

SATMO OUTREACH

U.S. ARMY SECURITY
ASSISTANCE TRAINING
MANAGEMENT ORGANIZATION

SPECIAL POINTS OF INTEREST:

- **Country Spotlight:**
Panama
- **DADT Policy Guidance**
- **Award Information**
- **Engagement Branch Updates**

INSIDE THIS ISSUE:

- Commander's Corner 2
- Commander's Corner 3
DADT
- Panama Photos 4
- S-8 Updates 4
- S-4 Updates 5
- HR & Finance 6
- S-6 7

USASATMO TAFT Team Concept; JPAT – 6 corner

The USASATMO TAFT/JPAT in Panama City, Panama is composed of 12 members, an Officer and 11 Senior NCO's: Infantry SGT, Communications SGT, Weapons SGT, Electronics SGT, Maintenance SGT, Medics, and Boat operations adviser. We operate from training areas in Panama City to the jungles of the Darien Province (border with Colombia) and as far as remote Panamanian Frontier Force Detachments located along the Costa Rican border.

Within the last year the team managed to graduate three Basic Combat Courses classes, two Rural Operation Tactics Courses (Curso de Operaciones Tacticas Rurales), and assisted with the training of 25 Colombia Jungle Course Panamanian attendees. Our training is shared with Panamanian Frontier Force "Mobile Companies," "Basic Training" (Fronterizo Course) "RECOM" Unit (Reconocimiento y Combate – Panamanian SOF element) and to the "Panamanian National Police" (PNP) elite SOF unit (Unidad de Fuerzas Especiales) "UFE."

Our instructors prepare Programs of Instruction (POI's), Standard Operating Procedures (SOP's) and field instructions in Medical, Communication, Infantry tactics/techniques, Boat Operations, Maintenance and Logistics in support of Counter Drugs (CD) operations.

Instructions and training extend from Small Arms ranges (AK47, 9mm, M4's, M16's, 12 gauge Shot Gun, Machine guns and a vast array of Soviet made weapons systems), to Rappelling,

Fast Rope, Military on Urban Terrain Operations (MOUT), Map Reading, Land

Navigation, Boat Operations, Combat Live Saver Course (CLS), First Aid Training, Harris Radios and communication devices operation, Night Optical Devices (NOD's) to Maintenance Logistics/Management and mechanical troubleshooting on M998's and M800 series 5 ton tactical vehicles.

Last year, Panamanian Frontier Forces conducting Counter Narcoterrorism (CNT) Operations in the Darien jungle (border with Colombia) stumbled into Improvised Explosive Device (IED) grounded mines; the patrol faced several casualties, two of which suffered the loss of several body limbs. Panamanian combat medics provided first aid and trauma treatment on site, thus saving two individuals' lives. Needless to say, the combat medics in that patrol happened to be individuals who received Combat Live Saver training by the USASATMO TAFT team medics.

The quality of our training was observed by the American Embassy Senior Defense Official (SDO), COL Gregory Barrack. As per his findings and due to its caliber, COL Barrack recommended and invited the American Embassy Deputy Chief of Mission (DCM) to personally observe the training provided by the deployed USASATMO TAFT in Panama.

JOSE R. BLANCHE, Chief Warrant Officer Four (CW4),
TAFT Team Leader, JPAT – 6



Engagement Branch receives IT equipment. See story page 8. →



Commander's Corner



SATMO 6 Sends:

Ladies and Gentlemen,

Our Army is entering a new era after many years of sustained combat. The focus in my comments in this newsletter will be on upcoming personnel actions; internal to USASATMO and with the Army as a whole. We need to relook our policies and processes for all personnel actions. Bluntly – we are not doing a good job – we achieve “on-time standards” only 45% of the time. This is unacceptable and we will do better. Outside of USASATMO, we are facing personnel reductions as well as a shift in personnel policies with the repeal of the “Don’t Ask, Don’t

Tell” (DADT) policy. These will have an impact on the Army, as well as the USASATMO community.

“I have previously stated in other forums, I will hold the chain of command accountable for not meeting their leadership responsibilities.”

Personnel Actions. As stated earlier, our record of on-time personnel actions is poor. Bluntly – the delays are not occurring at the headquarters. Your S1 Section has rapid turn

around and processing; everything handled within days – and in many cases – hours. There is little I can do for the Legion of Merit award request submitted 10 days prior to a PCS into retirement; nor can I make an evaluation that that was late three months before it was finally submitted, magically appear in front of a DA Board. I have previously stated in other forums, I will hold the chain of command accountable for not meeting their leadership responsibilities.

