

ARNORTH Monthly

April 2010



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Commanding General: Lt. Gen. Guy Swan III
Command Sgt. Maj.: Command Sgt. Maj. David Wood

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Officers with combined 57 years' experience say farewell to Army



U.S. Army photo by Sgt. 1st Class Manuel Torres-Cortes, U.S. Army North PAO

Col. Robert Mayr was presented the Legion of Merit March 27 during his retirement ceremony for his service as the defense coordinating officer for the Defense Coordinating Element, Federal Emergency Management Agency, Region IV.



U.S. Army photo by Sgt. 1st Class Manuel Torres-Cortes, U.S. Army North PAO

Lt. Col. Timothy Juergens, chief of plans, G-4, stands proudly after being recognized by Lt. Gen. Guy Swan III, commanding general, U.S. Army North, during his retirement ceremony at the Quadrangle March 27 as he bid the Army farewell following 27 years of service.

U.S. Third Fleet welcomes ARNORTH Commanding General



U.S. Navy photo by Mass Comm. Spc. Jeremy Starr, 3rd Fleet PAO

Vice Adm. Richard Hunt, commander, U.S. Third Fleet, hosts Lt. Gen. Guy Swan III, the commanding general of U.S. Army North, along with other ARNORTH leaders, during a luncheon and conducted a Defense Support of Civil Authorities roundtable discussion at Third Fleet headquarters in San Diego, Calif., March 23. Attendees included (from left): Col. Mark Armstrong, Capt. Stephen Metruck, Capt. Adam Levitt, Gen. Joseph Hoar, Lt. Gen. Swan, Vice Adm. Richard Hunt, Vice Adm. Jody Breckenridge, Justin Dombrowski, Maj. Gen. (Ret.) James Myatt, Brig. Gen. Scott Johnson, Rear Adm. Russ Penniman and Rear Adm. William French.

Army North Civilians continue to transition from NSPS to GS pay system

By Staff Sgt. Keith Anderson

U.S. Army North PAO

FORT SAM HOUSTON, Texas — Approximately 222 Civilian employees at U.S. Army North will be converted from the National Security Personnel System to the long-standing General Schedule system on May 23, said Lt. Col. Kim Chaney, deputy human resources officer, ARNORTH.

The remaining 113 permanent and term Civilian employees will not be affected by the conversion, Chaney said. Armywide, some 65,547 employees will transition to the GS system.

The NSPS, authorized in fiscal 2004, was officially abolished by the 2010 Defense Authorization Act, signed into law by President Barack Obama Oct. 28, 2009.

Department of Defensewide, the Congressionally-mandated transition from NSPS to GS must be completed by Jan. 1, 2012.

Duke Floyd, command transition manager, ARNORTH, said no one would lose money in the conversion and some would get pay increases.

“If someone’s current salary is at (the equivalent of) step 10 or higher, they’ll be put on retain pay but be put at step 00,” Floyd said.

“And if someone is in-between steps, they’ll go to the next higher step.”

Other than a possible increase in pay, the conversion won’t affect employees, Floyd said.

“There’s no change to retirement,” he said. “There’s no change to the benefits. There’s not going to be any change to any of that stuff.”

So far the majority of the questions he has fielded about the conversion have been about pay and

performance evaluations, Floyd said.

The rating period for NSPS employees has been extended 31 days to Oct. 31. After that period ends, employees will fall under the rating period dates prescribed by their GS classification.

Interim reviews will be accomplished by May 22, and NSPS employees will subsequently convert to the Total Army Performance Evaluation System May 23, allowing them to be under TAPES the required minimum of 120 days before the evaluation.

ARNORTH prepared for the conversion in advance.

“All of our NSPS position descriptions were classified all along with GS equivalents, whereas other organizations are struggling to complete this process,” Floyd said.

Human resources personnel at ARNORTH have ensured that current position descriptions for the affected employees meet the classification requirements of the respective GS grade.

“Personnel are putting in a lot of work to ensure this transition goes smoothly, and it should be fairly invisible to the majority of personnel,” said Chizuru Daniel, a human resource specialist for civilian personnel management, ARNORTH.

Daniel said she looked forward to administering a single personnel system. Employees under NSPS had different hiring procedures, training responsibilities and other requirements than their GS counterparts.

ARNORTH leaders will hold a town hall forum to address the NSPS conversion during the quarterly recognition ceremony at the Roadrunner Community Center, April 22, from 1:30-3:30 p.m.

Employee Transition Time

Jan. 11 — Department of the Army developed transition plan to brief to the Secretary of Defense

May 22 — Interim reviews of transitions to be completed

May 23 — ARNORTH transition date

65,547 = The number of Army transitioning employees

222 = The number of ARNORTH transitioning employees

Planning Guidance and References

- Employees will be transitioned to their PD's equivalent grade (already validated)
- No loss of pay
- Performance plans are still required (S: Jan. 1, 2010; Command currently at 51%)
- Rating period end date changes from Sep. 30 to Oct. 31 (will be under TAPES)
- No pay pool will be conducted
- DoD transition info and training available at: <http://www.cpms.osd.mil/nsps/>

NSPS Transition Main Page <http://www.cpms.osd.mil/nsps/transition/>

Includes Transition Guide, Resources (Employee, Supervisor, HR and Senior Leader Tool-kits), and NSPS Web Alerts email subscription opportunity, and the following:

General Schedule (GS) 101:

<http://www.cpms.osd.mil/nsps/gs101/index.htm>

Performance Management: A Tool to Achieve Results:

http://www.cpms.osd.mil/NSPS/PM_WBT/index.htm

NSPS Transition Simulator:

http://www.cpms.osd.mil/nsps/transition_simulator2010.html

DOD NSPS Transition Office site:

<http://www.cpms.osd.mil/nsps/transition/>

Army Civilian Human Resources Agency's (CHRA) GS Tutorials:

Setting GS Grade and Step:

http://www.chra.army.mil/webcourses/NSPS2GS_Grade_Step/index.html

Classification Determinations:

http://www.chra.army.mil/webcourses/NSPS2GS_Classification/index.html

Promotions, Reassignments and Change to Lower Grades

http://www.chra.army.mil/webcourses/NSPS2GS_Promotions/index.html

Within Grade Increases :

http://www.chra.army.mil/webcourses/NSPS2GS_WGI/index.html

Total Army Performance Evaluation System (TAPES) :

http://www.chra.army.mil/webcourses/NSPS2GS_TAPES/index.html

Contingency Command Posts wind up for 2010 hurricane season

**Story by Staff Sgt. Joshua Ford and
Staff Sgt. Keith Anderson**
U.S. Army North PAO

FORT SAM HOUSTON – In preparation for the 2010 hurricane season, military leaders put the Army's two disaster-response "contingency command posts" through their paces during ramp-up training exercises here throughout March.

CCP 1 kicked off the training with a command post exercise March 10-12 at the Rudder Army Reserve Center in San Antonio, and CCP 2 followed with a CPX of its own March 22-26, also at the center.

The purpose of the train-up exercises were to integrate new staff members, refine the plans and orders process, and refine Army battle command systems processes.

Both CCP 1 and CCP 2 are deployable, mobile military command posts under the auspices of U.S. Army North.

A key mission for both is to coordinate military

support to state and local governments, federal departments and agencies and other civilian organizations, during natural or man-made disasters.

The train-up also served as an opportunity for CCP 1 to prepare for its hurricane command post exercise March 29 to April 1 at San Antonio's Rutter Army Reserve Center.

"We came into this exercise with realistic goals and gave ourselves the time we needed," said Lt. Col. Peter Lugar, chief of operations, CCP 1. "Here, we are hitting on the blocking and tackling fundamentals."

