

WASHINGTON MILITARY DEPARTMENT

VOL. I, ISSUE II



EVERGREEN

MAGAZINE




New facilities mark
change for the
Washington National
Guard pg. 8



Winter Storm pg. 12 Preparedness

Washington Guard welcomes one
General, says goodbye to another. pg. 10



UPAR

UNIT PUBLIC AFFAIRS REPRESENTATIVE
SUBMISSION OF THE MONTH

Commander in Chief
Washington State Governor
The Honorable Jay Inslee

The Adjutant General
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September 19, 2013 - Sunset falls on the 66th Theatre Aviation Command, Washington Army National Guard, as they end a drill day at Joint Base Lewis- McChord.

photo courtesy of CPT Steven Page, 66th TAC

NOTABLES:

- TAGLINE..... Page 4
- It's Cold Outside..... Page 12
- LEAN Information..... Page 15

ARTICLE SUBMISSIONS

Contributions to the *Evergreen Magazine* are always welcome! Send articles, photos, questions and art to Washington National Guard Public Affairs Office at: pao@washingtonguard.org

ON THE COVER



The Minuteman statue in front of Building One, Camp Murray, covered with snow after a large snow storm that hit Western Washington in January 2012. (Washington National Guard photo by: Spc. Chris LaRue, DIOM, Washington National Guard)



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TABLE of CONTENTS



Get to know WSG

Page 5

Get an inside look at the Washington State Guard, find out what they do and who they are.

Maj. Gen. Retires

Page 9

38 years ago, Gary Magonigle joined the Air Force to be a pilot. Today he reflects back on a long career of service to the state of Washington and the Nation.

Multiplying the Force

Page 13

Smoke, haze and a gas smell. Nothing stops the 10th Civil Support Team from helping train local first responders on how to respond quickly and work together.

Job Fair

Page 17

When soldiers are in need of jobs, Joint Service Support is there to help them fight against the problem head on.

WYA 9/11 Memorial

Page 8

The cadets at the Washington Youth Academy may not remember one of the greatest tragedies our country has ever seen, but they got up close and personal with the memorial in Bremerton.

Winter Preparedness

Page 11

Do you feel it? Winter is coming! Are you ready for the event of a major snow storm in western Washington? Let the folks at EMD get you ready and tell you what steps to take.

LEAN Town Hall

Page 14

Gov. Inslee has a plan to make Washington a more LEANer state and the Washington Military Department is doing it's part too.

Trunk or Treat

Page 19

A Halloween tradition now in it's 6th year. Learn how trunk or treat has grown into a Guard favorite among families.

THE TAG LINE

WASHINGTON NATIONAL GUARD THE ADJUTANT GENERAL *Major General Bret Daugherty*



Tis the season

Colleagues:

Since our early beginnings, the Washington Military Department has earned a solid reputation of providing a much needed helping hand during both domestic and international disasters. State and federal leaders know when they need our help, our men and women will be both on the ground and behind the scenes to coordinate an effective response and recovery.

While our department is widely known for its assistance during times of emergency, it's often our quiet contributions throughout the year that impress me the most.

Last year alone - during continued salary reductions - our state workers raised nearly \$16,000 to help people in need through the Combined Fund Drive. And our federal workers raised \$41,000 through the Combined Federal Campaign.

In the last 10 months, you've helped raise more than \$20,000 for the Minuteman Emergency Assistance Fund. These critical donations help our dedicated soldiers and airmen get through difficult financial times.

You consistently bring canned food to fill barrels during our annual Martin Luther King Food drive benefitting local food banks. Last year, you set a new record with the donation of more than 1,300 pounds of food, and nearly \$740. I have no doubt new records will be set again this coming January.

In September, many of you graciously purchased items for the annual YWCA Toiletry Drive, led by the Interagency Committee of State Employed Women. Combined with donations from other agencies, our employees helped raise an estimated \$10,000 worth of shampoo, soap and other toiletry items we often take for granted.

Your donation of time is also commendable. It's worth mentioning the work of our cadets at the Washington Youth Academy, who volunteered more than 500 hours to help prepare a site for construction of an impressive 9/11 memorial in Bremerton.

