



National Training Center & Fort Irwin California



# G1 NEWSLETTER

NOVEMBER 2015

## DATES TO REMEMBER

### NOVEMBER

- 09 NOV - USR VALIDATION
- 11 NOV - VETERANS' DAY
- 26 NOV - THANKSGIVING

### DECEMBER

- 07 DEC - USR VALIDATION
- 25 DEC - CHRISTMAS DAY
- 31 DEC - NEW YEARS EVE

## OCONUS LEAVE REQUEST

The holidays are soon approaching and so is opportunity leave. Many Soldiers enjoy traveling outside the Continental United States (OCONUS) during their time on leave and therefore will require to submit a request for travel clearance by the local G1 Office. Some foreign countries require a Country/Theater Clearance approval, prior to a Soldier entering the respective country's borders.

Soldiers and unit S1s are required to provide completed packets, supporting documents/training certificates, and approved leave requests **to the G1 NLT 30 days prior to date of departure on leave**. This allows the G1 time to submit such clearance requests into the Aircraft and Personnel Automated Clearance System for proper country and/or theater clearance approval. **See your S1 for checklist and other details.**

## INSIDE THIS ISSUE

OCONUS LEAVE	1
PERSONNEL ACTIONS	2
STRENGTH MANAGEMENT	3
HEALTH PROMOTION	4
SAFETY	5
CAREER COUNSELOR	6
NCOER UPDATES	7

Many Country/Theater Clearance approvers require a full 30 day lead time. Clearance may be denied if lead time is not met. Training and credential requirements vary by each country and theater prior to approval.

To obtain information for the proper training and credential requirements for the country you are traveling to, visit the Department of Defense Foreign Clearance Guide (FCG) website at <https://www.fcg.pentagon.mil/fcg.cfm>.

Below is a list of the minimum items/documents needed for an OCONUS leave request.

- ◆ DA Form 31
- ◆ DA Form 4187
- ◆ NTC Form 380-67d-R (Record of Foreign Travel Brief)
- ◆ AT Awareness Training Certificate
- ◆ Itinerary
- ◆ Copy of Passport and/or Visa (if required)

For additional information you may also visit the G1 Portal website at: [https://west.esps.disa.mil/army/sites/NTC\\_HQ/G1/SitePages/Home.aspx](https://west.esps.disa.mil/army/sites/NTC_HQ/G1/SitePages/Home.aspx)





# PERSONNEL ACTIONS BRANCH

## U.S. ARMY FEDERAL OFFICER CANDIDATE SCHOOL PROGRAM ANNOUNCEMENT

The U.S. Army Human Resources Command (HRC) has announced their Fiscal Year (FY) 16 U.S. Army Federal Officer Candidate School (OCS) Selection Panel dates. **HRC will hold two panels this FY on the following dates: 19-22 January 2016 and 9-13 May 2016.** Soldier's desiring to have their application considered by HRC's selection panel, must appear before a local interview panel and be recommend for OCS.

The NTC G1 will conduct the post level Regular Army OCS Interview Panels in order to obtain qualified candidates to be recommended for acceptance into OCS. If selected by HRC, Candidates will attend 12 weeks of intense tactical and leadership training located at Fort Benning, GA.

In order to qualify for OCS as an active duty enlisted Soldier, you must be:

- ⇒ A college graduate with a baccalaureate degree
- ⇒ Must not have more than six years of active federal service upon arrival at OCS.
- ⇒ Between 19 and 32 years old (you must complete training and accept commission by your 33rd birthday)
- ⇒ Eligible for a secret clearance

### Fort Irwin FY16 Interview Panel Dates:

- 24 November 2015
- 16 December 2015
- 03 February 2015

**\*\*Applications must be routed through the unit S1 and received by the G1 error free one week prior to interview date.\*\*** For more information on eligibility and application content, contact your unit S1 and see MILPER Message 15-270 on HRC's website at:

<https://www.hrc.army.mil/OPMD/Officer%20Candidate%20School>

## UPCOMING EVENTS



PAB SECTION	POC	PHONE
Chief PAB	Mrs. Chavez	380-5418
Soldier Actions	SPC Wooten	380-4176
Awards & Decorations	VACANT	380-5060


**RETIRED**

**U.S. ARMY**

**Retirement Ceremony** - The next retirement ceremony is scheduled for **24 NOV 15**. In order to ensure a proper tribute to the service of our retiring Soldiers, commands should identify personnel that are attending the retirement ceremony and report that information to the **G3 POC, MSG MONROY at 760-380-5417**. Meritorious Service Medal and above, award recommendations should be forwarded to the Fort Irwin G1 Awards section **NLT 30-60 days** to ensure completion for the ceremony. All awards that require MACOM approval **require 90 day lead time to G1**.