As both teams reviewed their "blocking and tackling" fundamentals, they worked through identifying and resolving potential issues with new equipment, the set-up and tear-down of the command post, as well as conducting software training.

Both CCPs also focused on further developing methods to better anticipate scenarios they may face during the exercise or, more importantly, an actual hurricane disaster.

"This teaches us how to better react in case of a hur-



Photo by Staff Sgt. Keith Anderson, U.S. Army North PAO

Maj. Gen. John Basilica Jr., commanding general, Contingency Command Post 1, U.S. Army North, addresses the Soldiers and Civilians of the command post at the start of a hurricane response exercise at the Rudder Army Reserve Center in San Antonio March 30.



Photo by Staff Sgt. Keith Anderson, U.S. Army North

Lt. Col. Michael Brough, engineer, Contingency Command Post 1, U.S. Army North, briefs Maj. Gen. John Basilica Jr., commanding general, CCP 1, during a hurricane response exercise at San Antonio's Rudder Army Reserve Center March 31. "During a hurricane relief mission, you know you are going to need extra aviation, medical and water purification assets."

"Here, we work on how to go about getting those

assets into the operational area and, from there, how we command and control them."

The bulk of the forces that fall under CCP 1 in the event of a hurricane or other disaster include the 218th Maneuver Enhancement Brigade, an Army National Guard unit out of South Carolina; the 330th Medical Brigade, an Army Reserve unit out of Fort Sheridan, Ill.; and the 11th Theater Aviation Command, which is a mix of regular Army and Army Reserve units based out of multiple installations across the United States.

CCP 2 has no dedicated units under its command, but can deploy at a moment's notice.

"Just like every other training we do, we do it to prepare for the actual event," said Sgt. Maj. Richard Henson, ARNORTH G5 sergeant major.

"The most important thing," added Henson, "is to get our systems, personnel and our common understanding in sync. That way the actual mission will go smoothly."

The Soldiers and Civilians of CCP1 responded to a fictional category four "Hurricane Moe" that struck the southern Texas coast during their hurricane exercise at the Reserve center from March 29 to April 1.

"We are refining our operations and, hopefully, getting better each step," Lugar said.

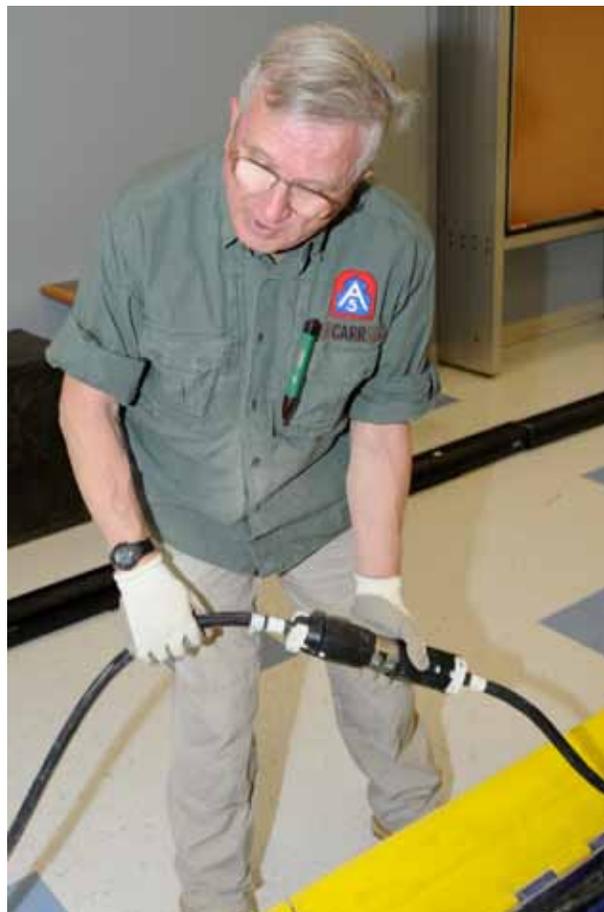


Photo by Staff Sgt. Keith Anderson

Jack Carr, telecommunications specialist, U.S. Army North, runs a power cable through the operations center March 29 during a hurricane response exercise at Rudder Army Reserve Center in San Antonio. The exercises served as an opportunity to integrate new staff members, refine the plans and orders process, and refine Army battle command systems processes.



FORT BLISS, Texas – Soldiers from the 94th Engineer Battalion break an old concrete slab during the construction of a new border road. The Soldiers also constructed three low-water crossings, improved drainage ditches, and installed guard rails, while executing a Border Patrol engineer support mission near the Laredo.

Soldiers from 94th Engineer Battalion aid U.S. Border Patrol agency in securing border

**Story and photos by
Armando Carrasco,
JTF-North PAO**

FORT BLISS, Texas – Soldiers from the 94th Engineer Battalion, based at Fort Leonard Wood, Mo., deployed to the United States - Mexico border in January to provide engineer support to the U.S. Border Patrol – Laredo Sector, in response to a request for Department of Defense engineer support.

The detachment, comprised of 39 Soldiers from the battalion's 103rd Engineer Company, the 83rd Concrete Detachment, and its Headquarters and Headquarters Company, were tasked to construct approximately a mile of all-weather gravel road, three low-water crossings, improve drainage ditches and install guard rails near the Laredo, Texas, port of entry – the

nation's busiest land port. The construction project, coordinated by Joint Task Force - North, is designed to enhance the mobility and safety of the Border Patrol agents responding to suspected illegal activities along the border.

JTF-N is a U.S. Northern Command element under the operational command of U.S. Army North. "Our mission is to secure our nation's border," said Chuck Prichard, public affairs officer, U.S. Border Patrol – Laredo Sector.

"To accomplish our mission, the Laredo Sector has 2,000 agents patrolling 171 miles of border and 101 counties in Texas."

The engineer mission site is a well-known drug and alien smuggling corridor that is patrolled 24 hours a day.

The project is a continuation of the Laredo Sector's border infrastructure engineer support program. Since 1999, JTF-North

has initiated seven engineer support missions in the area surrounding the port of entry.

"In 2009, the U.S. Border Patrol – Laredo Sector seized approximately 225,000 pounds of marijuana, 1,800 pounds of cocaine and apprehended nearly 41,000 persons who entered the country illegally," said Prichard.

"The new road will help us interdict those illegal activities." In preparation for the mission, 94th Eng. Bn. leaders conducted a site visit 60 days prior to their deployment.

The mission commander and his key staff toured the mission site with the JTF-North engineer mission planner, coordinated with the Border Patrol infrastructure program manager, and reviewed the project plans with the U.S. Army Corps of Engineers representatives.

In coordination with the unit, the

the planning process, to include: billeting, transportation, equipment and other mission support needs.

"JTF-North billeted the Soldiers at local hotels, provided contracted breakfast and dinner meals at a Laredo restaurant and provided the required engineer equipment and maintenance support," said Maj. Allison Day,

JTF-North engineer mission planner. For lunch, the Soldiers were treated to Meals Ready to Eat.

In accordance with DoD policy, the JTF-North support missions must provide a training benefit to the unit or make a significant contribution to national security.

"The JTF-North missions provide volunteer units with real-world training opportunities that allow them to train in 90 percent of their wartime mission tasks - the unique mission environments are especially beneficial for engineer units," said Day. During the mission, the 94th Eng. Bn. Soldiers were exposed to severe Texas rain storms, discovered and properly reported an archaeological site, and gained valuable experience in dealing with environmental considerations along a waterway.