Personnel Reductions. Army Times has announced new officer cuts and as we all know, there is a HQDA mandated reduction in the enlisted Retention Control Points (RCP) with an implementation date of 1 June 2011. Recently, the Vice Chief, GEN Chiarelli requested that all senior leaders ensure we're retaining the right Soldiers to sustain our high quality Army. This new policy supports our efforts to develop leaders and retain Soldiers with the greatest potential while reinforcing the Army Leader

Development Strategy (ALDS) principles established in December of 2009 to transform our Army to a 21st Century force. This will require compassionate, fair but firm leaders who understand when to mentor Soldiers and when to accept that they will not meet Army standards. It's imperative that all are working to retain our very best, while understanding that reenlistment is a “privilege” and not a “right.”

DADT. We are professionals, our senior leadership; in and out of uniform have decided to rescind this policy and the uniformed services are beginning the processes of training for this action. Dedicated leaders, Army Values and the Warrior Ethos will help ensure that we continue to meet the standard for outstanding service.

See pages 3 for full details on *The Army Guiding Principles for Implementation of the Repeal of DADT* and *Top 10 Things You Need to Know About the Repeal of Don't Ask, Don't Tell*.

Peter W. Aubrey

Colonel, Special Forces

Commanding

“Training the World, One Soldier at a Time”



New office for Engagement Branch. See story on page 6.

Commander's Corner (continued)

The ARMY GUIDING PRINCIPLES FOR IMPLEMENTATION OF THE REPEAL OF DADT

1. Leadership Matters Most: Commanders' and Senior Non-Commissioned Officers' leadership and personal commitment to implementation must be visible and unequivocal.
2. Standards of Conduct Apply to Every Soldier: Our standards of conduct apply equally to all Soldiers regardless of sexual orientation.
3. Treat Each Other with Dignity and Respect: Unit strength depends on the strength of each Soldier. We achieve that strength by treating each Soldier with dignity and respect.
4. Application of our Rules and Policies Will be Sexual Orientation Neutral: Sexual orientation is considered a personal and private matter. All rules and policies, and the enforcement of those rules and policies, will be sexual orientation neutral.
5. Emphasize Our Role as Professional Soldiers: Leaders will emphasize Soldiers' fundamental professional obligations and the oath to the Constitution and to obey the orders of the President and the officers appointed over them that is at the core of their military service. In the profession of arms, adherence to military policy and standards of conduct is essential to unit effectiveness, readiness, and cohesion.
6. Keep it Simple: Education and training should focus on actions and policies needed to maintain the good order and discipline of an effective fighting force.
7. There Is No Expectation To Change Religious or Moral Views: Soldiers will not be expected to change their personal views and religious beliefs. They must, however, continue to treat all Soldiers with dignity and respect.
8. Good Order And Discipline Will Be Maintained At All Times: Commanders and supervisors at all levels have the authority and responsibility to maintain good order, discipline and morale within their units. Harassment, bullying, or victimizing of any kind will not be tolerated.
9. Chaplains have both the right to serve and conduct religious services according to their faith and a duty to perform or provide religious support: The existing guidance developed by and for our chaplains, should be reiterated as part of any education and training concerning repeal. These regulations strike an appropriate balance between protecting a chaplain's First Amendment freedoms and the duty to care for all.
10. Stay Focused on Your Mission: Conduct training to minimize disruption on the force to ensure our military mission is not negatively impacted.

TOP 10 THINGS YOU NEED TO KNOW ABOUT THE REPEAL OF DON'T ASK, DON'T TELL

NOTE: THE EXACT EFFECTIVE DATE OF REPEAL WILL BE WIDELY DISTRIBUTED. UNTIL THEN, CURRENT POLICIES REMAIN IN EFFECT.

