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JOINT BASE SAN ANTONIO

JULY 5, 2019



PHOTO BY JOHN FRANKLIN

Emergency Medicine physicians observe Special Forces members responding to mock casualties from a simulated ambush during the 2019 Joint Emergency Medicine Exercise June 14 at Joint Base San Antonio-Camp Bullis.

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participate in joint exercise** *Page 6*



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fallen Tuskegee Airman**
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Air Force Medical Service unveils new model for active-duty care

By Air Force Surgeon General Public Affairs

In an effort to return more Airmen to duty quicker, the Air Force is rolling out a new medical model to restore the overall readiness of our military.

Under the new Air Force Medical Reform model, dedicated provider care teams will be aligned to an Operational Medical Readiness Squadron primarily focused on proactively treating active duty Airmen and improving their availability to support the warfighting mission. Care for non-active duty patients, primarily the families of service members and military retirees, will be handled by separate provider teams aligned to a Health Care Operations Squadron.

"This new structure optimizes both functions and allows us to return airmen back to full mission capability as quickly as possible without decrementing care to our beneficiaries," said Lt. Col. Robert Corby, chief of Medical Manpower and Personnel, Office of the Air Force Surgeon General. "Restructuring where care is delivered lets our providers focus on each group to improve the quality of care, create efficiencies, and most



COURTESY GRAPHIC

importantly, get injured or ill Airmen back into the fight more quickly."

The model is based on a pilot the 366th Medical Group, Mountain Home Air Force Base, Idaho, began in summer 2018. The group reorganized into two squadrons with the goal of returning Airmen to duty as quickly as possible.

The pilot initially launched as part a wing-wide initiative for the 366th Fighter Wing. Since the initial rollout, the 366th MDG has seen promising results.

"We had more than 400 Airmen on the base who were considered "non-mission capable" when we launched in March 2018," said Col. Steven Ward, the 366th MDG commander. "In six months, we

reduced that number by nearly one-fourth. Our provider teams focused relentlessly on getting Airmen back into the fight."

Provider teams were able to holistically treat Airmen instead of waiting for an Airman to seek out care. They visit with Airmen in their duty locations to understand the personal and workplace challenges they face, and partner with unit leaders to proactively manage Airmen's care and minimize downtime.

"It was a real culture change for our provider teams, focusing just on Airmen and building relationships with their assigned squadron and leadership," Ward said. "That narrow focus really helps providers get to know their patients and solve health

problems before they can negatively affect the mission."

The renewed focus on readiness and returning Airmen to duty goes hand-in-hand with other reform efforts within the Air Force Medical Service and the Military Health System. Corby emphasized cooperation with the Defense Health Agency, as they assume a larger role at Military Treatment Facilities.

"As we become a more integrated enterprise, it's very important for us to learn from each other," Corby said. "The current version of Air Force Medical Reform isn't final. It will continue to evolve as we roll it out to other locations, and get a better understanding of each Active Duty population's specific needs."

The AFMS plans to initially rollout the new medical organization model to 43 Air Force MTF within the continental United States. Medical centers, hospitals, ambulatory surgical centers, graduate medical education facilities, overseas MTFs, and limited scope facilities will not initially move to the new organizational model.

The next phase of Medical Health System reforms will administratively transition the MTFs of all military services to DHA responsibility Oct. 1.

Housing Health Registry added to all installation community resource guides

By Douglas Holl

U.S. ARMY PUBLIC HEALTH CENTER
PUBLIC AFFAIRS

Residents with housing-related health and safety concerns can now find information about the Housing Environmental Health

Response Registry in every Army installation Community Resource Guide.

The HEHRR was launched in April by the U.S. Army Medical Command to address housing health or safety concerns of current or former Army housing residents.

"Housing is one of those topics that is often searched for in the CRG," said Anna Courie, Army Public Health Center Health Promotion Policy and Evaluation project officer. "If Army Families have health issues surrounding their military housing, they can

search for the HEHRR in the CRG to register their concerns and problems. We really want to get the information out to our users to take action on their concerns."

The CRG digitally connects service members and Families to available resources based on their identified need. Courie says the CRG is better than a Google search, because it has been configured so that the

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

Personnel Issues

Q. Joggers at Joint Base San Antonio-Randolph, from 5 a.m. through daylight, have NO reflective gear and are wearing headsets.

In the past two months, I have had three Joggers run out in front of my car with NO reflective gear of any kind. All three were wearing headsets not paying attention to traffic.

From 2007 thru 2014, reflective gear was a mandatory safety requirement. Exercising of any kind on roads in dark and inclement weather required reflective gear.

As I understand, headsets are also not to be used on roads while jogging. What can be done to help make JBSA-Randolph a safer place for everyone?

A. Thank you for sharing your concerns ... I greatly appreciate your question. Joggers at JBSA-Randolph are encouraged to wear highly visible clothing during hours of darkness and inclement weather, and the use of listening devices is still prohibited while running on the roadways in accordance with Air Force Instruction 91-207.

The 902nd Security Forces Squadron can cite violators on JBSA installations for wearing listening devices while jogging on the roadways. With the help of commanders and supervisors, we will send out Safety reminders to personnel about the rules for jogging on base. It's currently briefed at all newcomer's briefings, but we will ensure to emphasize the jogging rules and safe locations to jog.

The rules for jogging on base may be more stringent for personnel in other

branches of service; it is recommended that those personnel check with their command.

Q. Non-appropriated funds supervisors are not eligible to receive union representation to file grievances or complaints. What agencies are out there to assist the NAF supervisor, when we ourselves are experiencing a negative work environment, bullying from our supervisor and fear of retaliation?

A. Thank you for the opportunity to provide this reminder to our workforce that we do not tolerate bullying and retaliation. In many cases, non-appropriated fund supervisors may file a complaint and/or appeal with the Air Force, the Equal Employment Opportunity (EEO) Office, the Inspector General (IG), and/or the Office of Special Council (OSC).

If the complaint or appeal is in response to a formal disciplinary action or adverse action, then the Air Force will notify the employee of their complaint and/or appeal avenues. However, if the complaint or appeal is in response to an informal action, then the employee should contact the various offices to obtain basic administrative information.

If a non-bargaining NAF employee finds they need to file an administrative grievance, our NAF Human Resources Office can provide the process and procedures; however, they cannot represent an employee. Employees may obtain a representative of their choosing at their own expense.

Guidance related to NAF Appeal and Grievance Procedures for non-bargaining employees can be found within the following Instruction and Guide:

Outlined in AFI 34-301, dated June 2019, Non-appropriated Funds Personnel Management and Administration, Chapter 8, paragraph 8.1, "General. Employees may file an appeal or grievance to express dissatisfaction with matters relating to conditions of employment without fear of penalty or reprisal or the threat thereof."

NAF Personnel Management and Administration Procedures Guide dated June 2019 Chapter 9, paragraph 9.1.2, "Filing an appeal or grievance does not reflect unfavorably upon either employee's standing in the organization or the employee's loyalty



or value to the organization. An employee is free to use these procedures without fear or penalty or reprisal. No supervisor or other person acting in an official capacity for the AF may take, or threaten to take, any action of reprisal against an employee because that employee has exercised or expressed an intention to exercise any right under these procedures."

Paragraph 9.1.3, "Whenever appropriate, all parties are encouraged to discuss and resolve disputes informally at the lowest levels. Policies regarding alternate dispute resolution techniques are addressed in Department of Defense Directive 5145.5, Alternative Dispute Resolution (ADR), April 22, 1996, as amended."

Chapter 9.8. Representation. Paragraph 9.8.1, "An employee may be accompanied, represented, and advised by a representative of the employee's choice at any stage of the procedure. The employee shall designate his or her the representative in writing. A written designation is changed only by the employee's written notification to the official then considering the appeal or grievance. The employee bears all costs of representation."

If an employee has questions in regards to the NAF Appeal and Grievance process please contact Mr. Daryl Rous, Human Resources Specialist (EMR/LMR) at (210) 652-5841.

