

JBSA

LEGACY

WWW.JBSA.MIL

JOINT BASE SAN ANTONIO

MAY 17, 2019



PHOTO BY TECH. SGT. CARLOS J. TREVIÑO

Air Force Reserve medical technicians and a Navy Reserve corpsman care for a simulated wounded patient during Operation Joint Medic May 5 at Joint Base San Antonio-Camp Bullis.

JBSA units build expeditionary medical skills during Joint Medic exercise *Page 13*



Spurs legend speaks at military spouse event
Page 12



'Rigor by Design' sets new standards in training
Page 8

'You Made the Grade' program rewards academic excellence

By **Alexandra Pirkle**
ARMY & AIR FORCE EXCHANGE
SERVICE HEADQUARTERS

According to the Department of Defense Education Activity, the average military child will move six to nine times during a school career — three times more often than children whose parents do not serve in the military. The Army & Air Force Exchange Service is commending the achievements of these young scholars with its "You Made the Grade" program.

First- through 12th-graders, including home-schooled students, who maintain a B average or higher are eligible for a \$5 Exchange gift card every grading period during the 2018-19 school year. To receive their gift card, students must present a valid military I.D. and proof of qualifying grades during any grading period at their local Exchange's customer service area.

"The Exchange is honored to reward the academic achievements of military children," said Air Force Chief Master Sgt. Luis Reyes,

Exchange Senior Enlisted Adviser. "Military students work hard to succeed in the classroom. The You Made the Grade program proves their diligence and resiliency pay off."

Students who make the grade can enter the worldwide sweepstakes to win a \$2,000, \$1,500 or \$500 Exchange gift card. Since February 2000, the Exchange's You Made the Grade program, has rewarded nearly 200 military students for their academic achievements through prizes worth nearly \$550,000.

The sweepstakes entry forms are found on the back of the You Made the Grade gift card sleeve. Students can send completed forms to: You Made the Grade, PO Box 227398, Dallas, TX 75222-7398

Students can submit one sweepstakes entry for each grading period. The first drawing of the 2018-19 school year took place in December 2018, with presentations made at Fort Campbell and Vandenberg and Seymour Johnson Air Force Bases. The next drawing will be held in June.

DOD, OPM team up for improved online training

By **C. Todd Lopez**
DEFENSE.GOV

A new memorandum of agreement between the Defense Department and the Office of Personnel Management promises to reduce the cost for training for defense employees and enhance the training experience.

The two agencies signed the memo May 3, making OPM's "USALearning" program DOD's partner as the "centralized source for training, education, and domain-specific expertise."

The agreement will save DOD money and will make training employees easier, said Lisa Hershman, DOD's acting chief management officer. The move also is squarely aligned with the president's management agenda, she added.

"Talking about the USALearning reform initiative is actually very exciting," Hershman said. "You know the president's management agenda has prioritized three areas of reform: information technology modernization, data transparency and accountability, and the workforce of the 21st century. This reform initiative is one of those rare initiatives that



COURTESY GRAPHIC

addresses all three."

As part of the agreement, DOD will centralize the creation, procurement and distribution for online learning and training programs for its employees. As many as 50,000 courses exist across 161 training distribution platforms within DOD, Hershman said.

The partnership will help consolidate DOD learning technology software platforms, associated cloud server delivery platforms, licensing, and related training and education activities through the USALearning shared services center. The partnership is expected to produce a DOD-wide common course catalog and online access portal hosted by USALearning, as well as a DOD-wide common record repository.

Partnering with OPM is expected to save the DOD \$22 million in 2020, and over the next five years, it's projected to

save \$122 million.

Hershman noted that some 40,000 employees move from one DOD agency to another each year, often requiring them to repeat mandatory online training they'd already completed at their previous agency. The partnership with OPM will mean not only a centralized course catalog for training, but also centralized learning records so that when employees move, they will not have to retake training.

"This is a pivotal step in becoming easier to do business with, and that's usually thought of in terms of our customers and our constituents," Hershman said. "But this is actually one that will greatly reduce the complexity for our employees."

Acting OPM Director Margaret Weichert said that working with DOD, considering its size, will benefit not just

DOD and OPM, but the rest of government as well.

"We're now at a place where we can actually leverage the scale that we've got and take it to the next level," Weichert said.

"This partnership is obviously going to benefit DOD, but it benefits the broader government environment as well. It leverages the shared infrastructure, and it leverages data," she continued. "Looking at a large population like the DOD population — the largest population in government — and being able to consistently look at how we are training what the outcomes are, what does that mean for mobility in terms of serving the mission, the agility of the workforce, responding to new changes in this mission? The learnings we're going to get here will enable us to do more for the rest of government, at scale."

JBSA LEGACY

**Joint Base San Antonio
Editorial Staff**

**502nd Air Base Wing
and JBSA Commander**
BRIG. GEN.
LAURA L. LENDERMAN

**502nd ABW/JBSA
Public Affairs Director**
TODD G. WHITE

**502nd ABW/JBSA
Chief of Command
Information**
JET FABARA

Editor
STEVE ELLIOTT

Staff
MASTER SGT. TYRONA LAWSON
TECH. SGT. AVE YOUNG
AIRMAN 1ST CLASS DILLON PARKER
DAVID DEKUNDER
ROBERT GOETZ
MARY NELL SANCHEZ

**JBSA LEGACY
ADVERTISEMENT OFFICE
EN COMMUNITIES
P.O. BOX 2171
SAN ANTONIO, TEXAS 78297
210-250-2052**

This newspaper is published by EN Communities, a private firm in no way connected with the United States Air Force, under exclusive written contract with Joint Base San Antonio (JBSA). This civilian enterprise newspaper is an authorized publication for members of the United States military services. Content of the publication is not necessarily the official view of, or endorsement by the United States Government, the Department of Defense or the Department of the Air Force.

The appearance of advertising in the publication, including inserts or supplements, does not constitute endorsement by the Department of Defense, the Department of the Air Force or EN Communities, of the products or services advertised.

Everything advertised in this publication shall be made available for purchase, use or patronage without regard to race, color, religion, sex, national origin, age, marital status, physical handicap, political affiliation or any other nonmerit factor of the purchaser, user or patron.

Editorial content is edited, provided, and/or approved by the JBSA Public Affairs Office within the 502nd Air Base Wing. All photographs are Air Force photographs unless otherwise indicated.

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 using the subject line "Feedback Fridays." Questions will be further researched and published as information becomes available.

Installation & Facilities

Q. Building 7243 on JBSA-Lackland has been broken for a month now with no word from the Civil Engineer team on a fix. As the air conditioning has had major repair work in the past, will CE ever replace the AC unit?

A. Thank you for your question. Our CE team works hard to try and keep our many aging systems that support our massive infrastructure footprint going.

CE reviewed their records for building 7243 and show that the system went down April 18 when both compressors went out. Two new compressors were ordered and arrived this week. The first unit was installed this past Wednesday; however, it experienced technical difficulties that will require further troubleshooting to fix. The second compressor is currently being installed and we are optimistic that the repair will function properly for that unit.

In regards to a major repair, there is currently no project scheduled; however, CE will work with the facility manager to develop an appropriate investment strategy. Thank you for your patience and please continue to let us know how we can help!

Q. I've been here for a month, and have been driving from east side to west side or vice versa, through the Luke and Selfridge gates, sometimes multiple times a day.

I don't understand the reason to check the ID again if we just got out of the West Gate and are driving toward East



Gate (or vice versa) since we have already been vetted to get on the base.

Can we apply a new rule that if we travel through either side of the gate to the other side, the ID checked is not needed. Of course, during the morning rush hour, this rule would NOT apply since it may just raise some obvious security concerns. My suggestion is this rule can be activated after 9 a.m. or 10 a.m. maybe, and provide a smoother travel flow from either side of the base, the security forces personnel at the gate will still have the final decision to let the vehicle to pass through or not by using simple hand gesture for "keep coming through" or "STOP" to check our ID.

A. Thank you for sharing this idea with us. Our Defenders work hard to avoid unnecessary delays at the gates.

But, security is, and has to be, their top priority. To that end, in order to mitigate the need for vetting a vehicle leaving the base, even just to cross Military Highway, a Defender would need to dedicate focus purely on that vehicle all the way into the next gate.

With the myriad of things our Defenders are looking for and watching, unfortunately, it's not practical to narrow focus to individual vehicles in order to avoid having to re-check credentials. While the bridge that connects the two sides of JBSA-Lackland may not always be convenient, it is the only way we can move traffic from one side of the base to the other without

re-vetting access credentials.

Q. I have a two part question. First, when will the marquee sign at JBSA-Randolph Lindsey Gate get fixed? There is a big white line running through the top of the messages and it makes it impossible to read. Second, when will more marquee signs be placed around JBSA-Randolph in order to reach more people here on base? I am thinking one should be placed in the BX and Commissary parking lot, South Gate, or base housing areas?

A. Thank you for your questions regarding the marquees at JBSA-Randolph.

Our 502d Air Base Wing Public Affairs team, in close coordination with the 502d Civil Engineering Group and the 502d Communications Squadron, are analyzing the issue with the marquee in order to determine whether the existing unit can be repaired or if a replacement is the best option. We hope to have this resolved in the near future.

