

JBSA

LEGACY

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JOINT BASE SAN ANTONIO

MAY 3, 2019



*Lt. Gen. Jeffrey Buchanan (left), U. S. Army North (Fifth Army) commanding general, and ARNORTH Command Sgt. Maj. Alberto Delgado (right), lead the U.S. Army procession during the 101st Pilgrimage to The Alamo in downtown San Antonio April 22. The event, which is hosted by The Alamo Mission Chapter of the Daughters of the Republic of Texas and held in honor of the Alamo heroes, takes place during the city's annual Fiesta celebration.*

DANIEL P. ELKINS

## JBSA officials participate in annual Fiesta events

Pages 9, 11, 17 and 18



## 5th Brigade ROTC teams compete

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## Fiesta royalty visits JBSA-Lackland

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# Stay safe during spring cleanup and when grilling outdoors

By Richard S. Campos  
JBSA-FIRE EMERGENCY SERVICES

With plants budding and trees in full bloom, it means spring has finally arrived. While your thoughts may turn to that dreaded ritual of spring cleaning, it also is a timely reminder to keep your home safe from the threat of fire.

In an effort to make this spring cleanup a fire-safe one, Joint Base San Antonio Fire Emergency Services provides the following safety tips:

- ▶ Clean your garage of stored newspapers or other rubbish that can fuel a fire.
- ▶ Test your smoke alarms monthly.
- ▶ To help prevent nuisance alarms, gently vacuum your smoke alarm every six months or as needed.
- ▶ Change batteries in smoke alarms, flashlights and carbon monoxide detectors.
- ▶ Never borrow smoke alarm batteries to use for toys or other equipment.
- ▶ Replace all smoke alarms every 10 years or as recommended by the manufacturer.
- ▶ Keep outdoor debris or dead vegetation away from the house.
- ▶ Properly dispose of oily or greasy rags. If these items must be stored, they should be kept in labeled and sealed metal containers.
- ▶ If you store gasoline, keep it outside your home in a shed or detached garage. Keep only small quantities in tightly sealed containers. Use gasoline only as a motor fuel, never as a cleaning agent or charcoal accelerant.
- ▶ Use outdoor barbecue grills with caution. Place in a safe area away from building, windows, heating, ventilation and air-conditioning units or places with high/dead vegetation.
- ▶ Never use gasoline to start the fire, and don't add charcoal



COURTESY PHOTO

*According to the National Fire Protection Association, or NFPA, 3 out of 5 households own a gas grill, which translates to a lot of tasty meals. But it also means there's an increased risk of home fires.*

lighter fluid once the fire has started.

- ▶ Use barbecue grills outside only — not under overhangs or balconies, and away from combustibles.
- ▶ Check your propane barbecue grill hose for leaks and cracks; never store propane indoors.

Speaking of barbecuing, neighborhood backyards are getting filled with aroma of food cooking on the grill.

According to the National Fire Protection Association, or NFPA, 3 out of 5 households own a gas grill, which translates to a lot of tasty meals. But it also means there's an increased risk of home fires.

- ▶ Numerous home fires are caused by grilling, and close to half of all injuries involving grills are due to thermal burns, for a yearly average of 8,900.
- ▶ In recent years, 16,600 patients went to emergency rooms because of injuries involving grills.
- ▶ July is the peak month for grill fires at 17 percent, including structure, outdoor or unclassified fires, followed by May, June and August.

- ▶ A failure to clean the grill was the leading factor contributing to the fire in 19 percent of all grill structure fires. In 17 percent of the fires, something that could catch fire was too close to the grill.
- ▶ Leaks or breaks were the factor in 11 percent of grill structure fires and 23 percent of outside and unclassified grill fires.
- ▶ Gas grills contribute to a higher number of home fires overall than their charcoal counterparts.

Safety tips for grilling include:

- ▶ Propane and charcoal barbecue grills should only be used outdoors.
- ▶ The grill should be placed well away from the home and deck railings, and out from under eaves and overhanging branches.
- ▶ Keep children and pets at least 3 feet away from the grill area.
- ▶ Keep your grill clean by removing grease or fat buildup from the grills and in trays below the grill.
- ▶ Never leave your grill

unattended.

- ▶ Always make sure your gas grill lid is open before lighting it.

As for charcoal grills, there are several ways to get the charcoal ready to use. Charcoal chimney starters allow you to start the charcoal using newspaper as a fuel.

If you use a starter fluid, use only charcoal starter fluid. Never add charcoal fluid or any other flammable liquids to the fire. Keep charcoal fluid out of the reach of children and away from heat sources.

There are also electric charcoal starters, which do not use fire. Be sure to use an extension cord for outdoor use.

When you are finished grilling, let the coals completely cool before disposing in a metal container.

When using a propane grill, check the gas tank hose for leaks before using it for the first time each year. Apply a light soap and water solution to the hose. A propane leak will release bubbles.

If your grill has a gas leak, by smell or the soapy bubble test, and there is no flame, turn off both the gas tank and the grill. If the leak stops, get the grill serviced by a professional before using it again. If the leak does not stop, call the fire department.

If you smell gas while cooking, immediately get away from the grill and call the fire department. Do not move the grill. If the flame goes out, turn the grill and gas off, and wait at least five minutes before relighting it.

For more information about grilling safety, visit the National Fire Prevention Association website at <http://www.nfpa.org/education> or contact JBSA-Fort Sam Houston at 210-221-2727, JBSA-Lackland at 210-671-2921, or JBSA-Randolph at 210-652-6915

## JBSA LEGACY

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# Feedback Fridays

By Brig. Gen. Laura L. Lenderman

502D AIR BASE WING AND

JOINT BASE SAN ANTONIO COMMANDER

Feedback Fridays is a weekly forum that aims to connect the 502d Air Base Wing with members of the Joint Base San Antonio community. Questions are collected during commander's calls, town hall meetings and throughout the week.

If you have a question or concern, please send an email to [RandolphPublicAffairs@us.af.mil](mailto:RandolphPublicAffairs@us.af.mil) using the subject line "Feedback Fridays." Questions will be further researched and published as information becomes available.

## Personnel Issues

**Q.** There have already been six completed suicides in the Security Forces career field this year.

It's only April and I believe the situation is at critical mass. The Ask Care Escort, Wingman Concept,

Commander's Calls, while all good tools, are not enough. This must be a deeper issue.

Are there any current and immediate actions being put into motion to stop this tragic epidemic? Are things like manning, ability to take short notice leave, duty hours, comp time for long days being accounted for?

**A.** Such an important question, thank you for asking. Our Joint Base Defender leadership works diligently to remain engaged, provide targeted resiliency training, and consult with helping agencies on a continual basis to provide the best care for our most important assets.

Our Security Forces mission here in San Antonio is robust which makes manning difficult. Our team is getting after that with a major command manpower revalidation along with a full review of our civilian defender vacancies and hiring timeline. These manpower adjustments will alleviate stress of over-tasking and help bring work life balance to the force.

We care very much about all of our Big "A" Airmen. If you or someone you know is struggling please share what you are carrying; do not be silent.

If you are not comfortable sharing

within your organization, there are options, such as Military One Source for active duty at 1-800-342-9647 or the Employee Assistance Program for civilians at 1-800-222-0364. Both hotlines are free and available 24/7.

## Installation & Facilities

**Q.** I'm located at JBSA-Lackland and I arrive for duty accessing the Selfridge Visitor Gate each morning which has three inbound lanes.

Is there a possibility of dedicating one of those lanes to visitors that do not have Common Access Cards when arriving to the gate? There's a possibility other gates are having similar issues because traffic around JBSA-Lackland is crazy in the morning.

**A.** JBSA-Lackland is an extremely busy place. The day-to-day commute on and off the base, frequent special events, and BMT graduations create challenges to traffic management.

And then this year, we've added several construction projects to the mix, making gate traffic more complicated...and sometimes creating longer delays than we are used to.

Earlier in the year I asked our Security Forces to look hard at how the gates are operating, and to do everything they can to minimize delays. To that end, they considered and implemented numerous changes, including manpower adjustments, contraflow lanes at the gates, and increased SAPD and Bexar County Sheriff's Office support outside the gates.

One potential change they decided not to make is dedicating lanes to specific groups (e.g. non-CAC holders). A traffic study experts determined that the dynamics at our gates and high volume of visitors just don't lend well to segregating traffic into specific lanes.

Though it would align customers with similar needs, it adds congestion as customers unfamiliar with the base slow to read lane signage and make last minute lane changes, and it removes critical flexibility for our Security Forces to handle and shift traffic based on evolving conditions.

While this isn't the answer you were hoping for, if we work together we can improve traffic for everyone. Employees should keep looking for ways to adjust arrival and departure times.

Consider using an alternate gates, even if it means driving a little further once on-base. And consider riding with coworkers whenever practical. Thank you for your continued patience as we work to make our bases safer for all our service members, civilian employees,



retirees, and families!

**Q.** Would it be possible to have a centrally located flag pole installed on the JBSA-Fort Sam Houston METC campus for everyone to see to display the current colored temperature flag?

We currently display them outside of the entrance to the fitness center but centrally located pole with the temperature color flag displayed would benefit more people than just the students and guests of the fitness center and would also be a reminder to training cadre and everyone in general of the dangers of working in the heat and taking precautions.

**A.** Thank you for your question—great idea! Safety is certainly paramount for all JBSA personnel, and we are constantly looking for ways to support that effort.

The first step in addressing your request would be to inquire with your respective facility manager and leadership to determine if they support the idea, if they are willing to establish a program to monitor and update the new flag based on changing conditions, and if they have a preferred site to locate the pole.

The next step is to then submit the request to the Civil Engineer team for approval of the work and siting. If the request is approved, CE will then install the new pole. If the project can't be completed for whatever reason, our CE team will work with your unit to develop other alternatives to meet the desired effect.

## Miscellaneous

**Q.** As a Unit Deployment Manager at JBSA, I was wondering if it was possible to get one parent unit PASCODE for JBSA (all Ols) instead of what we currently have, which is PASCODES for each location. By having one PASCODE

would allow a lot of flexibility regarding assigning personnel to UTCs as well as other areas within the Readiness program.

**A.** Great question! This is a topic that comes up frequently. Each JBSA location must be assigned a separate PASCODE to align with its Installation Location Code, or ILC, and Duty Location Code, or DLOC.

If we were to have one PASCODE, it would drive the need for one ILC/DLOC. U.S. Transportation Command is responsible for creating all DLOCs. In the past we requested a single DLOC and were denied. The request was denied because when a DLOC is established an Installation Type Code (ITC) is added to the installation name.