Installation & Facilities

Q. The roads at JBSA-Randolph have many potholes. While those are being fixed, is there a way to install extra street lights so JBSA-Randolph isn't so

dark and drivers can see the potholes?

Better lighting would make it easier to see potholes, joggers and the new speed bumps at the Lindsey Gate. Saving energy is important, but energy-saving lighting solutions should be available today.

A. Thank you for your question! Our Civil Engineer team is actively working to improve our roadways and traffic safety JBSA-wide, including pavement and pothole repairs, new and updated signage and paint striping, as well as improved lighting.

For any newly identified potholes, please report them through your unit's facility manager, or if immediate safety concerns arise contact our CE Customer Service line direct at 210-671-1555.

Regarding lighting, we recently were successful with partnering with our local energy provider to help improve lighting at JBSA-Fort Sam Houston, and we are presently in the process of privatizing our utilities on JBSA-Randolph which may open up similar doors to work lighting improvements there.

In the meantime, CE will look to conduct a lighting survey to identify what areas require the greatest need, and to determine if the corrective actions should be to improve existing fixtures or add new.

If there are any easy fixes identified, CE will look to accomplish in-house, otherwise they will work to resolve through contracted means or through the privatized utility company. Lighting can also be a challenge as we try and

FEEDBACK FRIDAYS continues on 18

Academic credentialing program seeks to boost Soldier retention

By Joe Lacadan
ARMY NEWS SERVICE

The Army could add to its record retention numbers by providing more incentive for Soldiers to stay on duty, the service's top enlisted leader said June 26.

The Army has been testing a pilot program for academic credentialing at Fort Hood, Texas, and plans to extend the program to several major installations by the end of 2019, said Sgt. Maj. of the Army Daniel Dailey. The Army plans to spread the program to all installations in fiscal year 2020.

The Army recently provided 110 bachelor's degrees to senior NCOs who attended the Sergeant Major Academy at Fort Bliss, Texas. Dailey said the Army will be providing Soldiers with some college credit or professional credentialing for each level of NCO training.

"The expectation is we give something back for that service," Dailey said at an Association of the Army breakfast in Washington, D.C. "Not just be able to say that you served and sacrificed, but getting tangible results. That's what we owe to the American people; is a better product, to be more productive in their hometowns."

Dailey said the Army has still been working out the finer points of the program to ensure higher quality training for service members and decide how agencies will receive payment. The program will also be available to National Guard and Army Reserve members.

Dailey said the Army has been working with each of the military centers of excellence to provide technical skill training equitable to academic skills.

"We thought we need to build on that more, because 60 percent of the Army is combat arms, so what tangible technical skills do they leave with?" he said.

Dailey cited that 80 percent of American jobs require skilled labor, and that Soldiers can become productive members of the work force after leaving the Army.

"There is a great opportunity for many of our Soldiers to fulfill the ranks of those skilled labor requirements in our hometowns of America, and they have the tangible skills," Dailey said. "We just need to make it official."

"We saw the opportunity to be able to capitalize on the great skills our Soldiers have now and translate those to civilian-sector skills which we had not done."

Last year, with the help of Congress and the Army Continuing Education System, the Army created the credentialing assistance fund which gave the service the authority to finance credentialing assistance for Soldiers. The program gives Soldiers the opportunity to earn professional civilian licenses and technical credentials.

Dailey said the Army has already exceeded its retention goals for 2019 and could come close to its record numbers of last year. Additionally, Dailey said the Army remains on track to meet its fiscal 2019 recruiting goal of 68,000 active-duty Soldiers, along with 15,600



LUC DUNN

Sgt. Maj. of the Army Daniel Dailey speaks about retention and academic credentialing at the AUSA Institute of Land Warfare breakfast June 26 in Arlington, Va.

for the Reserve and 39,000 for the National Guard.

Dailey said the retention and recruiting successes can be credited to the Soldier for Life program, which the Army will continue to support. The Army reviewed surveys of junior Soldiers that showed a higher trust in Army leadership. And finally, Soldiers cited greater career advancement opportunities as reasons for re-enlisting.

The recently updated promotion board system will also help retain Soldiers, Dailey said. For decades, Soldiers earned promotions based more on time in rank and length of service. The changes focus promotions strictly on merit, potential and individual achievement.

"Most importantly, there's opportunity for upward mobility," Dailey said, "which we found is the critical key to retaining our good Soldiers."

Finally, the Integrated Personnel and Pay System-Army will integrate Soldier pay and personnel management into

one system to help better manage Soldiers' careers, Dailey said.

The Pennsylvania National Guard has been testing the system, and Vice Chief of Staff of the Army Gen. James McConville met with Guard leadership to discuss fielding it. The system will eventually be fielded throughout the Army.

Dailey said the service has plans to keep NCOs at the same duty location longer, but would have to examine each Soldier's career model and their professional development. The service recently announced plans to extend overseas duty assignments in Japan and Europe by a year for unaccompanied Soldiers, in order to increase readiness.

"Our goal is to try to suppress some of the movement that we have around the Army," Dailey said.

He said much of the movement in the Army is driven by requirements to strengthen the force in Korea, add more drill sergeants to train increasing numbers of new Soldiers and to add recruiters to meet the Army's recruiting goals.

Changes in GI Bill transfer benefits for NG members coming

By Sgt. 1st Class Jon Soucy
NATIONAL GUARD BUREAU

Provisions allowing Guard members to transfer some or all of their Post-9/11 GI Bill benefits to their spouse or children are set to change in less than 30 days, limiting the time frame Soldiers and

Airmen can transfer those benefits.

"You have to have a minimum of six years (in service) in order to be eligible to transfer benefits, and after 16 years, you're no longer eligible," said Don Sutton, Army National Guard GI Bill program manager, describing the

changes set to go into effect July 12.

Sutton said the six-years-of-service rule isn't new.

"You've always had to have a minimum of six years of service in order to transfer your Post-9/11 GI Bill benefits," he said, adding the big change is

the cutoff at 16 years of service.

"You'll have a 10-year-window in which to transfer benefits," he said, stressing that Guard members won't lose the benefits after 16 years of service, just the ability to transfer them to their spouse, children or other dependents.

"The Post-9/11 GI Bill and the

transfer of benefits are two entirely different and separate programs," Sutton said. "Even though Soldiers may be ineligible to transfer benefits, they still have the Post-9/11 for their own use."

For those interested in

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REGISTRY

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service member, family member or civilian can search based on need category, provider, A-Z index or by keyword search term.

“The military has its own lingo and language,” Courie said. “We’ve tried to think like a Soldier or spouse coming to a new duty station and using terms of reference that are familiar to them to quickly get them the information they need on their problem or risk factor.”

By linking the HEHRR to the CRG, APHC is hoping to leverage this resource to make sure all housing residents are getting the word about the Registry. Since its launch, residents from 38 installations have called the registry hotline at 1-800-984-8523 to voice their concerns.

Residents who enroll in the registry will receive information about any environmental health hazards they may be concerned with, including water quality, lead, mold or mildew, dampness or asbestos. They can also use the registry to report a health concern or request contact from one of APHC’s public health experts to assist them with their issue.



COURTESY GRAPHIC

“The HEHRR is an opportunity for families to engage in a dialogue with Army professionals related to housing and health concerns,” said John Resta, director of the U.S. Army Public Health Center and acting deputy chief of staff of Public Health for the U.S. Army Medical Command. “The Army wants everyone’s voice to be heard and is committing great resources to improve the quality of life for its families.”

If a resident has successfully addressed their needs with their local housing office and healthcare team, they need not enroll in the Registry, but they may, said Ginn White, project manager, Army Public Health Response Team. The Registry is completely

voluntary. Senior Army leaders are monitoring the housing response very closely and communicating directly to housing managers.

“The Army is using the registry to understand where and what types of housing concerns are impacting families,” White said. “Your voice helps us accurately measure and shape the response, now and proactively for the future.”

Resources like the Registry and CRG can be incredibly empowering, Courie said, who is also a military spouse.