1. Accessions & Separations Policies: Upon repeal, we will no longer separate Soldiers solely on the basis of legal homosexual acts, a statement that a Soldier is homosexual or bisexual, or marriage to a person of the same sex. Statements about sexual orientation or lawful acts of homosexual conduct will not be a bar to military service or admission to any accession program. Sexual orientation will continue to be a personal and private matter.
2. Standards of Conduct Apply Equally to Everyone: All Soldiers will be held to the same standard of conduct. All members are responsible for upholding and maintaining high standards of the U.S. Military at all times and in all places.
3. Personal Privacy: Commanders may not establish practices that physically segregate Soldiers according to sexual orientation. Commanders do have the discretion to alter billeting assignments to accommodate privacy concerns of individuals on a case-by-case basis where it is in the interest of maintaining morale, good order and discipline, and is consistent with performance of the mission.
4. Moral and Religious Concerns: There will be no changes regarding any Soldier's free exercise of religious beliefs, nor are there any changes to policies concerning the Chaplain Corps and its duties. The Chaplain Corps' First Amendment freedoms and its duty to care for all will not change. Soldiers will continue to respect and serve with others who may hold different views and beliefs.
5. Benefits: There will be no changes to eligibility standards for military benefits and services. The Defense of Marriage Act (DOMA) prohibits the Federal Government from recognizing any same-sex marriage, so same sex partners do not qualify as dependents for many military benefits and services. A same-sex partner should be treated the same as an unrelated third party (e.g. girlfriend, boyfriend). All Soldiers will continue to have various benefits for which they may designate any beneficiary regardless of relationship.
6. Equal Opportunity: Sexual orientation will not be placed alongside race, color, religion, sex and national origin as a class under the Military Equal Opportunity (MEO) Program
7. Duty Assignments: There are no changes to assignment policy. All Soldiers will continue to be eligible for world-wide assignment without consideration of sexual orientation. Soldiers assigned to duty, or otherwise serving, in countries in which homosexual conduct is prohibited will abide by the guidance provided to them by their local commanders.
8. Medical Policy: There are no changes to existing medical policies.
9. Release and Service Commitments: There will be no new policy to allow for release from service commitments for Soldiers opposed to repeal of DADT or to serving with gay or lesbian Soldiers.
10. Collection and Retention of Sexual Orientation Data: Sexual orientation is a personal and private matter. Commanders will not request, collect, or maintain information about the sexual orientation of Soldiers.

USASATMO TAFT Team Concept; JPAT — 6 Corner

(continued from page 1)

Due to the hard work and dedication from TAFT/JPAT members, the team stands high and as quoted by the Panamanian Frontier Force director GEN Alexis Abrego:

“The TAFT/JPAT team in Panama serves as the backbone of the Panamanian Frontier Force (SENAFRONT) for tactical instructions.”



SFC Michael Rogers during construction of targets stands, and silhouettes; the supporting equipment is used to conduct Small Arms familiarization, qualification and live fire exercises with Panamanian Police.



Members of the Panamanian Frontier Force conducting Map Reading and Land Navigation training. This is a prerequisite course prior to attend the Jungle Course in Colombia.

S-8 Update

Greetings and Happy Easter!!

SATMO Budget welcomes Michelle M. Jennings to its team. She is the Analyst who will manage the CENTOM/PACOM areas. John D. Hinesmon III is the Analyst for the SOUTHCOM/AFRICOM/NORTHCOM/EUCOM areas. Please coordinate your funding/DTS requirements for your areas through them. Team Chief's be mindful of your responsibility in sending in your monthly reports. It is imperative that you complete this mandatory task before the 15th of each month. If you need assistance with the FTP process that has been set up for you to send your reports, please let us know as soon as possible.

Sarah Herbert, Chief

Rena Cameron-Ray, Budget Analyst

John D. Hinesmon III, SOUTHCOM/AFRICOM/NORTHCOM/EUCOM

Michelle M. Jennings, CENTOM/PACOM

S-4 UPDATE

USASATMO is growing by leaps and bounds. The Logistics Branch (LOG) with the help of Operations has transformed the supply room in building 3-1324 into an operational section for the new Engagement Branch (EB). The LOG section was tasked with getting whatever was needed to get the EB up and running, this included, computers, printers, and etc... Since we had to give up space in building 3-1324, we needed room to store our basic load of supplies. We are using our arms room as a supply room, so as you can see the LOG section used any and all resources to get the mission accomplished.

SATMO and LOG Branch especially would like to welcome SGT Dae Kim. SGT Kim is replacing SGT Becton who is PCSing to Korea. SGT Kim will be a great asset to the LOG Branch. He is already working, learning and helping all he can in the Log Branch. Welcome to SATMO's family SGT Kim!

The S-4 section will continue to strive to ensure all soldiers whether CONUS or OCONUS are provided with what is needed to get the mission done, in a timely matter, as per the Quartermaster motto "SUPPORTING VICTORY."

For more information, contact:

Gerry Parks, gerry.parks@us.army.mil or SFC John Gilmore, john.gilmore1@us.army.mil.

Engagement Branch/Supply Room Update



Human Resources Management & Finance

Greetings from the S-1!

We would like to welcome our newest members to the Engagement Branch which was just recently stood up this year.