For example, AFB for Air Force Base, AIN for Army Installation, NAS for Navy Air Station, etc. Creating a single ITC for JBSA would not allow war planners the visibility needed to pre-deploy assets: ships, planes, tanks, personnel, etc. Also, a single PASCODE would not allow us to comply with Joint Federal Travel Regulations which defines a Permanent Duty Station (PDS) by corporate limits in which a member is stationed (San Antonio and Universal City are examples).

In accordance with Air Force Instruction 36-210, paragraph 5.4.1: "Designating metropolitan areas which are comprised of individual cities/towns as one duty station for the purpose of PCS allowances, called "clustering", is prohibited by Comptroller General, or GAO, decision.

We will continue advocating for one PASCODE as well as monitoring USTRANSCOM's instructions and the AFIs to ensure we are aware if there are any changes that impact our JBSA community.

# The Air Force is becoming more Agile

By Corrie Poland  
AIR FORCE OPERATIONAL ENERGY

WASHINGTON — The term 'Agile' has been on the lips of Department of Defense senior leaders with increasing frequency recently — often citing its importance for developing functional, innovative software that better equips the warfighter to respond to uncertain and ever-changing environments.

## So, what is Agile?

The Agile methodology, known just as Agile, has been the cornerstone of commercial software development for decades. Various forms of Agile gained speed in the 1990s, culminating in 2001 with the "Agile Manifesto," which sought to bring together those ideas in a more cohesive approach.

Simply put, it's a method of developing software that is collaborative (often the developers are co-located with the customer to allow for direct and on-going communication) and adaptive (changing priorities are expected and encouraged throughout the project), with a focus on continuous delivery (getting functional software to the customer quickly for immediate feedback).

"You plan it, you build it, you launch it, you get feedback. And you do this constantly," explained Gen. Ellen M. Pawlikowski, former Commander of Air Force Material Command, in 2017.

While the private sector adopted Agile a long time ago, the DoD is just beginning to embed Agile methodology in acquisitions programs and other projects.

## Why is the Air Force embracing it?

With a history of lengthy acquisition processes, as well as significant documentation requirements and review practices, the Air Force — and DoD as a whole — has not been very agile in software development. However, in an effort to increase capabilities at the "speed of relevance," the Air Force is following the lead of organizations like Defense Innovation Unit (DIU) to implement a more modern, less bureaucratic, approach to development that brings capabilities to the warfighter faster, and cheaper.

Previously, the DoD used a 'waterfall approach' to software development — which traditionally flows one direction (like a waterfall), from determining the requirements of the software to designing and

implementing them. This approach has been shown to be less flexible, slow and costly because once the requirements are set, it is difficult to go back and change aspects that may not work for the customer.

Agile is not perfect — but it does allow for more flexibility and the ability to update the software as it is being developed, rather than after it has already crossed the finish line.

## What is the Air Force doing to become more Agile?

A couple of prime examples of Agile software development in action are in the world of aerial refueling and tanker allocation.

## Jigsaw — Tanker Planning Software for Aerial Refueling

In 2016, DIU partnered with the Air Force and software development company Pivotal, Inc. to develop Jigsaw, a tool that digitized and streamlined aerial refueling planning for air operations centers (AOCs). They sent Airmen to Pivotal Labs in San Francisco to not only help build the software, but to learn Pivotal's Agile process so they could bring their skills back to their units.

The Air Force Operational Energy team (SAF/IEN) was impressed with the tool's results

— significant fuel savings, decreased planning time, and more efficient tasking of tanker assets — and decided to fund the next phase of development, which will enable Jigsaw to match tankers to receivers automatically, using advanced data science optimization techniques.

## Magellan — Tanker Allocation and Planning Software

After the success of Jigsaw, Air Mobility Command received funding from Air Force Operational Energy to initiate their own software development project, Magellan, with support from Pivotal. The goal of Magellan is to optimize how the Air Force allocates mobility aircraft for missions over extended time periods, which will give operational planners more visibility for long-term planning. This will enable planners to deconflict recurring missions and high-demand periods, and eventually to optimize the pairing of tanker aircraft with receivers. It will also increase planning flexibility, enabling planners to more easily and quickly adjust plans when priorities change.

On April 8, Pivotal launched the project, hosting a kick-off meeting in their Chicago office, alongside Airmen who will

work side by side with software developers, designers, and product managers to develop the tool. The first phase involves discovering problem areas with the current technology and targeting specific pain points, then framing and working toward solutions. Like the Jigsaw project, the Airmen will not only create the software, but will return to their units to apply the Agile development process to new projects.

## What's next?

Jigsaw and Magellan are only a small selection of the many Agile projects in development at Kessel Run and across the Air Force, but they are prime examples of how to do it — and the potential benefits to be gained. At Kessel Run alone, more than 20 applications (mission capabilities) have been created in collaboration with Airmen and Pivotal team members. As an increasing number of success stories emerge from the Department of Defense, more and more senior leaders will want their initiatives start and end with Agile.

For more information on Air Force Operational Energy initiatives, visit: [www.safie.hq.af.mil/OpEnergy](http://www.safie.hq.af.mil/OpEnergy)

## JBSA chapels offer worship services for Ramadan

By Alex Delgado  
502ND AIR BASE WING PUBLIC AFFAIRS

Ramadan will be observed from May 6 to June 3, during which Joint Base San Antonio chapels will be offering additional Islamic worship services.

Ramadan is considered one of the pillars of Islam and is a time to practice self-restraint in the Muslim faith.

Although most commonly associated with fasting, Ramadan is more broadly interpreted as the obligation to refrain from food, drink, and all forms of immoral behavior — including impure or unkind thoughts — between dawn and dusk.

Currently, a weekly Islamic worship service is held Fridays at 1:30 p.m. at JBSA-Lackland's

Interfaith Chapel. Additional Ramadan services are slated at JBSA-Lackland and JBSA-Fort Sam Houston.

"These worship services will allow Muslim Airmen to practice their faith and strive to become spiritually resilient as they develop a sense of purpose in life and mission," said Chaplain (Capt.) Tamel Sayed Ahmed, 502nd Air Base Wing imam. "As chaplains, we are here to strengthen the spiritual readiness of our Airmen and help them become spiritually fit and ready to accomplish the mission."

The end of Ramadan is celebrated with Eid al-Fitr, the "Feast of Fast Breaking," which is one of the two major religious holidays of the Muslim calendar. It will be celebrated at the Interfaith Chapel June 4 at 9 a.m.



STAFF SGT. MARK ALBRIGHT

Sgt. Marcus Lewis talks with Pvt. Munir Muhammed, both with Task Force Dragoon, and Sgt. Richard Blevins with the 115th Military Police Detachment at the Kandahar Islam Center Aug. 3, 2013.

# AF senior leaders update uniform guidance

**By Secretary of the Air Force Public Affairs**

The Air Force announced April 23 new rules on Operational Camouflage Pattern uniforms that aim to better fit the needs of Airmen and the jobs they do while also holding fast to tradition.

The changes highlighted include authorization of the two-piece Flight Duty Uniform in garrison and updated patch guidance for the OCP uniform.

“During the initial rollout of the OCP, we originally matched our sister services regarding patch configurations as we sought to emphasize our role as a joint warfighting force,” said Air Force Chief of Staff Gen. David L. Goldfein.

“In response to overwhelming feedback received from Airmen, we will make an easy ‘sleeve swap’ of the patch configuration to further elevate our focus on honoring the heritage of squadrons as the war-fighting

units of the world’s greatest Air Force. We will now place the squadron patch on the right sleeve along with the U.S. flag and move the higher headquarters patch to the left sleeve of the OCP.”

Additionally, to provide commanders with expanded uniform options to fit the myriad of missions, on April 15, the two-piece flight suit, otherwise known as the 2PFDU, was authorized to be worn in both garrison and deployed locations. The 2PFDU continues an effort to provide Airmen with improved form, fit and function to perform their duties in any environment.

The traditional flight duty uniform will also continue to be an option. Squadron commanders will now have the flexibility to make combat uniform decisions based on what is best for their Airmen to meet mission requirements.

“The new unit patch configuration of the OCP and 2PFDU also aligns with the

traditional FDU, elevating the significance of squadron focus and identity, which supports CSAF’s intent to revitalize squadrons,” said Lt. Gen. Mark D. Kelly, Headquarters Air Force deputy chief of staff for Air Force operations.

In May 2018, Air Force leaders decided to transition to the OCP following feedback from Airmen that it is the best, battle-tested utility uniform available. It will also eliminate the need to maintain two separate uniforms — one for in-garrison and one for deployments.

The service expects to fully transition to OCPs by April 1, 2021.

For more information, Airmen should view Air Force Guidance Memorandum 2019-01 and check Air Force Instruction 36-2903 for updates, which are available on the public website of the Air Force’s Personnel Center at <https://www.afpc.af.mil/Career-Management/Dress-and-Appearance/>.

**Patrol caps** will be worn with nameplates embroidered with spine brown thread and placed on the back using Velcro or sewn on. Officer rank will be seen on the front of the hat and extended 3/4 inch above the visor.

**Tables** will be coyote brown effective 1 June 2020.

**Names and USAF acronyms and occupational badges** will be embroidered using spine brown thread.

**Right Sleeve (max 2 Velcro patches)**  
The U.S. flag and unit patches are mandatory upon effective duty (see (mnd)). Non-unit patches (e.g., Directorate/AF Elements) are authorized optional. All will be embroidered using the spine brown color criteria.

**Left Sleeve (max 2 Velcro patches)**  
HHQ patches are mandatory and should be centered in the middle of the left sleeve. Exception: Authorized joint expedition table (see (mnd)). CO/OT may be worn above the HHQ patch as a third patch (e.g., Army Ranger, Sapper, Air Commando, SOF, etc.).

**School graduate patches** (e.g., WAC, SASG) are optional.

**Graduated commanders** may affix the HMQ patch on the left sleeve.

**When authorized, duty identifier table** (e.g., Air Advisor, EOD) may be worn. List of approved duty identifier table is found in AFM 36-2903.

**Authorized list of embroidered spine brown color criteria left sleeve patches** are listed in the AFM 36-2903.

**Boots** will be coyote brown effective 1 June 2020.

Issued as of April 18, 2019

## TIMELINE

**2019**  
1 APR Expansion of in-store AAFES sales locations continues

**2020**  
1 JUN Coyote brown boots mandatory  
Coyote brown T-Shirt mandatory  
U.S. flag spine brown color criteria mandatory  
Spice brown officer rank mandatory  
DLA green socks/coyote brown socks mandatory

**2021**  
1 APR OCP Utility Uniform mandatory  
All AF patches must be converted to the spine brown color criteria

## BENEFITS

- The OCP works in all climates and across the spectrum of missions we perform
- Over 100,000 Airmen have been issued and/or are already wearing OCPs. This includes AFRCENT, AFSC and our AFGSC Defenders
- The OCP will bring back Air Force heraldry with unit patches
- The OCP celebrates our joint warfighting excellence and close ties with the Army.