“We PCS every two years on average,” Courie said. “I love that I can pull up my phone and click through the CRG application to find information on

my medical needs, school liaison officer, housing and fitness needs wherever we go.”

Enabling the Army family to take control of their resources based on their needs is a force multiplier, Courie said.

“Leveraging the digital environment allows us to get those programs and resources to our Army family as rapidly as we can, at the touch of a finger,” Courie said. “Army Public Health Center is committed to improving the health and readiness of the Army Family. What better way to do that than providing those families the information they need right on their phones?”

For information about the registry as well as links to community resource guides and housing hazard information, please visit the HEHRR page at <https://phc.amedd.army.mil/topics/campaigns/housing/Pages/HEHRR.aspx>.

The Army Public Health Center focuses on promoting healthy people, communities, animals and workplaces through the prevention of disease, injury and disability of Soldiers, military retirees, their families, veterans, Army civilian employees and animals through studies, surveys and technical consultations.

FORT SAM HOUSTON

New BAMC Emergency Medicine doctors participate in joint exercise

By John Franklin

BROOKE ARMY MEDICAL CENTER
BRAG VOLUNTEER

Doctors at Brooke Army Medical Center at Joint Base San Antonio-Fort Sam Houston realize the importance of training new emergency medicine physicians to face the difficult conditions they see when deployed. BAMC conducts an annual joint emergency medicine exercise to ensure their readiness.

The 2019 Joint Emergency Medicine Exercise hosted by BAMC and Naval Medical Center Portsmouth, Virginia, was recently conducted at JBSA-Fort Sam Houston and JBSA-Camp Bullis. This year, 28 Navy, Marine Corps, Army and Air Force emergency medicine doctors participated.

“I think it is vital that we give newly graduated military physicians the opportunity to understand how care is delivered in deployed and combat environments from the point of injury, to advanced resuscitative and surgical capabilities before they arrive there,” said Dr. Paul Allen, assistant professor, Department of Emergency Medicine, University of Texas Health Science Center San Antonio.

Allen is a former Special Forces medic who returns every year to help with the exercise. Some of the other volunteers travel to San Antonio at their own expense assist. This year, physicians from Fort Hood; Fort Lewis, Wash.; and the University of

North Carolina School of Medicine, as well as UT Health-San Antonio participated.

“Newly graduated resident physicians have been exposed to how medical care is delivered in the best possible environment available – the hospital,” Allen said. “Taking the crucial step toward how to apply the concepts and methods of patient care from the hospital environment to the forward deployed, austere environment should not be a journey of discovery or trial and error.”

“We have a treasure trove of combat medical experience in our senior leader population and the newly retired population in San Antonio, who can assist in making the learning curve less steep for these new graduates,” he added. “This, in turn, may translate into saving the lives of young Soldiers, Sailors, Airmen and Marines.”

The exercise started by focusing on the point of injury and prioritizing field medical care under strenuous conditions, explained Army Maj. (Dr.) John Knight, BAMC JEMX project officer.

Next, the participants were introduced to the challenges that come with special evacuation circumstances and movement. They also encountered critically traumatized patients in limited-resourced work environments.

“In these scenarios, our goal is to push each of them to the edge of their comfort zone with expectations to deliver



PHOTOS BY JOHN FRANKLIN

Emergency Medicine physicians observe Special Forces members responding to mock casualties from a simulated ambush during the 2019 Joint Emergency Medicine Exercise June 14 at Joint Base San Antonio-Camp Bullis.

the same optimum care as though they were functioning in a Level I trauma facility,” Knight said.

Navy Cmdr. (Dr.) Peter Cole, department chair, Emergency Medicine at Naval Medical Center Portsmouth agrees.

“JEMX is an important send-off to our graduating residents,” Cole said. “It is an opportunity for them to focus their skills to the operational environment in which they may soon find themselves. It is invaluable training that sets them up for success as they prepare to practice medicine in some difficult places.”



Special Forces Soldiers respond to simulated enemy fire in a mock village setting during the 2019 Joint Emergency Medicine Exercise June 15 at Joint Base San Antonio-Camp Bullis.

ARNORTH hosts 2019 Hurricane Rehearsal of Concept drill

By Sgt. Andrew Valles

U.S. ARMY NORTH PUBLIC AFFAIRS

With hurricane season upon us, more than 115 leaders from federal, state, U.S. territories and the military met at Joint Base San Antonio-Fort Sam Houston June 12 to discuss and coordinate active duty military support to emergency response efforts.

The Rehearsal of Concept drill was organized by U.S. Army North, the Army component of U.S. Northern Command, as part of its mission to support civil authorities during disasters.

Officials from the National Guard Bureau, Army Reserve, the Federal Emergency Management Agency and many others were present to lay out their respective courses of action in the event of a hurricane response.

"The importance of an event like this is you get to see senior leaders directly involved in the process of response and it's not something where it's a simple briefing or we are just talking at the action officer level," said Jesus Cuartas, Chief of Operational Planning for FEMA Region II. "We have senior leaders actually discussing and talking about some of their critical shortfalls and challenges and opportunity for future successes and operations, he



Lt. Gen. Jeffrey S. Buchanan, U.S. Army North commanding general, hosts personnel from federal, state, U.S. Territories and military agencies at the 2019 ARNORTH Hurricane Rehearsal of Concept Drill at Joint Base San Antonio-Fort Sam Houston June 12.

added."

In addition to the planning aspect of the day-long event, the ROC drill was also a chance for participants to meet each other before any adverse weather hits America's Atlantic and gulf coasts.

Being able to interface and meet many of the people we will be working with should a situation like this take place is one of the major benefits of the ROC drill, according to Col. Gerald Tucker, Officer in Charge for the

Operational Sustainment Team, 4th Sustainment Command (Expeditionary).

"We are able to take some great lessons learned from those that have participated in many of these scenarios in the past," Tucker said.

"The best thing right now is to listen to the leadership and all the experience," said Maj. Ruben Abreu, Emergency Management and Defense Support of Civil Authorities Officer in Charge for 1st Mission Support

Command.

Leadership like Lt. Gen. Jeffrey Buchanan, commanding general for ARNORTH, shared his lessons learned from Hurricane Maria and it was a good learning experience to hear about the things he has learned from that, Abreu said.

The event was designed to coordinate the types of support that active duty military forces could be asked to provide to states, territories and FEMA in the event of a major hurricane response.

"We are doing this exercise to maximize our support role to the civilian authorities, which are the ones responsible to direct the activities in their state," said Brig. Gen. Miguel A. Mendez, Puerto Rico National Guard Land Component Commander and designated Dual Status commander.

"We have an important role in supporting civilian authorities and we are a big asset to support them and the residents."

"I am taking back from this exercise a lot of knowledge, new relationships, to trust and count on other services to support. The National Guard cannot handle a major disaster by itself and forces from all services would be essential to success of our mission," Mendez added.

Brazilian Army honors U.S. Army South civilian

By Frederick Hoyt

U.S. ARMY SOUTH PUBLIC AFFAIRS

Stuart Warner, a Department of Army civilian and command lead for Culminating Exercise 2020 at U.S. Army South, recently accepted the Brazilian Army Medal during a ceremony in Bethesda, Md., acknowledging his many contributions to strengthen military relations with the Brazilian Army.

Lt. Gen. Fábio Benvenuti Castro, acting on behalf of the Commander of the Brazilian Army, Gen. Edson Leal Pujol, presented the award to Warner during a Brazilian Army Day celebration event April 25.

"Receiving this award is a very special honor and a highlight of my 26-year career at U.S. Army South," Warner said. "I'm extremely proud of the several opportunities I have had to work with professionals from the Brazilian Army since 2014, and with this award, I'm very grateful to be recognized by the Brazilian Army senior leadership for the second time in my career."

As the command lead of Culminating Exercise 2020, Warner has played a key role over the past five years in preparing Brazilian Soldiers to embed with an 82nd Airborne Brigade Combat Team - which will culminate in a Combat



Award recipients prepare to receive the Brazilian Army Medal during the Brazilian Army Day ceremony in Bethesda, Md., April 25.