I know these are just a few of many, many examples of your goodwill.

During the holidays, as I reflect on all of the gifts I've been given, I include on my list a compassionate staff that truly cares about our fellow Washingtonians beyond what your job requires. Your acts of personal kindness don't go unnoticed.

I wish you a safe and happy holiday season - and thank you for your work to improve the lives of those we serve.

Maj. Gen Bret Daugherty
The Adjutant General
Washington National Guard





WASHINGTON NATIONAL GUARD
Deputy Director - Army, Current Operations
Lieutenant Colonel Curt Simonson

FEATURED
**GUEST
EDITOR**

Community Service and the Guard

The Washington National Guard has been decisively engaged in Overseas Contingency Operations since September, 2001. With these requirements winding down, MG Daugherty directed a shift in focus to Domestic Operations and Community Outreach.

In pursuit of this goal, the Washington Army National Guard developed a new community outreach program this past summer. The program has four objectives:

- Develop and strengthen relationships with key communities
- Increase accessions to achieve our NGB recruiting goal
- Increase retention rates by connecting Soldiers with their communities
- Increase our ability to conduct effective Domestic Operations through key leader relationship building at the state and local level

To achieve these objectives, the program outlines three distinct lines of effort:

- Community relations events. These events are unit led, and focus on developing and strengthening relationships in our communities.
- Key leader engagements. These events involve WAARNG leaders interacting with local, state, and federal leaders. Key leader engagements set conditions for achieving multiple objectives.
- Recruiting events. These events take many forms, and are led by the Recruiting and Retention Battalion. Our units often support these events with static displays, or other types of direct assistance.

As an indicator of how quickly the program has grown, our participation in Veterans Day events increased from 12 events in 2012, to 22 events in 2013.

This success reflects the extraordinary commitment our Soldiers have to their units, and to their communities.

We are the Guard.

Patriot. Soldier. Neighbor.

Lt. Col. Curt Simonson
Deputy Director - Army, Current Operations
Washington National Guard



WASHINGTON

Story by Cpt. Jay Burnett



Soldiers from the Washington State Guard get ready for a pre high angle rescue mission during exercise Evergreen Ember.

The Washington State Guard traces its roots to the territorial militia originally organized in 1855. One of more than 20 state defense forces authorized under federal law, and legally constituted under state law, the WSG is one of the three uniformed services of the Washington Military Department under the direction of the adjutant general of the state of Washington.

Headquartered at Camp Murray, the WSG drills monthly in Seattle, Spokane, Everett, and Olympia. It is comprised of two Infantry Brigades and a Support Wing organized for expansion to statutorily augment the National Guard when it is called into Federal service. WSG personnel are volunteers and serve on Inactive Duty orders normally without pay unless called to State Active Duty by the governor through the adjutant general. The State Guard's primary focus is consequence management, specifically emergency response. Currently the State Guard has five operational missions:

1. Liaison Officers (LNOs) serve as the civil/military interface between civilian authorities and the WNG in the state, county, and municipal Emergency Operation Centers (EOCs). Unique because bilingual, WSG LNO's are Incident Command System (ICS) trained and certified and likewise trained on military response process and assets available to civil authorities. LNO's are certified by successful completion of a two day resident course and receive annual re-currency training.

2. Operation of the Geospatial Information Interoperability Exploitation-Portable (GIIEP) system, which provides real time visual imagery feed from the field to the Joint Operations Center (JOC), JOC Forward, our Emergency

Management Division, TAG, and/or the governor. The WSG has exercised the GIIEP system on both airborne (with Civil Air Patrol) and land platforms, most recently during the Evergreen Ember Exercise during a simulated high angle rescue.

3. Emergency Communications (EMCOMM) unit provides trained and experienced communicators on high frequency, very high frequency, and ultra-high frequency radio communications. Radio communication bridges the gap for remote events or catastrophic events that destroy landline and cellular infrastructure. Unit leadership has communication positions with their civilian employers. The unit provided radio connectivity between Camp Murray and the Yakima Training Center during the Evergreen Ember Exercise.