The second part of your question about additional marquees will require a bit more planning as well as allocation of funds. I agree that base marquees are a very important way to ensure information gets out to the base populace in a timely manner. We will be sure to keep you informed of our progress via the JBSA.mil web page and also in the JBSA Legacy newspaper. In the meantime, please join our Joint Base San Antonio Facebook page to stay aligned with the latest events at all of our

operating locations!

Q. I have a question about the personal usage of electrical consumption, such as charging one's personal vehicle at government expense.

I have noticed in quite a few areas now that military and civilian personnel are using extension cords to charge their personal electrical POVs across JBSA.

Is this legal to consume electrical power that the government pays for to charge their POV on a daily basis? Should the facility managers perform a walk around of their facilities and report this type of abuse? What is the appropriate procedures of reporting this type of abuse?

A. Great question and thank you for bringing this to our attention!

Individuals should not use government resources, to include electricity, to charge their personal electric vehicles, or PEVs. Department of Defense regulations require employees to protect and conserve government property, and employees must not use government property for other than authorized activities. While there is no written JBSA policy on this specific subject, the conduct is still prohibited.

In certain situations, a supervisor may permit the limited use of government property for personal use, when it does not adversely affect the performance of official duties; is of reasonable duration and frequency; and creates no significant additional cost to the Government.

FEEDBACK continues on 5

Preparation increases your chances of escaping a fire

By Richard S. Campos

FIRE INSPECTOR/LIFE SAFETY EDUCATOR

Thousands of people are killed by fire each year and appropriate planning and preparation could have saved their lives.

Knowing proper escape procedures and being alerted in time can help people survive fires in their homes. Approximately half of the people responding to a recent survey conducted by the National Fire Protection Agency, or NFPA, said their family had a fire escape plan, however only 16 percent said they had practiced it.

Being prepared increases your chances of escaping a fire safely. Being informed and aware of exits, escape routes and procedures to follow in case of a fire should be a priority for everyone.

Families should practice their escape plan at least twice a year. The exit drill should be as realistic as possible. Have everyone participate and appoint someone to be a monitor. Pretend that some exits are blocked by fire and practice using alternate routes. Instruct family members where to meet outside to get accountability. A fire drill is not a

race; get out, but do so carefully.

Unlocking all doors and windows rapidly, even in the dark, should be practiced by everyone in the home. Some homes may have windows or doors are equipped with security bars. Ensure they are available with quick-release devices and everyone in the home is aware on how to use them.

If you live in a two-story home, be sure there is a safe way to reach the ground. Make provisions for children, seniors and people with disabilities so they are able to escape. People having difficulty moving should have a phone in their sleeping area and, if possible, have their bedroom on the ground floor.

For those living in an apartment building, do not use an elevator during a fire. The reason for this is because the elevator may stop at the floor which contains the fire. Certain high-rise facilities may contain a fire evacuation plan that may require to stay where you are and wait for the fire department.

Always test the door, the knob, and the crack between the door and its frame with the back of your hand to test for heat prior to opening the door. Use an alternative escape route if the door is

warm – the fire is in the immediate area. Open the door with extreme caution if it feels cool. Open the door slowly be prepared to slam it shut using your shoulder if smoke or flames are on the other side.

Close all doors between you and the fire, if an escape route is not manageable. Stuffing the cracks around doors with t-shirts, bed sheets or blankets will keep out the smoke.

Signal for help with a light-colored cloth or flashlight while standing by the window. If you are caught inside a burning building, stay low and under the smoke to increase your chances of survival. Smoke contains deadly gases and heat rises. Crawl on your hands and knees, while maintaining your head 12 to 24 inches above the floor. During a fire the air will be cleaner near the floor. If you encounter smoke when using your primary exit, use an alternate route.

Once outside, stay outside. Do not attempt to rescue possessions or pets. With loved ones still inside and possibly trapped, this will be extremely difficult to do, but firefighters are better equipped to rescue them. Penetrating smoke and heat can be unbearable and

firefighters have the training, experience and protective gear to enter the burning building. Leave the building and call the fire department.

The first line of defense in getting alerted for fire are smoke detectors. Smoke detectors are vital in alerting people before they become trapped or overcome by smoke.

Most home fires occur at night when people are asleep. Smoke detectors cut the risk of dying in a home fire by half. Install smoke detectors following installation instructions and test them monthly.

Change out the smoke detector batteries at least once a year. If your smoke alarm is more than ten years have it replaced. Finally, consider having a fire sprinkler system installed in your humble abode.

For more information about fire escape planning, visit the National Fire Prevention Association website at <http://www.nfpa.org/education> or contact the Joint Base San Antonio fire prevention offices at JBSA-Fort Sam Houston at 210-221-2727, JBSA-Lackland at 210-671-2921, or JBSA-Randolph at 210-652-6915.

COMMENTARY

From one leader to another, the Army values

By Command Sgt. Maj. John Crenshaw

2ND BATTALION, 3RD SPECIAL FORCES GROUP (AIRBORNE)

Values tell us what we need to be every day, in every action we take.

Army values form the identity of America's Army, the solid rock on which everything else stands. They are the glue that binds us together as members of a noble profession.

The following definitions can help you understand Army Values, but understanding is only the first step. As a Soldier, you must not only understand them; you must believe in them, model them in your own actions and teach others to accept and live by them.

LOYALTY

To bear true faith and allegiance to the U.S. Constitution, the Army, your unit and other Soldiers. Loyalty is the big thing, the greatest battle asset of all. But no man ever wins the loyalty of troops by preaching loyalty. It is given to him as he proves his possession of the other virtues.

Loyalty is a two-way street: you should not expect loyalty without being prepared to give it as well. You can neither demand loyalty nor win it from other people by talking about it. The loyalty of your peers is

a gift they give you when, and only when, you deserve it – when you show your competence, treat people fairly, and live by the concepts you talk about.

Soldiers who are loyal to their peers and the unit never let them down. Soldiers fight for each other – loyalty is commitment. The most important way of earning this loyalty is performing well in combat.

There's no loyalty fiercer than that of Soldiers who trust each other to make it through the dangers of combat as a team. However, loyalty extends to all members of our profession – to your superiors and subordinates, as well as your peers.

DUTY

Fulfill your obligations. The essence of duty is acting in the absence of orders or direction from others, based on an inner sense of what is morally and professionally right.

Duty begins with everything required of you by law, regulation, and orders; but it includes much more than that. Professionals do their work not just to the minimum standard, but to the very best of their ability.

Soldiers commit to excellence in all aspects of their professional responsibility so that when the job is done they can look back and say, "I couldn't have given any more." Soldiers should always take the initiative,

figuring out what needs to be done before being told what to do. What's more, they take full responsibility for their actions and those of their subordinates.

Soldiers should never shade the truth to make the unit look good – or even to make their teammates feel good. Instead, they follow their higher duty to the Army and the nation.

RESPECT

Treat people as they should be treated. This discipline is what makes the Soldiers of a free country reliable in battle. He who feels the respect which is due to others cannot fail to inspire in them regard for himself.

Conversely, he who feels, and hence, manifests disrespect toward others, especially his subordinates, cannot fail to inspire hatred against himself. Respect for the individual forms the basis for the rule of law, the very essence of what makes America.

In the Army, respect means recognizing and appreciating the inherent dignity and worth of all people. This value reminds you that people are the Army's greatest resource. Soldiers should always honor everyone's individual worth by treating all people with dignity and respect. Everyone who serves with this profession deserves respect no matter their uniform or dress.

FEEDBACK

From page 3

Using government resources to charge a PEV is not permissible as a limited use of Government property. It also poses potential fire and safety hazard risks.

In 2015, the "Fixing America's Surface Transportation Act" authorized agencies to allow employees, and other authorized users, to access existing or install new charging stations. The act requires the collection of fees to recover associated costs of use.

At JBSA, we do not have any existing charging stations available. We are; however, currently researching plans that could add charging stations in certain locations. Until then, employees shall protect and conserve Government property (including electricity to charge their PEVs) and shall not use it for other than authorized activities.

Miscellaneous

Q. Basic Military Training graduation events cause significant traffic delays at JBSA-Lackland gates 50 weeks of the year. Is there any way to adjust the graduation schedule at JBSA-Lackland on Thursday mornings to avoid rush hour? Easiest fix is to change the report time for families to 8:30 a.m., giving plenty of time for all of us to get through the gates without waiting 30 to 45 minutes.

A. Thank you for your feedback. We understand your frustration. Our Security Forces do their best to work with the 37th Training Wing to manage congestion during BMT events.

Some of actions we take

to mitigate congestion are flexing gate hours, dedicating lanes of travel, and increasing manpower at certain gates.

Even with those solutions, however, as you point out, the congestion can still be severe. We'll take your question and work with the 37th TRW leadership to discuss additional options that could help alleviate traffic on BMT graduation days. Thank you for your continued patience and thanks again for the feedback ... keep it coming!

Q. What ever happened to the Air Force incentive flights that used to occur many years ago? People who had done great achievements, reenlisting, etc., were offered an incentive flight by the Air Force. Can we bring back incentive flights?