COURTESY PHOTO

Training Center exercise.

He continues to play a vital role in assisting both armies in preparing for the Brazilian Army contingent to conduct rigorous training at the Joint Readiness Training Center in Fort Polk, La. Brazil is proud to be the first country from Latin America to conduct this

training.

This prominent award is given to military service members and civil servants who have been recognized for their outstanding contributions and commendable efforts in supporting the Brazilian Army.

The relationship between the U.S. and Brazilian armies goes

back to World War II when Brazil sent an expeditionary force and a fighter squadron to fight alongside the Americans on the Italian front. Last month, U.S. Army South completed its 35th executive level staff talks with Brazil on behalf of the U.S. Army Chief of Staff.

U.S. Army North to conduct change of command ceremony July 8

From U.S. Army North Public Affairs

U.S. Army North will conduct a change of command ceremony at Staff Post Field at Joint Base San Antonio-Fort Sam Houston at 9 a.m. July 8.

Lt. Gen. Jeffrey S. Buchanan, who has commanded U.S. Army North for the last three years, will relinquish command to Lt. Gen. Laura J. Richardson.

Gen. Terrence J. O'Shaughnessy, commanding general, U.S. Northern Command, will host the ceremony.

Buchanan assumed command of U.S. Army North Aug. 26, 2016. He is retiring after a 37-year career. He was commissioned as a Second Lieutenant in the Infantry in May 1982 after graduating from the University of Arizona and has commanded at every level with assignments in the 82nd Airborne Division, 25th Infantry Division, 101st Airborne Division, and 10th Mountain Division. He also served as a Company and Battalion Tactical Officer at the U.S. Military Academy, the Director for Operations (J3) of Joint Task Force Full Accounting, and the Senior Light Infantry Task Force Trainer at the National Training Center. As the U.S. Army North Commander, he served as NORTHCOM's Joint Forces Land Component Commander for military forces supporting the Department of Homeland Security in Southwest Border operations, and FEMA in Hurricanes Matthew, Harvey, Irma, Maria, Florence, and Michael. Additionally, he served four tours in Iraq and one tour in Afghanistan.

Lt. Gen. Laura J. Richardson most recently served at U.S. Army Forces Command at Fort Bragg, N.C., where



COURTESY PHOTOS

Lt. Gen. Jeffrey S. Buchanan, left, who has commanded U.S. Army North for the last three years, will relinquish command to Lt. Gen. Laura J. Richardson, right.

she was the deputy commanding general. Richardson grew up in Colorado and was commissioned a second lieutenant of aviation upon graduation from Metropolitan State College in Denver.

Her career spans more than three decades and includes command and staff time in the United States and the Republic of Korea. She served as the

military aide to the Vice President at the White House in Washington, District of Columbia; as the commanding general of the U.S. Army Operational Test Command; the deputy commanding general of the 1st Cavalry Division at Fort Hood; and as the Chief of Army Legislative Liaison. She has deployed to Iraq and Afghanistan.

U.S. Army North provides command

and control of assigned and attached subordinate commands, joint interagency and international partners. It is comprised of more than 600 service members and 330 civilians, all partnering to conduct homeland defense, support civil authorities, and cooperate with Canadian and Mexican militaries in order to protect the United States and its interests.

Former Sergeant Major of the Army remembered

By Jose E. Rodriguez
HEALTH READINESS CENTER OF
EXCELLENCE PUBLIC AFFAIRS

Former Sgt. Maj. of the Army Leon L. Van Autreve was honored with a wreath laying at his gravesite during a ceremony celebrating the 244th Army Birthday and National Flag Day at the Fort Sam Houston National Cemetery June 21.

The ceremony was co-hosted by the U.S. Army Medical Department Noncommissioned Officer Academy, or NCOA, along with the Sergeant Major of the Army, or SMA, Leon L. Van Autreve Chapter, Sergeant Audie Murphy Club.

Rita Van Autreve, the widow of SMA Van Autreve says the Army birthday is always a special day for her. Coming to

the ceremony is more than a remembrance for her; she feels it is an opportunity to meet the Soldiers that proudly pay tribute to her late husband and a chance for her to see first-hand the legacy her husband left on the Army.

Van Autreve was born in Eeklo, Belgium. He entered the Army from Delphos, Ohio, in 1941, served from 1973 to 1975 as the fourth sergeant major of the Army, and retired in 1975 with 31 years of service. He was a highly decorated soldier who participated in many notable operations to include the invasion of Port Lyauy, Africa, and service in Vietnam.

The Army Medical Department, or AMEDD, NCOA was renamed the Van Autreve Hall in September

2002, six months after Van Autreve's death, in honor of his contributions to Army Medicine and support to the academy's mission. During her husband's career, Van Autreve was also actively engaged supporting soldiers and their families, and has continued her and her late husband's devotion to the Army, Joint Base San Antonio-Fort Sam Houston and the San Antonio military community.

Command Sergeant Gilberto Colon, Command Sergeant Major, 187th Medical Battalion, was the guest speaker at the ceremony and he recalled Van Autreve's career, the many actions he took to strengthen the NCO Corps, and highlighted that Van Autreve was the only foreign-born

Sergeant Major of the Army.

Colon said, "He (Van Autreve) was a firm believer of what the American flag represents and he was a true representative of living the American dream."

Van Autreve's grandson Ryan Shipley thanked the attendees on behalf of his family. He closed his remarks by reciting "In Flanders Fields," a favorite poem of his grandfather.

"By honoring his service you honor the service of all our soldiers and our nation's military," Shipley said.

After the ceremony, Van Autreve and her family met with soldiers, many of them sharing stories of how her late husband inspired them to join the Army and advance in their

career.

Command Sgt. Maj. Napoleon Noguera payan, commandant for the AMEDD NCOA, who met Van Autreve after he retired, reminded attendees why honoring the flag, the Army birthday and the retired SMA together was highly appropriate.

Noguera payan said that though the mission, uniform, environment, technology has changed since the birth of the national flag and the U.S. Army, the courage, valor and commitment of the American soldier to fight and win has not changed.

"I know Sgt. Maj. Leon Van Autreve is not here with us physically but I can tell you, he is here in spirit because his legacy is carried on by all of those leaders who are willing to lead by example like he did," Noguera payan said.

Caisson team dedicates horse in honor of Sgt. Maj. of the Army

By Lauren Padden
U.S. ARMY NORTH PUBLIC AFFAIRS

Joint Base San Antonio-Fort Sam Houston is home to one of only two caisson teams in the Army, which perform a valuable role conducting military funerals at the Fort Sam Houston National Cemetery every year.

The team recently added a new member, a horse which was formally named in a ceremony June 17.

Traditionally, the caisson horses are named in honor of retired sergeants major of the Army and Fifth Army Medal of Honor recipients. The members of U.S. Army North (Fifth Army) had the unique opportunity to name the newest horse in honor of Sgt. Maj. of the Army Daniel A. Dailey, who was present to see "Dailey" receive his new name. Lt. Gen. Jeffrey S. Buchanan,

U.S. Army North commanding general, spoke during the ceremony about how Sgt. Maj. of the Army Dailey epitomizes the Army value of selfless service and how he advocated for not just the Soldiers, but the civilians serving as well as the family members within our Army.

"We are going to miss him, but we are going to have a horse here named after you," Buchanan said. "We're thankful for your service and thankful you were able to be here today."

Dailey joked about his excitement at having never had anything named after him and encouraged his namesake be given extra apple rations every day.

All jokes aside, Dailey reiterated the importance of Military Funeral Honor Platoons and the significance of their mission to the service



SGT. ANDREW S. VALLES

Sgt. Maj. of the Army Daniel A. Dailey, second from left, and members of the 3rd U.S. Infantry Regiment (The Old Guard) and U.S. Army North's caisson team stand with Dailey, the newest member of the ARNORTH's caisson team, during a horse dedication at Joint Base San Antonio-Fort Sam Houston June 17.

members laid to rest by these teams.