"In an off-post mission like this, we encounter many different aspects of the mission that we are not used to; it is a completely different environment," said 1st Lt. Daniel Sunden, the engineer mission commander.

"There are a lot more things involved, many of which you don't find in our field manuals."



Soldiers from the 94th Engineer Battalion's 103rd Engineer Company, the 83rd Concrete Detachment, and its Headquarters and Headquarters Company, constructed approximately a mile of all-weather gravel road near the Laredo, Texas, port of entry – the nation's busiest land port.



Sgt. John Mason, a safety noncommissioned officer with 94th Engineer Battalion, discusses a border road engineer mission with a U.S. Border Patrol – Laredo Sector agent. Soldiers from the 94th Engineer Battalion deployed to the United States – Mexico border in January to provide support to the U.S. Border Patrol – Laredo Sector.

The greatest training benefit realized by the unit, he said, resulted from the experiences gained from working with civilians, the supported law enforcement agency, other support organizations and the local community.

"The JTF-North mission is an awesome training opportunity. I highly recommend it," said Sunden.

In contrast to the unit's past experiences in military training or combat environments, the JTF-North engineer support mission afforded the engineers an opportunity to do a project using highly detailed design plans that complied with all mandatory engineering standards.

"We actually had plans and professionals on the ground – from Baker Engineering and Army Corps of Engineers – to assist us," said Staff Sgt. Ray Bevins, project noncommissioned officer in charge.

"This is something that we wouldn't have someplace else." The mission was also valuable in that it provided many of the newer members of the unit the opportunity to practice their craft out in the field.

"A lot of our Soldiers are new, just out of (advanced individual training) and have not been (deployed) down range so they have not worked with

sand, just Missouri clay," said Sgt. John Mason, project safety noncommissioned. "Here, they are getting the training that they need, in a safe environment, where they don't have to worry about the tempo of the mission being so fast like on a deployment."

The mission paid off in that it provided a definitive sense of accomplishment for the participants as well.

"This real-world mission gave us a chance to do something good for our country instead of doing normal training," added Bevins. "We used our training to help the Border Patrol secure our nation!"

The unit deployed from Fort Leonard Wood via military airlift to Laredo and used rented commercial equipment supplied by JTF-North that was similar to its organic equipment.

Prior to starting the mission, all Soldiers underwent and successfully completed mandatory legal, safety and environmental training. Per DoD policy, JTF-North engineer support missions are restricted to the Southwest border. JTF-North funds most mission-related requirements, and the supported law enforcement agencies pay all engineer materials costs. The unit redeployed to Fort Leonard Wood March 7.



U.S. Army Photo by Staff Sgt. Keith Anderson, U.S. Army North PAO

DCG receives honorary award

Maj. Gen. Perry Wiggins, deputy commanding general, U.S. Army North, receives an honorary award April 3 from the officers of the Military Order of the Purple Heart Chapter 1836: (left to right) Bob Weber, finance officer; Bill Johnson, adjutant; Tony Roman; Maj. Gen. Wiggins; Manuel Soto, junior vice commander, and Jerry Terry, senior vice commander.

ARNORTH hails and farewells teammates

ARRIVALS

Civilians

Timothy Juergens, G4
 John Sherman, G8
 Adrian Rojas, PMO
 Jeffrey Bonnette, G3
 Lee Leskinen, Office of the DtCG
 Gloria White, SJA

Military

Staff Sgt. Keith Anderson, PAO
 Maj. Andrew Camp, DCO-RGN IX
 Sgt 1st Class Alfred Dadda JR., G3
 Maj. Danny Devereaux, DCO-RGN X
 Sgt. Irma Johnson, COFS
 Staff Sgt. Ryan Johnson, DCO-RGN III
 Maj. Jamie Juhl, DCS, G4
 Staff Sgt. Sateen Lopez, DCO-RGN VIII
 Master Sgt. Juan Moore, SURG
 Staff Sgt. James Numa, DCO-RGN VI
 Staff Sgt. Edmund Perez, CG
 1st Lt. Erica Poole, DCS, G8

DEPARTURES

Civilians

Jeremy Steinbrunner, G6
 Jeffrey Nelson, G3

Military

Col. Robert Freehill, RGN II (Ret.)
 Col. Robert Mayr, RGN IV (Ret.)
 Col. Laverne Young, RGN VI (Ret.)
 Maj. Geoffrey Adams, G3
 Sgt. 1st Class Anthony Gray, RGN III (Ret.)

ARNORTH NCO earns NORTHCOM 'Senior NCO of the Year'

By Staff Sgt. Joshua Ford
U.S. Army North PAO

FORT SAM HOUSTON, Texas — The challenge for this noncommissioned officer from U.S. Army North began in October 2008 when he first competed at the ARNORTH NCO of the Quarter competition.

Seventeen months later, Sgt. 1st Class Jayson Teague's trek was complete after he earned top honors as the U.S. Northern Command's Senior NCO of the Year (Category III).

The 11-year Army veteran had previously earned honors as ARNORTH's NCO of the Year before moving on to the competition March 2 at NORTHCOM's headquarters in Colorado Springs, Colo.

"The NORTHCOM board was different from the ARNORTH boards," said Teague, who explained that part of the competition at the ARNORTH-level competition included taking a physical fitness test, performing weapons qualification, performing day



and night land navigation and writing an essay on a topic of board members' choice in addition to taking a written test – all before finally appearing before the board.

"That was all Army stuff. The NORTHCOM board didn't ask anything pertaining to basic Army knowledge," said Teague.

The NORTHCOM boards concentrated more on situations a service

member might see in a civil support environment as well as basic knowledge about ARNORTH, JTF-CS, JTF-N and NORTHCOM.

Teague was one of four NCOs that competed in the senior NCO competition.

Also competing were: Air Force Master Sgt. Lucas Hansrote, JTF-CS; Air Force Master Sgt. Eric Alvarez, JTF-N; and Air Force Master Sgt. Amy Todd, NORTHCOM.

After winning, Teague was awarded the Joint Service Commendation Medal during a ceremony at NORTHCOM headquarters March 5.

"It was great having Sgt. 1st Class Teague win because he represents the (training section) and ARNORTH," said Sgt. Maj. Jeffrey Balistreri, training section sergeant major, ARNORTH, and Teague's board sponsor. "Teague is so sharp that I was very confident he would win."

"It feels good to earn something you work hard for," said Teague.

Quartermaster Corps gets better with time

By Sgt. Maj. Albert Green
ARNORTH G-4 Sergeant Major

It is a great day to be a Logistician as our quartermaster corps professionals continue to grow and transform to meet the dynamics of our ever-changing mission sets.

The Quartermaster Corps is our nation's oldest combat service support branch, and it has performed superbly for more than 234 years.

On the same day George Washington was appointed Commander of the new Continental Army, Washington knew it would take a special breed of personnel who are adaptive, critical thinkers, agile and capable of leading.

The Quartermaster Corps came into being when a resolution was passed to establish "one quartermaster general for the grand Army, and a deputy, under him, for the separate Army."

It is not very often that a quote from someone in the past will stick with you, but there is one that resonates with me:

"Good logistics alone can't win a war – but bad logistics can lose it." This quote is from Gen. Brehon B. Somervell, who served as the commanding general of Army Service Forces, the logistical arm of the United States Army, during World War II.

His message has remained true throughout the years. As our Army continues to transform, our Logisticians adapt to meet the challenges put before them. They have served in every war or campaign our nation has fought, and Quartermaster Soldiers have met or exceeded the challenges.