4. Management of the Movement Coordination Center (MCC) for EMD. The MCC is activated for a large catastrophic event to coordinate the arrival, routing, and



STATE GUARD



SSG Trent documents real time imagery from a live fire exercise during Evergreen Ember at Yakima Training Center.

transit of disaster relief supplies from various movement control points within the state. It also coordinates law enforcement security for movements. WSG exercised the MCC during the LOGEX of the Evergreen Quake Exercise.

5. Cyber Network Operations (CNO).

The vast use of cyber technology today has the potential to directly impact both National Security and the State of Washington. The WSG is building a cyber security unit from industry specialists in its Support Wing. It currently augments the WNG cyber security mission.

State Guard soldiers continuously train to increase operational knowledge in military and civilian ICS skills. This includes individual and collective training activities and classes as appropriate. WSG membership demands a high level of individual motivation in order for WSG soldiers to acquire the professional skills needed

to function in an emergency or disaster environment. This requires soldier self-study beyond the normal one drill day a month.

Generally, prior military service individuals enter the WSG at their previously held rank. All candidates applying for entry into the WSG are vetted by a Personnel Selection Board (PSB) as per WSG Regulation. Requirements are similar to those for the National Guard or Reserve Service. Because the WSG is a state organization, participation in the State Guard by retired service personnel does not affect federal retirement or other benefits. There is no minimum enlistment term, and personnel may serve until age 64 (MRD), with waivers to age 68 on a case by case with TAG approval. The WSG considers highly motivated non-prior service individuals with skills needed by the State Guard or Military Department. Initial Entry Training (IET) is eight months from the WSG professional NCO Corps. Soldiers are encouraged to pursue professional and military leadership advancement. Applicants, PSB approved, enter the resident WSG Warrant Officer Candidate Course (13 months) or the Officer Candidate Course (18 months). These courses also require substantial self-study.

From the Territorial Militia, Home Guard of WW I, patrolling the beaches and critical infrastructure during World War II, to coordinating critical resources and information during floods, wildfires, and blizzards, the Washington State Guard has brought wide-ranging, professional, and enthusiastic knowledge, skills and abilities of willing volunteer soldiers to protect life and property of the citizens of the State of Washington.

BREAKING GROUND

by State Public Affairs Office



Left: Col. William Martin, commander, 56th TIOG along with George Roger (RQ Con.), Olten Swanson (USACE) and the Adjutant General, Major General Bret Daugherty break ground at a ceremony held on October 24th.

Below: Rendering of the New IORC.



On October 24th, the Washington National Guard broke ground on the brand new Information Operations Readiness Center (IORC) at Joint base Lewis-McChord.

Scheduled to open in 2015, the new IORC will be the home of multiple units from 96th Troop Command, including the 56th Tactical Information Operations Group (TIOG).

“We are excited to be breaking ground on what will be a first-class facility,” said Major General Bret D. Daugherty, the state’s adjutant general. “This new readiness center will provide our Guardsmen with top of the line facilities, work space and areas to excel in their jobs.”

The new IORC will include special purpose and administration areas, an assembly hall, catering kitchen, locker

rooms, restrooms and shower areas, as well as support functions associated with the facility.

The \$27 million construction project, which measures out to a massive 124,000 square feet, will be built by RQ Construction of California. The IORC will have a LEED Silver environmental rating and replace older facilities on Camp Murray.

Inspiring Others

Guard gives back to local school

Thirty years ago, Gregory Allen was a high school football player at Bellarmine Preperatory in Tacoma. After completing high school, he headed to West Point to begin a storied career in the military. However, he never forgot where he came from.

At the end of September, Col. Allen, Commander, 96th Troop Command returned to Bellarmine to present another outstanding athlete, Courtney Schwan, with the USA Today / National Guard Inspiration Award.

“It is what you do after high school that builds who you become,” Allen said to the packed assembly. “Inspiring others to be their best, that is a quality of leadership.”

Schwan is an accomplished pianist and a committed community volunteer, donating her time as a youth volleyball instructor and as part of multiple community service initiatives in association with her church youth group, and not to mention a pretty good volleyball player.