# STRENGTH MANAGEMENT

## QUALITATIVE SERVICE PROGRAM (QSP)

We have an absolutely top quality Army composed of outstanding and proven professionals. Unfortunately, as our Army reduces in size, some of our Soldiers will be asked to leave the Army.

To achieve mandated end strength reductions, the Army has taken a number of steps including the execution of Qualitative Service Program (QSP) Boards. These reductions ensure the Army maintains readiness while drawing down and is able to sustain manpower needs to meet the future end strength.

Senior leaders will personally notify selected Soldiers within their command; the Army will not publish selection lists. Many of these selected Soldiers have performed superbly during more than a decade of war, displaying the values, character and competence that make our Army second to none. We must not waver on our commitment to support all those who have selflessly served with courage and honor.

### *Additional information on QSP:*

- ◆ **QSP FACT SHEET**—([https://www.hrc.army.mil/site/ASSETS/PDF/FINAL\\_QSP\\_Fact\\_Sheet.pdf](https://www.hrc.army.mil/site/ASSETS/PDF/FINAL_QSP_Fact_Sheet.pdf))
- ◆ **QSP Frequently Asked Question (FAQ)**—(<https://www.hrc.army.mil/Site/Assets/Directorate/epmd/QSP%20%20FAQs%20%2028%20May%202015.pdf>)
- ◆ **QSP MILPER Message 14-313**—(<https://www.hrc.army.mil/Milper/14-313>)
- ◆ **MILPER Message Update 14-366**—(<https://www.hrc.army.mil/Milper/14-366>)
- ◆ **AR 635-200 (Active Duty Enlisted Administrative Separations), 6 Jun 05, including Rapid Action Revision (RAR) issued 6 Sep 11**—([http://www.apd.army.mil/pdffiles/r635\\_200.pdf](http://www.apd.army.mil/pdffiles/r635_200.pdf))
- ◆ **MILPER Message 14-308 Temporary Early Retirement Authority (TERA)**—(<https://www.hrc.army.mil/Milper/14-308>)
- ◆ **ALARACT Message 066/2012, DTG 141359Z Mar 12, subject: Enlisted Qualitative Service Program (QSP)**—(<https://login.milsuite.mil/?goto=https%3A%2F%2Fwww.milsuite.mil%3A443%2F>)
- ◆ **Soldier for Life**—(<https://soldierforlife.army.mil/>)
- ◆ **File Assessment Toolkit**—([https://www.hrc.army.mil/site/ASSETS/PDF/QSP\\_File\\_Assessment\\_Briefing.pdf](https://www.hrc.army.mil/site/ASSETS/PDF/QSP_File_Assessment_Briefing.pdf))

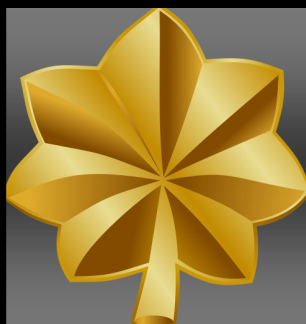
### *Point of Contact for QSP related issues:*

Transition Branch Email Box: [usarmy.knox.hrc.mbx.epmd-transition-branch@mail.mil](mailto:usarmy.knox.hrc.mbx.epmd-transition-branch@mail.mil)

Transition Branch Team Phone Line: Commercial: 502-613-6732 and DSN: 983-6732

For Retirement and Separation questions [email](#) the Enlisted Retirement and Separation Team.

## CONTACT INFORMATION



STRENGTH MANAGEMENT	POC	PHONE
Chief Strength Management	Mrs. Harvey	380-5237
Officer Strength Manager	VACANT	380-3225
Enlisted Strength Manager	Ms. Hardy	380-5697



# HEALTH PROMOTION



On November 19, 2015 Fort Irwin’s Army Wellness Center (AWC) will open their doors to the NTC community and host their grand opening. This Army Wellness Center will be the 24<sup>th</sup> location in the Army out of 37 centers worldwide. You may ask yourself what is an Army Wellness Center and what does it do.