The duties and responsibilities of logisticians continue to evolve. Whereas the Quartermaster Corps once had dozens of military oc-

cupational specialties, it has now transformed and streamlined into nine core Quartermaster MOSs. To accomplish this transformation, the Soldiers have developed the tools to serve as multifunctional logisticians.

This is especially true in units such as Army North, as they learn the complex, yet rewarding, challenges involved in working with joint and interagency missions. As the Army continues to transform, so has Army North – and its logisticians.

Army North provides a great opportunity for Soldiers to improve their overall knowledge and skills on the functions of the Army. And, assigning young, energetic logisticians to the Defense Coordinating Elements greatly enhances the DCEs' capabilities. These logisticians are the picture of what a multifunctional logisticians is about – providing sustainment regardless of the area of responsibility. If there is a will or a need, there is always a way.

At the DCEs, Soldiers who are in the MOS of 92A, Automated Logistics, are called upon to perform the duties of a 92Y, Unit Supply Sergeant. In addition to facing the challenge of learning the basic fundamentals of property accountability, they are likewise learning about the unique aspects and missions of Army North itself in that they are now challenged with providing support to defend their own "Home Front" by supporting other units, local and state governments and other agencies.

The Quartermaster Corps has performed superbly for 234 years. Armed with the proper training, teaching and mentoring, so will these young logisticians, who continue to uphold the superb legacy of the Quartermaster – "Sustaining Soldiers by any means possible."



ARMY NORTH NCOs graduate th

**Story and photo by
Sgt. 1st Class Manuel Torres-Cortes**
U.S. Army North PAO

FORT SAM HOUSTON, Texas — The Army is continuing to enhance its war fighters with something more powerful than new artillery weapon systems, night vision scopes and expensive gadgets.

This fairly new program, the Army's "Master Resiliency Training Course," is part of Comprehensive Soldier Fitness.

It is designed to enhance a Soldier's mettle, mind and mental thinking and focuses on the five dimensions of strength: emotional, social, spiritual, Family and physical.

Three Soldiers from U.S. Army



Staff Sgt. Richard Garcia, listens intently as an instructor discusses how character strengths makes a huge difference in personal and professional relationships during the Master Resiliency Training Course in Philadelphia, Pa., March 18. Garcia serves as an intelligence analyst.

North and a Civilian from U.S. Army Medical Command, along with 150 other personnel within Army commands, graduated from a 10-day course March 18.

The graduates were taught, in cooperation with staff from the University of Pennsylvania in Philadelphia, the necessities to help train Soldiers, Family members and Civilians on ways to become more "Resilient" in the Army, lives and career.

The "Suck it up and drive on" mentality got some Soldiers to overcome their adversities, but that doesn't work for every situation or every Soldier.

"An accident, divorce or death is what it is," said Brig. Gen. Rhonda Cornum, Comprehensive Soldier Fitness director. "But it is how we come out of that event that can determine how we make ourselves a better person."

Through an initiative from Gen. George Casey, Army Chief of Staff, the "Battlemind" training program was revamped last year to become the Comprehensive Soldier Fitness Program.

The program is designed to help build Soldiers' core strengths of physical fitness, emotional awareness, social communications, Family values and spiritual beliefs.

"Wars are no longer going to be won or lost by whoever has the fastest, biggest airplane," said Cornum. "They are going to be won by having the smartest, brightest people making the hardest, most difficult decisions in the most dangerous situations."

The Army's program, already about a year old, concentrates on the knowledge and skills necessary to overcome the extreme adversities Soldiers face, both in and out of the war zone.

Soldiers endure a rigorous physical fitness schedule in order to cope with harsh environments of Iraq and Afghanistan; but before this training,

there was no program to teach Soldiers how to deal with stress, work, physical training, family, personal problems and multiple deployments.

Most importantly, it benefits Soldiers by teaching them they can be in control of their actions and thoughts during events that are extremely difficult to handle, said Sgt. 1st Class Alberto Hernandez, information technology specialist, Defense Coordinating Element, Region III (Philadelphia, Pa.), U.S. Army North.

"Becoming aware of our thoughts on events

that happen in our life can provide different ways of reacting, whether to not overreact or not react at all," said Hernandez.

"Therefore, old situations could have been handled better with a bit more communication understanding, eliminating the escalation and thus the possibility of creating a positive outcome of a potentially hazardous discussion."

The Soldiers and Civilians who attended the training are all seasoned veterans of their crafts and have previous deployment experiences. Those traits prove invaluable to the program that continued to teach even the most experienced Soldiers something new about themselves.

"Simply put, I learned how to use my strong character strengths to motivate and influence Soldiers," said Staff Sgt. Richard Garcia, Intelligence Analyst,

STRONG MINDS

The Master Resiliency Training Course

ARNORTH. “At the same, time I realized how to identify my weaknesses, which will help me make better decisions when guiding Soldiers.”

Garcia said he could see how what he learned at the course could help others at Army North. Taking the CSF motto “Strong Minds, Strong Bodies,” Garcia will need additional help and resources in order to ensure this program is implemented and taught in all the units.

The Army North command showed its resolve in this matter by sending a total of five Soldiers to

the course to enhance the units’ readiness to train these newly developed skills throughout the command. “I think this will be really beneficial to use for training at the Contingency Command Posts, since it is a probability they are or will encounter some negative effects of natural disasters,” said Garcia. “If you’re not prepared to handle that kind of situation, it may have a downward spiral effect on a Soldier or Civilian.”

Ultimately, the benefit of the training is that Soldiers and Civilians will build an internal strength enabling them to focus and react to situations more clearly with positive results.

The MRT program will teach Soldiers and Civilians how to strengthen themselves which in turn will strengthen relationships with Family, friends and co-workers leading to a better working environment and be-

coming a more productive work force, said MRT Dr. Karen Reivich, University of Pennsylvania, co-director of the Penn Resiliency Project and a research associate in the Positive Psychology Center.

This training will soon be incorporated at every level in the Military Schools and Training curriculums, said Cornum.

Soldiers at every level will ultimately learn how to adapt to difficult situations using tools and knowledge learned from the Resiliency Trainers, which will help them both through deployments and back home.

Resiliency training will also be added to pre- and post-deployment briefs. So those Soldiers who weren’t able to get to the class will be able to receive a part of the training. Moreover, the leaders will in turn be able to instill the training in their Soldiers just as they did for the Warrior Ethos and Army Values.

Personnel who attended made a deep discovery about their own self-awareness.

Before the course, a “character strengths” test is applied to help the student gain insight on what makes him or her so unique and so valuable to the Army team.

Students take their most valued skill and apply it to everyday tasks to help them overcome adversities and focus on parts of situations that are controllable.

“I learned that the Army is moving in the right direction by providing their Warriors with the tools and skills needed to become more self-aware and self-regulating,” said Val Wilson, battle mind training specialist, Army Medical Department Center and School, Soldier and Family Support Branch.

“I learned that although I possessed many of the skills, I really need to start making these skills



Sgt. 1st Class Alberto Hernandez points out one of his top character strengths on the board during the Army’s Master Resiliency Training Course in Philadelphia, Pa., March 18. Hernandez serves as an information technology specialist, with U.S. Army North’s Defense Coordinating Element Region III in Philadelphia, Pa.

a part of my daily life.

“It will not only make you a better person but make you a better communicator, a better person and someone that others would seek out for advice and counsel.

Wilson has already started incorporating those skills in his everyday life and daily training he conducts with Soldiers attending the school at his command.

The skills will allow individuals to learn how to control their thoughts and emotions, which in turn will help them better manage their personal and professional relationships, said Wilson.

Once Warriors have the skills and tools to cope with the mental and emotional stressors that they face daily, they will eventually have better balance in their lives.