Schwan has verbally committed to play volleyball on an athletic scholarship at the University of Washington beginning in the fall of 2014.

by State Public Affairs Office



Col. Greg Allen, Commander 96th Troop Command and WA Guard Chief of Staff, (right) along with National Guard Inspiration Award to Courtney Schwan (center) and Coach Jody DeGroot (left).

215th Engineering Installations Squadron Deactivation

story by MSgt Bettina Knaack / photo by Maj Lisa Dowling



Chief Master Sergeant Gregory Gessell holds the 215th EIS guide-on while Col Jill Lannan, Commander of the 194th Wing and Lt Col Ron Jimmerson, Commander of the now inactivated squadron gently encase the streamers.

On November 2nd, the 194th Wing held an “Inactivation Ceremony” for the 215th Engineering Installations Squadron on Camp Murray.

The 215th Engineering Installations Squadron began 71 years ago and has received multiple awards to include “Outstanding Unit” seven times. Its mission was to deploy to locations in the United States and worldwide to engineer, install, remove, and relocate C4I information systems and infrastructure such as antennas, cabling, radios, navigational aids, and meteorological equipment.

“This is an Inactivation ceremony, not a Deactivation ceremony. We will keep the hope alive that we will uncase this guide-on in the future. Maybe it won’t be as the Engineering Installation Squadron, but something else under a new mission,” said Col Jill Lannan, commander of the 194th Wing.

“This is a day of celebration. A day to celebrate the history and legacy the 215 EIS and its members will leave for the Washington Air National Guard and installations across the world where we have been,” said Lt Col Ron Jimmerson, Commander of the 215 EIS.



photos by Irish Jaramillo



WASHINGTON YOUTH ACADEMY CADETS VOLUNTEER AT BREMERTON 9/11 MEMORIAL

story by Sue Kitchel

While it’s one of the most tragic terrorist events on U.S. soil, cadets at the Washington Youth Academy have very few memories of Sept. 11, 2001. Most weren’t even in kindergarten yet when terrorists used four planes to kill thousands of Americans.

While many cadets may not have been personally impacted by the events on 9/11, WYA cadets worked more than 500 hours combined to prepare a site in Bremerton for an impressive memorial to honor those killed by the terrorist attacks.

Several weeks after the official dedication of the 9/11 memorial at Evergreen Rotary Park, a group of cadets were given the opportunity to get a close look at the structure. Initially, cadets wandered the area, not realizing what they were witnessing, nor grasping the full meaning behind the dedication.

They were respectful, but not fully understanding all that the memorial represented. Soon after their arrival, a very unassuming gentleman in cut-offs and tennis shoes approached a WYA employee and asked if he could tell the cadets the story behind the memorial. He explained that he was a volunteer groundskeeper and spent his time protecting and enhancing the grounds.

As this man began to tell the story of what each tile, stone and metal beam represented, the cadets slowly began to change their stance. You could see the understanding creep into their minds and show itself in the look on their faces.

As the gentleman spoke of the memorial itself – of the steel beams, the limestone from the Pentagon and sand from the Shanksville, Pa., field where United Flight 93 crashed, there was a silence surrounding the area. It was evident at that moment that the cadets were truly experiencing that day – a day when most of them were heading off to pre-school unaware of the world around them. The groundskeeper continued to talk about the memorial and how it was surrounded by 30 ginkgo trees, one for every 100 people who perished in the attacks.

As this man’s story unfolded, the cadets began to move toward the beams, place their hands on the steel and experience the story of life and death, triumph and defeat. They began to understand the story of the courage that was demonstrated by the passengers on Flight 93 who unsuccessfully tried to save their country. One cadet knelt at the base of the twisted beams, tears running down his face, as he prayed for a family member who lost their life. Others watched his pain and began reaching out to just touch the steel – to feel what it represented – and to honor those who died on 9/11/2001.

The cadets of the WYA were given an opportunity that they are not likely to forget. Their work to support the memorial will also forever be remembered. A brick inscribed with “Washington Youth Academy” now lays in the area around the memorial in gratitude for the cadets’ hard work to help create a lasting memorial to honor those lost.



