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JOINT BASE SAN ANTONIO

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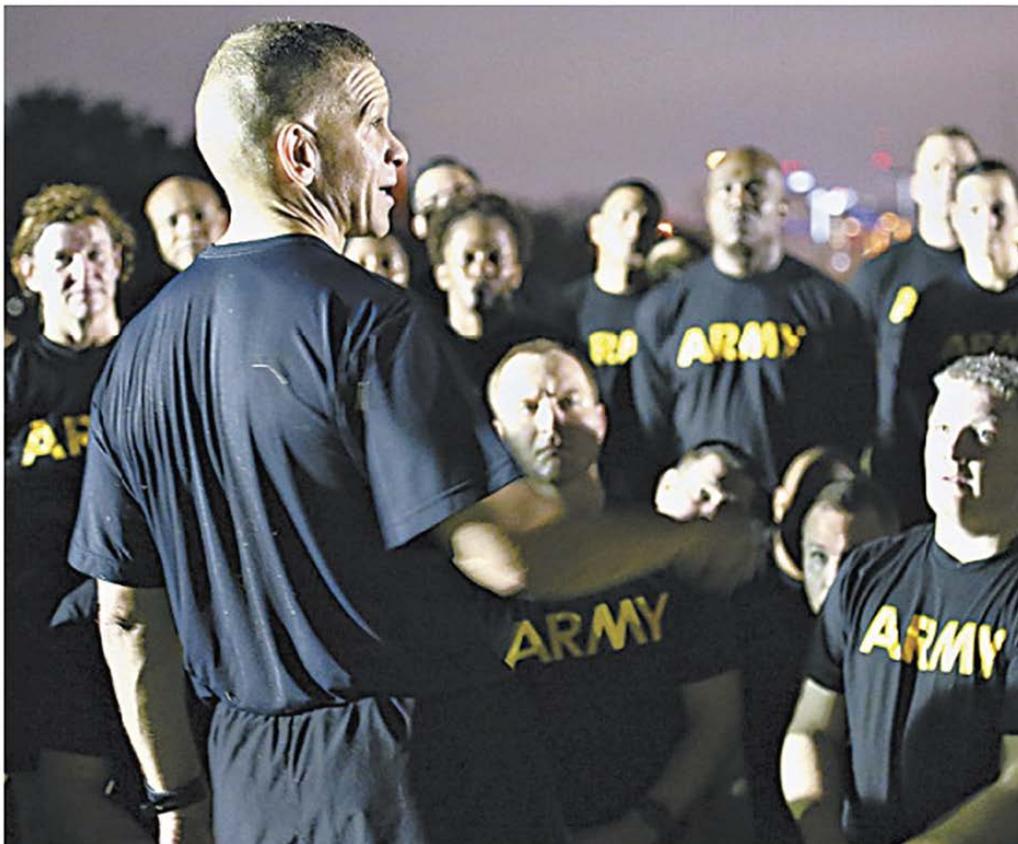


PHOTO BY LUIS DEVA

During a visit to Joint Base San Antonio-Fort Sam Houston, Sgt. Maj. of the Army Michael Grinston (left) joined senior Army noncommissioned officers from across the post during a morning Physical Readiness Training led by U.S. Army North, Jan. 15.

Sergeant Major of the Army visits JBSA-FSH

Page 8



AF surgeon general speaks to JBSA medical staff
Page 14



JBSA Transition Alliance fosters networks, builds careers
Page 11

Taxpayers should be on the lookout for new version of SSN scam

From Internal Revenue Service

Taxpayers should be on the lookout for new variations of tax-related scams.

In the latest twist on a scam related to Social Security numbers, scammers claim to be able to suspend or cancel the victim's SSN. It's yet another attempt by con artists to frighten people into returning "robo-call" voicemails.

Scammers may mention overdue taxes in addition to threatening to cancel the person's SSN. If taxpayers receive a call threatening to suspend their SSN for an unpaid tax bill, they should just hang up. Make no mistake ... it's a scam.

Taxpayers should not give out sensitive information over the phone unless they are positive they know the caller is legitimate. When in doubt — hang up.

Here are some telltale signs of this scam. The IRS and its authorized private collection agencies will never:

- ▶ Call to demand immediate payment using a specific payment method such as a prepaid debit card, iTunes gift card or wire transfer. The IRS does not use these methods for tax payments.
- ▶ Ask a taxpayer to make a payment to a person or organization other than the U.S.



COURTESY GRAPHIC

Treasury.

- ▶ Threaten to immediately bring in local police or other law-enforcement groups to have the taxpayer arrested for not paying.
- ▶ Demand taxes be paid without giving the taxpayer the opportunity to question or appeal the amount owed.

Taxpayers who don't owe taxes and have no reason to think they do should:

- ▶ Report the call to the Treasury Inspector General for Tax Administration.
- ▶ Report the caller ID and callback number to the IRS by sending it to phishing@irs.gov. The taxpayer should write "IRS Phone Scam" in the subject line.

▶ Report the call to the Federal Trade Commission. When reporting it, they should add "IRS Phone Scam" in the notes.

Taxpayers who owe tax or think they do should:

- ▶ View tax account information online at [IRS.gov](https://www.irs.gov) to see the actual amount owed and review their payment options.
- ▶ Call the number on the billing notice
- ▶ Call the IRS at 800-829-1040.

For more information on tax scams and consumer alerts, visit <https://www.irs.gov/newsroom/tax-scams-consumer-alerts>.

MilTax: Military OneSource offers free tax prep

By Terri Moon Cronk
DEFENSE.GOV

Tax season can be a dreaded time of year for many people, but the Defense Department's Military OneSource offers the MilTax program to ease filing stress for service members and their families.

There is no need to worry about costs in tax preparation because the services are free. MilTax kicks off on Military OneSource on Jan. 22, offering electronic filing via do-it-yourself software and personalized support from a tax consultant.

Those who qualify to use the free MilTax program are active duty service members and their families, National Guard

members and Reservists, survivors and veterans who have left the service in the last 365 days, said Kelly Smith, a program analyst with DOD's Military Community and Family Policy.

Smith emphasized that whether filing on one's own or seeking out assistance from a tax consultant, MilTax services are available year-round for extensions and circumstances unique to the military community.

"It is important for service members and families to know that they have options when it comes to support during tax-filing season," she said.

"Services are offered well past the tax deadline," she said, noting that some service

members may file extensions, have additional properties, are looking to sell their homes and other situations that are unique to military members.

"Tax consultants can let our families know how to maximize their refund," she added.

A particular advantage of using MilTax is the military tax expertise that the Military OneSource tax consultants bring with them to each session.

They are certified public accountants or enrolled IRS agents, she said. They are knowledgeable about costs incurred during permanent changes of station, living in more than one state during the year, how to navigate benefits survivors may be entitled to, and other military-specific

issues.

The tax consultants are up to date on tax-law changes that would affect service members.

"Something we're constantly working on and striving to do within military community and family policy is to raise awareness about the services that are offered through Military OneSource, so we're constantly letting people know what's available, and that support is essentially an entitlement to them to help them live their best military life," Smith said.

To use MilTax beginning Jan. 22, go to MilTax or call 800-342-9647 or live chat to schedule an appointment with a Military OneSource tax consultant.

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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. I would like to ask a question on locality pay. San Antonio's locality pay is 16.07 percent. I researched two locations here in Texas concerning the locality pay differences. East of San Antonio is the Houston area and their locality pay is 32.54 percent. North of San Antonio is Dallas-Fort Worth, with a locality pay of 24.21 percent.

The cost-of-living in San Antonio and on the Riverwalk is just as expensive as downtown Houston, Dallas or Fort Worth areas; keep in mind the continually rising costs of property taxes, sales taxes, apartment rentals, local attractions, etc. Can you please explain this extreme difference in percentage points from San Antonio?

A. Thank you very much for your question! Locality pay is not set locally; the Office of Personnel Management, or OPM, develops and maintains government-wide regulations and policies on authorities such as General Schedule locality pay.

General Schedule Locality Areas are established by OPM, allowing for the General Schedule pay scale to be adjusted for the varying cost-of-living across different parts of the United States. Each Locality Area has a Locality Pay Adjustment percentage, updated yearly, which specifies how much over the GS base pay government employees working within that locality will earn. Localities with a higher cost of living have a higher adjustment percentage vs. localities with a lower

cost of living.

The GS base pay schedule is usually adjusted annually each January with an across-the-board pay increase based on nationwide changes in the cost of wages and salaries of private industry workers.