“The MRT training has been, by far, the best training experience I’ve ever had,” said Garcia.

“It is a solution to one the biggest puzzles in life – understanding who you really are.”

STRONG BODIES

JTF-CS confirms civil support abilities of 44th Medical Company

By Capt Bruce Hill, Jr., JTF-CS PAO
and Sgt. D.A. Dickinson, 28th PAD

HAMPTON, Va. – Service members and civilians of Joint Task Force – Civil Support deployed to Hampton, Va., to conduct the Sudden Response training exercise March 12-19.

The objective of the exercise was to confirm the 44th Medical Command's ability to assume Task Force Medical duties in a chemical, biological, radiological, nuclear or high-yield explosive emergency as well as to exercise Task Force Operations, Task Force Aviation and the Headquarters augmentation. The 44th Medical Command is based out of Fort Bragg, N.C.

Maj. Gen. Daniel Long, Jr., JTF-CS commanding general, confirmed the abilities of the 44th MEDCOM to perform the CCMRF mission, said Maj. Velveth Lee, JTF-CS chief of exercise division. Long made it official in a letter to Lt. Gen. Guy Swan III, U.S. Army North's commanding general, shortly after the Sudden Response Exercise.

"They (44th Medical Command – Task Force Medical) were able to take the (warning order) and the (fragmentary order) and do the analysis of them extremely well and fast," Lee said.

Members of the command were able to go through the decision making process much more quickly, track the mission assignments and figure out how they would execute all much more quickly than expected, she said.

The Joint Requirements Office team is an independent group of contractors assigned to Joint Forces

Command in Suffolk, Va., who performed as exercise reviewers for Sudden Response 10. The positive results of the review are due to the players' ability to stay focused on the mission, even in moments of adversity.

"Our mission is to save lives and prevent further injury," said Lt. Col. Chris Pappas, the chief of clinical services, who added that supporting civil authorities was an essential element of the JTF-CS mission.

The main focus of this exercise, he said, is to work the major muscle groups between several agencies, not all of them necessarily military.

"I think one of the best things I've seen that has made this a worthwhile exercise has been having the liaison between us and Task Force Operations," said Col. Marilyn Brooks, chief of clinical operations and chief nurse for Task Force Medical.

The liaisons provided clarity of communication, timeliness and facilitated inquiries and requests for



Photo by Capt Bruce Hill, Jr., JTF-CS PAO

Members of the 28th Public Affairs Detachment, Fort Lewis, Wa., and members of Joint Task Force – Civil Support, Fort Monroe, Va., work to get a satellite signal on the Digital Video and Imagery Distribution System. They set up the DVIDS for training purposes during the Sudden Response exercise that took place at the Hampton Coliseum in Hampton, Va. in March. Pictured from left to right are Pfc. Melonie Foster-Mays, public affairs specialist, 28th PAD; Curtis Wright, telecommunications engineer, JTF-CS; Petty Officer Steven Weber, public affairs specialist, JTF-CS; and Sgt. Deron "D.A." Dickinson, public affairs specialist, 28th PAD.

assistance, Brooks said.

"I would recommend that we continue to do that on all our exercises and certainly the real event," she said. "It's an absolute must."

While Sudden Response is a notional exercise, Pappas said he is serious about soaking up all the value he can out of the training.

He referenced the 2009 Christmas Eve attempted terrorist airplane bombing as an example of the ongoing threat to the country.

"When it happens, I want s to be prepared to save American lives," Pappas said. "The point is – I'm taking this seriously."

SUMO DEMO

What's Happening

Art Lecture

Events around Fort Sam Houston



Where: UTSA Main Campus Lawn area between the Main Building and Arts Building near the flag poles (or UC 2.212 Harris Room if inclement weather)

What: Sumo demo with an introduction on the history of Sumo, a traditional Japanese national sport, its techniques.

When: 5:15-6:15 p.m.,

Free and open to the public

[Read more at http://www.utsa.edu/eai/2010/Sumo.pdf](http://www.utsa.edu/eai/2010/Sumo.pdf)

Where: UTSA Main Campus HSS 2.01.06
What: Lecture on Japanese designs from a social, historical, and aesthetic perspective. Examples on Japanese buildings, art, paintings, gardens, and literature will be shown at the lecture.

When: 5:30-6:30 p.m.

[Read more at http://www.utsa.edu/eai/2010/Nishimoto_flyer.pdf](http://www.utsa.edu/eai/2010/Nishimoto_flyer.pdf)

Free and open to the public



CELEBRATE MILITARY KIDS!

April is the month of the Military Child! Join the Family Advocacy Program and Child, Youth & School Services in celebrating the Month of the Military Child on Fort Sam Houston on Saturday, April 10, with a Family Fun Day from 9 a.m. to 1 p.m. at Dodd Field and Youth Services, Building 1630.

The day kicks off with the youth baseball opening ceremony on Dodd Field and there will be food, games, arts and crafts, SKIES and EDGE demonstrations, Kids on the Block puppet show, information tables, music provided by a DJ, and more!

The event is free and open to the public. Since 1986, the Department of Defense has recognized the sacrifices and applauded the courage of military children by designating April as the Month of the Military Child.

For more information, call FAP at 221-0349 or CYS Services at 221-4871.





2010 USARNORTH AFAP
CONFERENCE
MAY 24-27

ARMY FAMILY ACTION PLAN

What is it?

Army Family Action Plan was created in 1983 and was developed fully in 1984, the Year of the Army Family, to help the Army address the needs and concerns of Family members. The program highlights the importance of Army Families and uses Family representatives from around the world to improve the standard of living for Soldiers and Families. AFAP provides a way for policy changes to become tangible end-products for members of the Army Family. It addresses quality-of-life issues for Soldiers, Family members, retirees and Department of Army Civilian employees.

Why is this important to the Army?

On Aug. 15, 1983, then Chief of Staff, Gen. John A. Wickham, signed a groundbreaking "white paper" titled The Army Family, which identified the need to increase support to its Families. Wickham, by acknowledging the radical transformation of the Army from an organization composed mostly of draftees and short-term enlistees to an all-volunteer, professional force with more than 50 percent married personnel, set a new vision and course for Army Families that continues today.

What has the Army done?

The Army remains committed to AFAP as a means to let Army leadership know what works, what doesn't and how to solve problems. AFAP was the impetus behind the following initiatives:

- From 1983 - 2006, 132 child care facilities were built or renovated.
- Family Readiness Groups are currently funded, staffed and a unit requirement.
- The Family Advocacy Program provided training and support to more than 164,000 Soldiers or Families in fiscal 2006.
- Financial Readiness Program managers conducted 110,041 financial readiness courses
- More than 50,000 spouses have found employment through the Army Spouse Employment Program.
- Army garrisons now provide more than 50 different support programs/activities

The Army continues its focus on families with the launch of the Army Family Covenant, a commitment that goes hand-in-hand with AFAP. The covenant recognizes that while Soldiers may be the strength of the nation, their strength is in their Families.

What's planned for the future?

AFAP activities will occur at installations and garrisons across the Army in the coming months with a national level meeting in January of each year with representatives from around the world. Through AFAP and the Army Family Covenant, quality of life and support of Soldiers and Family members will remain a primary focus for the Army. Current actions include:

- Twenty-two new child development centers in fiscal 07, with 92 new projects programmed for fiscal 08-13.
- One new youth center in fiscal 07; 24 new projects for fiscal 08-12.

Your support is appreciated.

News

Army-Wide

USNORTHCOM responds to Northeast flooding

NORTHCOM PAO

PETERSON AIR FORCE BASE, Colo. – U.S. Northern Command received and approved a mission assignment to prepare to support the emergency response to flooding in the Northeast, March 30.