## AIR FORCE OCP UNIFORM GUIDANCE

https://www.afpc.af.mil/Career-Management/Dress-and-Appearance/



# Army to conduct privatized housing survey

**By U.S. Army Assistant Chief of Staff for Installation Management**

The Army will conduct a Residential Communities Initiative resident satisfaction survey April 23 through May 24 to gather feedback about life in privatized housing. Housing residents at Joint Base San Antonio-Fort Sam Houston will be included in the survey.

An online survey link will be emailed April 23 to more than 80,000 residents living in privatized family and unaccompanied housing at 49 locations. Completing the survey takes about 10 minutes. Residents have 30 days to complete the survey.

Army family and unaccompanied housing residents can rate their

satisfaction with services, property and the overall housing experience through the online survey. Feedback plays an important role in helping the Army maintain a high quality of life for Soldiers and families.

Privatized housing locations include Joint Base San Antonio-Sam Houston, Texas; Aberdeen Proving Ground, Md.; Fort Belvoir, Va.; Fort Benning, Ga.; Fort Bliss, Texas; Fort Bragg, N.C.; Camp Parks, Calif.; Fort Campbell, Ky.; Carlisle Barracks, Pa.; Fort Carson, Colo.; Fort Detrick, Md.; Fort Drum, N.Y.; Joint Base Langley-Eustis, Va.; Fort Gordon, Ga.; Fort Greely, Alaska; Fort Hamilton, N.Y.; U.S. Army Garrison Hawaii; Fort Hood, Texas; Fort Huachuca, Ariz.; Hunter Army Airfield, Ga.; Fort Irwin, Calif.;

Fort Knox, Ky.; Fort Leavenworth, Kan.; Fort Lee, Va.; Fort Leonard Wood, Mo.; Joint Base Lewis-McChord, Wash.; Fort Meade, Md.; Moffett Federal Field, Camp Parks, Presidio of Monterey and Naval Postgraduate School, Calif.; Picatinny Arsenal, Md.; Fort Polk, La.; Redstone Arsenal, Ala.; Fort Riley, Kan.; Fort Rucker, Ala.; Fort Sill, Okla.; Fort Stewart, Ga.; Joint Base Little Creek-Fort Story, Va.; Fort Wainwright, Alaska; Walter Reed National Medical Center, Md.; West Point, N.Y.; White Sands Missile Range, N.M.; and Yuma Proving Ground, Ariz.

Army housing officials expect to announce survey results by July. Survey results will guide the decisions the Army makes today about future housing and

will effect generations of Soldiers and families.

"We are committed to improving your housing experience," said Lt. Gen. Gwen Bingham, the Assistant Chief of Staff for Installation Management. "Feedback concerning your experience is very important to us. The information residents provide annually continues to guide the Army and RCI companies in future improvements to our privatized housing facilities and services, thus providing a better quality of life for all residents and families."

The Assistant Chief of Staff for Installation Management, the sponsor of the survey, provides program oversight and expertise for services and installation infrastructure to enable Total Army readiness.

Privatized housing residents who do not receive the survey notice email should contact their local housing offices. CEL & Associates is the company conducting the resident satisfaction survey for privatized residential communities across Army installations.

Using the Congressional Military Housing Privatization Initiatives Authorities of 1996, the Residential Communities Initiative was established as the Army's public-private venture to privatize housing on Army installations. Privatized housing comprises 98 percent of the Army's family housing inventory in the United States.

Fort Carson was the first installation to convert to privatized housing in November 1999.

## Doolittle Raiders made history, planted seeds for today's Air Force

**By Secretary of the Air Force Public Affairs**

When Lt. Col. Dick Cole pushed the throttles forward April 18, 1942, to coax the lumbering, indecisive B-25 Mitchell bomber off the rolling deck of the USS Hornet for an audacious raid on Tokyo, he had no conception of space as a warfighting domain. "Cyber" would not be a word for several more decades; drones, GPS and mid-air refueling were nothing more than fanciful science fiction.

But as Airmen and families celebrated the life of Cole with a memorial befitting the last remaining member of the famed "Doolittle Raiders," Air Force Chief of Staff Gen. David L. Goldfein said Cole's legacy carries a deeper meaning.

The Doolittle Raid and Cole's passing focus attention not only on the man who was celebrated, but on the influence

the mission – and the 80 men involved – had in charting a course that is apparent across today's Air Force.

Goldfein explained the larger significance during remarks Thursday at Cole's memorial service at Joint Base San Antonio-Randolph, noting that the effort, ingenuity and bravery that led to the mission being conceived, planned and executed are the same forces that define the Air Force today, only with additional "tools" including drones, satellites, stealth, GPS and an array of cyber capabilities.

Once airborne from the Hornet, Goldfein said, "Col. Cole and his fellow Raiders cemented the very notion of joint airpower with the clear statement that America's Air Force, working side by side with our joint teammates, can hold any target at risk anywhere, anytime."

That capability – and the

ability to demonstrate it – became the backbone of successful deterrence during the Cold War and after. The 16 B-25s and 80 crew that flew the mission were among the earliest examples of sophisticated joint operations and multidomain applications that today are the foundation of the strategy for protecting the United States and its interests.

"Back then, it was the B-25," Goldfein said, referring to the state of the art in 1942. "Today, the B-2 (Spirit), the B-1 (Lancer), and the workhorse of the fleet, the B-52. And in the future, the B-21 Raider. We are better prepared today to defend our great nation because of him and because of his fellow Raiders."

Historians, in fact, agree that today, 77 years after a raid which had little value in physical terms, remains a seminal moment not just for the Air Force but for the entire U.S.



2ND LT. ROBERT GUEST

*Retired U.S. Air Force Lt. Col. Robert "Dick" E. Cole was a B-25 Mitchell bomber copilot and survivor of the Doolittle Raid during World War II. Cole, the final surviving Doolittle Raider, passed away April 9.*

military and strategic planning.

It showed the importance of conventional deterrence by providing a clear, tangible example of how the US can hold any target at risk with conventional weapons.

It provided a "real world" example that helped make the use of air power a strategic cornerstone regardless of the distance involved. In short, it demonstrated the U.S.'s ability to project forces, anywhere, anytime.

More plainly, by successfully attacking the heart of Tokyo, the Doolittle Raid accomplished

something that few – if any one – thought could be accomplished by combining courage, will power, innovation and technology is a way that had not been used before.

Among the numerous enduring legacies of the Doolittle Raid, Goldfein says one of the most significant is the way the mission in 1942 embodies value of limiting attacks against military targets while leveraging technology in ways that provide clear advantages and certainty regardless of the mission or adversary.

# Army revises centralized promotion board

By Devon L. Suits

ARMY NEWS SERVICE

The Army is revising its centralized promotion board processes to deliver “the right person, at the right job, at the right time,” according to Army G-1 officials.

The Army will spend the next three to four years implementing an improved merit-based promotion system, said retired Sgt. Maj. Gerald Purcell, personnel policy integrator for NCO professional development with Army G-1.

The effort centers on a transition from time-based to merit-based policies and practices. Further, the change ensures that the best-qualified Soldier will be the first one eligible for promotion, Purcell said.

Soldiers in the active component and those serving in an Active Guard Reserve capacity will be impacted by the change.

“This is the first major overhaul to our enlisted centralized promotion board in the 50 years we’ve conducted them,” said Sgt. Maj. of the Army Daniel A. Dailey. “We will see a number of benefits with these changes, but the most important one will be the impact to readiness.”

“We will retain our most talented NCOs, and better project force structure requirements by promoting the right people at the right time,” he added.

Two years ago, Dailey sought to change the Army’s centralized section board process, Purcell said.

“This change now truly rewards the most qualified Soldiers who are seeking advancement instead of simply promoting people based on seniority,” Dailey said.

Dating back to 1969, centralization was designed to fill the Army’s ranks with qualified Soldiers, provide guidelines for career progression, and attract and retain high-caliber personnel,



DEVON L. SUITS

*The Army will spend the next three to four years implementing an improved merit-based promotion system. The effort centers on a transition from time-based to merit-based policies and practices.*

according to Human Resources Command officials.

Under the current system, HRC could “forecast” the Army’s force structure by anticipating the number of Soldiers leaving the force in all grades and career fields — sometimes 24 months in advance, Purcell added.

Long-range projections, however, failed to be an effective means to react to emerging requirements. The Army would have to wait for a new promotion cycle to identify and allocate additional personnel, he said.

Reductions or changes to the Army’s force structure would result in a surplus of promotable Soldiers, Purcell added. Under the current system, if a Soldier was in good standing and identified as promotable — annotated by a “P” status from HRC — the force was required to promote.

“From a readiness perspective, we are creating a process that reacts to emerging requirements, and it stops us from creating skill and grade imbalances. It produces an environment where there is no promotion stagnation ... or we are forced to separate people because they are in excess to requirements,” Purcell said.

The original promotion system now generates an order of merit list, or OML, which is used to select Soldiers for promotion. The number of Soldiers promoted relied heavily on the Army’s

annually-projected force structure rate, Purcell said.

After the Army selected a Soldier for promotion, HRC would assign them a promotion-sequence number. The force would determine this number by a Soldier’s seniority — their time in grade, time in service, and date of birth, Purcell said.

“If the best candidate happens to be sequence No. 400 out of 500, based on time and grade — that’s not rewarding and recognizing talent,” he said.

The transition to a new promotion system starts this fiscal year, with the master sergeant promotion board, he added, by changing how sequence numbers are informed by OML standings.

Eventually, under the revised system, the Army will conduct annual reviews of the NCO corps and maintain an OML for each grade and military occupational specialty, Purcell said, adding the OML will no longer be used to generate an annual promotion list.

Instead, the OML will evaluate the force and determine Soldiers who are “fully-qualified” to promote. From there, the Army will employ a merit-based rating system to order the OML sequentially.

“The vast majority of the NCOs are, in fact, fully qualified to promote,” Purcell said. “Fully qualified is a retention standard — it’s not about promotion.

“I could have an OML of a

thousand individuals, and 990 could be fully qualified,” he added. “The promotion demand might be 40. In this case, the best 40 records ... would be identified [for] promotion.”

In turn, the Army will now be able to manage its talent better, subsequently improving professionalism and leadership development throughout the NCO corps, Purcell said. Further, the Army will use the OML to inform assignment decisions, such as crucial development and career broadening opportunities.

“We are calling this a talent management effort,” he said.

Additionally, Soldiers will have access to their OML standing by grade, career progression, and MOS through the Army Career Tracker website, Purcell said. This change should be available in the next few months.

“It will be a private and secure automated link from the Army to the individual, and no one else will have access to it,” Purcell said. “Soldiers can go into the Army Career Tracker and can share that information with a mentor or a leader if they so choose, but they’re not required.”