"Don't ever think it doesn't go unrecognized every single time we lay one of our heroes to rest; that family is at peace," Dailey said. "They lost a son or a daughter, aunt or uncle, or brother or sister, a mother or

father, but they know it's not in vain, it's for a reason that we all continue to enjoy the rest of our lives. Thank you for continuing the legacy of this great tradition, thank you for being part of it for the future and please work hard to preserve it because this is what

our soldiers fight for."

The ceremony concluded with a tour of the newly refurbished stable facility where guests got a chance to meet Dailey. And in keeping with the promise of the sergeant major, Dailey got extra rations of apples that morning.

ARNORTH evaluates North Carolina NG unit

By 1st Lt. Regina Corbin

NORTH CAROLINA NATIONAL GUARD PUBLIC AFFAIRS

Every 18 months, the 42nd Civil Support Team, part of the North Carolina National Guard, is required to be validated on core tasks, such as the decontamination process, identifying threats and materials, and coordinating with civilian authorities in a realistic setting.

“CSTs go through an evaluation process to reassess and affirm they can still do the job they are designed to accomplish,” said Derrick Johnson, a civilian team chief within the Army North CST Activity, with 20 years of experience.

“They are tested on operational fluidity, medical and analytical processes, and how they advise the incident commander on actions to protect the public,” Johnson said. “These soldiers and airmen sign up to do a very tough and dangerous job, to protect the citizens of North Carolina and our country. What they do is import to protect the general public and the nation against adversaries that may not have our best interests in mind.”

Members of the 42nd CST utilized the entire inventory of equipment to include the command and communication trucks, decontamination station and mobile lab. “We have a mission that is really important and requires a high state of readiness,” said Sgt. 1st Class Kevin Kenna, the 42nd CST information systems analyst who manages the communications truck so “people can talk.”

“Our primary mission is CBRNE (chemical, biological, radiological, nuclear and explosive devices) response, but our secondary mission is hurricane relief efforts,” Kenna said. “Hurricanes Matthew, Florence, Maria in Puerto Rico, Irene, Katrina, Rita, every high profile hurricane has had a CST response and our communications capability spearheaded that.”

The training in Buncombe County involved coordination with the Haywood Community College, Haywood County Emergency Management, Buncome



1ST LT. REGINA CORBIN

Soldiers and Airmen from the 42nd Civil Support Team are evaluated on core tasks while conducting training at the Buncombe County Training Center June 13 as part of a U.S. Army North validation training exercise in Woodfin, North Carolina.

County Emergency Management as well as local emergency medical services. Training with civilian counterparts and first responders helps build confidence in the abilities and procedures of all the participants, should the 42nd CST's services be called upon.

“I'm blessed. It's bittersweet because this is my last training exercise,” said Lt. Col. Joel Eberley, the 42nd CST commander, who is retiring after 31 years of military service. “The worlds a dangerous place and luckily we have not had any severe injuries to the CST and first responders.

“It's difficult to get on the team. There are intense requirements. They are highly trained individuals and go to numerous schools and operate highly specialized equipment for their mission,” Eberley added.

The 42nd CST is made up of 22 active duty North Carolina National Guard service members and is on call 24 hours a day. They conduct rigorous training

with emergency responders and are prepositioned at NC's largest events such as Presidential visits, concerts and sporting events.

“We do a minimum of 20 exercises a year while going to school to keep certified,” said Sgt. 1st Class Edward Mongillo, the 42nd CST survey team chief. “The survey team is the bread and butter down range. We recon samples for chemical or biological threats and give them to the lab.”

Mongillo enjoys being on the 42nd CST and to be of service to the citizens and emergency responders of North Carolina.

“It's that benefit of being in the National Guard and helping your state. There are lots of places in North Carolina that first responders don't have the capabilities we do. They may not know about us. They can call us if they need support. We are free for them and can be driving to them in just two hours,” Mongillo said.

In the validation scenario, the 42nd CST entered a building to assess hazardous threats of what appeared to be a drug lab. They also detected presence of a radiological threat.

“We are ready for last call response to assess potential hazards down range and give analysis,” said Staff Sgt. Michael Youngbar, who is on the 42nd CST decontamination team.

Potential contaminates the decontamination team may encounter are risen, fentanyl, anthrax, radiation, biological threats and other hazardous chemicals.

“The 42nd CST is a great team and asset to NC. I like how viable we are to the state and it brings the National Guard into the bigger picture by supporting local law enforcement and emergency responders,” Youngbar added.

This validation proves that the unit is ready to respond to a chemical, radiological or biological event. U.S. Army North provides training and evaluates specialized units in the National Guard to meet homeland defense and homeland security mission sets.

JBSA-Fort Sam Houston celebrates Pride Month

By Sgt. Andrew S. Valles

U.S. ARMY NORTH PUBLIC AFFAIRS

U. S. Army North hosted a Lesbian, Gay, Bisexual, Transgender and Queer Pride Month observance at the Fort Sam Houston Theater June 20, featuring guest speaker Maj. Gen. Tammy Smith, Department of the Army Deputy G-1, and the U.S. military's first openly gay flag officer.

LGBTQ Pride Month was created in 1994 to honor the

1969 Stonewall riots in Manhattan, New York, considered the turning point for the Gay Liberation Movement in the United States.

“From that, it sparked a movement in that June became the time when the LGBT community remembered Stonewall and gathered for pride,” Smith said. “The whole spirit of pride is that nobody has the right to tell me who I can be. But more important, nobody has the right to tell me who I cannot be.”

Smith explained why she speaks at observances and about her importance of building an inclusive culture and a climate where people know that they can be authentic.

“I want people to have an understanding of what it means to be a part of this community,” Smith said.

Smith feels she has a responsibility and so do senior leaders to set the conditions in the workplace for authenticity.

“If we don't have a culture

where people can't speak up and be authentic, what we are doing is teaching people to have hesitation,” Smith said. “We have to create a culture and climate in our organizations where people don't hesitate.”

The general said that our values represent the “sameness” of all of us that bind us together, whereas diversity represents our “differences.”

“Our differences are not the difference between ‘I'm black and you're white,’ that's not diversity, that's demographics,” she said. “When I think about

diversity, it's your real understanding that your experience as a man is different than my experience as a woman. It's understanding those differences that allows us to move towards a more inclusive culture.

“You have to understand that it's not demographics, it's the understanding that these experiences that each of us have will help bring something different to the table and in a healthy organization what must coexist is the “sameness” of the values with the “difference” of diversity,” Smith added.

LACKLAND

‘Be ready’ during hurricane season, always

By Mark Kinkade

AIR FORCE INSTALLATION AND MISSION SUPPORT CENTER PUBLIC AFFAIRS

With hurricane season underway, the Air Force’s emergency management team is reminding people that disasters can happen anywhere, anytime. Their advice?

“Be ready,” said Robert Genova, the Air Force Emergency Management Operations Support section manager with the Air Force Civil Engineer Center at Tyndall Air Force Base, Florida. “In the past 12 months, we’ve seen that disasters and other emergencies are unpredictable. The best thing Airmen can do is take simple precautions to protect themselves and their families if something happens.”

Although June marks the beginning of hurricane season, the emergency management team knows first-hand that emergencies don’t have off-seasons. Hurricane Michael devastated Tyndall Air Force Base in October 2018, causing an estimated \$4 billion in

damages and forcing the entire base population to evacuate.

The Air Force also experienced other large-scale emergencies, including massive flooding that caused damage to facilities at Offutt Air Force Base, Neb.; an earthquake that hit Eielson Air Force Base, Alaska; and tornadoes that recently struck Wright-Patterson Air Force Base, Ohio.

“In all these situations, damage was extensive,” Genova said, “but injuries were minimal and no one associated with the Air Force died as a result of the disaster. Being prepared and knowing what to do in these critical moments has a huge impact on the outcome and makes the crisis more manageable.”

