

# IG Bulletin



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## Inspector General Observations

By LTC Gregory S. Vinciguerra, Command Inspector General

When a Soldier fails to provide the correct amount of required financial support to his/her dependents, this often results in a financial non-support case. This is the most common assistance case worked by IGs with Commanders both in garrison and while deployed.

Despite more widespread dissolution of families throughout the Army, Leaders and Soldiers must ensure their Families receive the required amount of financial support. It is not only a Soldier's responsibility, Army regulations also make it a requirement of the Command.

AR 608-99, the Army policy on financial support of family members, paternity, and child custody. Of note, chapter 2, para 2-6 outlines the legal obligations of Soldiers where in the absence of a court order or written agreement, BAH II WITH rate by rank is used to calculate a Soldier's required financial support. Chapter 3, para 3-6 covers the commander's responsibilities in addressing financial nonsupport inquiries. Para 3-10.c. outlines the options commanders have for taking action against Soldiers

who fail to comply with or are repeat offenders of this requirement. Para 3-10.c. reads,

*"Commanders will take appropriate actions against Soldiers who fail to comply with this regulation or lawful orders based on this regulation. These actions include, but are not limited to, the following: (1) counseling, (2) admonition, (3) memorandum of reprimand for filing in a Soldier's Military Personnel File (AR 600-37), (4) bar to reenlistment (AR 601-280), (5) administrative separation from the service (AR 635-100 or AR 635-200), (6) non judicial punishment under UCMJ, Article 15 and/or court-martial".* Commanders should help Soldiers understand their legal obligations as well as the penalties for failure to meet these obligations; in additions, commanders should help Soldiers understand the different options they have available for meeting these obligations, such as direct deposit/allotments, money orders, certified mail, etc. This is where written counseling plays an important role. Leaders must be clear in their

presentation to the Soldier of what the requirements are, what constitutes a violation, the expectations to rectify violations and the consequences of failing to fix short-falls or failing to maintain support unit another form of agreement has been established (for instance, a court-ordered divorce decree or separation agreement).

Commanders often get caught up in what the Soldier is receiving for BAH or other payments, unfortunately, the regulation states the Soldier is required to make certain payments regardless of what entitlements they are receiving. (ex. Just because a Soldier is not receiving BAH does not mean he/she does not have to pay support).

Commanders can use their monthly Unit Commander's Finance Report (UCFR) to confirm Soldiers are complying with requirements. Leaders can also counsel Soldiers to ensure that they have properly documented all dependents and are paying them the proper level of support.



## General Counseling

By Mr. Lloyd Dixon Deputy Inspector General



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

The primary purpose of counseling is to improve performance and to professionally develop the rated Soldier. The best counseling is always looking forward. It does not dwell on the past and on what was done; rather on the future and what can be done better. Counseling at the end of the rating period is too late since there is no time to improve before evaluation. It is important for the rater and the rated Soldier to prepare for counseling. Rater preparation will ensure the counseling session is organized and stays on track. Rated officer and noncommissioned officer preparation en-

hances the two-way communication and involvement in objective setting and performance assessment. Table C-1of DA PAM 623-3 provides preparation recommendations for both raters and rated Soldiers.

Counseling is used to provide a written record of a Soldier's performance. This record is used to support personnel actions such as: evaluation reports, promotions, awards, schools, and administrative and disciplinary actions. (This list is not all inclusive). In some cases, counseling is a regulatory requirement to process these

## Crime Prevention: What are your Responsibilities? By SFC Charles L. Johnson Assistant Inspector General



Did you know there is a Fort Sill Regulation for crime prevention? Fort Sill Regulation 190-1 Installation Physical Security and Crime Prevention covers our individual crime prevention responsibilities in Chapter 4 Paragraph 4-6. Regardless where we reside, on-post or off-post, we should always practice good crime prevention methods. As an individual you are the first line of defense against crime. We see weekly blotter reports with charges of larceny of private property and it brings up the question, “Why do we put ourselves out there to be a victim of this crime?”

The following examples are avoidable situations resulting with Soldiers becoming victims. It is known the Dining Facility (DFAC) does not allow bags inside so you must store it elsewhere. In this case a Soldier left their bag in the front area of the DFAC so they could eat. When they returned, it was missing. What could have this Soldier done to protect themselves? They could have secured it in the trunk of their POV, taken it back to their quarters or never brought the bag to begin with. The Soldier didn’t do anything wrong but they provided an opportunity for someone to take advantage of the situa-

tion. Another example is when Soldiers come to physical training (PT). Most don’t want to take their keys so they hide them on or in their vehicle. We never know who is watching. When someone sees you put your keys inside your unlocked POV, in the wheel well, or inside the door of the gas cap, it creates an advantageous opportunity for that someone whether they had bad intentions or not. I believe 90% of us are guilty of hiding our keys, but this leaves us open to being a victim. Always lock your vehicle and take your keys with you.

As stated before, Chapter 4 Paragraph 4-6 in Fort Sill Regulation 190-1 covers our individual responsibilities for crime prevention. If you are unfamiliar with this regulation, it can be accessed through the Fort Sill home page by clicking “Fort Sill Forms and Publications” tab on the left hand side of the page. Fort Sill Regulation identifies eight responsibilities that we should execute to mitigate becoming a victim. A few of the responsibilities include: Secure personal property (Single Soldier Quarters, BEQs, BOQs, family quarter, vehicles, etc.) and assigned government property whenever unattended; Do not enter off-limits areas as published or as specified by the Installation Commander; Do not store government property, including organizational clothing and individual equipment (OCIE), in a POV or in a vehicle leased or rented for nonofficial use.

Remember you are responsible for your personal property and any property that the government has issued you. We cannot prevent all crimes, but we can do our part to mitigate them. Stay vigilant and keep your valuables secured.

### Counseling cont.

A regulatory requirement to process these actions. TP 6-22.1 covers the counseling process in more detail and describes the basic components of a counseling session.

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

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

## Upcoming Inspections

The Fort Sill Inspector General typically conducts at least one special inspection (directed by the CG) every quarter; and sometimes more when a special situation dictates the necessity. Other Inspectors General (e.g. DAIG, FORSCOM IG, TRADOC IG, SRMC IG) also conduct annual and quarterly inspections. Inspections do not always affect all units and coordination directly with the affected units will occur as soon as details are known. The following are the inspections that are currently on the calendar that will potentially affect Fort Sill units and directorates.

DATE	Inspecting Agency	Units Affected	Inspection Topic
26 SEP 16 - 07 OCT 16	FCoE IG	30th ADA, 31st ADA, 75th FA, 428th FA, 434th FA, USAG-FS, FCoE-HQs Det	Army Voting Assistance Program
31 OCT 16- 04 NOV16	FORSCOM IG	75th FA , 31st ADA, Select Installation Directorates	Deployment Readiness Exercise
05 Dec 2016	TRADOC IG	30th ADA	Property Accountability Inspection

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