THE LAST FLIGHT

by State Public Affairs Office,
Washington National Guard
Photo by Msgt Mike Stewart

38

years ago, before he was the Assistant Adjutant General - Air, Washington Air National Guard at Camp Murray; before he was the Wing Commander, 141st Air Refueling Wing at Fairchild Air Force Base in Spokane; even before he was a pilot on a F-101 for the 2nd Fighter Interceptor Squadron at Tyndall Air Force Base, Florida, then cadet Gary Magonigle was a student at North Dakota State University in Fargo, North Dakota, studying Animal Science and earning his commission as an officer in the United States Air Force in the Air Force Reserve Officer Training Corp.

Today, Major General Gary T. Magonigle, the Assistant Adjutant General and Commander of the Washington Air National Guard since February 2007, can look back on his distinguished career knowing that his college age self would be proud.

"I never expected to get to the point where I would be a Major General," Magonigle says. "I knew I wanted to fly

fighters and the Air Force picked me up on a scholarship and I got a spot for pilot training."

Magonigle received his commission through the Air Force ROTC in 1976 and began his active duty career in 1977. After leaving active duty, he transitioned to the New Jersey Air National Guard in 1983. When an ailment brought him home to Idaho, it was the chance to fly with the Washington Air National Guard that brought him to the Evergreen state.

"I applied for the 141st Air Wing and was accepted to fly tankers and have been here ever since."

After serving in a variety of positions with the 141st from December 1985 to February 2007, it was the promotion to Assistant Adjutant General and the move to Camp Murray that really helped Magonigle see the whole landscape of the Air Guard.

"With the great things at the 194th Wing and Western Air Defense

Sector along with the 141st, other states are looking up to us, trying to copy that model," he said.

Like any other career, Magonigle says it has its good days and rough days, but he's learned to always keep things in perspective.

"Never look ahead of the job you are in. Always give your full effort to the job you are in and never look forward to that next assignment. And have fun where you are at."

As one chapter comes to a close for Magonigle, a whole new chapter opens--retirement and the adventures that come along with it.

"In the short term, I plan to enjoy the holiday season but get some things done around the house," Magonigle says. "I enjoy riding my bicycle, so I will do that. I play guitar and a little more practice on that wouldn't hurt and I'll just see what next year brings."



By State Public Affairs Office, Washington National Guard

PATRIOT NEIGHBOR LEADER

Story by Pfc. Sarah Booker
122nd Public Affairs Operations Center

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November 2, 2013 was a special day for the Washington Army National Guard as Col. Christopher J. Fowler, Land Component Commander, was promoted to Brigadier General in a ceremony that took place at the 66th Theatre Aviation Readiness Center on Joint Base Lewis-McChord, Wash.

Fowler's promotion to Brigadier General highlights his long-standing 27 year military career and his commitment to the Soldiers and Airmen of the Washington National Guard.

Fowler credits his success to the support of his command and Soldiers as the primary reason for his recent promotion.

"Really the most important people that I've worked with throughout my career, that have allowed me to obtain this position, have been the soldiers and non-commissioned officers that I have had an opportunity to work with," said Fowler.

During Fowler's career with the Washington Army National Guard, he

served two separate overseas tours as the commander of the 1-161st Infantry Battalion during the 81st Heavy Brigade Combat Team deployment to Iraq in 2004-2005, and as the commander of the 81st Heavy Brigade Combat Team that deployed to Iraq in 2008-2009.

As a civilian, Fowler has excelled as a captain with the Seattle Police Department while receiving the department's highest honor, the Distinguished Service Award with more than 20 years on the force.

"Chris is efficient and thorough, while at the same time, able to be very engaging with everybody," said Assistant Chief with the Patrol Operations Bureau of the Seattle Police Headquarters, Paul McDonagh. "Those qualities mean he can draw the best out of people even under tough situations."

During the ceremony, Fowler thanked his parents for their ongoing support throughout his Army and law enforcement career and also acknowledged

his three sons, Ethan, Nicholas and Andrew.

"They really are the foundation for teaching me the ethics, integrity and morals that allowed me to progress through not only this career, but also my career with the Seattle Police Department," Fowler said. "They really made me who I am."