On the other hand, if Soldiers perform subpar and are unable to become fully qualified in their respected rank, the revised promotion system will provide them with a notice, Purcell said.

The first time a Soldier fails to become fully qualified, HRC will advise him or her that continued service may be at risk, he said.

Once a Soldier is found “not fully qualified” by a board a second time in the same grade, then the Army denies continued service. The Army will establish a mandatory separation, six months into the future.

If a Soldier is eligible for retirement, he or she will be allowed to retire, Purcell said. If ineligible for retirement, the Army will opt to separate the Soldier involuntarily.

This system is slated to be

implemented by fiscal year 2021.

“There is a place for everybody in the Army as long as you are performing,” he said. “At the point when it is determined that you are not contributing to the team and essentially drawing a paycheck, then we’re going to inform you that your service is at risk. If it continues ... then we are going to tell you your tenure with the Army is over. This sets conditions to eliminate archaic time-based retention control points.”

Slated for fiscal 2021, the Army will post a 90-day promotion forecast for all NCO promotions, from sergeant to sergeant major, and implement a monthly-promotion selection process.

If a Soldier is fully qualified to promote by completing their mandatory professional military education — and in good standing with the Army — they can monitor these quarterly-promotion windows through the HRC website. Based on their OML standing, a Soldier can then estimate their date of promotion.

Further, HRC intends to announce the names of all Soldiers selected for promotion on the 15th of each month, with an “effective promotion date” on the first day of the following month, Purcell said.

Likewise, the biggest challenge will stem from the cultural shift created by the revised promotion system.

“In the past, when a Soldier was selected they were considered ‘promotable,’ assigned a sequence number, and waited to get promoted,” he said. “Now, a Soldier’s promotion will be based on their OML standing and needs of the Army.”

To be eligible for promotion, Soldiers are required to complete the Distributed Leaders Course, Purcell said.

In the past, some Soldiers did not finish the online course before a board convenes.

PROMOTION continues on 17

# FORT SAM HOUSTON

## BAMC family ties: a generational affair

By Lori Newman

BROOKE ARMY MEDICAL CENTER  
PUBLIC AFFAIRS

Everyone says the military is a tight-knit community, but for one family, the connection to Brooke Army Medical Center and Joint Base San Antonio-Fort Sam Houston is formidable, spanning three generations.

Claire Murtha was born at BAMC in March 2019 to Air Force Capt. (Dr.) Andy Murtha and his wife, Caroline. Andy Murtha was also born at BAMC in 1989, and is currently a fourth-year orthopaedic surgery resident at BAMC. Caroline Murtha, too, recently worked at BAMC, as an oncology registered nurse.

But the family connection goes much further.

"I was born during the intern year of my dad's residency in anesthesiology," Andy Murtha said.

"I have great memories of my time at the old BAMC and I visit the post to reminisce every time we are in San Antonio," added his father, Scott Murtha. "It was a privilege to take care of our dedicated military men and women and their families. I have great respect for them and our country through this experience and have passed these values on to my children."

Coincidentally, Caroline's father, Steve Mueller, was also born in old BAMC when his father, Army Capt. (Dr.) Arnold Mueller, was stationed there in 1958.

"It's a blessing to have a healthy granddaughter,"

Mueller said. "Sharing the same hospital as our common birthplace 60 years later makes it even more special. What are the odds on that happening?"

"It means a lot that Claire was born at BAMC," Andy Murtha said. "I was excited to press the button and hear the lullaby announcing her birth."

Andy's mother, Jeani Murtha, agrees.

"We thought it was interesting that both of the families had connections to BAMC when Andy and Caroline started dating years ago, but we never imagined that they, too, would be at BAMC at the time of their daughter's birth. It's rare to have this unique experience for three generations of a family in the same military medical facility."



COURTESY PHOTO

Air Force Capt. (Dr.) Andy Murtha holds baby Claire with Steve Mueller, Claire's maternal grandfather, March 27 at Brooke Army Medical Center. The photo marks three generations of their family being born at BAMC.

## Air Force military ambassador saves reveler during Fiesta parade



COURTESY PHOTO

Lt. Gen. Jeffrey S. Buchanan, commanding general for U.S. Army North (Fifth Army), recognizes Tech. Sgt. Ryan Fillweber during the Army Day April 23.

By Daniel. J. Calderón

BROOKE ARMY MEDICAL CENTER  
PUBLIC AFFAIRS

In a scene that might have been drawn straight from a Hollywood movie, Tech. Sgt. Ryan Fillweber leaped into the San Antonio River to save a woman who had fallen in during the annual Texas Cavaliers River Parade held April 22 in downtown San Antonio.

Fillweber, the noncommissioned officer in charge of the personnel section in the 369th Recruiting Group, was one of 10 military ambassadors during this year's Fiesta San Antonio events. As one of two enlisted Air Force representatives, he was on a barge that held two enlisted service members from each branch of the military.

As he and the other ambassadors

floated along and waved to the crowds assembled along the San Antonio Riverwalk, he saw a woman fall into the river head first. Fillweber didn't hesitate.

"I don't remember consciously thinking, 'I have to jump in and do something,'" he said. "My legs just went and I followed along with them. I knew she needed help and I just reacted."

Fillweber helped the woman right herself and, along with some bystanders, helped her out of the water and back on to the walkway. He then climbed on to the bank and checked her over. He found no cuts or bruises as the others who were in her group at the parade came over to help take care of the woman.

Once he was satisfied she was unharmed, he jumped back onto the barge that had come close to the side of

the canal and rejoined his fellow ambassadors.

The next day, Lt. Gen. Jeffrey S. Buchanan, commanding general for U.S. Army North (Fifth Army), recognized Fillweber during the Army Day at the Alamo celebration with a command coin.

"If you look up the word 'hero' in the dictionary, you'll see it comes from the ancient Greeks," Buchanan said. "There's only two requirements, really, to be a hero – courageous acts and a noble purpose. We have one here, so I'm going to recognize him with this coin."

Fillweber, a San Diego native, has been in the Air Force for nine years. Even though his actions helped save a life, he doesn't consider himself a hero.

"I think it's something any of my other ambassadors would have done," he said.



# New support group for burn survivors formed

By David DeKunder

502ND AIR BASE WING  
PUBLIC AFFAIRS

The U.S. Army Institute of Surgical Research Burn Center at Joint Base San Antonio-Fort Sam Houston has joined a nationwide program that is providing peer support to burn patients going through their recovery and rehabilitation process.

In March, the USAISR Burn Center became one of 76 hospitals and burn centers across the U.S. and Canada who are members of the Phoenix SOAR — Survivors Offering Assistance in Recovery — program. The program is under the direction of the Phoenix Society for Burn Survivors, a nonprofit organization that helps people affected by a burn injury.

The SOAR program connects burn patients and their family members to burn survivors — peer supporters — who share their experiences about their injuries and going through the recovery and rehabilitation process in peer group meetings, or during one-on-one visits with the patients at the USAISR Burn Center.

Capt. Loc Lam, USAISR Burn Center chief of psychiatry service and SOAR program coordinator, said having a sustaining peer support program for burn survivors and their families is a priority of his and that of Dr. Leopoldo Cancio, USAISR Burn Center director.

“We had been lacking this burn support network for multiple years,” Lam said. “I believe that the amount of interest and the amount of people showing up at meetings speaks volumes of that need.”

Since it started in March, the SOAR program has been well received by burn patients and their family members at the USAISR Burn Center. During the first month of the program, an average of 13 burn patients attended the weekly group meetings, including over 80 peer



COURTESY PHOTO

*The U.S. Army Institute of Surgical Research Burn Center at Joint Base San Antonio-Fort Sam Houston has established a peer support group for burn survivors and burn patients affiliated with the Phoenix SOAR — Survivors Offering Assistance in Recovery — program.*

supporting encounters, in which burn survivors would visit patients at the burn center to provide support.

Lam said he and the peer supporters receive training through the program on evidence-based techniques and resources utilized for helping and supporting burn patients and their families.

He said the objective of the program is to help burn patients, who have gone through surgeries and rehabilitation sessions, to better transition back into their community.

“The Burn Center saves lives on a daily basis,” Lam said. “It’s the role of the SOAR program to provide a network of burn survivors so no burn survivors have to recover alone.”

Staff Sgt. Christopher Guerrero, a U.S. Marine Corps aviation mechanic, and Cpl. Blake DeLeon, a U.S. Marine Corps infantry rifleman, are peer supporters in the Phoenix SOAR program. Guerrero and DeLeon are currently being treated at the outpatient burn

clinic at the USAISR Burn Center.

Both Marines were transported to the Burn Center in 2017 for noncombat burn injuries. Guerrero was injured while doing maintenance on an aircraft at Marine Corps Air Station Miramar, Calif., when a hydraulic leak caused a fire that covered him in fuel, causing burns to 80 percent of his body. DeLeon incurred third degree burns, covering 70 percent of his body, during an accident involving an outdoor fire at his residence in Washington State.

Guerrero said as a peer supporter he tries to provide hope and encouragement to burn patients, who are going through a recovery process that can be both physically, emotionally and mentally difficult.

“The love and appreciation I had received as an inpatient from staff and my leadership, I felt the need to give back,” Guerrero said. “I’m a pay-it-forward type of person. I felt if I can make one person

take a terrible situation and make the most out of it, then I feel like my burns are worth it.”

As a burn survivor and peer supporter, Guerrero said he wants to be an example to burn patients that they can move forward with their lives despite their injuries.

“I’ve gone through the process and here I am,” he said. “I’m thriving and succeeding and you shouldn’t let this terrible situation keep you down. There is light at the end of the tunnel.”

DeLeon said sharing his experiences as a burn survivor to burn patients is helping him get through his recovery process.

“You want to help out other people who have been through the same situation as we have,” DeLeon said. “It helps me open myself up more. It helps me be more comfortable telling my story. I feel like it helps me out way more than I thought it would.”

“I didn’t know how to deal with some of the things (as a

burn patient), I was in depression,” DeLeon added. “It’s very hard to deal with that type of stuff. The training that we did for SOAR to become peer supporters allowed us to learn — how to get ideas from other burn survivors and how to deal with certain situations in talking to people.”

Burn patients are not the only ones peer supporters in the SOAR program provide support to. The peer support group has held question-and-answer sessions for caregivers at the USAISR Burn Center, including nurses, physicians and rehabilitation therapists. In these instances, Guerrero said he and DeLeon share what they experienced as burn patients to the caregivers so they can better understand what their patients are going through.

“We’re there to give insight and guidance,” Guerrero said. “Everyone can have a Q&A with each other and share stories and experiences, and help them become better caregivers.”

In its short time at the USAISR Burn Center, Lam said the program is already having a positive impact on the lives of both peer supporters, burn patients, family members and USAISR Burn Center clinicians.