Most GS employees are also entitled to locality pay, which is a geographic-based percentage rate that reflects pay levels for non-Federal workers in certain geographic areas as determined by surveys conducted by the U.S. Bureau of Labor Statistics.

There are currently 47 locality pay areas, which cover the lower 48 States and Washington, DC, plus Alaska, Hawaii, and the U.S. territories and possessions. Forty-four of the locality pay areas cover large metropolitan areas (e.g., Los Angeles, New York, Washington, D.C.), two cover entire states—Alaska and Hawaii, and the remainder of the United States and its territories and possessions are included in the catch-all Rest of U.S., or RUS, locality pay area. GS employees in foreign areas are not eligible for locality pay.

The President and Congress may make changes in the otherwise applicable across-the-board and locality pay adjustments. We're only in the middle of the month, so be on the

lookout for any changes from OPM. Thanks again for your feedback!

Q. Why is it that out of 30 SAPR/Suicide prevention training classes, only one is offered at JBSA-Randolph and that one is only a foundational course, not a refresher?

A. Thank you very much for sharing your concern. Because JBSA-Randolph was without a Violence Prevention Integrator, or VPI, for the majority of the year, JBSA-Fort Sam Houston and JBSA-Lackland VPIs teamed up and offered a total of 31 classes at JBSA-Randolph March through December 2019.

The VPIs advertised these classes through JBSA-Randolph Unit Training Managers who provided a link to the VPI SharePoint Site where military and civilian personnel were able to register.

In addition to SharePoint, JBSA-Randolph Violence Prevention Trainers, or VPTs, conducted training within their respective units and one VPT offered a total of 63 classes open to anyone who was able to attend. The VPIs will continue to provide as many courses needed to ensure the community is trained for 2020.

Installations and Facilities

Q. The "road to costly car repair"



Feedback FRIDAYS

with the 502d Air Base Wing Commander

COURTESY GRAPHIC

otherwise known as JBSA-Fort Sam Houston, is an increasing concern. With no solution in sight, would JBSA consider allowing service members to bring in a bag of cement and fixing the craters, one at a time? Or maybe donating bags to the street department?

A. Thank you for your feedback. We understand your frustrations with the conditions of the roads at JBSA-Fort Sam Houston, and the great news is there is a solution in sight!

This year JBSA is dedicating more than \$7M in funding for JBSA-Fort Sam Houston roads and bridges. This includes major repairs to Corporal Johnson, Winans, Nursery, Stanley, Wilson and Staff Post Roads. We will be starting work on Winans Road soon, with Corporal Johnson repairs next in line.

Throughout the process, we will be certain to publicize the construction timelines and ensure alternate routes are available while the work is completed. The planning and advocacy for funding for these initiatives has been a top priority for the 502d Air Base Wing and Civil Engineer team for the past two years, and we are excited to be ready to execute this year to address

FEEDBACK FRIDAYS

From page 3

these concerns.

Q. I trained at JBSA-Lackland in 2016, and everything was phenomenal with the exception of our restroom. From day one a particular toilet was quarantined off. Someone used the restroom and it never went down the commode nor was it ever addressed. It stayed there the entire time we trained even when we graduated.

Please make some changes; someone should have done something. It's no surprise that there was and is a mold issue at the base.

A. Thank you for this information, and I am truly sorry for what you experienced. Our Civil Engineering team has numerous mechanisms in place to promote dorm facility maintenance and repairs.

First, the line of defense for unscheduled maintenance starts with the occupants and facility manager to help identify issues we need to resolve. Facility managers serve as intermediaries between CE and respective facilities and units.

Once a facility concern is identified, CE's responsibility is to mitigate the emergency or urgent concerns such as what you experienced. Additionally, CE hosts twice a month work order meetings with facility managers from all JBSA-Lackland dorm communities, during which CE briefs facility managers on the status of ongoing work and facility managers likewise convey urgent work not already identified.

The 502d Installation Support Group as the JBSA-Lackland Executive Agent along with CE also hosts a monthly dorm student commanders meeting. In this forum, CE representatives brief dorm student commanders of ongoing dorm work. Student commanders also use this venue as a means to convey command interest work to maximize dorm facility operations in all student training communities.

Again, I am truly sorry for the situation you were put in, but assure you our CE team is working hard to stay on top of the maintenance of JBSA's 71 dormitories, and to ensure a healthy living environment to residents.

Q. Recently, my husband and I were shopping at the JBSA-Randolph Commissary, and I have noticed an increase in birds flying around the store.

I stopped buying deli meats and

thoroughly inspect any fruits and vegetables I purchase. My daughter wanted a jar of queso and selected one from the shelf, but once at the register I notice the cover of the queso was covered in bird excrement. The cashier commented it was getting "bad" and there have been lots of complaints.

Is there any plan on correcting this issue? I strongly feel the health department should be contacted if there is no remedy.

A. Thank you for your vitally important question on the health and sanitary conditions of our JBSA-Randolph commissary.

The DeCA headquarters acknowledges it is dealing with birds entering the JBSA-Randolph store. They continue to work diligently to maintain a safe and healthy environment for our customers and employees.

The DeCA headquarters acknowledge it is dealing with birds entering the JBSA-Randolph store. They continue to work diligently to maintain a safe and healthy environment for our customers and employees. Store and base entomology experts have determined the birds gain entry in the product receiving area, and are working together on a solution that will prevent the birds from continuing to enter the store. The measures identified to solve the issue are expected to be completed soon, but in the meantime, interim solutions, such as ensuring the receiving doors remain closed except for deliveries, have been initiated.

The health and safety of our patrons, as well as the quality of the food products we sell and prepare, is of utmost importance to DeCA, our commissaries, and JBSA leadership. We sincerely apologize for any inconvenience this may have caused for our valued customers.

Q. I have noticed a recent trend of "emergency lighting," miniature red and blue lights being activated at entry gates. When I get to the gate, especially after hours, there is no emergency. This is especially confusing at the Walters Gate at JBSA-Fort Sam Houston where there are multiple entrances.

This morning, one entrance was lit up with red and blue lights and no one would go in that line. I drove to that gate and asked the guard what the emergency was. He replied nothing. The public has been conditioned to understand that flashing red and blue lights mean "something" out of the ordinary is happening. I feel this "signal" is being misused.

A. Thank you so much for your concern in reference to the Law Enforcement LED Light Bars located on some of the gates here at JBSA.

This initiative was approved in 2018 and is currently installed at JBSA-Lackland and JBSA-Fort Sam

Houston. Historically, the flashing blue and red lights that are associated with law enforcement are used to clear traffic in a police response, alert motorists to decrease speed, or to increase visibility indicating the presence of first responders for officer safety.

The light bars at the entry control points, or ECPs, across JBSA are performing the latter two functions. The LED light bars were placed at the gates to raise awareness to approaching traffic, both vehicular and pedestrian, that they are not only approaching an ECP but they also indicate the presence of law enforcement personnel working in the vicinity of the ECP.

Additionally, these light bars are being used to help reduce accidental unauthorized entries by confused, non-authorized motor vehicle operators approaching the ECPs.

Since the installation of these LED light bars in 2019, we have seen a definitive decrease in accidents and accidental unauthorized entries across the JBSA. They have become an effective means of alerting approaching drivers to the upcoming ECP while simultaneously causing those drivers to use caution when approaching our ECPs and Defenders.

If at any time there is a legitimate emergency at any ECP, the surrounding area will be closed off to ensure the safety of the public as well as prevent personnel from approaching the gates. Additionally, any lane that is closed is marked by removable barriers, cones, digital signs and/or other traffic devices to let drives know to move to another lane for access.

We understand that it may be confusing, but thank you for allowing us to explain and emphasize the importance of safety here at JBSA.

Miscellaneous

Q. Until recycling was mentioned in "Feedback Fridays," my organization did not know that confetti-style paper can no longer be recycled. How is information disseminated?

A. Thank you for your interest in and support in JBSA's recycling program. Due to the current volatility of the global recyclables market, JBSA along with other recycling programs throughout the world, are having to make frequent adjustments to their recycling processes and procedures in order to meet the market's demands in order to continue generating revenue and remain viable.

There are currently very few buyers for confetti-style shredded paper

because confetti-style shredded paper is very difficult to bale. Unfortunately, many of the small office shredders generate this type of shredded paper. As such, until the commodity market improves our recycling team is asking JBSA customers to bring their documents to one of the three recycling facilities for shredding. Our facilities have the commercial shredders that produce the correct size and shape of shredded paper that can be baled and sold.