To obtain the elite ranks of general officers, commissioned Soldiers must meet time in grade and minimum military education requirements. They must also provide evidence of excellent performance of military duty throughout their career.



WINTER IS COMING

*Story by Mark Stewart,
Emergency Management Division*

If you ask, many Military Department staff probably would admit that most years they are the busiest from November to March, when Mother Nature tends to unleash her fury on the Evergreen State. Winter storms can bring flooding, high winds and power outages, record snowfall, ice storms and freezing rain, landslides and mudslides.

Eight of nine disaster declarations made by the President for Washington State since January 2006 have been for severe winter storms. Department staff and Guardsmen responded each time to assist communities in their time of need. For many of these disasters, recovery continues, with the department's Emergency Management Division administering programs providing an estimated \$395 million for repairs, to help impacted individuals and families get back on their feet, and for projects to prevent future damage.

While winter storms have a track record of wreaking havoc around here, there are steps each of us can take to keep ourselves and our families safe and secure the next time a strong wind blows, rivers and creeks rise, and snow and ice cover the roads.

"Most actions you can take to get prepared for winter are easy to do and they are not expensive," says Rosanne Garrard, EMD's Public Education Coordinator. She suggests starting with available social media and Internet-based tools to get information. "For example, dialing 5-1-1 gets you information on current road conditions. The National Weather Service provides information on current weather and alerts for incoming storms through its mobile.weather.gov web site for smartphones and tablets." And, each weather forecast office posts weather alerts through its Twitter account (@NWSSeattle, @NWSSpokane, @NWSPortland, and @NWSPendleton). EMD also will share information about changing weather conditions and preparedness on its Twitter (@waEMD) and Facebook (www.facebook.com/waEMD) accounts as significant storms approach.

Next, Rosanne suggests reviewing your homeowners or renters insurance policy. "Check with your city or county to see if you live in a hazard zone, such as a floodplain, and then make sure your policy covers damage caused by that hazard," she says. "Most policies do not cover flooding, earthquake or land movement, for example, so additional coverage will have to be purchased at additional cost." Your insurance agent can provide information on additional coverage for these hazards; for more information on flood insurance, visit <http://www.floodsmart.gov/floodsmart/>.

After you have the insurance coverage you feel comfortable with, Rosanne suggests completing EMD's Prepare-In-A-Year Program (see http://www.emd.wa.gov/preparedness/prep_personal_preparedness.shtml). "The program has 12 easy to do activities to make you better prepared for any season, but particularly for winter storms," she says. Steps to take are as easy as talking with family, friends and neighbors to determine how you can help one another when a storm hits; stockpiling water and canned and dried food; and gathering items for emergency kits for family members, your car, and your pet (don't forget Fido!).

To learn more about preparedness actions, visit the EMD web site, which has a variety of written materials and online how-to videos to help you get started. A list of videos is available at: http://www.emd.wa.gov/preparedness/prep_personal_prep_video_index.shtml.

Finally, Rosanne says, use birthday and holiday shopping to purchase things like flashlights, lanterns, outdoor cooking stoves, and crank-powered radios that not only make great gifts for camping trips but also better prepare your household for the next storm.

Vehicle Safety Kit



- ABC-type fire extinguisher
- Battery-operated radio/extra batteries
- Cat litter/sand for traction on ice/snow
- Chains
- Compass
- Flashlight/extra batteries
- Ice scraper
- Jumper cables
- Utility knife
- Latex Gloves (at least 2 pair)
- Light sticks
- Map of area
- Matches in waterproof container
- Plastic storage bags
- Road flares
- Shovel

Emergency Management Division
Social Media



Personal Survival Kit



- Blankets - Mylar and other
- Food - Choose whole grain cereals, nuts, energy bars and food with high liquid content; avoid food that makes you thirsty. *Remember a portable can opener if you packed canned food.*
- Water - 1 gallon per person, for 24-hour period. *Write date on all food/water, replace every six months.*
- Warm Clothes - gloves, hats, sturdy shoes, jacket, etc.
- Rain gear
- First aid kit/special medications
- Cash, coins for phones
- Cell phone
- Whistle
- Games/books for kids
- Pet supplies
- Toilet paper/towelettes
- Feminine/personal hygiene items
- Infant diapers and wipes
- Infant formula
- Special diet foods



Multiplying The Force

Story by Gary Lott
Marketing Program Manager
Joint Services Support

“They’ve got a terrorist leader that’s occupied one of the buildings here, as well as one of his bomb makers who may have committed a chemical suicide,” the voice rang over a 10th Civil Support Team (CST) radio.