The AWC focuses on primary prevention programs and services that promote enhanced and sustained healthy lifestyles to improve the overall well-being of Soldier and Family Members. Individuals are empowered to set their own health goals and work to improve them.

A variety of services will be offered at the center such as sleep education, exercise testing and prescription, weight management and metabolic testing, stress management education, and body composition analysis. The AWC’s overall mission is to help Soldiers, Family Members, Retirees, and Army civilians to create a sustainable change to promote healthy living.

Nurses and health educators approach their services with a holistic point of view. AWC staff members take into account all of an individual’s physical, psychological and social circumstances when providing services. Individuals will be taken through the AWC’s core programs, health assessment review, physical fitness, healthy

nutrition, stress management, general wellness education, and tobacco education.

For more information about the Army Wellness Center and what we have to offer please click the link below and like our Fort Irwin’s Army Wellness Center Facebook page, <https://www.facebook.com/awcfortirwin>

Additionally, they are located at the Resiliency Center , BLD 127, Fort Irwin , CA, 92310.



## HEALTH PROMOTION CONTACTS

**HEALTH PROMOTION OFFICER**

POC PHONE  
Mr. Byrne 380-7905  
joseph.m.byrne2.ctr@mail.mil  
BLDG 988-B



**PROGRAM ASSISTANT**

POC PHONE  
Ms. Pinckney 380-7906  
melissa.b.pinckney.ctr@mail.mil  
BLDG 988-B





## NATIONAL TRAINING CENTER AND FORT IRWIN SAFETY OFFICE

### SAFETY NEWS

1. Trick or Treat Safety Tips – For young children, Halloween night is one of the best of the year. But trick-or-treating can be dangerous if kids and parents aren't careful. Here are a few trick-or-treating tips before you accompany your child out for the evening.

- ◆ Plan a route before you go and stick to a route you and your child are familiar with.
- ◆ Wear comfortable shoes. Make sure you and your children are in comfortable, well-fitting shoes. Girls in dresses should avoid heels, and all shoelaces should be double-tied to avoid tripping in the dark.
- ◆ Stay well lit. Apply reflective tape to your child's costume to ensure they are seen by drivers on the road. Also, carry a flashlight with you to keep your child's path lit at all times.
- ◆ Make sure all costumes are short. Long costumes that drag on the ground can be dangerous, especially at night. After purchasing your child's costume, make sure it's an appropriate length, and hem anything that's too long to avoid tripping.
- ◆ Avoid masks. Masks can make it difficult for your child to see or breathe. If possible, skip the mask altogether and use non-toxic make-up to complete the costume instead.
- ◆ Use flexible props. Try to avoid costumes that have weapons as accessories. But if your child's costume won't be complete without a weapon, make sure it is rubber or plastic. Choose a prop that won't cause injury to your child or their friends.
- ◆ Always check your child's candy. When sorting through candy at the end of the night, be sure to throw away any candy that is not in its original wrapper, or looks as though it has been opened.

2. Cooking fires continue to be the most common type of fires experienced by U.S. households. This is even more apparent during the holidays. There is an increased incidence of cooking fires on Thanksgiving, Christmas Eve Day, and Christmas Day. Cooking fires are also the leading cause of civilian fire injuries in residences. These fires are preventable by simply being more attentive to the use of cooking materials and equipment. According to the National Fire Protection Association (NFPA), deep-fryers are responsible for more than \$15 million in property damage each year. Accidents related to deep-frying of turkeys are responsible for five deaths and 60 injuries each year. Turkey fryers should always be used outdoors a safe distance from buildings and any other material that can burn. Never use turkey fryers on wooden decks or in garages. Make sure the fryers are used on a flat surface to reduce accidental tipping.

3. Daylight Saving Time ends Sunday, Nov. 1st. The one hour time change creates darker driving and riding conditions and disturbs sleep patterns. The CHP and the National Sleep Foundation offer the following tips for drivers to reduce their risk of falling asleep behind the wheel:

- ◆ Get enough sleep, at least 7-9 hours, to help maintain alertness.
- ◆ On long road trips, schedule breaks every couple of hours or every 100 miles.
- ◆ When possible, travel with a companion who can take a turn behind the wheel or help.
- ◆ Keep the driver awake.
- ◆ Avoid driving at times when you would normally be asleep.
- ◆ Avoid alcohol or medications that cause drowsiness.
- ◆ Consume caffeine as it increases alertness.
- ◆ When tiredness sets in, exit the roadway and find a safe location to park and rest.