USNORTHCOM activated U.S. Army North Defense Coordinating Officer and Defense Coordinating Element in support of the Federal Emergency Management Agency Region I to provide assessment and coordination as required. DCOs and DCEs work very closely with federal, state and local officials to determine what unique DOD capabilities can be brought to assist in mitigating the effects of a natural disaster.

Casey rolls out plan for 21st century Army

*By L.A. Shively,
Fort Sam Houston PAO*

SAN ANTONIO – Chief of Staff of the Army Gen. George W. Casey Jr. asked the crowd of about 2,000 how they were doing and after a hearty “Hooah” response, he proceeded to tell them how they were doing.

Casey iterated statistics and time lines for the present while laying out a future for Soldiers of the 21st century, unveiling the Installation Management Command’s campaign plan during the Association of the United States Army’s 2010 Army Installations Symposium & Exposition, March 29.

“What you do is so important to the long-term health of this force,” Casey

said, adding he wanted to personally deliver the operational context of the plan and stressed leadership focus on change as the Army moves forward.

He said objectives set in 2007 to rebalance a force stretched from current demands by 2011 were already, or nearly met this year and included supporting strategic objectives in Iraq and Afghanistan; sustaining Soldiers, Families and the Civilian workforce; establishing an integrated management system for Army business operations; implementing leadership development; and continuing to transform the Army for an uncertain future.

A first priority for Army rebalancing was growth, said Casey. Originally slated for an increase of 74,000 Soldiers by 2012, with 65,000 on active duty and the rest in the Reserve and Guard, the objective was met in 2009.

“We’re three years ahead of time and it wasn’t a moment too soon with the plus up in Afghanistan,” Casey said.

Readjusting dwell time – the amount of time Soldiers spend at home between deployments – was significant for Casey.

“It’s clear to me the most important thing we can do in the Army to restore balance is increase the time Soldiers are at home; not just so they can spend time with their Families – that’s important – but so they can recover themselves.”

Casey cited a scientific study completed last year concluded Soldier recovery between deployments takes 2-3 years for a one-year deployment. He said 70 percent of the active force will have a two-year dwell time and 80 percent of Reserve and Guard a four-year dwell by 2011.

The remaining force will be included in the schedule by 2012.

“When you see a unit that’s had 18

months at home, it’s light years different than 12 months at home. You can already see the impact,” Casey said.

Planned since 2004, all 300 Army brigades were set to convert to modular organizations as part of rebalancing. Casey said 90 percent are completed; the rest will convert by the end of the year.

“Taken together, modular reorganization and rebalancing is the largest organizational change of the Army since World War II,” he said, “and we’ve done it while we’ve deployed 150,000 Soldiers over and back to Iraq and Afghanistan every year. That’s a lot of moving parts.”

Casey discussed the process of moving 160,000 Soldiers with skills necessary in Cold War, to skills which are more relevant today.

He said the Army has already stood down 200 tank companies, artillery batteries and stood up corresponding numbers of civil affairs, psychological operations, special forces and military police units.

“We’re about two-thirds of the way through that and will be done by the end of the year.”

Casey was positive on Base Realignment and Closure, saying that although 380,000 Soldiers, Civilians and families will be on the move in the next two years, the effort will result in better-quality facilities and an exponential jump in opportunity.

He announced a new rotational model that brought several gasps from members of the audience. Casey said rotational schedules originally drawn up in 2005 were not implemented as a result of demand. But with drawdown in Iraq, he said he is seeing a way ahead and will publish deployment schedules for the next three years in the next 60 days.

Casey also asserted that the Army

————— see Casey p. 18

from Casey, Pg. 17

has fiscal challenges to confront as a result of eight and one-half years of war, but said he can see meeting objectives as set out for this year.

“The money is in the (20)11 budget and it’s a matter of executing now, we’ll be in a much better place at the end this fiscal year than four years ago.”

Consolidate, assess and refine - those are the three things that I see going on over the course of the rest of this year as we build the 2017 program, Casey said.

“We need to refine this great Army and I say refine rather than adapt. We’re in pretty good shape but there are still things we could do differently.”

National Guard

Guardsmen fight floods in three states

*Air Force Lt. Col. Ellen Krenke,
National Guard Bureau*

ARLINGTON, Va. – As North Dakota begins to draw down the number of National Guard members fighting floods, at least three other states are calling up personnel for the same mission. In Massachusetts, Gov. Deval Patrick has placed about 50 Soldiers and airmen on state active duty.

In a news conference yesterday, Patrick said the Guardsmen will provide support for flooding that may occur as another March “nor’easter” threatens to dump several inches of rain across the already-soaked state.

“(They) are eager to assist the citizens of the commonwealth,” said Maj. Gen. Joseph C. Carter, the Massachusetts adjutant general.

“The commonwealth can rely on our diverse capabilities, our strategically located units and our

quick response during times of need.”

The immediate tasks the Massachusetts Emergency Management Agency gaveto the National Guard have been completed, according to a news release from the Massachusetts Guard.

Soldiers worked throughout the night March 28 delivering 1,200 pre-filled emergency sandbags from Camp Edwards to Littleton and filled an additional 2,000 sandbags at the state highway department in Lexington.

The National Guard continues to fill, load and haul sandbags from Camp Edwards on Cape Cod, to Lexington and Littleton, awaiting further requests from MEMA, Guard officials said.

The Massachusetts National Guard’s 79th Troop Command, located in Rehoboth, is coordinating the movement of filled sandbags from Lexington to areas designated by MEMA.

Heavy rain is expected to fall over western portions of Connecticut, Massachusetts and southwest New Hampshire today.

Guard officials reported that Connecticut has provided a liaison officer to the state emergency operations center to monitor forecasted heavy rainfall and possible flooding.

No report has come as yet from New Hampshire.

In South Dakota, two Army Guard members remain on duty after a peak of 60 over the weekend. They were responsible for conducting sandbagging operations. Guard officials said they may get other mission assignments from state emergency officials.

South Dakota is experiencing major flooding throughout the Red

River Valley after heavy snowfall and rains in the last few months. In North Dakota, about 70 Soldiers and airmen also remain on duty in the Red River Valley area. At the peak, more than 700 Guardsmen were called up to fight floods throughout the state.

In Fargo and Cass counties, dike-effectiveness patrols continue to monitor the water level, and quick response forces also provide immediate response to dike and levee breeches and seepage. The Emergency Management Assistance Compact with the Minnesota Guard has ended, and all Minnesota troops have been released by the state.

The remaining Soldiers and airmen in North Dakota also will conduct reset and recovery of personnel and equipment.

National Guard

NORTHCOM, NORAD, Guard inextricably linked

*By Staff Sgt. Jim Greenhill
National Guard Bureau*

NATIONAL HARBOR, Md. – U.S. Northern Command and its sister command, North American Aerospace Defense Command, are inextricably linked to the National Guard, NORTHCOM’s operations director said here March 23.

“I don’t think you’ll ever see a day where NORAD and NORTHCOM can be separated from the National Guard,” Army Maj. Gen. Frank Grass told National Guard leaders gathered for a weeklong domestic operations workshop.

“It behooves us to stay very closely tied with the Guard.

“Starting back in 1636, and going all the way up to (Hurricane) Katrina,

the Guard has been involved in every homeland mission. The Guard set the stage for the homeland.”

On March 22, 72,520 Army and Air Guardmembers were serving in federal Title 10 status; 6,082 more were serving in domestic missions like homeland defense air sovereignty alert, Counterdrug or in support of their governors.