Regarding your second question, information and updates on JBSA's recycling program are disseminated via articles in the JBSA Legacy base newspaper and on the JBSA Public Affairs website at <http://www.jbsa.mil>. The team also provides slide presentations for all JBSA facility managers at facility manager training and update meetings, who are entrusted to pass that information on to facility occupants.

Additionally, the program provides slides and outreach handouts to all Unit Environmental Coordinators, and at the JBSA Community Information Forums, as well as hosts outreach booths during events such as Earth Day, America Recycles Day, and at air shows, to name just a few.

The recycling team has also given presentations and/or provided slides and other recycling reference materials such as brochures, handouts and infographics to units on base at their request. With advanced notice, the recycling team would be happy to do a presentation for your organization and/or to provide slides and recycling reference materials to you and your colleagues. They always welcome the opportunity to conduct outreach for any and all of the organizations and units, throughout JBSA, including our tenants and mission partners.

Finally, members of the joint base populace are also encouraged to contact the JBSA Recycling Program Manager at 210-671-5499 or the JBSA Recycling Operations Manager at 210-671-4800 whenever they have questions or concerns about recycling. The recycling team appreciates the support of our joint-base customers, who live and work on base, and could not exist without their recycling efforts and environmental stewardship.

Q. On a recent trip to El Paso, Texas, I visited the PX/Commissary Complex at Fort Bliss and was amazed by its size and beauty. It absolutely put our

National Stalking Awareness Month draws attention to unique crime

By **Steven B. Mayfield**

502ND AIR BASE WING VIOLENCE
PREVENTION INTEGRATOR

Stalking is a unique crime, and preventing it calls for focused safety planning, thorough investigations and implementation of policies/procedures to ensure an effective response.

Stalking and harassment are similar and can overlap. Harassment may be part of a stalking pattern of behavior/course of conduct.

Generally, the element of fear is what separates stalking from harassment. Harassment is typically irritating and bothersome, sometimes to the point where a victim feels deeply uncomfortable. However, victims of harassment are not typically afraid of their perpetrators, as are persons who are stalked.



For example, a colleague who consistently mocks a new coworker for his/her appearance may be harassing him/her by saying cruel things and sending disparaging e-mails. While the victim is distressed and may feel sad, anxious, angry and/or

uncomfortable, he/she is not afraid of the perpetrator — they do not believe that the behaviors will escalate or that further harm will come to them.

However, if that same perpetrator began making harassing phone calls,

following the victim, and/or posting disparaging things about the victim online, it is stalking and typically has an element of fear and intimidation.

Stalkers engage in a variety of behaviors, to include: placing unwanted calls/messages; spreading rumors; following/spying; sending unwanted letters/emails, randomly “showing up” at places where their victim might be, waiting for the victim to leave a particular location, or leaving unwanted gifts/presents for their victim.

Stalking is serious and dangerous ... it impacts every community and persons across the United States, including here at Joint Base San Antonio. While awareness and attention to sexual assault and intimate partner violence

has increased in recent years, stalking remains frequently misunderstood and rarely discussed.

January 2020 marks the 16th Annual Stalking Awareness Month, and the Violence Prevention Integrators, or VPIs at Joint Base San Antonio are encouraging all members of our community to heighten their awareness of this negative, and potentially dangerous, aspect of interpersonal violence.

The bottom line is prevention of this aspect of interpersonal violence relies on action by each individual. When friends, family, neighbors, and colleagues know how to identify stalking, they are better able to support victims and help keep them safe. Will you stand guard and help eradicate stalking?

They are depending on you.

CBD can trigger positive drug test

By **Staff Sgt. Tony Harp**

193RD SPECIAL OPERATIONS WING

Cannabidiol oil, or CBD, is growing in popularity and increasingly used in health, beauty, cooking and pet products. Because it is a derivative of the cannabis sativa L. plant, commonly known as marijuana, it raises the question: Is it OK for service members and federal employees to use? The simple answer: No.

CBD products may contain tetrahydrocannabinol. They can cause Airmen to test positive for the presence of marijuana, which is illegal to consume under federal law and Air Force Manual 44-197, “Military Drug Demand Reduction Program.”

“Hemp products, including CBD oil, are becoming one of the latest hypes. I can’t check out at a convenience store without seeing a display next to the cash register,” said Col. Stacey Zdanavage, vice commander of the 193rd Special Operations Wing. “Members need to continue to be

cognizant of the product ingredients they ingest. Consumption of these hemp products and byproducts are prohibited by the Air Force and the Pennsylvania Air National Guard, whether ingested intentionally or inadvertently. As a reminder, a positive test for THC is a career-ender.”

As Zdanavage stresses, one of the problems for Airmen is that these products have become so readily available. The trouble is, while there have been claims of a wide range of health benefits, CBD products are unregulated by the Food and Drug Administration and can contain varying levels of THC that may not be listed on the label.

According to a 2017 study of 84 CBD products sold online, conducted by Marcel Bonn-Miller, Ph.D., only 31 percent of product labels accurately reflected the CBD content, and 21 percent of those contained THC, even when product labels advertised zero THC.

Air Force leaders say gambling on these odds — with separation and loss of benefits to you and your family as consequences — isn’t worth the risk.

“Airmen accept the risk of ingesting THC when they use CBD products,” said Maj. Paul Luongo, deputy staff judge advocate for the 193rd SOW. “THC is a Schedule I controlled substance, and if discovered during urinalysis testing, Airmen are subject to severe disciplinary action. This includes the possibility of being reduced in rank after receiving non-judicial punishment or involuntary separation from the Air Force. Airmen are responsible for what they put in their bodies, and trusting a faulty label or using CBD for certain health benefits may not overcome the presumption of wrongful use if discovered during a lawful search.”

A quick online search of the most areas yields many establishments selling hemp and CBD products. These range

“Members need to continue to be cognizant of the product ingredients they ingest. Consumption of these hemp products and byproducts are prohibited by the Air Force and the Pennsylvania Air National Guard, whether ingested intentionally or inadvertently. As a reminder, a positive test for THC is a career-ender.”

Col. Stacey Zdanavage

193rd Special Operations Wing vice commander

from grocery, health and pet food stores to gas stations, tobacco/vape shops and businesses that exclusively sell CBD oil products. Some coffee shops and restaurants are even making CBD available to add to food and drinks.

CBD oil is in many products — gummy bears, tea, vapes, lotions, bath salts and pet treats, to name a few. CBD alone is non-psychoactive, which means it doesn’t produce the high associated with other marijuana components like THC.

Although the levels may not be high, they can still result in a

positive drug test, which can subject service members to disciplinary action. Some federal employees are subject to random drug testing based on the requirements of their positions and could be disciplined.

Having products containing THC, even pet products, may qualify as possession of a controlled substance, which is regulated under the Uniform Code of Military Justice and federal and state laws.

Information from a secretary of the Air Force public affairs news release was used in this story.

FORT SAM HOUSTON

MEDCoE starts new paramedic pilot course

By Tish Williamson

U.S. ARMY MEDICAL CENTER OF EXCELLENCE
PUBLIC AFFAIRS

The U.S. Army Medical Center of Excellence, or MEDCoE, at Joint Base San Antonio-Fort Sam Houston has merged training aspects of advanced combat medic and flight paramedic training courses to create a 30-week pilot course that began Jan. 16.

The MEDCoE remains focused on training a more combat focused flight paramedic while continuing to plan for worst case scenarios that estimate a degraded flight evacuation capability in future large scale combat operations against peer and near-peer threats.

The 30 week-pilot program, called the Combat Paramedic Course, or CPC, is part of the MEDCoE's force generation strategy to produce operationally focused paramedics with a goal of zero preventable deaths on the battlefield. These combat paramedics will meet capability requirements of a Multi-Domain Operational Environment that is increasingly complex, lethal and contested in all domains.

Lt. Col. Kathleen Samsey is medical director of the Critical Care Flight Paramedic, or CCFP, Course and the former Expeditionary Combat Medic, or ECM, pilot course. She is responsible to generate flight paramedics as part of a congressional mandate, NDAA 2013.

Samsey detailed how the CPC pilot program replaces the "F1" phase of the previously contractor-provided CCFP course and ECM, the advanced combat medic training pilot that was initiated in 2015.