A. Great question. I asked a similar question when I arrived here last summer.

The incentive flight program is now called the Familiarization Flight, or Fam Flight, Program. Our mission partners in the 149th Fighter Wing and 433rd Airlift Wing at JBSA-Lackland and the 12th Flying Training Wing at JBSA-Randolph offer flights to familiarize members with the F-16 (149th FW), C-5 (433rd AW), T-38 and T-6 (12th FTW) aircraft.

Flights are on a space-available basis, and may be contingent upon medical clearance and ability to accomplish specific training requirements. Each flying wing has a relatively long waiting list, so flights could take some time to actually schedule.

Nominating someone for a Fam Flight can be done through your respective chain of command. The member's respective wing (or equivalent headquarters

level) can then reach out to the appropriate flying wing's Operation Support Squadron to work through the process of getting the member added to the waiting list.

For folks in our wing, we'll work with your commanders and directors to ensure the information is disseminated so we have the opportunity to recognize folks for a job well done with a Fam Flight!

Q. Is it possible to have a JBSA Wingman Day? We could work with all our mission partners for a day to pause and connect.

A. Thank you very much for your question. With 266 mission partners across JBSA, diversity is one of our greatest strengths.

Unfortunately, the large diversity in mission sets across JBSA also creates a challenge; especially when it comes to organizing events where we limit services. There are many partner mission functions, which can't be halted, in whole or in part: security forces, cyber defense, medical, force support, and the many training missions, etc.

That said, every commander and director at every command level is encouraged to, and does to some extent, engage in Wingman Day and Wingman Day-like activities. Additionally, our Force Support Group, Religious Affairs Teams, major Army mission partners, USO, San Antonio area community partners, and many other organizations, frequently arrange events where the JBSA population as a whole can get together for fun and fellowship.

We highly encourage everyone to take advantage of any and all of these offerings!

New capabilities, rotations to bolster Army presence in Eastern Europe

By Sean Kimmons
ARMY NEWS SERVICE

Ongoing efforts to cut acquisition timelines will get new capabilities out sooner to counter near-peer threats in Eastern Europe, Army leaders told lawmakers May 1.

One measure of success is that it now only takes three to five months to get a requirement approved compared to three to five years in the past.

"We're carrying on this process to make sure that we are moving at the speed of relevance to get capability to our Soldiers," said Gen. John Murray, commander of Army Futures Command.

Cross-functional teams under AFC, which stood up last year to oversee modernization priorities, allow requirements and acquisition experts to work more closely than before.

"I like to describe Army Futures Command as a startup trying to manage a merger right now," Murray said before the House Armed Services Committee's subcommittee on tactical air and land forces.

The Army currently faces capability gaps against new anti-access/area denial, or A2/AD, technologies.

"If you take a look at Eastern Europe, Russians do not want a face-to-face fight with an M1



SPC. CHRISTINA WESTOVER

Brig. Gen. Leigh Tingey, deputy commanding general of 1st Armored Division, sits inside a Bradley Fighting Vehicle as Pfc. Natnael Getahun, an infantryman with the division's 2nd Brigade Combat Team, fixes the bore sight to ensure accuracy during a live-fire exercise at Drawsko Pomorskie Training Area, Poland, March 24.

Abrams tank," said Bruce Jette, the Army's acquisition chief.

"Therefore, they put a large amount of rockets, artillery, mortars and air defenses in place to try and protect those assets."

Long-Range Precision Fires has become the Army's top modernization priority to take out those protective measures, he added.

Air and missile defense systems, such as directed energy, are also important to counter inbound attacks.

By approving requirements faster, the first Maneuver Short-Range Air Defense systems on Stryker vehicles are on track to be fielded next

fiscal year, Murray said.

In March, Lt. Gen. James Pasquarette, the Army's deputy chief of staff, G-8, said the vehicles will have four Stinger missiles on one side and two Hellfire missiles on the other, with a 30 mm autocannon and machine gun in the center.

The Army also plans to put lasers on Strykers. Soldiers at Fort Sill, Oklahoma, have already been able to take down small unmanned aerial systems with a laser at the 10-kilowatt level.

Strykers with 50-kilowatt lasers will take a few more years to develop until they can begin to be fielded in 2024, Pasquarette said.

A 100-kilowatt laser on a larger vehicle, called the High Energy Laser Tactical Vehicle Demonstrator, will also be tested against a variety of targets in fiscal 2022.

"When you try to shrink all that down and keep a continuous beam, it becomes very difficult," Jette said.

Further, the Rapid Capabilities and Critical Technologies Office, previously called the Rapid Capabilities Office, recently got a three-star general as its director as well as a new mission to focus more on directed energy, hypersonics and space.

Until those technologies can be fielded, the Army intends to

maximize its current force.

The Army plans to increase no-notice deployments to Eastern Europe to test and ensure the rapid capabilities of units deploying to that region.

One such deployment occurred in March when over 1,500 Soldiers from the 1st Armored Division's 2nd Brigade Combat Team were given a week's notice to travel from Fort Bliss, Texas, to Germany and fall in on pre-positioned equipment to train in Poland.

"The Army is working various ways to get after it," Murray said.

While it may be too heavy, he also believes the Abrams tank is still the most capable tank in the world and will continue to receive upgrades.

The most vulnerable combat vehicle, he said, is the Bradley Fighting Vehicle, which is why the Army chose to replace it first with an Optionally-Manned Fighting Vehicle. In March, a request for proposal for the OMFV was sent out to industry.

Tackling current needs while modernizing for the future battlefield will be a recurring theme for years to come, he said.

"The reality is that we have to be ready to do both," Murray said. "We have to be able to fight tomorrow and we have to be ready to fight in the future."

AF simplifies promotion recommendation forms for officers

From Secretary of the Air Force
Public Affairs

The Air Force announced May 8 it will make adjustments to the way the Air Force Form 709, Promotion Recommendation Form, will be filled out and used for Total Force officer promotion boards beginning in September 2019.

The new policy will reduce the promotion recommendation narrative from nine lines to two and provide guidance for stratification and comments.

"Centralized boards have the critical

task of selecting the next generation of leaders," said Shon Manasco, assistant secretary of the Air Force for manpower and reserve affairs. "To assist in that effort, senior raters need a simple and effective mechanism to communicate their observations about an officer's potential. These enhancements to the PRF and new stratification guidance allow us to better achieve that goal."

Endorsements for promotion are based upon an officer's demonstrated character and competence as detailed in the secretary of the Air Force's Memorandum of Instruction for

promotion boards. Comments or recommendations for items that are decided through other processes (e.g. developmental education, jobs, assignments, etc.), will no longer be authorized on the PRF.

"This is about building the officer bench we need to fight and win as we accomplish our missions in support of the National Defense Strategy. Over time the PRF has become a summary of an officer's record with significant focus on style and format," said Lt. Gen. Brian Kelly, deputy chief of staff for manpower, personnel and services. "This adjustment restores the PRF to

its original intent of providing a way for senior raters to communicate an officer's potential to serve in the next higher grade directly with promotion boards and is another key step in our officer talent management transformation."

Additionally, senior raters will follow new guidance regarding stratification on the PRF. The guidance allows the promotion board to receive pertinent information that directly speaks to an officer's promotion potential.

For more information, log into MyPers or contact the Air Force Personnel Center.

FORT SAM HOUSTON

RIGOR BY DESIGN

HRCoE defines rigor, infuses new standards in training

By Tammy Griswold

U.S. ARMY MEDICAL DEPARTMENT CENTER AND SCHOOL, HEALTH READINESS CENTER OF EXCELLENCE

The U.S. Army Medical Department Center and School, Health Readiness Center of Excellence, or AMEDDC&S HRCoE, at Joint Base San Antonio-Fort Sam Houston, developed a standard definition of “rigor.” By establishing a common understanding of this concept in context of the HRCoE’s training and education mission, it can ensure the standards and intent of their new higher headquarters’ command are met.

As a result of the 2017 and 2019 National Defense Authorization Acts, or NDAA, key Army Medicine assets were restructured and reassigned to improve Army readiness and increased lethality. On Jan. 31, the AMEDDC&S HRCoE conducted a Transfer of Authority ceremony to publicly recognize their realignment from the U.S. Army Medical Command to the U.S. Army Training and Doctrine Command, or TRADOC, with operational control under the Combined Arms Center as part of the restructure.

As outlined in NDAA 2019, the array of national security threats facing the United States is more complex and diverse than at any time since World War II. The strategic environment has not been this competitive since the Cold War; America no longer enjoys the competitive edge it once had over its adversaries.

As our future risk grows, U.S. Forces will need to be prepared to fight and win on an increasingly lethal and expanded battlefield, in complex terrain. This concept of Multi-Domain Operations, or MDO, represents the evolution and further refinement of the Multi-Domain Battle concept and describes how the U.S. Army, as part of the joint force, can counter and defeat a near-peer adversary capable of contesting the U.S. in all domains, in both competition and armed conflict.