It’s a scenario that seems so unreal - it must be dialog from a movie or television show. However, with terrorists constantly evolving their methods of attack, the 10th CST knows it has to be ready for anything.

In October, the 10th CST conducted a two day, annual training scenario for more than 70 first responders at Leschi Village on Joint Base Lewis-McChord.

The exercise had the look and feel of a real hot zone, with multiple bodies on the ground, crockpot bombs (similar to the Boston bombings), taped-off vehicles, simulated reporters, outside threats, meth labs and multiple other hazardous chemical scenarios set up throughout the village.

“The most important lesson learned today should be interoperability, and each agency needs to know how to operate with the other to work out possible kinks in communication”, said Jim Jack, Deputy Commander, 10th CST.

Multiple decontamination lines and chemical incidents were set up for the training with an emphasis on maximizing a safe environment and to provide an area to clean off any emergency responders that may have come into contact with harmful substances or agents.

“We are teaching them sampling procedures that we use,” said Jack. “Part of our objective is to have similar sampling procedures because with cases like these, we want our evidence consistent and correct for trial.”

Suspect Decontamination or Suspect Decon is a system that first responders are working on to safely and efficiently clean suspects that may be dirty with some kind of chemical agent, such as meth or phosgene.

“Our goal is to get them out of the hot zone, where the agent is, and get them decontaminated so they can be safely interrogated if they are a suspect,” said Jack.

More than a dozen government agencies participated in the exercise, including local police and fire departments and the Federal Bureau of Investigation.

The training also dealt with how first responders deal with chemical suicides.

“Chemical suicides have become a popular phenomenon in places like Japan and has now leaked over to the United States, with a more recent incident taking place in Fife, Washington,” added Jack. “Questions are coming up, like are we handling this correctly and what’s the best way to approach a chemical suicide vehicle?”

RESULTS

WASHINGTON

Story by Spc. Samantha Ciaramitaro
Multimedia Journalist
State Public Affairs Office

Through the latest in technology innovations, nearly every one of the Military Department's 2,000 full-time employees listened in or attended the department's LEAN town hall meeting on Oct. 30th to discuss how Major General Bret Daugherty intends to use LEAN principles across the agency.

The townhall was streamed to 9 different locations across the state and streamed online, which allowed our soldiers deployed in Kuwait to also participate. The townhall also drew interest from soldiers and airmen from the National Guards in Oregon, New Hampshire and D.C., as well as at Andrews Air Force Base in Maryland.

The LEAN philosophy is part of "Results Washington," Gov. Jay Inslee's data-driven performance management and continuous improvement initiative that fully incorporates LEAN to create a faster, smarter and more accountable state government.

"This is a state wide effort and we are behind the governor one hundred percent. I am proud to report that I really think the Military Department right now is kind of leading our state in implementing this new LEAN way of doing business," Daugherty said. "We have gone through a tough time. LEAN

is going to help us find efficiencies and stretch those very scarce resources that we have to deal with even more. That why it is so important as our budgets continue to become cut or under pressure to reduce our spending. LEAN is really going to help us get the biggest bang for our buck."

"I am glad you got a great team together to work on LEAN management in our Military Department today," Inslee said. "This is an exciting opportunity for the state and I believe for you too."

"We have developed our LEAN dream team to help accomplish more than we have accomplished today and to gain more proficiency as we do so," said Daugherty.

Part of that dream team is former Washington Army Chief of Staff, Retired Col. Ron Kapral. "The introduction of LEAN into our daily operations will serve to augment and improve the great work that our soldiers, airmen, and employees are doing," Kapral said. "By using LEAN tools and principles --improved efficiencies will result in an increase in customer satisfaction."