"The new Combat Paramedic Course pilot integrates lessons learned from CCFP and ECM to ensure we are postured to support the existing paramedic requirement, that will ultimately lead to future force generation of more advanced 68W combat medics as the course is opened up to ground-based medics," Samsey said. "We are ultimately eliminating inefficiencies in these legacy courses while merging best practices of each



TISH WILLIAMSON

course; yielding more capable medical professionals."

The redesigned F1 course is 30 weeks long and conducted at JBSA-Fort Sam Houston through the MEDCoE. Successful graduates of the course will earn a Nationally Registered Paramedic, or NRP, certificate, be only nine credit hours short of an associate's degree, and will be able to perform a broader spectrum of combat medicine.

The first Combat Paramedic Course began Jan. 16. Graduates of the CPC that go on to serve as flight paramedics will attend follow-up training consisting of an eight-week "F2" phase: Critical Care Course at the MEDCoE, as well as a four-week "F3" phase: Army Medical Department Aircrew Member Training Course at Fort Rucker, Ala.

"These NRP flight medics or ground-based combat paramedics will be able to work at a paramedic level in medical treatment facilities, military and civilian, completing more advanced level sustainment training than what is currently allowed for those without a NRP certification," Samsey said.

MEDCoE leadership and subject matter experts designed the Combat Paramedic Course pilot curriculum to

be operationally focused as opposed to civilian paramedic certification courses that are generally "golden-hour", pre-hospital focused.

This change, as with the MEDCoE's on-going reorganization efforts, are to ensure the Army can fight and win our nation's wars — now and in the future.

The new course is not only operationally focused, to include prolonged care to yield a better prepared paramedic, but the desired end state of a fully funded CPC in the future will be that both the air and ground medics get the same training so that they are more effectively able to communicate to each other, to the benefit of their wounded soldier.

MEDCoE Command Sgt. Maj. William "Buck" O'Neal is a trained flight paramedic who also served three combat tours with the 82nd Airborne Division as a ground medic. He believes the transition to the CPC and other proposed 68W training initiatives will help modernize the force.

"In an aerial denial environment anticipated in Large Scale Combat Operations, a critically injured patient may need to be kept on the battlefield for much longer than the desired

Students in the June 2019 Expeditionary Combat Medic Pilot Course simulate transfusing Low Titer Group "O" fresh whole blood to a simulated casualty during the prolonged care culminating field training exercise conducted by the U.S. Army Medical Center of Excellence at Joint Base San Antonio-Camp Bullis.

"golden hour" due to a degraded MEDEVAC capability," O'Neal said.

He described a synergy in core critical care curriculum that MEDCoE infused into the CPC that will offer flight paramedics and combat medics a shared base of understanding of treatment required to sustain a patient in a prolonged care scenario.

"When a patient has been treated in a prolonged field care environment and is handed off to the flight paramedic, who now understands prolonged care concepts in this new Combat Paramedic Course," O'Neal explained. "They will be able to better support the patient later in the care spectrum where complications of trauma may have progressed longer than has been typically seen on modern battlefields."

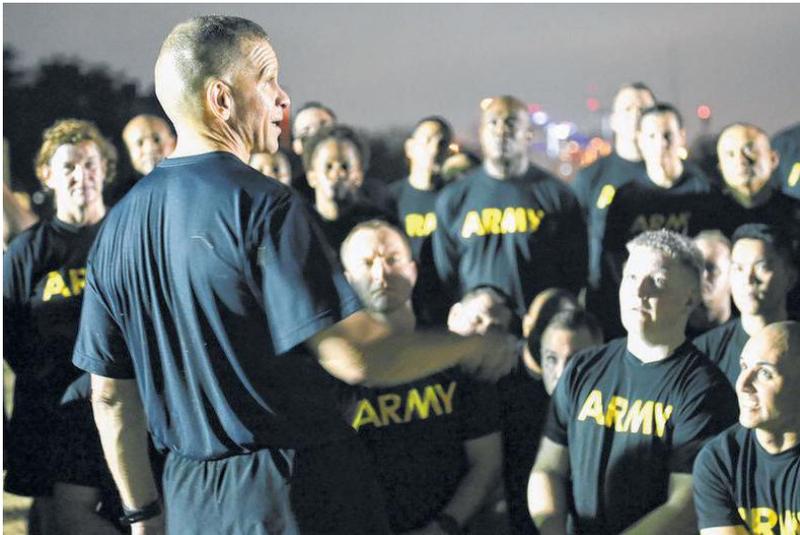
The concept of increasing the training and skills needed for prolonged care has been in practice at MEDCoE in many advanced combat medic courses, and was a focus of the ECM pilot course according to Maj. Chris Gonzalez, program director of the CPC pilot and former program director of the ECM pilot course.

The 30-week CPC pilot is four weeks longer than the ECM pilot course, which had some measure of difficulty enticing both students and their relinquishing commands to commit to a PCS move associated with the full 26-week course.

"I am confident that we won't have an issue recruiting students for this new course since, unlike the ECM pilot, the CPC yields both college credit and a certification for its graduates," Gonzalez said. "The course is a critical first step in enhancing the capability of the 68W Military Occupational Specialty and recognizing the significance of advanced enlisted medical providers to the future of Army Medicine."

The Combat Paramedic Course pilot program is currently open for registration through the Army Training Requirements and Resources System, or ATTRS, Course "300-F1 Combat Paramedic Course, Pilot." For more information about MEDCoE courses visit <https://www.medcoe.army.mil>.

Sergeant Major of the Army visits JBSA-Fort Sam Houston



LUIS DEYA

During a visit to Joint Base San Antonio-Fort Sam Houston, Sgt. Maj. of the Army Michael Grinston, left, joined senior Army noncommissioned officers from across the post during a morning Physical Readiness Training led by U.S. Army North Jan. 15.

By Luis Deya and Jose Rodriguez

U.S. ARMY NORTH & U.S. ARMY MEDICAL CENTER OF EXCELLENCE PUBLIC AFFAIRS

During a visit to Joint Base San Antonio-Fort Sam Houston Jan. 15, Sgt. Maj. of the Army Michael Grinston joined senior Army noncommissioned officers from across the post during a morning physical readiness training session led by U.S. Army North.

The visit was an opportunity to show how leaders at JBSA-Fort Sam Houston are preparing to tackle the upcoming Army Combat Fitness Test. The test, which will become the required physical test of record effective October 2020, is designed to transform the culture of Army fitness to ensure Soldiers are fit to fight.

Grinston also visited the U.S. Army Medical Center of Excellence at Joint Base San Antonio-Fort Sam Houston Jan. 15.

He had the opportunity to meet with Soldiers at the Slagel Dining Facility, followed by a briefing with

senior NCOs and subject matter experts on the accreditation process of the different medical military occupational specialties at the MEDCoE.

Grinston also had a working lunch with Soldiers attending the Senior Leaders Course at the Army Medical Department NCO Academy Institution of Excellence.

Grinston was sworn in as the 16th Sergeant Major of the U.S. Army Aug. 9, and has held every enlisted leadership position in artillery, ranging from cannon crewmember to command sergeant major.

As the sergeant major of the Army, Grinston is the Army chief of staff's personal adviser on matters affecting the enlisted force. He devotes the majority of his time traveling throughout the Army to observe training and interact with Soldiers and their families.

5th Brigade ROTC cadets support All Star game

By Danielle Avington

5TH BRIGADE, UNITED STATES ARMY
CADET COMMAND PUBLIC AFFAIRS

Army ROTC cadets with 5th Brigade, U.S. Army Cadet Command from Saint Mary's University supported the San Antonio Sports All-Star Football Game at the Alamodome in downtown San Antonio Jan. 4.

Cadets had the opportunity to run the exhibit, share their Army ROTC experiences and be the face of Army ROTC. Cadets support events, volunteer in their community and learn to lead through hands-on training.

Cadet Morgan Martinez was one of those cadets who worked the event. She was asked by many people on her reasons for enrolling in the ROTC program. Martinez contributed her key motivators

to great opportunities, ROTC clubs, friends and military presence.

Saint Mary's Army ROTC cadets made an impact with their presence during the festivities, as attendees who walked through the entrance gates made sure to speak with Army ROTC cadets, whether it was to learn more about Army ROTC or to merely show appreciation.

With Army ROTC offered at more than 1,100 colleges and universities across the nation, ROTC cadets are given mentorship and exciting and engaging leadership development opportunities. Just like the cadets at the San Antonio Sports All-Star Football game, they took charge, engaged and developed leadership skills through a professional experience.