TRADOC Pamphlet 525-3-1, The U.S. Army in Multi-Domain Operations 2028,



JOSE E. RODRIGUEZ

Staff Sgt. Olayiwola Kugblenu, a 68P Nuclear Medicine Specialist with the 264th Medical Battalion, straps a simulated casualty into a Kendrick Extraction Device at the Expert Field Medical Badge test event at Joint Base San Antonio-Camp Bullis.

dated Dec. 6, 2018, characterizes soldier readiness as improving the resilience of leaders and soldiers through training, educating, equipping, and supporting them to execute MDO in all of its intensity, rigor, and complexity.

As part of the deliberate actions the HRCoE is taking to fully integrate into TRADOC, and accomplish both the TRADOC and HRCoE’s priorities, the staff formed several working groups to examine the many nuances that should be assessed with such massive change. One working group was charged by Col. Dan Bonnicksen, the HRCoE chief of staff, with defining rigor and pinpointed areas where rigor could be increased or enhanced at the HRCoE.

“One thing we noticed as a staff was that we needed to better define what ‘rigor’ should mean to our CoE to

effectively meet the TRADOC Commander’s and HRCoE’s near term priority of improving the quality, rigor and resourcing of our training,” Bonnicksen said.

The AMEDDC&S, HRCoE was first accredited by the Army in 2010, however, as a direct reporting unit to the Medical Command, they were not a TRADOC school. On Oct. 19, 2018, they became a direct reporting unit to TRADOC headquarters, and started the purposeful transition to achieve full compliance with all TRADOC regulations and policies by Fiscal Year 2020. This will include full adoption of the Decisive Action Training Environment, or DATE, MDO, and synchronization of Doctrine, Organization, Training, Materiel, Leader Development, Personnel, Facilities and Policies, or DOTMLPF-P, across the

HRCoE.

In his FY 2019 Command Training Guidance, Maj. Gen. Patrick D. Sargent, who has commanded the HRCoE since June 2018, directed commanders and staff to “increase the rigor of all Individual Military Training, Professional Medical Education, and functional training,” to ensure alignment with TRADOC near term priorities.

Sargent said the guiding purpose was to change Army Medicine’s culture from delivery of health care with a focus on limited contingency operations, to a focus on the professional knowledge, skills, and abilities “that will drive the right technical and tactical expertise to defeat peer threats in contested environments in DOTMLPF-P and multidomain operations.”

RIGOR continues on 12

BAMC VMC wins MEDCOM Mercury Award

By Lori Newman

BROOKE ARMY MEDICAL CENTER
PUBLIC AFFAIRS

A team from the Virtual Medical Center at Brooke Army Medical Center and Regional Health Command-Central has been selected as the 2018 U.S. Army Medical Department Mercury Award winner for Health Information Technology Team of the Year. The award winners were announced April 26.

The Mercury Awards recognize Army medical department personnel who have made significant contributions and demonstrated outstanding excellence and achievement in health IT.

The team, led by Army Maj. Daniel Yourk, deputy director of operations at the V-MEDCEN, developed the Virtual Health Care Coordination Application, or VHCCA, to support virtual health services and care delivery across the Military Health System.

The team included Army Lt. Col. Sean Hipp, V-MEDCEN director; Gina Domis, core operation functional program

manager; Sam Perrow, SharePoint developer; Jeffery Burgwin; Army Lt. Col. Jennifer Stowe; Justin Herrera; Gary Crouch; Rashad Green; Anna Moore and Zekelia Rembert.

"I am extremely proud of this team for their hard work and dedication that allowed us to quickly develop the Virtual Health Care Coordination Application, the only MHS level application available to coordinate virtual health services between military treatment facilities," Yourk said.

VHCCA supports virtual health referrals and appointment management between MTFs through the Virtual Management Appointment Office located at the V-MEDCEN at BAMC.

"VHCCA was originally developed on the RHC-C SharePoint site for beta testing, then transitioned to the Defense Health Agency CarePoint site," Domis said.

CarePoint is the DHA's Enterprise information delivery portal designed to promote self-service business intelligence, user collaboration, content delivery and



JASON W. EDWARDS

Zekelia Rembert, virtual health nurse care coordinator, reviews patient photos using the virtual health cart at the Virtual Medical Center May 10.

information transparency. The objective of CarePoint is to improve healthcare quality, access and delivery across the MHS.

"CarePoint is a DHA-approved site to host applications that store PII (Personally Identifiable Information) and PHI (Protected Health Information)," she said.

VHCCA is a centralized

system for managing VH providers, scheduling VH appointments, submitting referral documentation and follow up appointment requests.

"There is also a place to provide feedback, so the application can be improved based on the users' needs," Domis said.

Currently, the VHCCA application is being used by the

V-MEDCEN here, 47 Army MTFs and one Air Force MTF across the MHS to support virtual health expansion. The number of supported MTFs is expected to grow to over 100 in 2019, with the addition of Navy sites as well.

Additionally, the VHCCA application currently supports the referral and appointment management of 45 specialty providers. The number of supported providers is expected to grow to over 150 in 2019.

In 2018, VHCCA was successfully used to coordinate VH services for more than 200 patient encounters. That number is expected to expand to over 4,000 patient encounters in 2019.

The Mercury Awards will be presented at this year's Defense Health Information Technology Symposium in July.

"This is an incredible honor for the Virtual Medical Center and Regional Health Command - Central team to be selected as the recipients of the 2018 Mercury Team Award and to be recognized by the Health Information Technology Community for our contributions to virtual health," Yourk said.

CFPB launches education program for military members

By Kathy Kraninger

CONSUMER FINANCIAL PROTECTION BUREAU

The Consumer Financial Protection Bureau is launching its Misadventures in Money Management financial education tools for all active duty service members at the Academic Support Building, building 1467, at Joint Base San Antonio-Fort Sam Houston May 23.

Misadventures in Money Management, or MiMM, is a virtual financial education learning experience that fills a critical gap in consumer financial education topics for future service members. The program is currently in use by all of the military services: the Army, Navy, Air Force, Marines, Coast Guard and National Guard.

It is in the form of a graphic novel that

teaches service members about making financial decisions in the style of a choose-you-own-adventure novel. It was initially developed solely for future service members who signed a contract to enlist in the armed forces, but had not yet shipped off to basic military training.

Over the past three years, MiMM has provided financial education to more than 22,000 future service members. It will now be available for all service members on active duty, in the Reserve or National Guard, and for anyone who has signed up for future military service, including high school and college cadets enrolled in a Reserve Officers' Training Corps program.

The MiMM program is managed by the Bureau's Office of Servicemember Affairs, which is responsible for developing and implementing initiatives

for service members and their families to educate and empower service members and their families to make better informed decisions regarding consumer financial products and services. The office maintains a financial education website for service members, veterans and their families, along with a resource page for practitioners who work with the military community.

While the military provides a financial education class during basic training, the information is not always well absorbed due to the rigorous physical, emotional and temporal demands of that time. As a result, many young service members may leave basic training not yet ready to make important consumer financial choices.

The Consumer Financial Protection Bureau, or CFPB, created the MiMM

education program to reach future service members prior to basic training, during the "delayed entry" time period that starts when a prospective service member signs a military enlistment agreement and continues through departure for basic training.

The CFPB helps consumer finance markets work by making rules more effective, by consistently and fairly enforcing those rules, and by empowering consumers to take more control over their economic lives.

The program covers topics including consumer financial decision-making, choosing a financial institution, understanding protections under the Servicemembers Civil Relief Act, avoiding impulse purchases and understanding how debt can affect a military career.

STRONG B.A.N.D.S. campaign encourages: ‘Reach your peak’

By Susan A. Merkner

U.S. ARMY INSTALLATION MANAGEMENT COMMAND
PUBLIC AFFAIRS

“Reach Your Peak” is the theme for the U.S. Army’s ninth annual STRONG B.A.N.D.S. campaign in May, emphasizing physical health and well-being as vital components of readiness and resiliency.

Seventy-seven Army garrisons and locations will hold STRONG B.A.N.D.S. (Balance, Activity, Nutrition, Determination, Strength) programs and activities that support health and physical fitness in May.

The U.S. Army Installation Management Command’s G9 Family and Morale, Welfare and Recreation’s Army Sports, Fitness and Aquatics program is coordinating the 2019 campaign. The campaign is timed to coincide with National Physical Fitness and Sports Month.

The program is open to all Soldiers, Family members, veterans, retirees and military civilian employees.

“I encourage everyone to get involved in STRONG B.A.N.D.S.,” said Lt. Gen. Bradley A. Becker, IMCOM commanding general.

“Physical fitness is a crucial component of readiness and resiliency,” Becker said. “Garrisons across the Army are offering fitness classes, sports activities and community events that appeal to all fitness levels and areas of interest. Visit your garrison MWR website to find all the events offered in May.”

Becker is featured in a 30-second video promotion for STRONG B.A.N.D.S.

Because physical fitness has a direct impact on Army readiness, Soldiers must be mentally and physically fit. Not only are physically fit Soldiers essential to the Army, they also are more likely to have enjoyable, productive lives. Proper exercise programs enhance a person’s quality of life, improve productivity and bring about positive physical and mental changes.

Army FMWR and other organizations coordinate numerous fitness programs for Soldiers and Families.