Hails

CW4 Rodgers, Frederick SFC Hatcher, Johnathan
 SFC Harrison, Jason SFC Kavanaugh, William
 SFC Purnell, Anthony SFC Tello, Guillermo
 SFC Zamor, Marco SSG Clayton, Keivin
 SSG Herron, Brandon SSG Salem, Joshua
 SGT Kim, Dae

Congrats are in order on Promotion for the following individuals:

CW4 Hunt (HQs) SFC Clayton (Engagement Br)
 CW4 Warwick (Bahrain) SFC Rivera (Nicaragua)
 SFC Jenkins (Kuwait) SFC Torres (HQs)
 SFC Williams (Egypt)

We would like to remind everyone of **TIMELINES** for all Personnel assigned to SATMO

AWARDS

- LOM.** At least **120 days prior** to desired presentation date.
- MSM.** At least **90 days prior** to desired presentation date.
- ARCOM/AAM.** At least **45 days prior** to desired presentation date.

The S-1 will need a Letter of Lateness if Timelines are not met.

FORMAT FOR LOM AND HIGHER

A narrative, limited to one double space page and a proposed citation will be added as enclosures, on the DA Form 638

FORMAT FOR MSM AND BELOW

Will be limited to bullet format in the space allowed on the DA form 638

- Bullet statements don't have periods at the end
- Bullets are no more than two lines
- Use "Spell Check" to ensure no misspelled words
- Ensure blocks are properly checked (i.e. RET, PCS, ACH, SVC, etc.), it should match the recommended citation and the period of the award Thank you in advance.

FSTE & IPCOT Requests

Must be submitted no later than **5 months prior to DEROs**. Requests not submitted within this timeframe will be disapproved. We are still receiving requests after the fact and soldiers come down on Orders.

HRC inaugurates new toll-free number

Soldiers and other customers will be able to contact the U.S. Army Human Resources Command much more easily now that HRC has a new, memorable toll-free number: 1-888-ARMYHRC (1-888-276-9472).

Customers using the Defense Switched Network should use DSN 983-9500.

The telephone number connects to the Human Resources Contact Center. The HRCC serves as the primary entry point into the U.S. Army Human Resources Command for military-related HR inquires

3rd Quarter FY11 Selection Boards	Tentative Dates	MILPER Message
SENIOR SERVICE COLLEGE	05 - 22 APR 11	
SSC SPECIAL BRANCHES	05 - 15 APR 11	
ARMY RESERVE CHIEF WARRANT OFFICER 3/4/5	12 - 21 APR 11	11-037 / 11-039
USAR AGR REFRAD	18 - 22 APR 11	
USAR SERB/SRB	25 - 29 APR 11	
CHIEF WARRANT OFFICER 3/4/5	25 APR 11 - 06 MAY 11	
RESERVE COMPONENTS LTC AMEDD / MAJ AMEDD SELCON	03 - 17 MAY 11	11-029
RESERVE COMPONENTS COL AMEDD	10 - 19 MAY 11	
ILE SPECIAL	10 - 26 MAY 11	
USAR SGM/AGR CSM/TPU CSM/SMC	02 -17 JUN 11	
ARNG GO FEDERAL RECOGNITION	07 -08 JUN 11	
COL CHAPLAIN	07 -09 JUN 11	
AC SGM/SMC	07 -27 JUN 11	
USAR AGR CO/DET/BN CMD ASSIGNMENT	14 -24 JUN 11	
ARMY RESERVE AGR COL CMD ASSIGNMENT (CCAB)	14 -24 JUN 11	

S-6, IT Branch

Since SATMO's last newsletter, the Information Management Branch (S-6) has been extremely busy assisting in the expansion of the newest addition to the USASATMO family, The Engagement Branch. The Engagement Branch has gone from an empty supply room to a fully functional State-Of-The-Art operation that currently supports 12 personnel and could support up to 30 personnel. S-6 has purchased, configured, and networked the Engagement Branch with IT equipment such as: notebooks, workstations, printers, telephones, a multifunctional device and even an Egan Mobile Team Board to provide the infrastructure for mission success.

Make sure to stay up to date by following USASATMO on Facebook. Family members, friends, and deployed team members, please keep on sending us your pictures, videos, and announcements so that they can be shared with the rest of your SATMO family thru Facebook. Team members please contact your SAT Managers and they will get media to us. We would love to share your stories. Thank you for your support.

Charles Munoz

SFC David Kostelnik

SFC Melinda Figueroa



Above photos: Finished workstations are ready for Engagement Branch personnel



MAJ McKee tests out new computer system



USASATMO Engagement Branch



SFC Figueroa working hard to complete installations before members arrive workstation