“One of our occupational therapists said it gave her a sense of meaningfulness, reminding her what she does makes a drastically, positive impact on people’s lives,” Lam said. “I noticed a difference already that more people are becoming more motivated in their treatment after speaking to the SOAR folks. They gain a sense of hope that there is life after their burn injury.”

The SOAR group meets Saturdays from 11 a.m. to 1 p.m. in the 4 East Family Room at the USAISR Burn Center, located inside Brooke Army Medical Center. For information about the SOAR program, call 210-916-9173.

Information on the Phoenix Society can be found at <http://www.Phoenix-society.org/>.

# Teams from 5th Brigade Army ROTC compete at skills event

By Allison Miller

5TH BRIGADE, U.S. ARMY  
CADET COMMAND

Two ROTC teams representing 5<sup>th</sup> Brigade Army ROTC, headquartered at Joint Base San Antonio-Fort Sam Houston, participated April 12-13 in the 51<sup>st</sup> annual Sandhurst Military Skills Competition at the U.S. Military Academy at West Point, New York.

Sandhurst is an international academy military skills competition comprised of rigorous physical and mental activities designed to present unexpected challenges and mimic the tasks of combat operations. The event has been hosted by the U.S. Military Academy since 1967.

This year's competition, which included the Utah Valley University and Tarleton State Army Reserve Officers' Training Corps teams, involved a two-day, 27-mile course



PHOTOS BY ALLISON MILLER

*A University of Utah Valley Army ROTC cadet participates in the functional fitness event during the 51st annual Sandhurst Military Skills Competition at the U.S. Military Academy.*

featuring 13 day and night events designed to test the abilities of individuals and the teams as a whole.

These events included physical fitness, marksmanship and land

navigation challenges. Each event is rated through a specific set of qualifications that judge the skills and timeliness of the participants.

Participating in the

competition this year were 49 teams comprised of four U.S. service academies, 14 international teams and 16 ROTC teams.

Utah Valley University Army ROTC and Tarleton State Army ROTC held their own in the competition, with Utah Valley finishing in third place among the ROTC teams and Tarleton finishing in 13th place. The teams will now return to their universities and begin preparing for next year's Ranger Challenge to determine which battalions will represent 5<sup>th</sup> Brigade Army ROTC at Sandhurst 2020.

The 5<sup>th</sup> Brigade Army ROTC is one of 8 U.S. Army Cadet Command brigades located across the nation, and hosts 36 ROTC battalions throughout Arizona, Arkansas, Colorado, New Mexico, Oklahoma, Texas, Utah and Wyoming.

Army ROTC provides cadets with the character-building aspects of a diverse, self-disciplined civilian education with tough, centralized leadership-development training.



SENIOR AIRMAN STORMY ARCHER

*Soldiers fire an artillery barrage April 20, at Joint Base San Antonio-Fort Sam Houston during the Fiesta and Fireworks Extravaganza.*

## JBSA hosts Military City USA for Fiesta

By Senior Airman  
Stormy Archer

502ND AIR BASE WING  
PUBLIC AFFAIRS

Joint Base San Antonio-Fort Sam Houston's Fiesta and Fireworks Celebration took place April 20 at the MacArthur Parade Field.

The event honors the longstanding partnership between the U.S. military and San Antonio in annual Fiesta events, which commemorate Texas' independence after the Battle of San Jacinto and the Alamo.

Throughout the day, there were demonstrations from the Black Daggers Parachute Demonstration Team, the Fire and Drum Corps and

the 1<sup>st</sup> Cavalry Division's Re-Enactment Group. The event concluded with a grand fireworks finale, featuring a live performance of the 1812 Overture performed by Fort Sam's Own 323<sup>rd</sup> Army Band.

"Thank you to everyone in the San Antonio community," said Lt. Gen. Jeffrey Buchanan, U.S. Army North (Fifth Army) commander. "I hope you have had the chance to enjoy the great music, food and all of the activities throughout the event site."

"I also want to thank those who put this event together, the 502<sup>nd</sup> Force Support Squadron, 502<sup>nd</sup> Civil Engineer Group and 502<sup>nd</sup> Security Forces Squadron."



*Army ROTC cadets push a Humvee between designated areas to earn points during the rigorous competition.*



# JBSA-FSH hosts Sexual Assault Awareness, Prevention Summit

By Lauren Padden

U.S. ARMY NORTH PUBLIC AFFAIRS

Lt. Gen. Jeffrey S. Buchanan, U.S. Army North (Fifth Army) commanding general, and senior leaders from the Joint Base San Antonio community hosted the 3<sup>rd</sup> Annual Sexual Harassment/Assault Response and Prevention (SHARP)/Sexual Assault Prevention and Response Summit at the Fort Sam Houston Community Center April 3 to discuss current topics in sexual assault awareness and prevention.

"Media coverage and societal awareness of sexual harassment and sexual assault have soared this past year as a result of misconduct charges sweeping across media, entertainment and other industries," said Jodie Garrett, Army North SHARP program manager.

The event helped command teams across JBSA and sexual assault first responders to gain a better understanding of sexual assault trends and gain knowledge from subject matter experts.



LAUREN PADDEN

*Mary Lauterbach spoke at the JBSA 3rd annual sexual harassment summit.*

Speaking at the event was Mary Lauterbach, mother to Lance Cpl. Maria Lauterbach, a Marine who was raped and murdered at Camp Lejeune, N.C., in 2007. Lauterbach now serves as a national advocate for victims in the military. She shared her daughter's story, the factors that went wrong from the time of her reporting the rape, to her murder, as well as the key takeaways.

"It is worth remembering that our system of justice is

beautifully designed," Lauterbach said. "It is very important that there is a presumption of innocence when someone is accused. But when someone does make an accusation, they deserve to be protected. We owe it to the people reporting to protect them and keep them safe."

It is through stories like that of Lauterbach's daughter that the military can learn and grow, improve practices and change the culture of sexual

assault awareness.

Speaking next was Russell and Myra Strand, who co-presented "Strand Squared: A Paradigm Shift" and spoke on topics like culture change, sex offenders and online dating.

Russell Strand stressed we have to look at the culture we live in.

"Service members are more likely to be sexually assaulted by another service member than killed or wounded by a foreign enemy," he said. "And that's just our stark reality. So the road map to change is this: culture change."

He emphasized the evolving nature of SHARP/SAPR training. Years ago it focused just on skills but it has changed to build the need and desire to change.

"We can't take these problems and solve them if we don't acknowledge them and try to really understand what's really going on," Buchanan said.

To emphasize that point, the general and other senior leaders from Joint Base San Antonio signed the Sexual

Assault Awareness and Prevention Proclamation. The proclamation pledges the senior leaders commit to work together to educate our community about supporting survivors and standing against harmful attitudes and actions.

At the end of the ceremony, the Shelley Botello Compassionate Servant Award was presented to Sayama Turner, 502<sup>nd</sup> Air Base Wing Sexual Assault Prevention and Response Student Development Program director. First responders Sandra Hocking, 470<sup>th</sup> Military Intelligence Brigade and Petty Officer 2<sup>nd</sup> Class Diana Mendoza De Saenz, Navy Medicine Education, Training and Logistics Command, were also recognized during the ceremony.

The JBSA SAPR hotline number is 210-808-7272. The other JBSA numbers are 210-808-8990 for JBSA-Fort Sam Houston, 210-671-7273 for JBSA-Lackland, and 210-652-4386 for JBSA-Randolph. Soldiers can call 210-221-0598; Navy personnel can call 210-221-1496.

# 'Take Back Our City' targets sexual violence



MONICA YOAS

Lt. Gen. Jeffrey Buchanan, Army North (Fifth Army) commanding general, provides the keynote address at the "Take Back Our City/Night" event at San Antonio College April 11.

By Monica Yoas

470TH MILITARY INTELLIGENCE  
BRIGADE PUBLIC AFFAIRS

Joint Base San Antonio partnered with The Rape Crisis Center and the 470th Military Intelligence Brigade to host a Take Back Our City/Night event for the San Antonio community April 11. The event was held at San Antonio College with Lt. Gen. Jeffrey Buchanan, Army North (Fifth Army) commanding general, providing the keynote address.

"We have predators in the military, in our classrooms, in our community," Buchanan said.

The general stressed the importance of partnerships between the military and colleges/universities to learn from each other and put an end to sexual violence not only in our formations but in the community.

"We are a reflection of the rest of society," Buchanan added.

In 2016, the San Antonio Against Sexual Assault Coalition was founded with the goal of the bringing community partners like local colleges and universities, nonprofit agencies and the military to share best practices and ways to prevent sexual assault in our formations and society. The event brought together members of this coalition and the community.

This is the second year the event has been held and it continues to grow in size and attendance.

"We can't train our way out of sexual violence, but we can lead our way," Buchanan added, while making a call to all service members and military leaders to not be a bystander and act if someone needs help.

Art displays were used to increase awareness of the effects of sexual violence. There were poems read by JBSA slam winners, Pvt. DeAndre Sisk and Pvt. Angel Maloney. There were also other poetry readings, survivors sharing their stories and the night ended with a candlelight vigil in memory of those who have lost their lives to sexual violence.

The event was part of Sexual Assault Awareness and Prevention Month, or SAAPM. The United States observed the first SAAPM in April 2001 as a month set aside to raise awareness about sexual violence and how to prevent it.

"Perhaps one day, we will have made such progress, that a month will no longer be necessary," said Sandra Hocking, victim advocate for the 470th Military Intelligence Brigade, who helped coordinate the event.

## JBSA NewsPoet puts a twist on Army South SHARP Training

By Sgt. Ashley Dotson

U.S. ARMY SOUTH PUBLIC AFFAIRS

U.S. Army South hosted a Sexual Harassment Assault Response Prevention, or SHARP, event at Joint Base San Antonio-Fort Sam Houston April 17.

Chief Warrant Officer 3 Edward Wilson, a SHARP advocate and artist, shared lessons he learned from firsthand experience.

"As a youth, I witnessed abuse," Wilson said. "You can either grow up believing that is what love looks like, or you can take that pain from that abuse and choose not to invoke that pain on anyone else and protect others from feeling that pain."

Wilson said this was his motivation for becoming a SHARP advocate.

"I chose to concentrate on advocacy in order to help people to avoid what I saw or to help



SGT. ASHLEY DOTSON

Chief Warrant Officer 3 Edward Wilson, a SHARP advocate and artist, shared lessons learned from firsthand experience at U.S. Army South's SHARP training event on Joint Base San Antonio-Fort Sam Houston on April 17.

harassment prevention."

Wilson said he believes it is useful to tell the side of not only the victim but also from the perpetrator's point of view in his poems. It is important to him that the audience understands the perpetrator's perspective so they know what to watch for.

"It presents the information in the unique way that grabs attention," he said. "People tend to listen to a message that is delivered in a creative manner."