All Army Sports offers opportunities for Soldier-athletes to compete against other service members in basketball, boxing, ice hockey, soccer, taekwondo, wrestling and many other sports.

The Army’s World Class Athlete Program allows Soldiers to compete at the highest international levels of sports while serving their country. Participants can aim for the Olympic and Paralympic Games, as well as other

national and international achievements.

BOSS Strong is an Army program for single Soldiers that uses peer-to-peer support and a holistic approach to wellness. The Better Opportunities for Single Soldiers program helps participants maintain a balanced life through leisure and recreation activities, community service and quality of life.

Soldiers and Families also can get physically fit in FMWR facilities such as bowling centers, swimming pools, fitness centers, golf courses and through intramural sports.

U.S. Army Recruiting Command created two new fitness teams based at Fort Knox which are gaining attention.

USAREC selected 15 of the Army’s elite to serve on the new Warrior Fitness Team, an outreach team that supports awareness and recruiting efforts. The Warrior Fitness Team will participate in competitions such as Strongman, Olympic lifting and Ninja Warrior. Its six-Soldier functional fitness team dominated the field at the Arnold Sports Festival in Columbus in early March, winning the CrossFit Endeavor competition.

A 20-member Army Esports Team uses gaming as an outreach tool to help create awareness about Army careers and benefits. Engaging in social communities built for gamers allows Soldiers to be more relatable and educate young people about who they are and what they do in an authentic way.

USAREC also produces articles and videos for its Fitness Friday feature on Soldier athletes.

The Army’s annual Best Warrior competition is the culminating test for non-commissioned officers and Soldiers across the globe striving to be the best at warrior tasks such as ruck marches, navigation, communications, range qualifications, interviews and essays. The winners earn the titles Army NCO of the Year and Army Soldier of the Year.

After years of study, the Army is changing its physical fitness test. The Army Combat Fitness Test will become the Army’s physical test of record by October 2020, replacing the Army Physical Fitness Test.

The ACFT differs from its predecessor by emphasizing military tasks that Soldiers might use in combat. Army officials expect it to further decrease injuries, and to improve personnel readiness and combat effectiveness.

The Army Center for Initial Military Training

launched a campaign, Holistic Health and Fitness (H2F), to focus on improving the Soldier selection process, physical performance, performance education, and transforming and improving Soldier fitness/training. Some of the new measures are being tested at installations. The field manual for Army Physical Readiness Training, FM 7-22, is now being rewritten with the name Holistic Health and Fitness.

This year’s STRONG B.A.N.D.S. campaign includes two external partners.

The Exchange is partnering with Army FMWR this year by tying its “Be Fit” program to the STRONG B.A.N.D.S. campaign through social media, in-store videos and web content.

The Human Performance Resource Center, the educational arm of the Consortium for Health and Military Performance at the Uniformed Services University of the Health Science, also is providing educational videos and social media posts to support the campaign.

Army garrison-level STRONG B.A.N.D.S. activities this month may include walks/runs, softball, basketball, weight lifting, walks that feature children’s books, CrossFit, bicycling and other events. Garrison participants will receive black and gold Army STRONG B.A.N.D.S. wristbands symbolizing their commitment to a healthier lifestyle. Army Sports, Fitness and Aquatics program officials will track garrison involvement.

During the 2018 STRONG B.A.N.D.S. campaign, more than 68,000 people participated in approximately 350 events at 77 locations.

Spurs legend speaks at military spouse event

By David DeKunder

502ND AIR BASE WING PUBLIC AFFAIRS

Former San Antonio Spurs legend David Robinson spoke to military spouses and children, signed autographs and shot some hoops during the Military Spouse Appreciation Day event at Joint Base San Antonio-Fort Sam Houston May 9.

The event, sponsored by Johnsonville Sausage and the USO, included family-friendly games, basketball, music and food for military families at MacArthur Field, across from the Lincoln Family Housing Community Center at JBSA-Fort Sam Houston.

Robinson, the 10-time NBA All-Star and two-time NBA champion who played 14 seasons for the Spurs, was the center of the attention at the event. He also starred at the U.S. Naval Academy and is a Navy veteran, having served for two years in the branch before being drafted by the Spurs.

Chief Master Sgt. Chris Lantagne, 502nd Air Base Wing and JBSA command chief, introduced Robinson to the crowd.

Robinson spoke about his experiences being in a military family and the child of a Sailor. His father,



DAVID DEKUNDER

Former San Antonio Spurs legend David Robinson spoke to military spouses and children, signed autographs and shot some hoops during the Military Spouse Appreciation Day event at Joint Base San Antonio-Fort Sam Houston May 9.

Ambrose, served in the Navy and would be away from home many times. That meant the responsibility for raising Robinson and his siblings fell on the shoulders of his mother, Freda.

"I remember growing up my dad would go to sea for several months at a time," Robinson said. "My mom would have to be both mom and dad to me.

"I remember she would always say, 'Well, you wait till your dad gets home. I'm going to tell him everything you did,'" Robinson said laughing. "But I saw what she did to keep our family strong. I just know what it takes for spouses of military families. I know the energy, the effort, what it means, how you're the backbone of the family. So, for me being able to be here and encourage you and thank you for what you do is a blessing for me. Thank you for your sacrifices, for the country, for each other and for keeping this country strong."

Afterwards, speaking to the local media, Robinson reflected furthermore on the sacrifices military spouses and their children make each day.

"I know the price that people pay to serve our country, and so it's just a blessing to be able to come in and encourage the families here that are paying that price for us," he said.

After his remarks, fans swarmed Robinson as he signed autographs, basketballs and Spurs memorabilia. He posed for photos and got to play basketball with some of the fans. Robinson was able to enjoy the food, including the sausage grilled at the event, before heading out.

RIGOR

From page 8

In his updated Commanding General's Priorities memo dated April 24, Sargent named "increase rigor" as one of five near term priorities. The full list includes leveraging Simulations and the Synthetic Training Environment; ensuring Combat Fitness through the Army Combat Fitness Test, developing the capabilities of future of combat medics based on future battlefield requirements; increasing rigor; and horizontal integration and synchronization of DOTMLPP-P development into our doctrine and instruction.

The HRCoE's new definition of rigor is "Training that reinforces soldier and warrior acculturation, that is conducted in a DATE, under austere conditions, and allows for repetition to gain mastery of the required tasks while enduring physical and mental stress."

"I felt that only through a cooperative assessment of exactly what rigor would look like in our HRCoE could commanders and staff do an accurate judgment of required equipment, training, development, program of instruction, or POI, and organizational changes that needed to be made," Bonnicksen added.

Bonnicksen asked HRCoE's Quality Assurance Office, or QAO, to lead the Rigor Working Group. The QAO has

always served as the eyes and ears of the command with the mission to promote the Army's Quality Assurance program by evaluating training and training support processes to ensure compliance with Army accreditation standards.

As the HRCoE goes through this transformation and seeks to reform several programs and practices, Bonnicksen believes that ensuring there's no confusion regarding the expected increased rigor is crucial.

"Not leaving this up to everyone's individual interpretation will help us operate efficiently as a staff and command and better use the valuable resources that are entrusted to us," he asserted.

While performing classroom observations and course evaluations over the years, the QAO has witnessed several instances of rigorous training.

"It's not that HRCoE programs haven't been rigorous, but many times this rigor occurs by chance, rather than by design and is a consequence of a seasoned, innovative instructor instead of through course design and the courseware that should be guiding the instruction," Bonnicksen said.

Arguably, HRCoE already has some of the most academically challenging courses in the Army. HRCoE graduate programs regularly make the top 10 list of Best Graduate Schools for Health according to U.S. News and World Report. Additionally the Texas Board of

Nursing assesses HRCoE's pass rate on the National Council Licensure Examination for students in the 68C Licensed Practice Nurse course at 94.7 percent; well above the national average of 83.85 percent. Moreover, HRCoE 68W Combat Medics had a 94 percent cumulative pass rate for the National Registry of Emergency Medical Technicians in 2018, also well above the National average.

With rigor clearly defined and a renewed focus to ensure active measures are taken to add the principles of rigor to training, the HRCoE expects the cumulative effect on the quality of the graduates produced to be extremely positive in the long term.

The HRCoE working group identified several areas that could be enhanced to increase rigor in the cognitive, psychomotor and affective domains of learning. Recommendations for Advanced Individual Training, or AIT, Basic Officer Leadership Course, or BOLC, and the Captains Career Course, or CCC, were to integrate field training, increase assessment of established learning objectives, and develop lesson plans that include scenarios using DATE to physically and mentally challenge trainees in an austere environment.

Many working group recommendations have already been put into course POIs. March graduates of the Army Medicine CCC became the first to take a doctrine exam on the first day of

class, the first to have closed-book exams, the first to present individual concept of support briefs and the first class in over two decades to conduct a field training exercise as part of the course.

Additionally, BOLC has already implemented several quick wins by increasing practical exercises and adjusting curriculum in order to meet Combat Training Center and Operational Force competency gaps. The HRCoE is also aggressively revising the POIs for Advanced Individual Training courses to ensure compliance with the TRADOC commander's intent to increase the quality and rigor and build on soldier and warrior acculturation initiated in Basic Combat Training; each AIT POI will include a 72-hour Field Training Exercise conducted in an austere environment, using DATE driven scenarios.