“The Guard ... is truly outstanding,” Grass said. “You lead the best men and women the Guard has ever produced. The best Citizen-Soldier or Airmen and women that serve across our land every day are led by the best (noncommissioned officers) and the best senior enlisted in the nation.”

NORTHCOM has recognized the quality of National Guard NCOs: Air Force Command Chief Master Sgt. Allen Usry is the first National Guard NCO to serve as the senior enlisted leader at a combatant command.

NORTHCOM is responsible for homeland defense, sustaining continuous situational awareness and readiness to protect the homeland against a range of symmetric and asymmetric threats in all domains.

Its area of responsibility includes the continental United States, Alaska, Puerto Rico, the U.S. Virgin Islands, Canada, Mexico, the Bahamas, French territory off the Canadian coast and three British overseas territories.

NORTHCOM strives to collaborate with the National Guard so that the two share a common operating picture. “We’re getting very good at that,” Grass said.

“Developing and building an understanding between capabilities and what the Guard has in the states is critical to us in that partnership.

Most of my job is spent watching what’s going on in the National

Guard, in the states.”

NORTHCOM has a unique degree of the jointness sought throughout the Defense Department. A mix of National Guard, Reserve, Coast Guard, active duty component, senior civilians and contractors fill the command’s ranks.

The command partners with Canada and Mexico and with Defense Department, civilian and private agencies – more than 60 organizations.

These relationships paid dividends during the response to Haiti’s earthquake, Grass said.

“The staff needs to be a mix of active, Guard and Reserve. It is the only place in my military career where you can bring together all components, all services ... work together, and learn about this mission in the homeland,” Grass said.

“Everybody in this nation should know about defending the homeland, not just the National Guard.”

National Guard brigadier generals fill slots at NORTHCOM while the command’s officers are away at schools or other temporary assignments.

“I can’t stress the importance of that (enough),” Grass said. “Not just for the Army and Air Guardmembers who come in and serve but also for our staff to truly get a picture and understanding of what a Guard Soldier or Airmen does from day to day, across the map, both in their civilian job and in their service to the state.”

NORTHCOM also hosts joint task force commander and staff courses heavily attended by National Guard leaders.

And the Guard plays a key role in supporting NORTHCOM’s missions.

National Guard members and Reservists fly more than 80 percent of its

DoD News

Army leaders propose next steps in sexual

*By Alexandra Hemmerly-Brown
Army News Service*

WASHINGTON – Summit participants pitched their proposals on how to better implement the Army’s Sexual Harassment/Assault Response and Prevention program in Arlington, Va., as the third annual SHARP summit came to a close.

After three days of hearing from subject-matter experts on sexual crimes and participating in working groups, attendees briefed the deputy chief of staff of the Army for personnel, G-1, Lt. Gen. Thomas P. Bostick, on how to eradicate this crime from the force.

“What I ask you to do, is go and make a difference out there,” Bostick told summit participants. “This is very, very important to the Army.”

Summit contributors, which included a cross-section of Army officers and noncommissioned officers from throughout the country, suggested ideas including increasing strategic communication efforts and multi-media coverage on the topic, creating standardized scenario-based mandatory training, a ‘standards of conduct’ contract for Soldiers to sign, creating an ‘I.A.M. Strong’ video game, and an ‘I.A.M. Strong’ cadence competition.

These suggestions and others will be presented to the chief of staff of the Army for further consideration, and the summit presentations will be posted on Army Knowledge Online.

News

Understanding the public will lead to better emergency plans, preparedness

By Elaine Pittman

Understanding how economic realities affect residents and their disaster preparedness and response capabilities needs to be considered by emergency managers, Garry Briese, former FEMA Region VIII administrator, told attendees at the All-Hazards, All-Stakeholders Summit in Seattle on Thursday, March 25.

More than 766,000 U.S. residents fall below the poverty line; 25 percent of the population doesn't have a credit card; and 40 to 50 percent of people cannot afford to purchase Ready.gov's list of recommend supplies to have in case of disaster, said Briese, also the co-founder of the Center for New Media and Resiliency.

These numbers need to be considered when emergency management agencies create plans and set standards that officials expect the public to comply with.

Emergency managers take comfort in telling the population to buy the list of recommended items from Ready.gov, however the cost of those items can exceed \$375 and many require replenishment, he said.

"I think we need to continue personal preparedness absolutely, but I want people to work on the top 10 things we want them to have," Briese said. "I don't care if they have plastic wrap and duct tape.

How do we simplify our message? We're asking too much and

sending mixed messages to the public."

Understanding how people react to an emergency and why needs to be examined when preparedness and response plans are being developed. "They will act in what they believe is in their best interest, not what we tell them," he said, adding that efforts to modify this thinking won't make a difference.

Briese identified four essentials of life, which provide agencies and officials ideas to consider when developing and updating plans.

The essentials of life are: Communications – He said people have become tethered to wireless devices. "The single most important thing we can do as emergency managers is re-establish the ability to communicate," he said.

Public-to-public communications are under way before authorities arrive at an emergency scene, and emergency operations centers and 911 call centers need to embrace the public as a source for information.

Transportation – Briese said transportation is a major point of failure for emergency managers, adding that evacuation of urban areas is the most critical unresolved issue in emergency management today.

Actions that can be taken to aid evacuations are: using GPS to track cell phone density, using statewide public warning systems and blending social networking with GIS mapping.

Power – Everything people do is based on having power, Briese said – citing that battery-powered candles are even available – and power loss isn't listed in the U.S. Department of Homeland Security's catastrophic planning scenarios.

There have been major blackouts in the nation during the last decade, like the Queens, N.Y., blackout of 2006 that affected more than 100,000 people for nine days.

However, he said he hasn't seen lessons learned reports from this and similar events. Information on how the government communicated with citizens during blackouts, among other details like how the public was fed, would aid other localities in preparing plans.

He recommended that emergency managers include sustained power interruption in their emergency planning, and that every police, fire and major public building be outfitted with whole-building generators to become "community points of light."

Water – Potable water is one of the first items needed after a disaster, but it's expensive and heavy to transport. During hurricanes Katrina and Rita, about 13 million gallons of drinkable water were transported, which cost more than \$100 million, Briese said. Increasing information to the public about potable water availability could make a difference in future disasters; he asked if the public knows that water heaters can be tapped for potable water. Water purification also offers an alternative to delivering water to residents. "You don't necessarily need to provide water, but a way for people to cleanse water," he said.

Understanding the public is the first step to helping to create more self-sufficient communities. For the future of emergency management, Briese said: "We need to base actions on research of what people actually do in emergency."

Tips and Tricks For Computer Safety

SOCIAL NETWORKING SITES, like Facebook® and Twitter®, are software applications that connect people and information in spontaneous, interactive ways. While SNS can be useful and fun, they can provide adversaries, such as terrorists, spies and criminals, with critical information needed to harm you or disrupt your mission. Practicing Operations Security will help you to recognize your critical information and protect it from an adversary. Here are a few safety tips to get you started.

Personal Information

Do you:

- Keep sensitive, work-related information OFF your profile?
- Keep your plans, schedules and location data to yourself?
- Protect the names and information of coworkers, friends, and family members?
- Tell friends to be careful when posting photos and information about you and your family?

Posted Data

Before posting, did you:

- Check all photos for indicators in the background or reflective surfaces?
- Check filenames and file tags for sensitive data (your name, organization or other details)?

Passwords

Are they:

- Unique from your other online passwords?
- Sufficiently hard to guess?
- Adequately protected (not shared or given away)?