Rick Williams, U.S. Army South SHARP Program manager, said Wilson is a good example of why SHARP advocates are so important in today's military.

"It is very important that we continue to be better advocates for sexual harassment and sexual assault," Williams said. "If we don't, it will destroy our ranks. In the words of the Chief of Staff of the Army, 'It is a cancer. We have to do

everything that we can to eradicate that cancer.' We need to protect our Soldiers, civilians and family members from events of sexual harassment and sexual assault."

Williams said he is grateful to have Wilson to speak his poetry to the JBSA-Fort Sam Houston Soldiers.

"It is not only a benefit to U.S. Army South, but to JBSA as a whole," Williams said. "We are going to continue using him at our other locations, including Joint Task Force-Bravo in Honduras and Guantanamo Bay."

Aside from the poetry being a creative way to present the information, it also has served as a comfort to the individuals who listen to come forward and open up about some things, Wilson added. He said even though he will retire from the Army soon, he plans to continue advocacy through poetry.

them deal with things that they are currently dealing with,"

Wilson said. "My entire life, I have been aware of the pain that can be invoked by abuse, so I

chose to use my gift to combat that epidemic. I am a poet and I'm an advocate. I was able to combine those two efforts in support of sexual assault



# LACKLAND

## Protocol, teamwork help save BMT trainee's life

By Mary Nell Sanchez

502ND AIR BASE WING

PUBLIC AFFAIRS

It was right before dawn March 21 at Joint Base San Antonio-Lackland and several hundred trainees in basic military training were running on the track around the physical training pad when one trainee suddenly collapsed. The trainee fell hard on the ground and began to convulse from a seizure. Immediately, someone blew the air horn, indicating there was a real-world emergency.

Several military training instructors, who are entrusted with the trainees' safety, came together to help save the trainee's life.

"I was conducting PT tests when I heard the horn," said Tech. Sgt. Nathan Drumm, 324th Training Squadron



Drumm

military training instructor and NCO in charge of PT and supply. "I looked up over my paper and saw a large group of people and an MTI waving. At

that point, I threw my clipboard down and ran across the PT pad."

"When I ran up, the individual was seizing," Drumm continued. "He was in a puddle of his own blood."

It's a situation Drumm and many of the others present hadn't seen before, but they stepped into action and utilized their training to help the distressed individual.

"By the time I got over there, there were four instructors responding to this patient," said Tech Sgt. Lindsey Tischer, 737th Training Support



Tischer

Squadron NCO in charge of bravo dispensary and independent duty medical technician. An IDMT is required to be present whenever

trainees are exercising as a safety measure.

I assume he seized while running and hit his face. He had a lot of facial trauma; his lip was swollen, he was missing some teeth."

While Drumm called 911, the group focused on keeping the trainee comfortable until help arrived.

"We referred back to our self-aid and buddy care; we mobilized his head and rolled him over," said Master Sgt. Mark Johnson, 324th TRS MTI. "It seemed like it really helped him breathe."



Johnson

"Your biggest concern anytime there is facial trauma when somebody is seizing is to maintain their airway," Tischer said.

After about 45 seconds, the trainee came out of the seizure and started coming to.

"We just tried to calm him down," Drumm said. "We weren't assertive, we weren't screaming it at him ... we were telling him 'calm down, you're at Lackland.'"

Once the trainee had been stabilized for transport, he was taken to San Antonio Military Medical Center and eventually released.

The whole incident from airhorn to ambulance transpired in a matter of minutes.

"The instructors performed superbly," Tischer said. "Even though I'm the only one medically trained out there, it was still a team effort."

The safety of the trainees at BMT is a top priority, so there are numerous policies in place to ensure BMT is a safe environment. For example, not only must IDMTs be present during all aerobic activities, they are also present during every retreat and parade ceremony. IDMTs are annually certified in SABC and trained in emergency medical services protocols.

There is also a work-to-rest cycle used for trainees depending on the temperature. If conditions exceed 90 degrees, activity is called off. In addition, MTIs conduct code blue exercises quarterly and refresh their CPR skills every two years.

## Saluting the Month of the Military Child

By Mindy Bloem

149TH FIGHTER WING

PUBLIC AFFAIRS

Celebrating April as the Month of the Military Child began in the 1980s. Its color theme is purple, which symbolizes a combination of all military branches: Army, green; Air Force, blue; Coast Guard, blue; Marine, red; and Navy, blue.

"I see the significance of supporting and honoring our military kids because they do serve right along with us," said Senior Master Sgt. Gina Lares, who has served in the Air Force

for more than 26 years. "I always see pain in their eyes when we have to go away, so they have to grow up a little bit differently. I think when they understand why we do this, it helps ease that sadness during the times we have to go away for a little while or when we are not able to be at home with them as much as we would like."

Giuliana is the younger of Lares' two daughters and is in the third grade at Lackland Elementary School. Her oldest is an adult.

Lares understands well the sacrifices military children must make. Her father retired from

the Air Force and inspired her to join the same branch. She said her parents taught her to be independent and to work hard, and she wanted to pass on a similar parenting legacy to her children. Her oldest daughter, Giselle, has already reached adulthood, and Lares couldn't be more proud.

"She's told me that she's learned a lot from me," Lares said. "She takes care of herself and is a hard worker. I mean she never misses work, and she's worked at the same place for six years. I know that work ethic and that responsibility is part of my influence, and I only hope I inspire Giuliana like that and teach her the same things."

Lares noted the significant age gap between her two daughters, which has helped her refine her parenting skills over

the years. During much of her elder daughter's upbringing, she was a single parent. Fortunately, she had a supportive family to help her shoulder the load.

"Taking care of your children is more challenging when you don't have the spouse at home who can pick up the other half of the parenting responsibilities, but I was blessed with an amazing father who understood my military life and a wonderful mother and sister who were always there at a moment's notice. I knew I never had to worry because they always had my back."

Giuliana said she is proud of her mother's military service and is thankful she is "never too tired to make her dinner and play indoor volleyball with her before bedtime."

Hearing that means a lot to

Lares, who does her best to be the mom Giuliana needs.

"With Giuliana, I have a little more time with her than I did with my oldest," Lares said. "As anyone in the military knows, you struggle with having to go out of town, traveling, going to school, working long hours, and you have to find that balance between being a great airman and leader at work and also being a great mom and doing what you need to do for your family."

Giuliana said she enjoyed the various activities the school hosted for the monthly observance. That morning, family and friends lined the hallways of Giuliana's school wearing purple and celebrated their children by high-fiving them as they walked to their classrooms.

Lt. Gen. Jeffrey Buchanan, U.S. Army North (Fifth Army) commanding general, speaks during the 101st Pilgrimage to The Alamo in San Antonio April 22.



DANIEL P. ELKINS

Rear Adm. Tina Davidson (right), commander, Navy Medicine Education, Training, and Logistics Command at Joint Base San Antonio-Fort Sam Houston, administers the oath of enlistment to 20 future Sailors of Navy Recruiting District San Antonio during Navy Day at the Alamo April 25.



BURRELL PARMER



RYAN MATTOX

U.S. Marines from the 4th Reconnaissance Battalion wave to Fiesta attendees during the Texas Cavaliers River Parade in San Antonio April 22.



SEAN M. WORRELL

The Joint Base San Antonio-Lackland Drum and Bugle Corps performs during San Antonio's Fiesta Air Force Day at the Alamo April 22.

## JBSA showcases partnership with S.A. at Fiesta

By Kathleen A. Salazar

502ND AIR BASE WING  
PUBLIC AFFAIRS

Members from across Joint Base San Antonio participated in San Antonio's 2019 Fiesta celebration last month.

JBSA Air Force units hosted Air Force at the Alamo April 22, with demonstrations and performances from the 902nd and 802nd Security Forces Squadrons' Military Working Dog Section, 902nd Civil Engineer Squadron Explosive Ordnance Disposal Flight and 37th Training Wing's Drum and Bugle Corps.

"Events like today not only allow us the opportunity to honor the heroes of the Alamo, but also showcase our military missions and strong partnership with Military City, USA," said Brig. Gen. Laura

Lenderman, 502nd Air Base Wing and Joint Base San Antonio commander.

What began in 1891 as a one-time parade to honor the memory of the heroes of the Alamo and the Battle of San Jacinto, Fiesta has grown into a celebration of San Antonio's rich and diverse cultures.

"I was very impressed, especially by the Airmen in the band," said William Gilbert, an Air Force veteran. "They were really fun to watch."

During Fiesta, military representatives throughout San Antonio participate in receptions, parades, pilgrimages and memorials.

"Being a military ambassador is an honor," said Tech. Sgt. Lisa Shurling, Air Force military ambassador. "Representing the Air Force builds camaraderie with the other services as well."



SEAN M. WORRELL

Members of the 802nd Security Force Squadron military working dog handlers demonstrate MWD obedience, detection and patrol skills during San Antonio's Fiesta Air Force Day at the Alamo April 22.

## PROMOTION

From page 7

Currently, there is a Department of the Army policy to suspend promotion eligibility for specialists and sergeants who fail to complete this mandatory DLC training, he said.

By fiscal 2021, the Army will expand this policy to all applicable ranks through master sergeant.

Over the next three years, the Army is projected to implement its revised centralized promotion system. Below is a list of milestones the Army hopes to attain:

### FY 2019

- Integrate merit-based promotion sequence numbers for all ranks.
- Use the OML to inform command sergeant major and sergeant major eligibility and slating.
- Under Army Career Tracker, NCOs will be able to access their OML standing.

### FY 2020

- Use the OML to assist with assignment and training decisions.
- Identify NCOs not fully qualified and notify them their continued service is at risk.
- Under Army Career Tracker, Soldiers receive board OML feedback and OML ranking.

### FY 2021

- Revise all policies, eliminating the use of "P" status for all NCO ranks E-6 and above.
- HRC starts posting 90-day promotion forecast for NCO promotions.
- Army moves away from annual promotion selection system and implements monthly promotion selection process for all NCO ranks.
- Separation process started for Soldiers who fail to be "fully qualified" for second time in same grade.
- With implementation of merit-based promotion system, Army plans to eliminate retention control points.

For more information, visit the new G-1 website at <http://www.army.mil/g-1>.



# Fiesta royalty visits JBSA-Lackland

By Alex Delgado

502ND AIR BASE WING  
PUBLIC AFFAIRS

Members of the 2019 Fiesta royalty visited Joint Base San Antonio-Lackland April 18 and 19, where they had the opportunity to view a basic military training graduation.

As part of the festivities, the Texas Cavaliers visited Lackland Elementary students April 18 and handed out Fiesta medals.

Their stop at Lackland Elementary was one of more than 150 visits the group was slated to conduct during Fiesta. They were scheduled to stop by multiple schools, children's charities, nursing homes, veterans' homes and pediatric units at local hospitals.