For more information about



DANIELLE AVINGTON

Army ROTC cadets with 5th Brigade, U.S. Army Cadet Command from Saint Mary's University support the San Antonio Sports All-Star Football Game at the Alamodome in downtown San Antonio Jan. 4.

Army ROTC, visit goarmy.com/rotc or for Army ROTC programs in the states of Arizona, Arkansas, Colorado,

New Mexico, Oklahoma, Texas, Utah and Wyoming, contact 5th Brigade Headquarters at 210-295-2005, building 2003,

Joint Base San Antonio-Fort Sam Houston or connect on Facebook at "5th Brigade Army ROTC."

FEEDBACK FRIDAYS

From page 4

Lackland AFB BX/Commissary to shame. The PX Food Court even has a Texas Roadhouse located inside.

The reason this bothers me so much is that JBSA-Lackland is the "Gateway to the Air Force" and every enlisted Airman and their families visit JBSA-Lackland each week for graduation, and I am disappointed that we do not have a better BX/Commissary Complex to offer them.

I certainly understand that the priority for money are aircraft and combat mission requirements, but we should be able to come up with some money for the facilities that support our Airmen. If Fort Bliss can do it, I would think we could as well.

I retired from the Air Force 27 years ago and was a basic trainee at JBSA-Lackland in 1970. I want our Airmen and their families to see that the Air Force is a first class organization and one that we can all be proud to serve in.

A. Thank you for your question. Like you, AAFES and DECA also want to provide the best experience possible to all its customers including families

attending graduation events.

A new shopping center for Joint Base-Fort Sam Houston is scheduled to be complete at the end of 2020. It is the only new shopping center under construction within the Exchange system, and was necessary to correct deficiencies beyond economical repair.

The Exchange's primary facility strategy is to invest in sustaining existing stores and has no plans for additional new construction shopping complexes in its Long Range Capital Improvement Program. The Exchange's goal is to re-image stores based on a 10-year cycle.

The Lackland Main Store image update was completed in 2017, and the main portion of the exchange was updated to the latest retail standards. Additionally, the Exchange brought San Antonio's first Qdoba to JBSA-Lackland in 2018, the Starbucks in the main food court had an image update within the last year, and a new Starbucks opened at the North Troop Store/Food Court.

Less than five years ago, DECA completed a renovation of the Lackland Commissary, which included replacement of the HVAC and refrigeration equipment, update of the interior décor, upgrade of the patron restrooms, structural repair of the

floors, replacement of the roof, and replacement of the fire alarm system.

Both AAFES and DECA will continue to monitor retail trends to develop new initiatives to improve their customer's shopping experiences. Thank you again!

Q. I'm looking for a contact on Black History Month. My brother Ron Cherry started his career in the Air Force and became the first Black Atlantic Coast Conference (ACC) football referee. I'm not sure if you're looking for guest speakers; if so my brother could be a candidate. For more information, Google "Ron Cherry."

A. Thank you very much for reaching out and thank you for supporting JBSA's special observances. Please contact our wing special observances POC, Wanda Smith, at 210-671-1758. She will be happy to connect you with our Black History Month committee!

Q. I have concerns about the quality of care that service members are receiving from the Warrior Transition rehabilitation program. I have had very bad experiences with civilian providers and social workers employed by the Warrior Transition Battalion.

After giving one of social workers lists of some problems and issues, she says that she can't really do anything

and that it is not her job to help me; she can only refer me to someone else to take care of my problems and issues in the future. I think that is very unacceptable.

After multiple deployments and injuries downrange, I have been here at the Warrior Transition Battalion for a few months and I think that this is the best care I've received so far.

The WTB has some of the best qualified military cadre and great leadership. Most civilians that work there every day display excellent knowledge and patience providing support for service members and their families. If I may suggest that all WTB services be added to ICE customer evaluation online?

A. Thank you for the feedback on the JBSA Warrior Transition Battalion, or WTB. We continue to work with the WTB to help in meeting their mission of providing mission command, primary care, and complex case management for recovering Soldiers.

The WTB cadre and leadership team continue to refine their methods for assessing the effectiveness of their processes, and are currently exploring ways to implement more QA/QC tools, e.g., ICE customer evaluations on-line). Thank you again for your feedback!

New AMEDD Museum exhibits bring history alive

By David DeKunder

502ND AIR BASE WING
PUBLIC AFFAIRS

Two new exhibits about the contributions of World War II medics at the U.S. Army Medical Department Museum at Joint Base San Antonio-Fort Sam Houston are bringing a realistic view of war stories to museum visitors.

Each of the new exhibits are dioramas of scenes during World War II in which mannequins representing AMEDD medics are treating and transporting wounded mannequin service members: a street corner in a French town during the Battle of Normandy in 1944 of a wounded Army dispatch rider and an injured Soldier laying on an improvised stretcher bolted to the frame of an Army jeep during the Battle of the Bulge in January 1945. In both exhibits, each of the wounded mannequins are painted with fake blood, making their injuries seem real.

AMEDD Museum Director George Wunderlich said the dioramic exhibits are a new concept for the museum's gallery.

"It's a departure from what we've done in the past as a museum, but it is something we want to do a lot more of," Wunderlich said. "So much of our work here has been artifacts and cases and one of the things we're trying to do is to bring those immersion experiences in."

The diorama of the wounded dispatch rider is placed at the start of the museum gallery, where a timeline mural once was. The scene depicts a street corner in Carentan, France, on June 13, 1944, in which the dispatch rider, leaning against a stucco wall, has a compound fracture on his left leg, resting it on an object on a brick sidewalk.

The dispatch rider is being treated by an AMEDD medic giving him a morphine injection. Included in the scene



DAVID DEKUNDER

This scene depicting a medic treating a wounded dispatch rider in a French town after the D-Day invasion in 1944 is one of two new diorama displays at the U.S. Army Medical Department Museum at Joint Base San Antonio-Fort Sam Houston.

is a 1942 Army motorcycle the dispatcher was riding when he was wounded while taking orders to the battlefield.

Carentan was the site of a battle after the D-Day Normandy invasion between Allied and German forces, who were defending the town. The scene includes stucco and brick walls with re-created bullet holes and light blue shutters on the brick wall. An interpretative panel is placed on the brick wall.

The diorama was put together with the help of museum staff members and volunteer Maj. Tyler Reed. Anne-Marie Berglund, a museum volunteer, grew up in Normandy during World War II and gave her input on how the scene could be realistic to the time period of the 1940s. Berglund also donated the milk container and lace white curtains that are attached to the

shutters. Both of those items were in use in Normandy during the battle.

Wunderlich said the motorcycle was donated by the family of an AMEDD medic who served in Korea and bought, restored and rode the motorcycle in parades.

Angel Kelley, AMEDD Center of History and Heritage museum specialist, said putting the motorcycle diorama together was a learning experience for her and the museum staff. Her primary focus on the exhibit was creating the wound of the compound fracture on the dispatch rider.

Kelley said creating the fake blood, made of layered acrylic paint and latex, was a two-day trial and error. She said she gathered information on how to make fake wounds by watching YouTube videos of people in cosplay who made fake wounds

for their costumes.

She said the purpose of putting together the diorama, especially the making of the compound fracture wound, is to make the exhibit as realistic as possible.

"Obviously, we don't want to make anything too gory, we don't want to scare anyone way but at the same time it's the Army and it's a war," Kelley said. "In the AMEDD, what we do is treat people who are injured and so this is an unfortunate reality for what we do."

The mannequin on the improvised stretcher carrier bolted to the frame of the jeep has a shoulder injury, which was also painted and put on with layered acrylic paint and latex, and a patient tag.

Wunderlich said during World War II there were many instances where ambulances could not get through in certain

places, making the jeep the only way to transport the wounded. To do this, Wunderlich said medics would have to make improvised stretcher carriers. The jeep exhibit also includes a mannequin driver.

Surrounding the jeep diorama are walls of interpretative panels and displays of personal stories of medics and nurses who served in World War II, including prisoners of war and AMEDD Medal of Honor recipients, covering both the European and Pacific theaters of the war.

In addition, the exhibit includes displays and stories about AMEDD medical specialists including dentists, veterinary corps, physical therapists, occupational therapists and respiratory therapists who were part of the war effort.

Wunderlich said since the
EXHIBITS continues on 11

Transition Alliance fosters networks, builds careers

By Lori A. Bultman

502ND AIR BASE WING PUBLIC AFFAIRS

Military members, spouses, family members and caregivers in the San Antonio area looking for a career are fortunate to have the Joint Base San Antonio Workforce, Military Spouse and Transition Alliance available to ensure they find the education, training and opportunities needed to assist them in building a fulfilling career, whether they are leaving the military, changing duty stations, or beginning life after school.