The Army's Modernization Strategy has one focus: make soldiers and units more lethal to win our nations wars, then come home safely. Bonnicksen believes that enhancing Army Medicine training through increased rigor increases soldier preparedness.

Bonnicksen concluded, "We know that a soldier who is better prepared to meet the challenges of an operational medicine assignment through the rigorous training received at the Health Readiness Center of Excellence, increases lethality across the Army."

LACKLAND

Joint exercise builds expeditionary medical skills

By Tech. Sgt. Carlos J. Trevino
433RD AIRLIFT WING PUBLIC AFFAIRS

More than 70 military members, including Reserve Citizen Airmen, Army and Navy Reservists and Texas Army National Guardsmen combined to sharpen their expeditionary mass-casualty stabilization and aeromedical evacuation skills during Operation Joint Medic at Joint Base San Antonio-Camp Bullis May 4-5.

Operation Joint Medic, provided comprehensive hands-on training on the capabilities of expeditionary medicine including point-of-injury/role 1 care, medical evacuation via rotary wing aircraft, expeditionary medical support/role 2 care, enroute patient staging and aeromedical evacuation, according to Lt. Col. Luis Berrios, 433rd Aeromedical Staging Squadron chief nurse, 433rd Medical Group chief of education and training and officer in charge/lead planner for this exercise.

Participants included the 433rd Medical Group, 433rd Aeromedical Evacuation Squadron, 301st Medical Squadron, Navy Expeditionary Medical Facility Dallas, Army 7454th Medical Backfill Battalion and the Texas Army National Guardsmen from Company C, 2-149 Aviation from Martindale Army Field.



TECH. SGT. CARLOS J. TREVIÑO

Sgt. 1st Class Dion Cortez, Company C, 2-149 Aviation Texas Army National Guard flight medic, guides medical technicians off-loading a simulated wounded patient by stretcher during Operation Joint Medic at Joint Base San Antonio-Camp Bullis May 5.

"The purpose of this exercise was to practice our expeditionary skills," Berrios said. "It was also so we can collaborate with other agencies so that we know how to work with each other when we deploy. By putting everybody together, we learn to communicate and

how to improve our collaboration. It enhanced knowledge of joint medical operations, while increasing readiness posture and morale."

Participants spent the first day learning about the scenario and mission objectives, then met with their teammates

and took a tour of the exercise area.

Meeting prior to the exercise and learning about her teammates' skill sets was important to Tech. Sgt. Alecia Lovci, 433rd Aeromedical Staging Squadron health services administrator.

"It's important so that we can establish roles so that way we are not confused about who is in charge of what portion of the patients' care," she said.

Some participants, like Lt. j.g. Brittany Minor, Navy Expeditionary Medical Facility Dallas critical care nurse, looked forward to learning new skills.

"I have never trained at JBSA-Camp Bullis," Minor said. "This is more in-depth training. We learned how the system would work if there was a mass casualty situation and what our roles would be and how we would take care of the patients."

"Especially with everybody coming together as a team to get things taken care of," Minor said. "Actually learning how to take care of a patient that is out on the field or a mass casualty situation."

Berrios echoed Minor's sentiments.

"It was an outstanding collaboration between the participants from 10 joint-service organizations that significantly increased readiness skills through the use of realistic, hands-on clinical scenarios using clinical practice guidelines," he said.

433rd AW performs flyover at Special Olympics

By Tech. Sgt. Iram Carmona
433RD AIRLIFT WING PUBLIC AFFAIRS

Reserve Citizen Airmen with the 433rd Airlift Wing at Joint Base San Antonio-Lackland performed a C-5M Super Galaxy flyover during the 50th Annual Special Olympics Texas Summer Games opening ceremony May 3 at Toyota Field.

Brig. Gen. Laura L. Lenderman, 502nd Air Base

Wing and JBSA commander, was one of the guest speakers during the opening ceremony.

"The Special Olympics are close to my heart from the past experiences I've had with the athletes and their families," Lenderman said. "I just think it's symbolic of the bravery of all of us for the young men and women to come out and compete, and no matter what their challenges are, they don't let anything stop them."



TECH. SGT. IRAM CARMONA

Brig. Gen. Laura L. Lenderman, center, 502nd Air Base Wing and Joint Base San Antonio commander, stands with Gordon Hartman, left, of the Gordon Hartman Family Foundation, and Chief Joseph Salvaggio, right, Leon Valley chief of police, before the opening ceremony of the 50th Annual Special Olympics Texas Summer Games May 3 at Toyota Field in San Antonio.

Off-duty 25th Air Force Airman responds to accident scene

By Lori A. Bultman

TWENTY-FIFTH AIR FORCE PUBLIC AFFAIRS

When Staff Sgt. Daniel Pierce left his San Antonio home March 2, headed for Round Rock, he did not have plans beyond reaching his final destination. But when he saw a serious collision while passing through Austin, he did not hesitate to assist.

“My wife and I saw a pickup truck lose control on southbound IH-35 close to Slaughter Lane in Austin; we were headed northbound to Round Rock. The pickup truck collided with the outer barrier and crossed the southbound lanes before it hit an SUV,” Pierce said.

The combat operations mission supervisor with the 625th Operations Center immediately pulled over to assess and assist in the situation, while his wife called emergency services.

“I was able to get the driver out and have him lie on the ground away from the smoking vehicle,” he said.

He then doubled back and assisted the passenger out of the vehicle.

“I went back to the driver and placed my hands and arms on his neck to stabilize it to help prevent any possible further injury,” Pierce said. “One of the other people who stopped to help was a trained first responder and had C-collars (cervical collars) with him. After he put the C-collar on the driver, I continued to stay with him and hold his head until EMTs arrived. I asked my wife for a blanket to help



Staff Sgt. Daniel Pierce, 625th Operations Center combat operations mission supervisor, was traveling with his wife to Round Rock when they witnessed an accident in Austin on March 2. Pierce did not hesitate to render aid and ensure the victim's safety.

keep him warm, since it was a cold day.”

Once Austin-Travis County Emergency Medical Services personnel arrived on the scene, Pierce gave them as much information as he could to assist them in assuming care of the patient. He then went to the driver's vehicle to retrieve his cell phone so the victim could call his family.

Scott Anderson, an Austin-Travis County EMS paramedic/clinical specialist who was in the first

ambulance to arrive at the accident scene, was appreciative of the assistance rendered by Pierce.

“Both patients had been removed from the vehicle and taken over to a safe location to lie flat in a shock position,” which Anderson said was ideal in this situation. His ambulance transported the two gentlemen to the hospital where it was determined both had sustained significant injuries.

“It was quite a busy incident, but I can confidently say that all the people, including Pierce, on scene prior to our arrival were beneficial in the continued care and outcome of the injured,” Anderson said, sending his thanks and appreciation to Pierce for making a difference.

Upon hearing about the incident, Pierce's leadership also praised his actions.

“I am inspired by Staff Sgt. Pierce's selfless willingness to help someone in need. His actions are an example of our core value to place service before self,” said Chief Master Sgt. Summer Leifer, Twenty-Fifth Air Force command chief.

“In the hustle of everyday life, good people sometimes miss opportunities to help one another because they assume someone else will take care of it,” she said. “Staff Sgt. Pierce showed through his actions that he understands — if not you, then who? If not now, then when? I am proud to serve with Staff Sgt. Pierce and all Airmen who take every opportunity to stand up and take action to help and support others.”

24th AF adds combat comm capabilities with ANG wing transition

From staff reports

AIR FORCES CYBER PUBLIC AFFAIRS

The 156th Airlift Wing, Puerto Rico Air National Guard, transitioned to the 156th Wing April 10. The name change synced with the unit's newly assigned contingency response and combat communications missions.

"The new contingency response and combat communications missions are strategically aligned and capitalize on the unique capabilities, experiences and professionalism of Puerto Rico's Airmen," said Lt. Gen. L. Scott Rice, Air National Guard director. "The missions also provide Puerto Rico's territorial leadership tremendous resources for territorial emergency response."

The transition adds to the 24th Air Force's combat communications strength and overall ability to deliver full-spectrum cyberspace capabilities and outcomes to the Air Force, joint force and the nation.

"The 156th Wing's new combat communications squadron will be a 24th Air Force-gained capability, adding to the 15 combat communications squadrons already in



COURTESY PHOTO

Airmen from the 156th Medical Group treat simulated mass casualties during Exercise Vigilant Guard in Puerto Rico, March 14. The 156th Airlift Wing transitioned to the 156th Wing April 10 to sync with the unit's newly assigned contingency response and combat communications missions.

the ANG," said Col. James A. Pokorski II, ANG adviser to the 24th AF commander.

The new combat communications mission also aligns with the National Defense Strategy's aim to build a more ready and lethal cyber force poised to compete and deter the nation's adversaries in cyberspace.

"These combat communications squadrons are responsible for extending command, control, communications and computers, and enabling operations from expeditionary air bases worldwide," Pokorski said. "Combat communications squadrons also restore basic communications following major hurricanes and other

natural disaster."