"We want to thank the Texas Cavaliers for taking time out of their busy schedule to recognize our military-connected students at Lackland Elementary," said

Dr. Burnie L. Roper, Lackland Independent School District superintendent. "Their recognition of our students shows great respect for our military members and their service to our great country."

On April 19, the Texas Cavaliers continued their Fiesta celebration by joining El Rey Feo LXXI, his entourage, local civic leaders and military commanders at the Fiesta Parade.

During the graduation, senior leaders from the 37th Training Wing presented fiesta medals to Byron LeFlore, Jr., Fiesta San Antonio Commission president, Dr. Salvatore Barbaro III, El Rey Feo LXXI, and Roger C. Hill III, King Antonio XCVII.

The parade signaled the start of "Fiesta San Antonio," the city's annual festival that honors the memory of the heroes of the battles of the Alamo and San Jacinto.



TODD HOLLY

Lt. Gen. Steve L. Kwast (third from right), commander of Air Education and Training Command, gathers with members of 2019 Fiesta royalty and senior military leaders from Joint Base San Antonio April 19 during the annual Fiesta Basic Military Training Parade at JBSA-Lackland. From left: Chief Master Sgt. Frederick J. Grider, 737th Training Group acting superintendent; Col. Jason E. Corrothers, 737th TRG commander; Col. Jason Janaros, 37th Training Wing commander; Byron LeFlore, Jr., Fiesta San Antonio Commission president; Dr. Salvatore Barbaro III, El Rey Feo LXXI; Roger C. Hill III, King Antonio XCVII; Kwast; Command Chief Master Sgt. Juliet Gudgel, AETC; and Command Chief Master Sgt. Phillip E. Eckenrod Jr., 37th TRW.

# 59th MDW observance celebrates nurses, technicians

By Robert Goetz

502ND AIR BASE WING PUBLIC AFFAIRS

“Leaning on Our Legacy to Remember Our Limitless Possibilities” will be the theme as the Joint Base San Antonio medical community celebrates the contributions of its nurses and technicians during the week beginning May 5.

The 59th Medical Wing’s Nurse-Tech Week will feature an array of activities, starting with “A Day in the Park” from 3-8 p.m. at Freedom Park near Brooke Army Medical Center and concluding with a fun run/walk from 8-11 a.m. May 11 at Wilford Hall Ambulatory Surgical Center.

“The purpose of this weeklong celebration is to raise awareness of the value of nurses and medical technicians and also help educate the public about the role nurses and technicians play in health care,” said Capt. Shauna Sokolowski, 359th Medical Group Family Health clinical nurse.

The week’s theme aptly describes the many opportunities awaiting nurses and technicians in the health care field, Sokolowski said.

“As nurses and technicians we have limitless opportunities,” she said. “If we get tired of doing 12-hour inpatient shifts, we can work in a clinic setting. There are also different specialty fields such as neurology, intensive care units, trauma, surgery and many others.”

The theme also acknowledges the contributions of the nurses and technicians who paved the way for today’s health care professionals, said Maj. Carla Cox, 59th MDW chief nurse fellow.

“Our health care system is constantly changing and growing, and as we continue to transition to the Defense Health Agency, we will need to rely on some of our predecessors to influence our way forward,” she said. “We have invited several retired nurses to join us for the week’s events, and all nurses and techs – active duty, civilians and contractors – and their families and friends are invited to participate in the wing events.”

This year’s observance marks the first full week of events from the wing, Cox said.

“Traditionally, each group celebrates Nurse-Tech Week, as they still are doing this year,” she said. “However, I was determined to have a more joint/collaborative focus and ensure all nurses and technicians at JBSA are celebrated, to include those at Air Education and Training Command, Air Force Personnel Center, Air Force Medical Operations Agency, and our Army and Navy partners at Brooke Army Medical Center.”

Kicking off Nurse-Tech Week, “A Day in the Park” will feature food, games, a bounce house and a dunk tank. The week’s events will also include breakfast/lunch and learn sessions and poster displays May 6 and 9 at BAMC, with concurrent video teleconferencing in room oCo67 at Wilford Hall, and Family Night from 5-7 p.m. May 7-8 at Altitude Trampoline Park, 11075 Interstate 10. The 359th MDG at JBSA-Randolph will honor nurses and technicians with breakfast and lunch on May 6,



TECH. SGT. AVE I. YOUNG

*Airman First Class Lexie Gilotti, 359th Medical Group Family Health medical technician, checks the temperature of a simulated patient April 23 at Joint Base San Antonio- Randolph.*

lunch on May 8 and a cake on May 10.

Breakfast/lunch and learn panels on May 6 – from 8:30-9:30 a.m. in the BAMC auditorium and from noon to 1 p.m. in the Ortho Conference Room at BAMC – tie in with Nurse-Tech Week’s theme, said Capt. Eric Becker, 959th Medical Operations Squadron clinical registered nurse for perioperative services.

“As military health care continues to evolve with the Defense Health Agency, new technology and new practices, it is important that we remember our past,” he said. “The topic that will be discussed at Monday’s event will be lateral violence, which years ago was not studied, let alone thought to be an issue.”

Lateral violence was thought of as a rite of passage for health care personnel to be hazed, Becker said.

“We are going to have panel members who retired from active duty who can speak to this, and how they handled those situations at that time,” he said. “They will also offer suggestions as well as answer questions from the attendees as to how those practices can be utilized going forward into the future.”

Breakfast/lunch and learn sessions on May 9 – from 7:30-8:30 a.m. in the BAMC auditorium and from noon-1 p.m. in the BAMC conference room – will feature Spence Byrum, CEO of HRS Consulting, who will talk about the role of nurses and technicians in a high reliability organization.

National Nurses Week is an annual event that coincides with the birthday of Florence Nightingale, founder of modern nursing, who was born May 12, 1820. It is a fitting tribute to nurses and technicians, said Capt. Amanda Bynum, 559th Aerospace Medicine Squadron Flight and Operational Medicine

Flight commander.

“They are the ones on the frontline administering trusted care within Joint Base San Antonio every single day,” she said. “They are in facilities all across San Antonio taking care of patients at all times of the day. They are the ones identifying the symptoms and communicating the severity to the doctor when you can’t find the right words to say.”

Sokolowski called nurses and technicians the “backbone” of military medical facilities.

“They ensure that the clinic runs smoothly by assisting the providers with treatments, callbacks to patients, telephone triage, education and providing health histories and vital signs prior to the encounter with the physician,” she said. “Without them, we wouldn’t be able to do as much as we do for our patients if it were to all fall on the providers.”

Nurses and technicians also provide invaluable emotional support to patients and their families, Bynum said.

“They can guide you to making informed decisions and also be your biggest advocate when trying to get your voice heard,” she said. “The nurses and technicians within the JBSA community help keep our active duty population healthy so that they can be ‘fit to fight’ to meet mission readiness goals. We are integral to the Air Force’s mission and take the responsibility seriously to render safe and effective care each and every time.”



# 59th Medical Wing doctor serves more than 20 years

By Staff Sgt.  
Amanda Stanford

59TH MEDICAL WING PUBLIC AFFAIRS

The span of military care covers all ages focusing on exceptional patient care. Dr. Robert Kruger, geriatric internal medicine physician, has made a career out of ensuring geriatric patients at Wilford Hall Ambulatory Surgical Center have an optimal experience during their visit.

"I came in the Air Force in 1974 as an Airman and worked in the medical lab for an enlistment," Kruger said. "I got out, went to school and came back as a medical lab officer for eight years, before getting the chance to go to medical school."

After medical school, Kruger completed his internship and residency at Keesler Air Force Base, Mississippi, and a geriatric fellowship at Madigan



STAFF SGT. AMANDA STANFORD

Dr. Robert Kruger, is one of three geriatric internal medicine physicians in the Air Force.

Army Medical Center, Joint Base Lewis-McChord, Washington. Upon completion, Kruger began his geriatric internal medicine career at WHASC in 1997.

Despite retiring from active duty in 2005, he continues serving his patients as a civilian healthcare provider and impacting many lives.

"When my wife was

diagnosed with Alzheimer's dementia in 2011, we met with Dr. Kruger several times. He was compassionate and understanding," said retired Senior Master Sgt. Lothar Harris. "Dr. Kruger explained the changes that would take place and made recommendations on how to improve her quality of life."

Kruger's great patient care extends to all those around him to include providing care to a colleague who had been diagnosed with an autoimmune disease.

"He has a concern and kindness like no other with his geriatrics patients," Nancy William-Sykes said. "I was blessed beyond measure to have been under his care and give him much of the credit for the continuation of my good life."

Serving veterans, retirees, and beneficiaries Kruger exemplifies the meaning of

patient-centered care.

"In the military family, we take care of each other," Kruger said. "I get to take care of people who have done amazing things for their country, people who have fought through World War II, and all the other wars. They've faced challenges that we don't face today. I'm honored to be taking care of our American heroes and their families."

Wilford Hall Ambulatory Surgical Center houses two of the three geriatric internal medicine physicians in the Air Force who are both triple board certified physicians in internal medicine, geriatric medicine and palliative medicine.

"It is very interesting taking care of the older population because they have unique needs," Kruger said. "People are living longer. It is our job to make sure they live as long as they can and have good quality of life."

## Healthy Food Initiative delivers nutritious, tasty meals

By Debbie Aragon

AIR FORCE INSTALLATION AND MISSION  
SUPPORT CENTER PUBLIC AFFAIRS

After years of concentrating on serving healthy food in its dining facilities, the Air Force is now doubling down to make sure meals not only deliver great nutrition but an abundance of flavor as well.

"We're charged with fueling the human weapons system and ensuring our Airmen have the right food to increase their performance, resiliency and lethality," said Col. Donna Turner, Air Force Services Activity commander. Based on customer feedback and the demand for healthier and flexible food options, "we realized we needed to rethink our recipe on how we deliver food and beverage across the enterprise," Turner said.

Airmen want better food and easier access to healthy meals, said Jim Krueger, AFSVA chief of Air Force Food & Beverage Policy and Procedures, and through the new Air Force Healthy Food Initiative, Airmen are getting just that.

"The services activity is working a deliberate agenda to deliver tasty food when, where and how Airmen need it," Krueger said.

"Before we were just focused on healthy food, then we realized the ingredients and end products are healthy but may not taste the way our Airmen want them to taste," added H.L. Larry, director of Air Force Services. "Now we're focused on not only healthy food but food that tastes good, and food we can produce consistently."

One of the options being introduced across the Air Force is the Pure Food Bar, a station that offers plant and plant-based options with whole grains.

"The Pure Food Bar gives you that power performance so you're not tired and ready for a nap after lunch ... you feel like you're ready to go do your job and you're mentally fueled and fit to fight," Turner said.