“Our goal is to build and foster relationships between government, nongovernmental agencies, Veteran and nonprofit service organizations, and employers in order to provide opportunities for transitioning military members, spouses, dependents and caregivers at any stage,” said Serafina De Los Santos, 502nd Force Support Group executive director.

There are many facets to finding a career after military life, while married to a military member, caring for a wounded warrior or being a dependent who has moved numerous times during a parent’s military career. All of these things can make finding training and career opportunities difficult due to the lack of relationships created through networking.

“One of the positive things the alliance does is bring people together,” said Karen Rolorad, executive director of the Bexar County Military and Veteran Services Center at the Jan. 7, Transition Alliance meeting. “It really does give a venue for a lot of individuals that have like concerns; organizations, whether they be employers, employees, or nonprofits; to be able to sit at the table and work together. San Antonio is a very large place, and there are a lot of people who want to help. The benefit of having such an alliance is, we can all be on the same page.”

Also looking for a place on that page are those seeking assistance.

Andera Alexander was in civil affairs in the U.S. Army for over 20 years. When he retired, he utilized several alliance programs to find a new career path. He utilized USO Pathfinder to expand his network, Onward to Opportunity to gain a new certification in a career he wanted to try, and Hiring Our Heroes to



INFOGRAPHIC BY SENIOR AIRMAN LANE T. PLUMMER

The goal of the Joint Base San Antonio Workforce, Military Spouse, and Transition Alliance is to build and foster relationships between government, nongovernmental agencies, Veteran and nonprofit service organizations, and employers in order to locate these opportunities.

create a new resume. Then, the Department of Defense Skillbridge program help him obtain hands-on experience using his new certification in the new career field.

“I thought my military skills were going to be an easy sell,” he said. “It was not that easy. I had to explain what I did in the military in a different way.”

Some Transition Alliance partners also have programs for military spouses, caregivers and dependents. One of these partners is Goodwill Industries, which runs a career placement program dedicated to all of these military-connected persons.

Since becoming an alliance partner two years ago,

the Goodwill program has grown immensely, having placed 400 eligible participants in the program, said Liz Larsen, an Army spouse of 22 years, who represented Goodwill Industries at the January Transition Alliance meeting.

“We have helped participants with skills attainment and have funded certifications, licensing, or any educational goals that we could help with to help them find a career,” Larsen said.

The opportunities offered by the JBSA Transition Alliance are not only for those already located in the Alamo Region. When Samuel Walker was preparing to retire after 22 years in the Marine Corps, he was stationed in California, but planned to retire in San Antonio. He asked his commander if he could participate in the career skills program at a different location than where he was stationed, and his request was approved.

Walker moved to San Antonio for three months for an opportunity in a corporate fellowship program.

“The programs are wonderful,” he said. “If not for the Hiring our Heroes and the career skills program, the only opportunity I had was to attend the transition assistance programs in California.”

Walker said that because of the Transition Alliance he was able to fill out applications and create networks that led to opportunities in San Antonio.

Walker emphasized that participants really have to commit to the program that is right for them, and in San Antonio there are many to choose from, thanks to the Transition Alliance.

“Not just everyone gets an opportunity to complete a program,” Walker said. “You don’t know if you are going to be accepted unless you ask, and you never know if you are going to be approved unless you submit your package.”

Employers and organizations interested in participating in the Transition Alliance at JBSA can call 210-221-2632 for more information. Service members, military spouses, dependents or caregivers can call 210-221-1672 to find out what opportunities are available for them.

The mention of nonfederal organizations is simply informational and not intended to imply endorsement by the U.S. Government, the DOD, or the U.S. Air Force.

EXHIBITS

From page 10

jeep is attuned to the story of the medic, the tools and medical equipment used by medics and paintings of medics in action have been placed in the area of the exhibit.

Wunderlich recalls one instance in which the jeep exhibit elicited a response from a World War II veteran who relayed his story of being evacuated

on a jeep as a wounded service member.

“He came around the corner and he just froze,” Wunderlich said. “He just stopped and looked at it and said, ‘Wow, that’s exactly what it looked like.’ For him it brought back memories of his service.

“To his family and to the other people who were listening to him at that point, they got a story they wouldn’t otherwise have been able to get,” Wunderlich added. “That meant that this exhibit not only did its job of education but it was

realistic enough that for someone who was there, they could see themselves again and I think that’s the real test of these immersion exhibits.”

Going forward, Wunderlich said the museum’s long-term goal is to have an immersion exhibit component in each major time period of AMEDD’s history covered in the museum.

The AMEDD Museum, located at the corner of Harry Wurzbach and Stanley Roads at JBSA-Fort Sam Houston, is free and open to both Department of

Defense cardholders and the public from 10 a.m. to 4 p.m. Monday-Saturday. Visitors who want to come to the museum but do not have DOD access to get into JBSA-Fort Sam Houston can find information on base entry requirements at <http://www.jbsa.mil/Information/Visitor-Information/>.

Museum information is at <http://amedd.museum.amedd.army.mil/index.html>. To contact the museum, call 210-221-6358.

LACKLAND

AF beta-tests adaptive learning platform

By Dan Hawkins

AIR EDUCATION AND TRAINING
COMMAND PUBLIC AFFAIRS

Air Education and Training Command's emphasis on the use of technology to aggressively and cost-effectively modernize education and training took another step forward here with the issuance of personal tablets to two in-processing flights at Basic Military Training.

On Dec. 11, 2019, about 110 trainees with the 321st Training Squadron received the computers as part of a six-month Cooperative Research and Development Agreement, or CRADA, beta test designed to test adaptive and personalized learning in the BMT setting.

"Our intent in conducting this pilot is to assess learning outcomes, value, and return on investment to the overall BMT mission," said Capt. Tyler Hoff, 321st TRS and project manager for the initiative. "This pilot really has the potential to be the future of BMT."

The CRADA partnership with the 737th Training Group includes Cerego, an online adaptive learning platform, as well as Microsoft, who provided the computers being used in the beta test. Integration Technologies Group is onsite as well to provide information technology solutions needed as part of the trial run.

The adaptive learning platform instigates study time when it's most beneficial, aimed at increasing knowledge retention and gives instructors real-time feedback data and analysis of student progress.

"The software is designed to help students learn material



SARAYUTH PINTHONG

U.S. Air Force basic military training trainees are issued personal computers during in-processing as part of a pilot test under a Cooperative Research and Development Agreement partnership at Joint Base San Antonio-Lackland Dec. 11, 2019.

more efficiently and retain knowledge longer through an adaptive, personalized learning tool that provides real-time feedback to optimize the learning experience instead of the way we have always done it — through paper textbooks," said Staff Sgt. Samudra Thio, BMT Pilot Project lead who came up with the idea to introduce technology into BMT. "The technology being used will help focus instruction in academic areas identified as potentially weak for individual Airmen, really tailoring the

experience in a learner-centric way where the knowledge gap is. This hopefully will help Airmen learn more efficiently."

Another potential benefit is in terms of time savings for military training instructors.

"Looking at the amount of time that can potentially be given back to our MTT's is also going to be extremely valuable," Thio said. "Tasks that have been done previously in a manual manner, such as grading academic tests, can be graded electronically and in real-time with the use of

up about four weeks ahead of schedule, which really allowed us to accelerate our timeline," Thio said. "Every textbook, lecture and video currently in use in the BMT curriculum has been transferred to the computers, allowing trainees to digitally access the content at any time."

The BMT trainees at JBSA-Lackland also have access to AETC's Learning Wi-Fi Service in the classroom and via wireless pucks in the dorms, Thio said.

The two flights are scheduled to graduate in early February of 2020, at which time the AETC Studies and Analysis Squadron will analyze data from the class and recommend a way forward.

"Our Airmen join the Air Force already possessing tons of experience in using mobile technology in the learning environment," said Chief Master Sgt. Julie Gudgel, AETC command chief.

"The use of technology is going to transform the way we learn and how our Airmen experience BMT. Today's Airman learns differently, and we need to ensure we are doing everything we can to deliver that learning in ways that enable them to be excited about it," Gudgel said.

The 737th Training Group, part of the 37th Training Wing, is headquartered at JBSA-Lackland, is responsible for Air Force Basic Military Training and is the only enlisted basic training location in the Air Force. The 737th Training group turns more than 35,000 civilians into Airmen each year. Each Friday, with the exception of about three non-accession weeks, an average of 650 Airmen graduate each week.

technology."