To help Airmen prepare for emergencies, the Air Force launched the “Be Ready” awareness campaign in 2012. The campaign emphasizes three key things Air Force families can do to prepare for



COURTESY GRAPHIC

potential emergencies:

- ▶ Get a kit: assemble a collection of first aid supplies, food, water, medicine and important papers to get through the emergency;
- ▶ Make a plan: know how to stay in touch with family, where to go for safety, and how to reunite;
- ▶ Be prepared: anticipate emergencies that likely could occur.

Genova said that Tyndall’s experience with Hurricane Michael demonstrated the effectiveness of the preparation strategy.

“Fortunately, we had some warning that the hurricane was coming,” he said. “Leadership ordered an evacuation and people were

prepared. Many had kits, and they had planned where they were going to go. Michael destroyed a majority of the base, but our people were safe.”

While some threats are seasonal, such as hurricanes, there are many other natural, man-made and technological hazards that can occur without notice, said Kathryn Moses, a mission assurance and communications specialist with the Emergency Management team.

“The ‘Be Ready’ campaign provides an abundance of pertinent information for coping with multiple different types of emergencies as they are happening, as well as what to expect afterwards,” she said. Hazards and threats covered range from droughts, floods, wildfires, tsunamis, earthquakes, hurricanes and typhoons; thunderstorms and lightning, tornadoes, extreme heat or cold and volcanoes to active shooters, terrorism, hazardous material incidents, home fires, power outages and nuclear power plants.

In 2017, AFCEC’s Emergency Management Division updated the “Be Ready” mobile application to compliment the revised Air Force Emergency Preparedness Guide. The app offers the user (military, civilians, contractors and family members) key resources and personalized selections needed for an emergency, including a list of all hazard/threat information, checklists, links to useful website and tools to build emergency plans. The app is available for download from the app stores for Android and Apple.

Moses said, “Emergencies that have impacted the Air Force recently are reminders,” Moses said. “While disasters are unpredictable, preparation is something everyone can do.”

“Preparation is a constant process,” she added. “We know it works because while the Air Force has had a lot of natural emergencies in the past year, people were able to stay safe. We believe that’s because they were prepared. They were ready.”

433RD AW C-5M SUPER GALAXY PERFORMS FLY-BY ABOVE NAVAL AIR STATION CORPUS CHRISTI

A C-5M Super Galaxy attached to the Air Force’s 433rd Airlift Wing at Joint Base San Antonio-Lackland flies over Naval Air Station Corpus Christi June 19 as part of a demonstration for Training Squadron 35’s Pilot for a Day program.



San Antonio hosts Military Youth of the Year summit

By Debbie Aragon

AIR FORCE INSTALLATION AND MISSION SUPPORT CENTER
PUBLIC AFFAIRS

Twenty eight of the Air Force's best and brightest youth came to South Texas June 17-21 as part of the 2019 Air Force Installation Military Youth of the Year, or MYoY, Summit.

Some came with installation MYoY wins, others with both installation and state titles, but all possessed strong qualities of leadership, teamwork, community service and a desire to be the best versions of themselves.

Through a partnership with the Boys and Girls Clubs of America, Air Force Youth Programs managed by the Air Force Services Center provide a variety of installation programs that help teens build on skills necessary to be resilient today and successful tomorrow.

"Those programs then feed directly into the Air Force Military Youth of the Year," said Mona Hamilton, a child development and youth programs specialist at AFSVC and one of the organizers for this year's summit.

Military Youth of the Year is a recognition program for individual teens that highlights those who have gone "above and beyond, and embraced the spirit of service, academic success, healthy lifestyles ... to really honor their achievements and their focus on trying to have a positive impact," Hamilton said.

Although the annual summit is a platform to



DEBBIE ARAGON

Destiney Campbell, Mountain Home Air Force Base and Idaho state youth of the year, stows flags at Fort Sam Houston National Cemetery, San Antonio.

recognize the teens on their selection as an Air Force Installation MYoY, it's also a continuation of growth and source of motivation for those who attend.

This year's summit included resiliency training, leadership opportunities, 2020 Teen Movement planning, educational and recreational field trips, and a fitness challenge.

"We incorporate what staff do every day in our youth programs into the summit schedule," said James Yracheta, a youth programs specialist at AFSVC. "We offer high-yield experiences where they're just having fun, but we know there's an education component that

makes it relevant to real life experiences."

For Anthony Polk, Military Youth of the Year for Kadena Air Base, Japan, his three years as part of Air Force Youth Programs has led to personal growth and connecting with who he wants to be.

"Leadership, making the community a better place by giving back, academic success ... I really want to make a positive impact on the world," Polk said.

"Our programs are designed to empower teens to look around to identify problems or areas where they can have a positive impact," Hamilton said.

Using teamwork, leadership and critical thinking skills enhanced by programs and activities sponsored by youth programs, the teens can "create ways to move forward and truly make a difference for those around them," she added.

No one knows what military kids deal with better than other military kids, said Jared Moore, a social and recreational specialist at Joint Base San Antonio-Lackland.

"Youth programs give kids a safe space to talk about what they're dealing with around adults and peers who understand," said Moore.

"Most kids wouldn't know or understand what it's like to have a parent who is in the military," Polk said, "especially when it comes to parents who go TDY or deploy, often in harm's way.

"Most military kids do," he added, "so you're more able to open up because we all come from the same standpoint."

Hiring fair held at JBSA-Lackland

By Mary Nell Sanchez

502ND AIR BASE WING PUBLIC AFFAIRS

More than 60 employers were on hand ready to offer applicants from the Joint Base San Antonio community interviews and possibly jobs on the spot at a hiring fair hosted by the Military and Family Readiness Center the Arnold Hall community center at JBSA-Lackland June 19.

The event was open to Department of Defense employees, military spouses and retirees.

“The purpose is to get them gamefully employed once they have left active duty service,” said Janet Harris, 802nd Force Support Squadron community readiness consultant.

The hiring fair employers represented city, county and private businesses with vacant positions to be filled.

For some, attending a hiring fair can be intimidating, so the M&FRC offered some help for job seekers.

“When you walk in, there's a lot of

companies, individuals and conversations so we help individuals stand out,” Harris said. “We want them to be prepared.”

The M&FRC offers potential applicants various prep classes that assist with interviewing skills, resume reviews, networking abilities and assists them in setting up a professional social networking page.

M&FRC also provides clients with advice on how to make a positive first impression with a potential employer as well as other tips that could help them get hired.

“We have something known as an employer's panel and that is the way for our community, not just our service members where we actually invite employers in,” Harris said. “Employers sit on the panel and attendees get to ask them questions and receive honest feedback.”

Career guidance services are free and are available with an appointment. Call the M&FRC at 210-671-3722 for more information.

RANDOLPH

99th FTS pays tribute to fallen Tuskegee Airman

By Airman 1st Class Shelby Pruitt
502ND AIR BASE WING PUBLIC AFFAIRS

The 99th Flying Training Squadron paid tribute June 21 to a member of a groundbreaking African-American flying unit that overcame racial prejudice and stereotypes to excel in its mission at the height of World War II.

The memorial service at Fort Sam Houston National Cemetery honored Dr. Granville Coggs, a Documented Original Tuskegee Airman who died June 6 in San Antonio at the age of 93. The service culminated in a flyover conducted by two 99th FTS T-1A Jayhawks emblazoned with the "Red Tails" associated with the Tuskegee Airmen.

Coggs, an Arkansas native who became a radiologist after the war and was a longtime San Antonio resident, trained at Tuskegee Army Airfield, Class 45G, and served in the U.S. Army Air Corps, earning military badges of aerial gunner, aerial bombardier, multi-engine pilot and Tuskegee Airman.

"Dr. Coggs is one of a very few remaining Documented Original Tuskegee Airmen. The spoken history of firsthand experiences and a crucial period for nation will soon only be found in history books," said Maj. David M. Kim, Chief of Standardization and Evaluation, 99th Flying Training Squadron. "Just reflecting on Dr. Coggs' biography that hangs in our squadron, he left an everlasting impact while on this earth and was the epitome of service in his military and civilian lives alike."