In addition to the new units, the existing security forces and civil engineering units will increase in size. Adding to these existing capabilities further enhances the Puerto Rico ANG's ability to support global operations and assist territorial emergency response agencies.

"The 156th Wing will be the first ANG wing with this particular combination of missions, and it joins a well-established contingency response and combat communications enterprise that already exists within the Air National Guard," Rice said. "The Air Force and the Air National Guard are capitalizing on the expertise of (Puerto Rico ANG) Airmen and Puerto Rico's strategic location to support federal and territorial mission requests. I am confident the Airmen of Puerto Rico have the skills and the motivation required to continue their tradition of success in these new missions."

The unit will enter a 36-month conversion period during which the Air National Guard will provide support as the Puerto Rico ANG builds and reaches full operational capabilities.

Program prepares Airmen for employment after service

By Lori Bultman

25TH AIR FORCE PUBLIC AFFAIRS

The Air Force Career Skills Program, or CSP, prepares Airmen through vocational and technical training for a specific career or trade when transitioning from military to civilian employment.

Master Sgt. Angela Santos, superintendent, Education and Technology Branch, Air Force Cryptologic Office, 25th Air Force, at Joint Base San Antonio-Lackland, first heard about CSP from a friend and headed to the Transition Assistance Program office to learn more.

"That is where I learned all I needed to about this program," Santos said. "The most important thing to know is that it is a self-initiated opportunity."

According to Jose Ontiveros, 802nd Forces Support Squadron CSP coordinator, the

program is intended to assist transitioning service members by helping them find an internship, apprenticeship or certification program, which can be completed in the 180 days before the last day on active duty.

"There are no rank or term restrictions; officers or enlisted, separating or retiring are eligible, as long as the service member is expecting at least a good conduct discharge," he said.

Santos, who began her program in April, hopes to acquire additional skills she may need for her next career.

"I want to pick up new technical skills, network, and ease my transition into the civilian workforce overall," she said. "If my internship results in a job offer, that would be ideal, but even if not, I will still be appreciative for the experience."

While Santos selected her internship program, there are three options to choose from, depending on how a service member wants to benefit:

APPRENTICESHIP: These are generally a combination of on-the-job training and related instruction that may be sponsored jointly by an employer and union groups, individual employers or employer association; **INTERNSHIP:** These opportunities are for entry-level job-seekers. Internships may be completed in state or local government or in the private sector and may consist of on-the-job training and work experience; or **ON-THE-JOB TRAINING:** In this program, job skills are learned at a place of work while performing the actual job.

Another important aspect of CSP is that service members are not limited to local programs.

Airmen can research any company or training program to find one that will align with their transition goal.

"The CSP has vendors who are already affiliated with the program, but members are able to seek out their own internships with any company, within legal considerations," Santos said. "There are also corporate fellowship cohorts with some outstanding companies, but most have specific course dates."

Regardless of the chosen employer, there are a number of forms that must be completed and endorsed by an Airman's unit commander, the CSP provider (employer), the Airman, and the education center before the service member is approved to participate.

"Your unit also has to identify a point of contact who will be responsible for your

accountability during program participation," Santos said. "Airmen can be recalled to their military assignment at any time for mission requirements."

Once an Airman is approved and begins the program, there is more to learn than just technical job skills. The CSP is also about the transition from military to civilian life.

Santos said simple things like learning to break away from military jargon and acronyms to having to put together business casual or professional attire each day versus a uniform will help ease her transition out of the military and back into civilian life.

"Uncle Sam has been very good to me during my more than 22-year career; I have been blessed to have been able to travel the world, gain a free education through the graduate level, and learn invaluable life-long skills," she said.

ARMY VALUES

From page 4

SELFLESS SERVICE

Place the welfare of the nation, the Army and subordinates before your own. The nation today needs men and women who think in terms of service to their country and not in terms of their country's debt to them.

You have often heard the military referred to as "the service." As a member of the Army, you serve the United States. Selfless service means doing what's right for the nation, the Army, your organization and your teammates – and putting these responsibilities above your own interests.

The needs of the Army and the nation come first. This doesn't mean that you neglect your family or yourself; in fact, such neglect weakens a Soldier and can cause the Army more harm than good. Selfless service doesn't mean that you can't have a strong ego, high self-esteem or even healthy ambition.

Rather, selfless service means that you don't make decisions or take actions that help your image or your career but hurt others or sabotage the mission. We must function as a team and for a team to work the individual must surrender their self-interest for the greater good of the whole.

HONOR

Live up to all of the Army values.

What is life without honor? Degradation is worse than death. Honor provides the "moral compass" for

character and personal conduct in the Army.

Though many people struggle to define the term, most recognize instinctively those with a keen sense of right and wrong, those who live such that their words and deeds are above reproach. The expression "honorable person," therefore, refers to both the character traits an individual actually possesses and the fact that the community recognizes and respects them.

Honor holds Army values together while at the same time being a value in and of itself. Honor means demonstrating an understanding of what's right and taking pride in the community's acknowledgment of that reputation.

INTEGRITY

Do what's right – legally and morally. The American people rightly look to their military leaders not only to be skilled in the technical aspects of the profession of arms, but also to be men and women of integrity.

People of integrity consistently act according to principles. Soldiers with integrity make their principles known and consistently act in accordance with them.

Being honest means being truthful and upright all the time, despite pressures to do otherwise. Having integrity means being both morally complete and true to oneself.

As a Soldier, you are honest to yourself by committing to and consistently living the Army Values; you're honest to others by not presenting yourself or your actions as anything other than what they are.

Soldiers should always say what they mean and do what they say. If you can't accomplish a mission, inform your chain of command. If you inadvertently pass on bad information, correct it as soon as you find out it's wrong.

People of integrity do the right thing not because it's convenient or because they have no choice. They choose the right thing because their character permits nothing less. Conducting yourself with integrity has three parts:

- » Separating what's right from what's wrong.
- » Always acting according to what you know to be right, even at a personal cost.
- » Saying openly that you're acting on your understanding of right versus wrong.

PERSONAL COURAGE

Face fear, danger, or adversity (physical or moral). Personal courage isn't the absence of fear; rather, it's the ability to put fear aside and do what's necessary. It takes two forms, physical and moral. Good Soldiers demonstrate both.

Physical courage means overcoming fears of bodily harm and doing your duty. It's the bravery that allows a Soldier to take risks in combat in spite of the fear of wounds or death.

In contrast, moral courage is the willingness to stand firm on your values — even when threatened. It enables Soldiers to stand for what they believe is right, regardless of the consequences.

Soldiers who take responsibility for their decisions and actions, even when things go wrong, display moral courage.

RANDOLPH

An AETC award one 'OTTO' be proud of

By Brian Lepley

502ND AIR BASE WING PUBLIC AFFAIRS

The nerve center of any installation, Command and Control Operations is always ready, but usually calm.

Not so on Nov. 9, 2018, at Joint Base San Antonio-Fort Sam Houston.

When a vehicle ran past security at Schofield Gate around 4 a.m. that day, the 502nd Air Base Wing Command Post shifted into high gear.

At the stick was Senior Airman Danielle Otto.

"As a senior emergency actions controller, she led C2 actions during that fugitive installation breach, helping ensure the safety of thousands of military and family members," said Senior Master Sgt. Troy Sahai, C2 operations superintendent for the 502nd ABW. "Otto is a team player that displays amazing leadership qualities and is dedicated to helping all members of the team succeed."

Staff Sgt. Ashley McGovern is impressed by the young Airman's maturity.

"She has been operating at an NCO level ever since she arrived as a brand new A1C, fresh from tech training," the C2 training NCO said. "We selected Otto to be a part of the C2 training team here

and she's taken the role of alternate training manager, which is typically a duty of an NCO."

The St. Louis native just passed her two-year enlistment anniversary with recognition as the Command Post Airman of the Year for Air Education and Training Command.

"We nominated her because her performance and dedication to this critical job is outstanding," Sahai said.

"She has my utmost trust to do her 100 percent best in every task she's assigned, even when it is beyond the scope of her assigned duties," said McGovern.

Otto's path to Air Force service is a familiar one. She headed to Penn State University after graduating high school in 2015.

"I'm into math and I was ready to get through college with an MBA and head to Wall Street," Otto said.

Sadly, those future plans fell victim to a real-world problem.

"I could not afford to stay in college," she said.

While in high school, Otto remembers scoffing at potential military service. Post-college, she decided the Air Force was her next step.

Otto said, "I've always wanted to be the best that I can be." Reminded that was the Army's slogan for decades, she



Senior Airman Danielle Otto, senior emergency actions controller, receives a call April 25 at Joint Base San Antonio-Fort Sam Houston.

BRIAN LEPLEY

laughed, replying, "It's an Air Force thing, too!"

"I feel like I have a clear path in my life, I feel like I'm doing what I'm supposed to be doing," she said. "The good thing about this job is that it's different day to day. When I go to another base, it will be a different job."

While McGovern admires Otto's commitment, the NCO won't be surprised if the senior airman is ever a sergeant.

"She was promoted below the zone and is actively pursuing becoming an officer," McGovern said.

"My goal is Officer Training School or getting out and using my GI Bill for college and law school," Otto said.