Settings and Privacy

Did you:

- Carefully look for and set all your privacy and security options?
- Determine both your profile and search visibility?
- Sort “friends” into groups and networks, and set access permissions accordingly?
- Verify through other channels that a “friend” request was actually from your friend?
- Add “untrusted” people to the group with the lowest permissions and accesses?

Security

Remember to:

- Keep your anti-virus software updated.
- Beware of links, downloads, and attachments just as you would in e-mails.
- Beware of “apps” or plugins, which are often written by unknown third parties who might use them to access your data and friends.
- Look for HTTPS and the lock icon that indicate active transmission security before logging in or entering sensitive data (especially when using wi-fi hotspots).

THINK BEFORE YOU POST! Remember, your information could become public at any time due to hacking, configuration errors, social engineering or the business practice of selling or sharing user data. For more information, visit the Interagency OPSEC Support Staff's website.

Think. Protect. OPSEC.

www.iooss.gov

Fort Sam Houston will host Senior Leader Equal Employment Opportunity Training

The Equal Employment Opportunity Program has similar goals as the EO Program but is designed to assist and protect the civilians supporting the Army and Department of Defense, under Title VII of the Civil Rights Act of 1964. It ensures equal opportunity in all aspects of employment for Army civilian employees and applicants for employment. Employment policies and practices in DA will be free from unlawful discrimination based on race, color, religion, sex, age, national origin, or handicap. The basic principle of equal employment opportunity underlies all aspects of the civilian personnel management program in the Army. The program allows civilian employees who believe they are victims of discrimination to make complaints through several avenues.

It is Department of the Army policy to provide equal employment opportunity to all Soldiers and DA Civilians under applicable EEO laws and regulations. These laws and regulations include Title VII of the

Civil Rights Act of 1964, the Age Discrimination in Employment Act, the Rehabilitation Act, and AR 690-600.

These laws and regulations prohibit discrimination in employment based on race, color, religion, sex, national origin, age, disability, or reprisal and promote the realization of equal opportunity. The EEO office manages the complaint-processing program and advises the commander on EEO matters.

The Army provides equal opportunity and fair treatment for military personnel, Family members, and DA Civilians without regard to race, color, sex, religion, or national origin and provide an environment free of unlawful discrimination and offensive behavior.

This policy applies both on and off post, during duty and non-duty hours, and applies to working, living, and recreational environments (including both on and off post housing).



Gerard Francis

EO Training Dates:

June 22: 1:30-3:30 p.m.

Sept. 21: 1:30-3:30 p.m.

Mandatory for Col. and above, and CSM/SGM

Highly encourage for MAJ, LTC, GS-13 and above

Requirement is to attend one session per fiscal year

LOCATION: Wood Auditorium, 2nd Floor, MEDCOM HQ, Bldg. 2792 (across from AMEDD C&S Helicopter)

POC: Sgt. 1st Class Locklear at 295-0289,

melanie.locklear@us.army.mil, or the installation EOA Master

Sgt. Peters at 295-0561

CELEBRATE ADMINISTRATIVE PROFESSIONALS WEEK!

Administrative Professionals Week is April 18-24 with Administrative Professionals Day on April 21.

This annual event was originally organized in 1952 as National Secretaries Week by the National Secretaries Association, now known as the International Association of Administrative Professionals (<http://www.iaap-hq.org>).

Per IAAP, it was created with two objectives in mind: to recognize “the secretary, upon whose skills, loyalty and efficiency the functions of business and government offices depend,” and to call attention “through favorable publicity, to the tremendous potential of the secretarial career.”

Today, there are more than 4.1 million secretaries and ad-

ministrative assistants working in the United States, according to U.S. Department of Labor statistics, and 8.9 million people working in various administrative support roles.

Millions more administrative professionals work in offices all over the world.



Army North Soldiers given opportunity to excel through promotion boards

By Sgt. Joshua Ford

U.S. Army North PAO

FORT SAM HOUSTON, Texas — Junior enlisted Soldiers and noncommissioned officers often begin their preparation for their increasing forays into increasing leadership roles through hours of intensive study, followed by appearing before a promotion board.

In the past, for U.S. Army North troops, this meant preparing for facing this vital challenge at the Fort Sam Houston Garrison promotion board. Such is no longer the case however since ARNORTH conducted its inaugural promotion board Feb. 25.

“We always relied on garrison to conduct our boards due to the small amount of specialists and sergeants in the command,” said Master Sgt. Nick Medeiros, noncommissioned officer in charge of strength management, ARNORTH.

“Once we started to incorporate sergeants into ARNORTH’s defense coordinating elements, we identified that we needed to start conducting internal boards and not rely on garrison.”

ARNORTH has also seen an influx in compassionate reassignments, which has brought more specialists and sergeants eligible for promotion to the command.

“We felt we would be doing our specialists and sergeants a disservice if we could not get them to an ARNORTH promotion board,” added Medeiros.

Although the promotion board tests Soldiers on their basic Army knowledge, some Soldiers are more comfortable when senior leaders from their command are sitting on the board.

“I would feel a lot more comfortable if leaders I know are sitting on the board rather than leaders I don’t know,” said Sgt. Amos Stimage, administrative clerk, ARNORTH executive services.

Stimage, who is scheduled to appear before the promotion board in April, has served with ARNORTH for

more than two years. He said he is glad to see ARNORTH conducting its own promotion board.

“I like the fact that I will be able to go to a promotion board held by my own unit because it kind of takes off some of the pressure of the board,” said Stimage.

He said he also felt it was better to appear before leaders who already have had the opportunity to see those appearing before the board in person.

“I would feel even more pressured to go to another unit’s board because I would feel as if I was being judged on how well my record looks and by answers that I memorized and not more of my ability as a leader on a day-to-day basis,” said Stimage.

Appearing before a promotion board is an important aspect of Soldiers’ careers because it indicates, for the Soldiers, that their supervisors believe they are ready for the next level of leadership.

“It keeps Soldiers proficient in basic Army Soldiering and forces the junior enlisted to stay in tune with

the changes made to military regulations and tactics and procedures,” said Medeiros.

By holding its promotion board, the command is not only helping junior Soldiers and NCOs compete for promotions, it also provides an opportunity for senior leaders to stay proficient in conducting board proceedings.

I enjoy the opportunity to assist any Soldier in excelling in their military career,” said Master Sgt. Angela Bray, chaplains assistant, ARNORTH, who served as a board member for the Feb. 25 promotion board. “It reminded me of the basics of taking care of Soldiers.”

It also provides the leaders an opportunity to continue to mentor Soldiers.

“I think it will be good for Soldiers because some pressure will be lifted off of you.

“And, after the board, some of the members can give you tips and pointers for the next time you appear before a board,” said Stimage.

“I look forward to it.”



U.S. Army photo by Lt. Col. Kim Chaney, U.S. Army North

A U.S. Army North Soldier appears before a promotion board at ARNORTH’s Headquarters and Headquarters Company building on Fort Sam Houston, Texas, Feb. 25. It was the first ARNORTH promotion board since the unit’s activation.

2010 Fort Sam Houston Fiesta

Arrive early for bleacher seats, or bring your own lawn chairs for continuous Family Fiesta fun at Fort Sam Houston. The Fiesta Country Fair begins at 1 p.m. and features food and drink booths, continuous live entertainment, kiddy carnival, games, military equipment display and novelty items.

A fireworks exhibition is the highlight of the Fiesta. It traditionally attracts more than 20,000 spectators to Fort Sam Houston.

FREE EVENT Open to the Public

April 18, 2010

1-9 p.m.

www.fiesta-sa.org



www.army.mil/usarnorth