Maj. William Wilkerson, 99th FTS pilot, explained that the flyover made it a good day's

work.

"It was an honor to be able to pay our respects with a pilot's send-off. I'm not much for pomp and ceremony, or even flyovers at sporting events, but a flier's salute from one generation to the next is always an honor," Wilkerson said. "We sent off one of our own the right way."

Kim agreed that it was an honor to support this event.

"While I didn't know Dr. Coggs personally, it is never easy to hear about the passing of a fellow military member, retired or active duty. Therefore, I'm honored to be part of the day that is dedicated to preserving his memory and venerating a lifetime of selfless service to a cause bigger than any of us," he said.

The significance of this flyover is credited to the 99th FTS heritage with the Tuskegee Airmen and their "Red Tails" aircraft.

The 99th FTS story began at Chanute Field, Illinois, where it was originally constituted and activated as the 99th Pursuit Squadron in March 1941.

On March 7, 1942, the first class of African-American pilots, consisting of only five men, completed advanced pilot training at Tuskegee Army Air Field, Alabama. Among the graduated pilots, one was assigned to the base while the four others became the first African-American flying officers in the 99th Pursuit Squadron.

The 99th Pursuit Squadron was redesignated on May 15, 1942, as the 99th Fighter Squadron and, later that year, 1st Lt. George S. Roberts



AIRMAN 1ST CLASS SHELBY PRUITT

"The Tuskegee Airman of WW II," a sculpture by Clarence L. Shivers, is on display in the main walkway of the 99th Flying Training Squadron at Joint Base San Antonio-Randolph.

After multiple activations and deactivations, the squadron was finally redesignated and activated as the 99th Flying Training Squadron at Joint Base San Antonio-Randolph in 1993.

During their tours, the Tuskegee Airmen's main mission was to escort U.S. bombers. Although they did lose some, they did have one of the best records of preserving bombers. They remained in high demand for escort service by U.S. bomber crews because of their low loss record.

Within the 99th Pursuit Squadron, 996 pilots graduated from Tuskegee Army Air Field. About 274 pilots were killed in combat, training accidents or non-combat flying-related accidents, or captured as prisoners of war.

During WWII, the Tuskegee Airmen flew 1,578 missions and 15,533 combat sorties to accomplish 112 aerial kills.

The Tuskegee Airmen with the 99th Pursuit Squadron received a total of about 923 combat awards.

The 99th FTS is very proud of its Tuskegee heritage and the T-1s they fly sport a red stripe on the tail as a homage to that heritage, Kim said. This resembles the red tails the original Tuskegee Airman piloted. The red stripe was a way for their allies to spot them.

"As you know, many of the squadrons in the Air Force have a rich history; to be part of the original Tuskegee Airman squadron, however, is both an honor and humbling," he said. "Just thinking about the obstacles these men and women had to overcome daily, that enables me to do what many of us take for granted every day, is hard to comprehend."

assumed command as the first African-American to command the squadron.

On Sept. 12, 1942, Lt. Faythe A. McGinnis crashed on a routine flight and became the first casualty of the 99th Fighter Squadron.

The 99th Fighter Squadron departed Tuskegee Army Air Field, en route for their first combat operations April 2, 1943.

During their June and July tour overseas, the 99th Fighter Squadron earned the first of its three World War II Distinguished Unit Citations for missions over Sicily.

In the October-November 1947 time frame, the 99th Fighter Squadron participated in Operation Combine, a training exercise involving a simulated invasion of the United States. They performed so well that they were awarded a certificate of appreciation

signed by Maj. Gen. William D. Old, Ninth Air Force commander. The certificate noted that the squadron's personnel worked under difficulties and handicaps not normally expected, but in spite of them, performed with exceptionally high efficiency.

On July 1, 1949, the 332nd Fighter Group was inactivated and, with it, the 99th and 332nd's two other fighter squadrons. Airmen assigned to the three squadrons were reassigned to other organizations that became racially integrated.

The name "Tuskegee Airmen" came into existence on May 15, 1955, after the publication of "The Tuskegee Airmen — The Story of the Negro in the U.S. Air Force" by Charles E. Francis. Prior to that date, they were known as the "Red Tails."

M&FRC workshop gives budding entrepreneurs a head start

By Robert Goetz

502ND AIR BASE WING PUBLIC AFFAIRS

Service members, veterans and military spouses who see entrepreneurship as an intriguing possibility in their future will have an opportunity to learn more about business ownership during an upcoming workshop.

Boots to Business, a program offered by the U.S. Small Business Administration as part of the Department of Defense Transition Assistance Program, is set for 8:30 a.m. to 4:30 p.m. July 9-10 at the Joint Base San Antonio-Randolph Military & Family Readiness Center, 555 F Street West, building 693. It is offered on a quarterly basis at each JBSA M&FRC.

"Boots to Business is a two-day 'Introduction to Entrepreneurship' course that introduces participants to key elements of small business ownership to assist in determining if entrepreneurship is a feasible and practical transition strategy," said Nina Ramon, SBA San Antonio District Office public affairs specialist.

The course, open to active-duty service members, National Guard members, Reservists, veterans of all eras and spouses, features presenters from the SBA district office, the local SCORE chapter, The University



from the U.S. Small Business Administration
July 9th and 10th – 8:30 a.m. to 4:30 p.m.
 at the Joint Base San Antonio-Randolph
Military & Family Readiness Center

COURTESY GRAPHIC

of Texas at San Antonio Small Business Development Center and a local business.

The course benefits participants in a number of ways, Ramon said.

"The curriculum provides assistance to those interested in exploring business ownership or other self-employment opportunities by leading participants through the key steps for evaluating business concepts and providing foundational knowledge required to develop a business plan," she said.

Throughout the training, participants are encouraged to work on their personalized feasibility

plan, Ramon said.

Modules include Introduction to Business Ownership, Basics of Opportunity Recognition, Market Research, Economics of Small Business, Picking the Correct Legal Entity, Financing the Venture, Introduction to Business Planning and Resources to Support You.

After completing Introduction to Entrepreneurship, participants can elect to further their study through the B2B Revenue Readiness online course delivered through a partnership with Mississippi State University, Ramon said.

"Participants are also directed to additional SBA resources, such as their network of Veterans Business Outreach Centers, Small Business Development Centers, Women's Business Centers and SCORE," she said.

Veterans are ideal candidates for entrepreneurship, and Boots to Business can help them reach their goals, Ramon said.

"We know veterans make great entrepreneurs," she said. "They have leadership skills, tenacity and discipline required to start and grow businesses. Boots to Business is offered to help them prepare for success and evaluate the opportunities and challenges of entrepreneurship."

Engagement, enthusiasm mark STEAM camp at Randolph school

By Robert Goetz

502ND AIR BASE WING PUBLIC AFFAIRS

Nine-year-old Gabriel Ping's excitement was palpable as he talked about an arcade game project he and his teammates were designing during summer camp.

The Pac-Man-inspired project even had him thinking way ahead — about a possible career.

"My favorite thing (about this camp) was being able to start my own arcade game," the Randolph Elementary School fifth-grader said. "It makes me want to continue doing this. I'd like to be a video game designer or tester."

Gabriel joined 44 other Randolph Field Independent School District elementary and middle school students who shared his enthusiasm as they flew drones, programmed robots, learned about coding, designed shoes — and created arcade games — at the district's first-ever STEAM camp June 17-20.

STEM — Science, Technology, Engineering and Mathematics — is a widely known acronym, but this camp gets its name by adding "A" for Arts since the students engage in projects that require artistic ability and creativity.

"This is the first year for this camp,"



COURTESY PHOTO

Grace Kistler (left) and Grace Madsen learn the basics of electrical circuits using conductive and insulating play dough during the Randolph Field Independent School District STEAM Camp June 17-20.

said Rachel Trevino, Randolph Field ISD STEM grant project director. "Through a recent grant from the Department of Defense Education Activity, we're able to provide this camp to our students."