In between duty and career advancement work, she volunteers at the San Antonio Humane Society and is a

Big Sister mentor to a 14-year old.

Otto's desire to help others extends to her duty time as well.

"She is involved in mentorship events for Basic Military Training graduates and developed a Command Post career field information packet for BMT grads," Sahai said. "As a member of the Command Chief Dorm Innovation Committee she helped to improve quality of life for all JBSA dorm residents."

As Otto showed last November during the JBSA-FSH lockdown after the security breach, McGovern believes the 22-year-old is a mature role model for young Airmen.

"Working Command Post means truly always being ready to perform," McGovern said. "Otto has no hesitation when it comes to taking initiative."

JBSA pools open Memorial Day weekend

Three triathlons will be a highlight of the summer at the JBSA-Fort Sam Houston Aquatic Center

By Robert Goetz

502ND AIR BASE WING PUBLIC AFFAIRS

With Memorial Day weekend just around the corner, members of the Joint Base San Antonio community will soon have a summer's worth of opportunities to beat the heat at the installation's

swimming pools.

Recreational swimming season begins May 24 at the JBSA-Fort Sam Houston Aquatic Center, building 3302; JBSA-Lackland Warhawk Pool, building 2502; and the JBSA-Randolph Center Pool, building 502.

Summertime at the JBSA pools will

also be filled with activities such as swim lessons at all three locations, triathlons at JBSA-Fort Sam Houston, and water aerobics and volleyball nights at JBSA-Lackland.

Hours of operation for open swimming throughout the summer are noon to 8 p.m. Monday-Sunday at the JBSA-Fort Sam Houston Aquatic Center; and 1-8 p.m. Monday, 1-8 p.m. Wednesday-Friday, 11 a.m. to 8 p.m. Saturday and 1-6 p.m. Sunday at the

JBSA-Randolph Center Pool.

Lap swimming at the JBSA-Randolph South Pool, building 980, is scheduled from 8 a.m. to 6 p.m. Monday-Thursday June 17-Aug. 8.

Hours of operation for open swimming at the JBSA-Lackland Warhawk Pool are 4-7 p.m. Tuesday-Friday from May 24-June 9 and 1-8 p.m. Saturday-Sunday starting May

JBSA POOLS continues on 21

JBSA POOLS

From page 20

24. Tuesday-Friday hours change to 1-7 p.m. starting June 10.

At JBSA-Lackland's Skylark Aquatic Center, building 6482, lap swimming is year-round from 11:30 a.m. to 1 p.m. Monday, 11 a.m. to 1 p.m. Tuesday-Friday and 1-5 p.m. Saturday. Open swimming is from 4-7 p.m. Monday-Friday and 1-5 p.m. Saturday.

Daily fees at the pools are \$2 for children 10 years old and younger and \$3 for other swimmers, while season passes cost \$45 for individuals, \$35 for military students, \$85 for families of three, \$50 for military families E-1 through E-4 and \$10 for each additional family member.

Season pool passes are available for purchase at the JBSA-Randolph Community Services Mall, building 895, and will be available for

purchase beginning May 13 at the JBSA-Fort Sam Houston Aquatic Center and May 14 at the JBSA-Lackland Skylark Aquatic Center. Passes can be used at all three locations.

Swim lessons, which are offered to dependents of military members, cost \$65 per session except for active-duty family members E-1 through E-4, whose cost is \$35 per session.

Registration at the JBSA-Fort Sam Houston Aquatic Center begins from 11:30 a.m. to 6:30 p.m. May 13. Lessons are held Monday-Friday for two weeks. Session 1 begins June 3 with class times from 9-9:45 a.m. and 11-11:45 a.m., and 10-10:45 a.m. for the Youth Programs class. Session 2 begins June 17, session 3 on July 8 and session 4 on July 22. In addition, a parent/child class is taught at the 11 a.m. class time only for children 6 months to 3 years old.

The first class at JBSA-Lackland starts June 11;

registration for that class is from 11 a.m. to 3 p.m. June 3 at Outdoor Recreation, building 871. Registration for future classes take place every following two weeks at the Skylark Pool. Each class has eight 40-minute lessons from Tuesday-Friday every two weeks throughout the summer. Classes are for ages 3 and older.

At JBSA-Randolph, swim lesson registration begins at 9 a.m. May 21 in the Community Services Mall. Lessons are held Monday-Thursday mornings for two weeks at the South Pool; the first class is June 17.

Open to individuals and teams, triathlons will be a highlight of the summer at the JBSA-Fort Sam Houston Aquatic Center.

The first triathlon, which will begin at 7 a.m. June 9, consists of a 200-meter swim, 5-mile bike ride and 1-mile run. Registration deadline is June 5.

The second triathlon, with a registration deadline of July 10, begins at 7 a.m. July 14 and

features a 300-meter swim, 10-mile bike ride and 2-mile run.

The third triathlon is set for 7 a.m. Aug. 11; it consists of a 400-meter swim, 15-mile bike ride and 3-mile run.

Registration deadline is Aug. 7.

"The triathlons are awesome," said Dave Waugh, JBSA-Fort Sam Houston Aquatic Center manager. "They're progressive in nature. After the first triathlon, participants will have a month to build up to the second triathlon and then another month to prepare for the third triathlon."

A fourth triathlon is scheduled at 7:30 a.m. Sept. 8. It's a "reverse" triathlon that starts with a 3-mile run and continues with a 10-mile bike ride and 200-meter swim.

Entry fee for the triathlons is \$20. Individuals and teams are responsible for their own bikes.

JBSA-Lackland features water aerobics at a cost of \$3

per session from 5-6 p.m.

Mondays, Wednesdays and Fridays at the Skylark Aquatic Center, and volleyball night from 7:30-10 p.m. Thursdays starting June 13 and ending Aug. 1 at the Warhawk Pool.

Swimmers 18 years old and younger who are at level four and up may also join the youth swim team, which meets from 6-7 p.m. Monday, Wednesday and Friday at the Skylark Aquatic Center beginning May 20 and ending in early August. A successful swim test is required for placement on the team, and the monthly fee is \$65 per member.

JBSA-Lackland will also feature a dive-in family movie night every Tuesday beginning June 11. Doors open at the Warhawk Pool at 8 p.m.; the movie begins at 8:30 p.m.

For more information, call JBSA-Fort Sam Houston, 210-221-4887; JBSA-Lackland, 210-671-3780; or JBSA-Randolph, 210-652-5142, option 2.

Fitness center seminar offers advice for marathon runners

By Robert Goetz

502ND AIR BASE WING PUBLIC AFFAIRS

Joint Base San Antonio-Randolph's Rambler Fitness Center has scheduled a class to help set up budding and experienced runners for success in the Air Force Marathon Sept. 21 and future events.

The Kickoff Marathon Training Seminar is set for noon May 22 at the fitness center, building 999.

"The seminar will help lay down the groundwork for runners on how to prepare for a marathon, creating some awareness of steps you will need to take to prepare yourself mentally, physically and spiritually," said Adrian Gonzales, Rambler Fitness Center fitness program manager.

The seminar will cover a number of bases – from training plan scheduling tips for runners at beginner and intermediate levels to strength training advice, nutrition and choosing the right shoes.

Preparing for a marathon takes time, Gonzales said.

"A good general rule is to start your training regime about 16 weeks from the

date of your marathon," he said. "It is good to adhere to a good training schedule, but it is also important to make sure that the training schedule is realistic to your fitness level. Sixteen weeks is a good time frame to allow for the body to adapt to the stressors of a marathon."

During the class, Gonzales will use the fitness center's Marathon Training Guide to steer beginning and intermediate runners through progressive daily training plans that also include needed days of rest.

Gonzales also encourages runners to build up to marathons by competing in shorter-distance runs such as 5Ks, 10Ks and half-marathons.

"For beginners, it is good to have some low-key races to help boost your confidence before the big day," he said. "These types of runs can prepare you mentally and physically for the rigors of running nonstop for several hours. If time is your goal, these types of runs can also help establish a pace to help with aerobic strength and efficiency."

During training, having a running partner can be beneficial, Gonzales said.

"You can gauge your exertion levels



COURTESY GRAPHIC

based on how clearly you can talk with your partner," he said. "It can also take your mind off the rigors of running. In some cases it may even give you that extra motivation, keeping you accountable throughout the training program."

Gonzales said he stresses the importance of diet, nutrition and hydration in a running regimen.

"Completing a marathon is about strength, endurance and stamina; proper hydration, nutrition and training are vital to a runner's success," he said. "Seeking guidance from a nutritionist and other professionals can be a key to success before attempting any fitness program and achieving your goals."

Runners should not overlook strength training in their preparation, Gonzales

said.

"Upper body strength can help with balance, better posture and more power for sprint," he said. "Lower body strength can offer protection from the possibility of injury when running fast downhill or even for uphill strength, while abdominal strength can help protect the back and assist in maintaining proper running form and posture."

Choosing the right footwear is another consideration.

"For the demands ahead of you leading up to your ultimate goal, I would advise speaking to a shoe expert," Gonzales said. "They can custom-fit your shoe to your specific foot type."

For more information, call 210-652-7263.