Updating a change to the BMT curriculum happens instantly so the students see the new material in their next review, instead of waiting months because of the need to reprint textbooks is another example, Thio said.

A major piece of the effort to get the initiative up and running was done by the BMT content development team, who had to transfer all of the BMT curriculum to the tablets, Thio said.

"The content team finished

Air Force surgeon general speaks to JBSA medical staff

From 59th Medical Wing Public Affairs

U.S. Air Force Surgeon General Lt. Gen. Dorothy A. Hogg spoke to medics during a Jan. 9 visit to Brooke Army Medical Center at Joint Base San Antonio-Fort Sam Houston.

Doctors, nurses and medical technicians from BAMC and Wilford Hall Ambulatory Surgical Center gathered for a town hall to hear Hogg's perspective on the future of military medicine and ask questions in turn.

Hogg serves as functional manager of the Air Force Medical Service and advises senior leaders on the medical component of the air expeditionary force and airmen's health. In her role as surgeon general, Hogg also oversees the 44,000-person medical system, planning training, deployment and health care delivery.

With the advent of the

Defense Health Agency, Hogg emphasized the future of the military is joint, including military medicine. She encouraged medics at all levels to draw on their counterparts' strengths.

"The Army is best at ground medicine," Hogg said. "The Air Force is best at medevac. Let's capitalize on that."

She urged her audience to always think, "How can we make this better by making it joint?"

Discounting the benefits of computer-based and "spin-up" training as ineffective and too little, too late, Hogg also stressed the necessity of realistic, frequent and challenging training to be ready for the next conflict or contingency.

"Being ready is the priority," she said. "I exist to go to war. You and I wear the uniform to go to war. What is that airman



TECH. SGT. KATHERINE SPESSA /

U.S. Air Force Surgeon General, Lt. Gen. Dorothy A. Hogg speaks to doctors, nurses and technicians Jan. 9 during a visit to Brooke Army Medical Center, Joint Base San Antonio-Fort Sam Houston.

going to see, hear, smell on the battlefield? We need to prepare them for that."

The general laid out her ideas for using systems already in place to keep medics current and ready. She plans to capitalize on civilian platforms to give critical care specialists exposure to critical cases while home from deployment. She plans to capitalize on exercises already put on by major commands across the Air Force to run "medical red flags."

"I remember humping litters, sucking rubber, sweating for 12-hour days," Hogg said. "Exercising all day and being hands on. We need to get back to that. We need to stress our medics to prepare them."

Another topic Hogg was particularly passionate about was modernization and innovation, what she calls "disruptive innovation" or "thinking without the box." She detailed several

initiatives, including FlexWeb, a web-based system similar to Amazon's Alexa device that would help streamline all medical systems and enable easier and more expedited delivery of personnel, equipment and care.

"You all are at the bedside, litter side, plane side," Hogg said, addressing each member of her audience. "You've all done something and thought, 'We could do it better another way.' Do it."

MEMBERS WALK THE FLIGHTLINE LOOKING FOR FOD

433rd Airlift Wing members perform a "FOD walk" to clean foreign objects and debris from the flightline Jan. 12 at Joint Base San Antonio-Lackland.

STAFF SGT. LAUREN M. SNYDER



502nd FSS members work to upgrade SnowFest 2020

By Rachel Kersey

502ND AIR BASE WING PUBLIC AFFAIRS

One week out from JBSA-Lackland's 12th annual SnowFest, Katy Taylor and Angela Perez are in and out of the office all day. They are community programmers for the 502nd Force Support Squadron, which is responsible for all of the events put on by the morale, welfare, and recreation department.

"We support the mission for the active duty soldier," Taylor said.

"The service members and their families go through a lot, obviously, with what comes with being involved in the military and moving and replanting yourself all the time," Perez said.

"Providing a fun opportunity to come out and immerse yourself in that community, meet people and become part of something helps enhance that experience and give you a chance to blow off some steam when your life can be a bit stressful."

This year, SnowFest will be a little different than previous years as FSS is adding a third snow slide and a skating rink. Beefing up the attractions solves a crucial problem that slowed the momentum of an otherwise fun event.

"We had two slides last year, and the lines for them were just very, very long," Taylor said. "People were waiting for about 45 minutes, so we added a third to alleviate that. That's why we were pushing for another attraction. With the addition of the ice skating rink, we're hoping that all of our lines are not nearly as long so people have a much more enjoyable experience."

The real challenge, Perez said, is making sure that everything runs smoothly with the new additions on the

day of the event, especially when they'll be operating a skating rink for the first time.

"We are, right now, thinking through the process of how we are going to get enough people onto the rink throughout the night," she said. "Are we going to use a timing system? Are we going to just tag people out? Thinking through the logistics of how it's going to actually work and then seeing how it plays out will be the biggest challenge."

But an event like this takes many more people than simply the two of them. Nearly 30 FSS staff members are needed to make the night a success.

"We're bringing out every single marketing staff member," Perez said. "It's all hands on deck. We also need some people doing photography. We have a social media specialist that brings out a tent, and she gets an assistant to help her do some stuff because she'll go live and do different things."

It's all part of a coordinated effort to make sure the crafts, food and games go off without a hitch.

Only at some point in the middle of the event will Taylor and Perez get a chance to slow down and survey all of their handiwork.

Other than that, if you happen to spot them, they will be bustling around setting up chairs, opening tables, bringing out the power supply, and the like.

"We love what we do," Taylor said. "So it's fun from start to finish."

Taylor, Perez, and all the staff at FSS hope that military members and their families will feel the exact same way. SnowFest 2020 takes place from 5-9 p.m. Jan. 24 at the JBSA-Lackland Amphitheater. Admission is free.



ANDREW C. PATTERSON

Joint Base San Antonio Community Programs hosted the annual SnowFest celebration at the JBSA-Lackland Amphitheater Jan. 25, 2019. SnowFest 2020 takes place Jan. 24 from 5-9 p.m. at the JBSA-Lackland Amphitheater. Admission is free.

RANDOLPH

BASHing bird strikes aim of JBSA-Randolph program

By Airman 1st Class
Shelby Pruitt

502ND AIR BASE WING
PUBLIC AFFAIRS

A bird strike is a collision between a bird and an aircraft, but the term is often expanded to cover other wildlife strikes, such as bats or ground animals.

Despite significant dispersion, depredation and avoidance, U.S. Air Force pilots face this rare danger every time they don gear and sit in the cockpit.

One of Joint Base San Antonio-Randolph's most recent bird strikes occurred in November. Lt. Col. Kristen Kent, commander of the 39th Flying Training Squadron, was flying solo, returning from training in the military operating area to the east of the base.

"The bird struck just over the top of my helmet, penetrating the canopy and causing a large portion of it to shatter," she said. "I declared an emergency and returned to Randolph via a straight-in approach to a full-stop landing."

During pilot school students endure an extensive amount of emergency management training for situations just like these. Kent credits her training for giving her the confidence to efficiently handle the incident.

"Initially, I was surprised at the time of the strike, then I started going through the steps to ensure I was not injured and the aircraft was flyable," she recalled. "After that, I initiated the procedures to recover the aircraft with a portion of the canopy missing."

Lt. Col. Rene Carrillo, 435th Fighter Training Squadron commander, encountered his first bird strike during a



COURTESY PHOTO

Bird strikes continue to be a danger for U.S. Air Force pilots every time they don gear and sit in the cockpit.

two-ship basic fighter maneuvers training sortie in a T-38C Talon.

After cross-checking his wingman's position for seemingly a split second, he came face-to-face with a huge vulture, with wings spread like a pterodactyl.

"It was not moving on my windscreen, only getting bigger, and impacted the aircraft before I could react," Carrillo said. "The impact broke the canopy directly over me, causing chunks of Plexiglas to fall into the cockpit."

While his No. 2 confirmed the bird strike, he slowed the aircraft down to be able to hear her radio equipment.

"I made a call to the control tower to declare an emergency,

and told them I'd be landing immediately," Carrillo noted.

Upon landing the aircraft after a bird strike, pilots are met by maintenance teams, the fire department and safety officers to ensure the health and welfare of the pilot and aircraft.

At JBSA-Randolph, doves, raptors, perching birds, waterfowl and migratory birds are the most common threats to pilots. The Bird/Wildlife Aircraft Strike Hazard, or BASH, Management program was created as a direct response to the bird-strike issue on U.S. Air Force bases.