The enrichment camp is part of a \$1.2 million DODEA grant that was awarded to the district in May 2018.

"This is year one of a five-year grant," said Brian Grenier, RFISD chief

technology officer. "Before submitting our application, we met with teachers, administrators and other staff members to get a general sense of what would be helpful for our students."

The STEM-centered grant project, called "Formulating Our Futures: All SySTEMs Go," is focused on strategies such as "offering additional STEM-related extracurricular activities, providing students with learning spaces

designed to support student-centered active teaching and learning, strengthening pedagogical frameworks, providing students with 21st-century tools and developing a summer enrichment program."

The district partnered with the Region 20 Education Service Center, which was represented by instructional technology specialists Ann Hargrove and Dave Mullinix, to present the camp.

"We met with them to plan the week," Trevino said. "We focused on certain topics that are related to STEM, such as robotics, coding and design thinking."

The students worked with beginner robots and with more advanced robots, which was one of the favorite parts of the camp for 11-year-old sixth-grader Lindsey Howard.

"We programmed them to do a synchronized dance using a coding app," she said.

Students also used invention kits containing USB cables, alligator clips and connector wires that allow users to connect everyday conductive objects like bananas to computer programs.

For Gabriel, the camp was not long enough.

"I like the camp so much that I would like for it to be expanded for another week or two," he said.

FEEDBACK FRIDAYS

From page 3

balance safety with energy efficiency goals and light pollution concerns, however, we will do our best to ensure proper safety and security on our installations.

Q. In the morning, when there is a line at JBSA-Lackland waiting to turn left from Military Drive into Luke West gate, there are people that bypass the line and do a quarter turn at the closed gate (Luke East) to come straight across.

Some of us have waited patiently while others decide to speed and turn towards the closed gate just to U-turn and come straight across. It happens every morning. I have seen active duty, retirees, DOD civilians ... everyone do it.

My recommendation would be to put down a concrete strip. The one individual that decided to turn right into the crosswalk and then make their left to come straight across might avoid the barrier though.

A. Thank you for your interest in the safety of personnel traveling onto our installations. Your question was timely, as we were able to discuss it during a Traffic Safety Working Group meeting at JBSA-Lackland June 26.

The specific concern you raised, along with other behavior on Military Drive, such as drivers stopping in the middle lane to cut into the left turn lane toward the Luke East gate, were discussed during this working group.

Likely outcomes include education

on observance of traffic laws on Military Drive and discussions with the Texas Department of Transportation to determine whether physical improvements on Military Drive can help the flow of traffic during peak times in the morning.

Specific to your question, since the roadway leading into the Luke West gate is mostly on government property there are options under review that we may be able to implement soon.

We ask all drivers to be considerate of others as they access our installation, obey traffic laws, and use all 4 gates on military drive during the peak hours of 6-9 a.m.

Spreading traffic across all gates during peak times will reduce the congestion observed when a preponderance of traffic attempts to access the single Luke East gate.

Q. My question involves the C-5 side of the flightline at JBSA-Lackland.

When we are marshaling planes in this area, we have to walk through the grass to the nose of the plane. This is a problem because the grass is usually long, and I worry about being bitten by rattlesnakes or any other venomous snake.

My solution would be to lay a concrete walk way that stretches the span of all the planes in this section of the parking apron. When walking through this area, engines are running, so even if a rattlesnake was to "rattle," we wouldn't hear it.

In addition, because of the way the Red Line is set up, we have to walk a large section of the grassy area just to position ourselves to marshal the jet. I

think this would be an inexpensive way to avoid a fatality.

Thank you in advance for your response. I hope something can be done because for me personally, I hate walking through this and I don't exactly feel safe.

A. Thank you for bringing this concern to our attention. Regarding the long grass and snake issue, much of this is a result of the high levels of rain we have received over the past month which has made it difficult for our grounds maintenance contract to keep up. CE has coordinated with the contractor to address this concern and to keep the grass at a more reasonably maintained height.

CE will also increase their efforts to mitigate snakes in that area. Regarding the suggested new sidewalk, please engage with your unit's facility manager to submit an Air Force Form 332 Work Task Request with CE that identifies where exactly you are proposing to have the new walkway constructed.

Provided there are no regulation or siting issues, this may be a viable solution to your concern, though the new request will need to compete with other priorities for potential fiscal year 2020 funding. You can also request that the safety office assess the situation to determine if a Risk Assessment Code, or RAC, is warranted, which would help elevate the priority.

Miscellaneous

Q. Does the Gateway Club at JBSA-Lackland really need the club membership program? A lot of people

do not understand the real benefits of it.

A. Thanks for the opportunity to highlight the benefits of being a member of one of our JBSA clubs. Belonging to our clubs brings tangible benefits to include: \$10 lunch buffet or Thursday night dinner buffet birthday coupon, two-month calendar mail outs with coupons, quarterly Customer Appreciation Night, \$1 off lunch program, Thursday night dinner buffet, Sunday breakfast buffet, \$2 off special events, special occasion drawings members only eligible, 10 percent discount on all food and beverage on catered events, the ability to host events like retirements, promotion, wedding, anniversary, or birthday with no room fees, reciprocal privileges with other Air Force Clubs, free admission to special events throughout the year, a chance to win a \$10,000 Bingo jackpot at the Kendrick Club (non-members receive only 50 percent), complimentary hors d'oeuvres during Friday afternoons social hours, and a free birthday meal at JBSA-Randolph's Parr Club.

Club membership also helps us uphold our storied Air Force heritage and traditions, and provides the JBSA community with an opportunity to recharge, socialize, and celebrate in a comfortable, elegant setting.

If all that isn't enough, we've funded significant capital improvements in all three clubs to give our members venues worthy of holding some of life's most important events. I encourage everyone to become a Club member today at one of our JBSA Clubs!

CHANGES

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transferring their benefits, an additional four-year service obligation is still required.

"The (transfer of benefits) is a retention incentive," Sutton said. "It's designed to keep people in the service."

Being able to transfer benefits to a dependent may have been perceived by some service members as an entitlement, said Sutton, adding that was one of the reasons for the time frame change.

"In law, transferring those benefits has always been designed as a retention

incentive," he said.

The exact number of Guard members who may be impacted by the change wasn't available, said Sutton, adding that among those who could be affected are those who didn't qualify for Post- 9/11 GI Bill benefits until later in their career.

"We do have a small population of Soldiers who are over 16 years (of service) before they did their first deployment," he said.

Some Guard members who may have earned the benefits early on, but didn't have dependents until later in their careers, may also be affected.

"They joined at 18 and now they're 15, 16 years in and they

get married or have kids later on in life," said Sutton, who urged Guard members who plan on transferring their benefits to do so as soon as they are eligible.

"If you wait, you're potentially going to miss out," he said.

Some Guard members may have been waiting to transfer the benefits until their children reach college age.

"There sometimes are some misconceptions that they have to wait until their kids are college-age or that they're high school seniors in order to do the transfer," Sutton said, adding there is no age requirement to transfer Post-9/11 benefits to

dependent children.

"As soon as a child is born and registered in (Defense Enrollment Eligibility Reporting System), you can transfer," he said.

After that transfer has been completed, Guard members can still make changes to how those benefits are divided between dependents or which dependent receives those benefits.

"Once the transfer is executed, and you've agreed to that service obligation, you can add dependents in, and you can move months around between dependents," Sutton said. "It's just that initial transfer has to be done before you hit 16 years of service."

However, there is one group of Guard members who will not be affected by any of the changes: those who have received the Purple Heart since Sept. 11, 2001.

"The only rule around transferring benefits that applies (to those individuals) is you have to still be in the service to transfer them."

Regardless of status, Sutton reiterated that Guard members are better off transferring those benefits sooner rather than later.

"Transfer as soon as you're eligible," he said. "Don't miss the boat because you've been eligible for 10 years and you just didn't do it."