As the days shorten, you also have to deal with the sun's glare making it hard for drivers to see. This problem can be worse for motorcyclists. Even if your helmet has a visor or tinted shield to reduce the glare, you'll still have problems seeing oncoming traffic. If you can't reduce the glare, you'll have to hold your head so you can see the road while trying to keep the sun out of your eyes.

4. Home for the holidays. Many of us will be traveling to spend time with family and friends this Thanksgiving. The kitchen is the hub of activity preparing the meal with both children and adults actively participating. Here are some tips.

- ◆ Stay in the kitchen when you are cooking on the stovetop so you can keep an eye on the food.
- ◆ Stay in the home when cooking your turkey and check on it frequently.
- ◆ Keep children away from the stove. The stove will be hot and kids should stay at least three feet away.
- ◆ Make sure kids stay away from hot food and liquids. The steam or splash from vegetables, gravy, or coffee could cause serious burns.
- ◆ Keep the floor clear so you don't trip over kids, toys, pocketbooks or bags.
- ◆ Keep knives out of the reach of children.
- ◆ Be sure electric cords from an electric knife, coffee maker, plate warmer or mixer are not dangling off the counter within easy reach of a child.
- ◆ Keep matches and utility lighters out of the reach of children – up high in a locked cabinet.
- ◆ Never leave children alone in room with a lit candle.
- ◆ Make sure your smoke alarms and carbon monoxide detectors are working. Test them by pushing the test button.

According to the U.S. Fire Administration, an estimated 2,000 Thanksgiving Day fires in residential buildings are reported to U.S. fire departments each year, resulting in an average of five deaths, 25 injuries and about \$21 million in property damage. Cooking is the leading cause of these fires, which occur at a rate of three times the normal daily average.

## FORT IRWIN SAFETY OFFICE CONTACT INFORMATION

SAFETY OFFICE	POC	PHONE
Installation Director	Mr. Key	380-5564
11th ACR	Mr. Adame	380-2722
916th Spt Bde	Mr. Funk	380-6049
Ops Group	Mr. Valadez	380-2718



SAFETY OFFICE	POC	PHONE
Garrison Director	Mr. Harvey	380-1347
Installation Aviation	CW3 Oxley	380-6156
Industrial Hygiene	Ms. Rees	380-3195
MEDDAC	Dr. La Croix	380-5166



## CAREER COUNSELOR CORNER

### NEW MOS CONVERSION BONUS (CB) PROGRAM

The following MOS and Rank are included in the MOS-CB and are authorized the amount listed below:

<u>MOS/TITLE</u>	<u>SGT</u>	<u>SSG</u>
25D Cyber Network Defender	\$4000	\$4000
29E Electronic Warfare Specialist	\$4000	\$0
35L Counterintelligence Agent	\$4000	\$0
79R Recruiter	\$2000	\$2000
79S Career Counselor	\$4000	\$4000

NEW NCOs Broadening Program - The Training With Industry (TWI) Program is a work-experience program that provides select active duty NCOs extensive exposure to managerial techniques and industry procedures as a fellow within Corporate America.

Following the completion of the TWI experience, NCOs are placed in positions that leverage the skills learned while training and working with industry. Participating NCOs incur an active duty service obligation of three days for every day served with the industry. This equates to a three-year commitment following a one-year assignment with TWI.

The following military occupational specialties (MOS) and grade have been identified for Training With Industry (TWI) opportunities for FY16 (some have multiple opportunities as shown below):

<u>MOS GRADE</u>	<u>INDUSTRY</u>
12B40/12Z5M SFC/MSG	STARBUCKS
12N SSG-SFC	CATERPILLAR, DEFENSE & FEDERAL PRODUCTS
25B SSG	CISCO SYSTEMS INC
25M SSG	NFL
25V SSG	NFL FILMS
42A MSG/1SG	HR CERTIFICATION INSTITUTE
46R/46Q/46Z SSG or SFC	GOOGLE INC
46R/46Q/46Z SSG or SFC	SIEMENS CORP
46R/46Q/46Z SSG or SFC	NFL
46R/46Q/46Z SSG or SFC	USAA
51C SFC-MSG	MICROSOFT CORP
51C SFC-MSG	AMAZON WEB SERVICES

Please see MILPER Message Number 15-335 for all other MOSs

The POC for the TWI Program is Ms. Lisa Roberson in the event you are unable to reach the POC contact Mr. Robert Cagle.