The BASH program ensures mission readiness and combat capability while providing the safest flying environment possible. The program is

designed to reduce risk to aircrews, aircraft and the surrounding community.

Mitigation tools such as habitat/vegetation management, bird cannons, radars and herbicides/insecticides are all continuously implemented by BASH at JBSA to mitigate bird strike accidents and protect military members.

"One BASH measure we use at JBSA-Randolph is minimizing the amount of time we spend in close formation (fingertip) in the traffic pattern," Carrillo said. "This allows more time for pilots to look for threats from birds."

Because of these efforts, bird strikes are down 11 percent at JBSA-Randolph since 2018.

"BASH is important because

"The bird struck just over the top of my helmet, penetrating the canopy and causing a large portion of it to shatter. I declared an emergency and returned to Randolph via a straight-in approach to a full-stop landing."

Lt. Col. Kristen Kent,
39th Flying Training Squadron
commander

it provides a reduction to the risks that are present to aircraft and pilots when operating in an environment of high bird concentrations, especially during critical phases of flight such as takeoff and landing," Kent added.

Even with the pilots' training for this, one bird strike can possibly alter a pilot's mindset toward flying from then on out.

"It has made me thankful for the time and energy put into training for emergency situations because you have to be prepared every time you fly to potentially deal with something unexpected," Kent said. "It also reminded me that flying is a dangerous business, regardless of whether you are just starting or if you have been flying for more than 20 years."

For additional information on BASH initiatives, contact the 12th Flying Training Wing safety office at 210-652-2224.

Deadline near for program that gives Air Force spouses jump-start on career

By Robert Goetz
502ND AIR BASE WING
PUBLIC AFFAIRS

The spouses of active-duty Air Force members now have an opportunity to enter a program that can start them on the path to a successful career.

The military and family readiness centers at two Joint Base San Antonio locations are accepting applications for the Air Force Aid Society Spouse Employment Program, a military spouse assistance program that pays for tuition, instructor fees and course materials so spouses are able to obtain the skills necessary to secure jobs in their community or on base.

This year's program will fund five scholarships each at JBSA-Lackland and JBSA-Randolph, open only to spouses assigned or attached to those locations. The scholarships at JBSA-Lackland will fund training for medical billing and coding certification, while those at JBSA-Randolph will pay for a dental assistant training course at two

University of the Incarnate Word locations.

Application deadline is Jan. 29 at both M&FRCs.

"Currently our military spouses are underemployed and typically overlooked for opportunities," said Janet Harris, JBSA-Lackland M&FRC community readiness consultant and AFAS officer. "This program provides free entry-level job training to active-duty Air Force spouses to help secure employment opportunities. It's a national certification and is transferable anywhere the recipients go."

In the past, the program at JBSA has funded courses or training for careers ranging from cardiac rhythm analysis and pharmacy technicians to office administration positions and fitness trainers.

The scholarships are consequential because of the costs associated with them, said Brian Kenefick, JBSA-Randolph M&FRC community readiness consultant and AFAS officer.

"Each of the scholarships at Randolph is \$4,500 per person," he said. "The fact that we're



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able to get five funded slots at nearly \$23,000 is significant."

The courses available to spouses are carefully chosen, Kenefick said.

"We do labor market research to see what jobs are available locally," he said, "but we also get requests from spouses."

Most of the courses offered in previous years have prepared spouses for careers in the health care industry, which provides numerous opportunities for job seekers. The courses offered this year continue that trend.

"The medical industry will account for 1.5 million more

jobs by 2026; therefore, medical facilities will continue to hire qualified medical billers and coders," Harris said, referring to the course offered through the JBSA-Lackland M&FRC. "It's one of the fastest-growing careers in the health care industry today, with demand expected to increase through 2027, and it's a truly portable career that can be done from home and anywhere in the world."

Selections for the program are made by M&FRC staff members, Kenefick said.

"We try to accommodate the most deserving of spouses and those who have aspirations for a career in that area," he said. "They don't have to worry about money because it's already funded."

The program contributes to the Air Force mission by enhancing the educational and employment readiness of the spouse as well as the family's financial preparedness, Kenefick said.

Scholarship recipients at JBSA-Randolph will have four opportunities to take the dental

assistant course — 6-9 p.m. Monday and Wednesday, Feb. 10-April 29, and 6-9 p.m. Monday and Wednesday, Sept. 14-Dec. 9, at the UIW Dental Assistant Program on Common Street in New Braunfels and 6-9 p.m. Tuesday and Thursday, April 21-July 9, and 8 a.m. to 2 p.m. Saturday, May 16-Aug. 8, at the UIW Northwest Campus, 9729 Datapoint Drive.

The medical billing and coding course for JBSA-Lackland spouses will be offered from 9 a.m. to noon Monday, Wednesday and Friday, Feb. 10-June 3 at the M&FRC, 2160 Kenly Ave.

In addition to the spouses of active-duty Air Force personnel, the AFAS program is open to the spouses of Air Force Reserve and Air National Guard members activated on Title 10 orders for the duration of approved training.

Spouses chosen for the program will be notified in early February.

For more information, call the JBSA-Lackland M&FRC, 671-3722, or the JBSA-Randolph M&FRC, 652-5321.



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Operational height waivers focus of latest 'The Air Force Starts Here' podcast

From Air Education and Training Command Public Affairs

The 23rd episode of "The Air Force Starts Here," Air Education and Training Command's podcast series, focuses on flying training and was released Jan. 14.

On the episode, Jennifer Gonzalez from the AETC public affairs office talks about the operational waiver process for height, innovation in the flying training pipeline, social media and more with Maj. Gen. Craig Wills, 19th Air Force commander.

Wills talks about the current Air Force pilot height requirements and how every person is built differently, which talks to why the service has a

waiver process. He also speaks to the point that the operational safety of all involved is priority one when it comes to granting waivers. Wills also goes in-depth on the process, which include a team of experts from 19th AF, the AETC surgeon general's office, the Air Force Research Laboratory and more.

The general also takes listeners behind the scenes as to why he is so active on Instagram, as well relooks a recent visit to Altus Air Force Base, Oklahoma, a.k.a. "Mobility's Hometown."

The professional development

podcasts are designed to help communicate and inform Total Force Airmen across the globe on relevant, timely topics related to the recruiting, training, education and development fields and can be listened to on the government network on the AETC website, or via mobile application as well as on Apple Podcasts, Spotify and Google Play.

Future episodes are set to cover a wide range of topics, including adaptive learning in Air Force basic military training, maintenance training, and much more.

1st Manpower Requirements Squadron inactivates



SABRINA FINE

Col. Heidi A. Paulson, Air Force Manpower Analysis Agency commander, officiates over the 1st Manpower Requirements Squadron inactivation ceremony Jan. 9 at Joint Base San Antonio-Randolph.

By Tech. Sgt. Ave I. Young

502ND AIR BASE WING
PUBLIC AFFAIRS

Members past and present watched as the 1st Manpower Requirements Squadron's guidon was furled and stored away at Joint Base San Antonio-Randolph during an inactivation ceremony Jan. 9.

Although the squadron is inactivated, it leaves behind a proud history.

The mission of the 1st MRS was to assess and validate manpower requirements and identify process and organizational efficiencies for the United States Air Force.

The 1st MRS was constituted April 2, 1976, as the Air Force Personnel Management Engineering Team and redesignated as the 1st Manpower Requirements Squadron Dec. 1, 2004.

It is now becoming a division under the Manpower Management Operations Directorate in the Air Force Manpower Analysis Agency. The final organizational structure will consolidate Air Force management engineering under one directorate and AFMAA operating locations, which support different major commands providing a direct management engineering and process improvement support for unique MAJCOM requirements.

It also becomes the single focal point for all AFMAA manpower operations, allowing for better standardization of processes and guidance, as well as providing a holistic approach to manpower operations.

Through its existence, the squadron earned two Air Force Outstanding Unit

awards and four Air Force organizational excellence awards.

Officiating over the ceremony was Col. Heidi A. Paulson, AFMAA commander. Lt. Col. Jessica Corea, 1st MRS commander, addressed her squadron one last time. The men and women of the 1st MRS rendered a final salute to Lt. Col. Corea.

It is military custom to furl and encase the flag upon the completion of the organization's mission. This ceremony represents the end of this organization's mission and serves as a final symbol of closure of members past and present who were part of this organization.

By order of the Secretary of the Air Force, effective Jan. 9, 2020, the 1st Manpower Requirements Squadron, is hereby inactivated.