with a BBQ lunch.



Staff Sgt. Kimberly Harris and Sgt. Charlesa McCall conduct a random antiterrorism inspection in the parking lot of the 81st headquarters building.



Capt. Christina Teagarden (background) and German exchange officer, Maj. Elina Janz completed the Master Fitness Trainer Course on Fort Jackson.



Employees from ECS 151 (Fort Rucker, AL) conduct physical training during their allowed PT time.



Maj Gen. Janet Cobb gives a quick tour of the 81st HQ building to the Hon. Debra Wada, the Assistant Secretary of the Army for Manpower and Reserve Affairs.



Col. Glenn Sanders receives a token of appreciation for his support with the strategic planning. LTC Dusty Franklin presented him the "Stratman" plaque.