## FORT IRWIN RETENTION TEAM CONTACT INFORMATION

<u>Unit</u>	<u>POC</u>	<u>Phone</u>
Installation Command Career Counselor	MSG Jones	380-4509
Reserve Command Career Counselor	MSG Campbell	380-4786
Ops Group Career Counselor	SFC Niggli	380-3580
916th Support Brigade Career Counselor	SFC Niggli	380-3580
11th ACR Sr Counselor	SSG Perry	380-3762



<u>Unit</u>	<u>POC</u>	<u>Phone</u>
1/11th ACR Counselor	SGT Deadmond	380-2546
2/11th Counselor	SSG Martin	380-4382
RSS, 11th ACR	SSG Perry	380-3762
	SGT Munar	380-4138
MEDCOM Counselors	SSG Hume	380-6737
	SSG Hume	380-6737



## NEW NCO EVALUATION REPORT TO ELIMINATE EVALUATION INFLATION

**By David Vergun**

WASHINGTON (Army News Service, Oct. 27, 2015) -- On Jan. 1, the Army will have a new tool to promote, retain and assign its noncommissioned officers, or NCOs: an upgraded NCO Evaluation Report, or NCOER. The current NCOER, which has been in use since 1987, is "outdated, highly inflated and too generic, meaning one NCOER fits all NCOs, regardless of rank, position or level of responsibility," said Sgt. Maj. Stephen McDermid, Evaluations, Selections and Promotions Division sergeant major at Human Resources Command, or HRC, on Fort Knox, Kentucky.

The new NCOER will address four key areas:

**First**, the new NCOER will capture "attributes and competencies" from Army Doctrine Publication 6-22 "Army Leadership," he said. That means the evaluation will align with the Army's effort to meet the challenges of an increasingly complex and uncertain environment by requiring NCOs to take on greater levels of responsibility, with increasing levels of skills and competencies.

**A second** important aspect of the new NCOER is that it will "enforce rating official accountability through the use of two new assessment tools, which is the rater tendency and the senior rater profile," McDermid said, meaning that senior raters will be limited to the number of Soldiers they deem "most qualified." In a nutshell, this will address one of the biggest drawbacks of the current NCOER: inflation, or the tendency of raters to rate most or all of their Soldiers at the highest levels. The current practice makes it nearly impossible to separate stellar performers from average or good performers, he said.

**Third**, the new NCOER will take into account increasing levels of responsibility as Soldiers progress through the NCO ranks, McDermid said.

Specifically, the NCOER will come in three versions tailored to three levels of rank, or grade plates:

- Department of the Army Form 2166-9-1 for E-5s - with focus on "direct-level" proficiency rating.
- DA Form 2166-9-2 for E-6 to E-8 with focus on "organizational-level" expertise.
- DA Form 2166-9-3 for E-9s with focus on "strategic-level" competency.

David Griffiee, chief of the Evaluations Branch at HRC, said a **fourth** benefit of the new NCOER will be getting leaders "talking to their people, telling them how they're doing and providing effective feedback." That will result in leaders "being able to coach, teach and mentor what right looks like. As the Army executes the counseling in a better manner, we think we should see improvement in performance across the board," he said. Griffiee said that since Soldiers are counseled about what's expected of them near the start of the reporting period, and at intervals throughout the reporting period, there should be no surprises when the final report is made.

Leaders have a responsibility too, he said.

"Leaders should take the time to develop their rating philosophy so they are familiar with what most qualified looks like in actions, competencies and in performance," Griffiee suggested. "Once you have your rating philosophy, stick to it."

### NCOER TIMELINE

While the new NCOER doesn't go into effect until Jan. 1, there are important interim dates to keep in mind as the Army transitions to the new system, McDermid said, adding that there's a possibility the dates could change slightly due to unforeseen circumstances.

For additional information and the "Interim Dates" to keep in mind can be found on the HRC website @ [www.army.mil](http://www.army.mil)

**FOR QUESTIONS ABOUT THE NEWSLETTER PLEASE CONTACT MR. DAVID "BLUE" STODDARD AT 760-380-4367**