A variety of plant-based and meatless, as well as "stealth health," meals were recently presented to Air Force general officers and senior executive service members during the Air Force

Installation and Mission Support Center's GO/SES Summit in San Antonio.

Stealth health is using preparation options like air fryers to increase the healthiness of a meal without sacrificing great taste.

During the summit, Larry said he and other senior leaders at his table were surprised by the taste of the food delivered by Air Force services professionals.

"You taste it and you think 'oh my,'" Larry said. "We were all commenting on how we couldn't believe how good everything tasted ... we would empty a dish and all four of us would go back and try something else. All of the meals were awesome and I heard very positive comments from everyone."

Larry said many of the attendees had heard about or tasted healthy food options made with tofu and other plant-based options "but they just weren't tasty."

"We're bridging that gap ... it's healthy and nutritious but it also has great taste," he said.

In addition to healthy, tasty food, Airmen want convenience.

Under AFSVA's Food 2.0, food and beverage is part of what's called campus dining with tasty, healthy food options available at both dining facilities and at nonappropriated fund cafes and restaurants.

"Many of our Airmen and other customers have said they want increased access closer to their work centers. That's why it's key for us to be able to provide grab-and-go capabilities but still be able to provide those healthy options that they'd find in a legacy dining facility," Turner said.

With healthy, nutritious, tasty food that's conveniently located becoming a reality at Air Force installations across the enterprise, commanders and senior leaders are excited about the possibilities.

"They didn't realize we had the capability to deliver this type of food to fuel our Airmen for performance," Turner said following the GO/SES Summit. "It's opened their eyes to new capabilities and they're looking forward to launching it across the Air Force."

# RANDOLPH

## Virtual hiring events for AF Civilian Service

By Angelina Casarez

AIR FORCE'S PERSONNEL CENTER  
PUBLIC AFFAIRS

The Air Force Civilian Service's Talent Acquisition Division at the Air Force's Personnel Center at Joint Base San Antonio-Randolph hosted an online virtual hiring event April 10 supporting Air Force Materiel Command's recruiting efforts.

Although virtual hiring events aren't new for the AFPC Talent Acquisition team, the platform for this event is new to the Air Force and the scale of the candidate pool is the largest to date.

"Our team worked with the Office of Personnel Management to use their established platform, and we had the flexibility to provide input specific to Air Force requirements," said Lakisha Robertson, AFPC talent acquisition consultant.



ANGELINA CASAREZ

*Lakisha Robertson, an Air Force Civilian Service Talent Acquisition consultant at the Air Force's Personnel Center, chats with candidates during an online virtual hiring event April 10 at Joint Base San Antonio-Randolph.*

The innovative platform is designed to look and feel as if someone is walking into an actual office for an interview.

More than 1,700 prescreened candidates were invited to

participate in the event using a unique link that allowed them to engage with recruiters and selecting officials.

When candidates logged in, they were greeted by an AFCS

consultant and an AFMC human resource specialist who asked them about the career field or position that interested them, and then "walked" them to one of the virtual booths to chat with a career field subject matter expert.

The SME then recommended candidates for a phone interview with a selecting official. Selecting officials contacted candidates outside of the virtual platform to interview for non-competitive and direct-hire authority positions across AFMC.

AFPC teamed with AFMC hiring authorities to fill nearly 400 vacancies with well-qualified individuals.

"The hiring process is a coordinated effort between AFPC, major command staffing and classification teams, hiring officials, TA consultants, human resources

liaisons, servicing civilian personnel officers and pre-employment teams," Robertson said. "This is an innovative, cost-saving way for the Air Force to ensure workforce readiness. These types of recruiting events help us find highly-qualified civilian Airmen to fill critical positions across the Air Force and who want to be part of our Air Force family."

Previously, AFPC hosted several smaller virtual events and plans to conduct more in the future, in addition to participating in traditional hiring events across the country.

In fiscal year 2018, AFPC's Talent Acquisition team hired more than 2,350 civilians for positions across the Air Force.

To learn more about the Air Force Civilian Service career opportunities and future events, visit [www.afciviliancareers.com](http://www.afciviliancareers.com)

## Heart Link connects military spouses to AF resources

By Robert Goetz

502D AIR BASE WING PUBLIC AFFAIRS

An informational session that helps military spouses learn about the Air Force culture and resources available to them is scheduled from 8:30 a.m. to 2 p.m. May 10 at the Joint Base San Antonio-Randolph Military & Family Readiness Center, 555 F St. West.

Funded by the Air Force Aid Society, Heart Link is an orientation for military spouses of less than five years, but it also benefits spouses new to a duty station, said Brandy Wright, JBSA-Randolph M&FRC community readiness consultant.

"We encourage all spouses to attend," she said. "We realize that each military base is different. When service members

have a new duty station, it is beneficial for their spouses to come learn about their new local area and connect with other spouses."

Topics covered at Heart Link include the Air Force mission, protocol, acronyms, TRICARE, finances, resiliency, available resources and more, Wright said.

"We also have a lot of fun at Heart Link," she said. "Lunch is provided along with a guided tour of the Taj Mahal and the east control tower. At the Taj, the spouses will participate in a coining ceremony; each of them will be given a Heart Link coin to welcome them to our military family."

In addition to providing spouses with a plethora of information, Heart Link provides an opportunity for them to

meet and connect with other military spouses, Wright said.

"The camaraderie of Heart Link is essential," she said. "The relationships that are formed through Heart Link are irreplaceable. During times of deployment, it seems like everything happens. The car breaks down, the kids get sick, the dog is missing or the air conditioning goes out in the house. It's good to have a fellow spouse that can relate or help overcome difficult situations."

Key Spouses also have a role at Heart Link sessions, Wright said. Key Spouses are volunteers chosen by unit commanders who serve the families of deployed Airmen, but also address the needs of other military families.

"Key Spouses are a valuable asset to

Heart Link," she said. "Our Key Spouses are a source of information and referral."

"This program is all about increasing knowledge and awareness about our military community," she said. "If we don't have the answer to a question, we will do our best to find the answer."

Heart Link helps spouses feel empowered, Wright said.

"They learn a ton of important information that will help them as their service members navigates throughout their military careers," she said. "I remember hearing one military spouse say it was like a light bulb just clicked on in her head. This spouse learned so much and was ready for her life within the military community."

To register for Heart Link, call the JBSA-Randolph M&FRC at 210-652-5321.



# Air Force adopts USAJOBS for civilian deployment applications

By Kat Bailey

AIR FORCE'S PERSONNEL CENTER  
PUBLIC AFFAIRS

Civilian Airmen who wish to volunteer for a deployment now have the benefit of using USAJOBS to submit their applications, which enhances their ability to pursue expeditionary civilian opportunities.

The Air Force chose USAJOBS following an internal review of the myPers-based civilian deployment application process. The Navy has already adopted the USAJOBS process for recruitment and submission of Department of Defense-Expeditionary Civilian, or DoD-EC, program volunteer documents. The Air Force reviewed the Navy's lessons learned, then adopted the new process, which removed excess steps.

"Innovation and agility are critical components of our Air Force maintaining a competitive edge, and those are also necessary components for us to be an employer of choice for our nation's best and brightest civilian talent," said Kimberly Toney, Air Force Personnel Center executive director. "The application process through USAJOBS streamlines the ability for our civilian Airmen to apply for expeditionary opportunities, which provide them valuable experiences serving alongside their uniformed colleagues in deployed environments."

DoD-EC volunteers can still view available deployment opportunities on **AEF online** at <https://aefonline.afpc.randolph.af.mil/>. Each opportunity will have a hyperlink to a requisition on USAJOBS where volunteers



**"The application process through USAJOBS streamlines the ability for our civilian Airmen to apply for expeditionary opportunities, which provide them valuable experiences serving alongside their uniformed colleagues in deployed environments."**

**Kimberly Toney, Air Force Personnel Center executive director**

will submit their deployment application, resume, SF-50 and other documents for deployment consideration. Employees can also visit **USAJOBS** at <https://www.usajobs.gov/> and search openings using "Department of the Air Force," and a location such as "Afghanistan," for example. The legacy myPers-based process also remains available for use.

"USAJOBS allows us to provide more information in one stop on a platform civilian Airmen are used to seeing," said Rusty Nicholson, DoD-EC program manager at AFPC. "It affords secure upload of application

packages as well as administration of the requirements questionnaire. This streamlines the process, makes it easier for employees and their managers, drives efficiency and delivers additional resources that impact readiness."

The majority of the DoD-EC opportunities are in the joint or coalition environment supporting real-world contingency missions, which gives civilian Airmen the opportunity to experience operations in diverse, high-tempo mission areas. AFPC plays a central role in this process by serving as a focal point for all their deployment issues.

According to Nicholson, most expeditionary civilians are non-prior service. He said civilian Airmen bring unique perspectives and capabilities to the complex challenges of joint warfighting, as well as wanting to have the same experiences as their military counterparts with whom they work.

"When they return, expeditionary civilians bring back a greater understanding of joint operations and the DoD mission, in addition to enhanced leadership skills," Nicholson said.

Permanent civilian Airmen (GS, WG, etc.) are eligible for expeditionary civilian deployment opportunities. Temporary and term employees, dual-status National Guard and Reserve Technicians are not eligible. For additional information about civilian-related deployments, visit the **Expeditionary Civilian SharePoint** at <https://cs2.eis.af.mil/sites/12852/default.aspx>.

For more information about Air Force personnel programs, visit AFPC's website at <http://www.afpc.af.mil/>.

## 451st Flying Training Squadron mourns former commander

By 12th Flying Training Wing PAO staff report

The 12th Flying Training Wing lost one of its former squadron commanders New Year's Day.

Retired Col. Jimmy Carver was 81 when he passed away in Foley, Ala. He commanded the 451st Flying Training Squadron from April 1979 to June 1981 at Mather Air Force Base in Sacramento, California. Burial was at Barrancas National Cemetery at Naval Air Station Pensacola, Florida, Feb. 5.

An American flag that flew in front of squadron headquarters was presented to Carver's family at the funeral by the attending Air Force Honor Guard.

Second Lieutenant Michael Scasny, Carver's grandson, is currently a pilot in training at the 451st Flying Training Squadron.

A 1960 U.S. Military Academy graduate, Carver was commissioned as an Air Force officer and earned his navigator's wings in 1964. He flew in Vietnam during 1965-66 and was part of the flight team for Bob Hope's USO Christmas tour. Carver's primary aircraft was the C-130.

Prior to commanding the 451st FTS, he was assigned to the Special Weapons Center at Kirtland Air Force Base, N.M. Departing the 451st FTS, Carver was the director of operations at Keesler Air Force Base, Miss. He retired in 1987 at Kirtland Air Force Base after serving as the division chief at the Air Force Operation Test and Evaluation Center.

Carver is survived by wife, Robin, and children, Kimberley Scasny and James Carver.