Inslee believes that LEAN is a great idea for three reasons: it improves services to Washingtonians, it is idea sharing for the greater good, and he believes engaged employees are more productive employees.

WASTE MANAGEMENT

Story by Sharmin Hawley
Process Improvement Coordinator

Lean is a systematic approach to identifying and eliminating waste (non-value added activities) through continuous improvement. Eliminating waste improves the value of products and services. What is waste? It is anything that does not add value for our customers. To be considered value added, it must meet three criteria:

- The customer must care about it (be willing to pay for it)
- The process step must change the product or information
- It must be done right the first time

It is important to understand when we use the term "waste" it doesn't mean that it is trash and should be thrown out. It just means that it is not adding any value for the customer. If there is a way to get rid of the waste, it should be done. Now that we know what waste is, let's look at the 8 wastes.* They are:

- Defects - work that contains errors or lacks something necessary
Example: a contract that is missing a signature
- Overproduction - Producing more information or materials than the customer demands
Example: creating reports no one reads/uses
- Waiting idle time created when waiting for material, information, people or equipment
Example: waiting for approvals
- Non-utilized talents not or underutilizing the talent, skills and abilities of employees
Example: Transportation unnecessary movement of information and materials moving a document from one office to another for review Inventory
- Inventory or information that is sitting idle
Example: Work sitting and waiting for the next step to happen
- Motion unnecessary movement of people that adds no value, and often increases processing time
Example: distant copy machine
- Extra processing More work or higher quality than is required by the customer
Example: Multiple reviews of the same information

*Initially, there were seven wastes which were defined and popularized under the Toyota Production System. The eighth waste, non-utilized talents, was added in the late 90's by Canon.



SALUTE TO SERVICE

MILITARY APPRECIATION



Over the last couple months, both the Seattle Seahawks and the Washington State University Cougars expressed thanks to the men and women of the Washington National Guard.

The National Football League hosts a nation-wide annual “Salute to Service” campaign. The Guard has had the chance to have members perform a re-enlistment in front of a packed CenturyLink Field and have a their special event featured on TV by the NFL. This year Brigadier General Wallace Turner, assistant adjutant general - Army was the officiating officer for the Guard and re-enlisted 15 members in front of a sold out 12th-man crowd.

The last three football seasons, the Washington National Guard has played a pivotal role in the WSU Cougars annual Armed Forces Appreciation Game, in return, the Athletic Department has donated more than 3,000 tickets to the Washington National Guard and theirfamily members. This season, WSU Alumni, LTC Johnny Fisher, commander, 1-303rd Calvary Regiment, returned to Pullman to

be the honorary coin toss officer and represent the Washington National Guard.



SERVING COMMUNITY



Washington National Guardsmen supported the Pacific Harbors Council of the Boy Scouts of America at their Science, Technology, Engineering and Math Merit Badge Clinic on Oct. 19.



On Oct. 22, LTC Anthony Lieggi presents KOMO News with the 2013 Outstanding Support Award for their work in the Public Education Partnership Program with the Washington Association of Broadcasters.



Army and Air Guardsmen from Camp Murray showed off their Seattle Sounders spirit on Oct. 30, by displaying a large scarf for a photo in front of the minuteman statue.



SSG Zach LaFave and the Washington Army National Guard donated new work out shirts to the Bellevue College Women's Soccer Team on Oct. 15.



AUBURN VETERAN'S DAY PARADE

Story and photo by Cpt. Joseph Siemandel
State Public Affairs Officer

When you think of large Veteran's Day Parades, the small community of Auburn, Washington may not be your first thought. But this past Veteran's Day it was the place to be.

Nearly 225 entries make up the mile long parade, which just celebrated its 48th year of celebrating and honoring our veterans.

"This is a great community and we are excited to be a part of this celebration," said LTC Anthony Lieggi, commander, Washington Army National Guard Recruiting and Retention Battalion.

The purpose of Auburn's Veterans Day Parade is to positively focus on honoring our country's veterans and active military personnel. Through the parade, the City of Auburn focuses recognition on congressionally-recognized Veteran Service Organizations and their auxiliaries, and the military.

Parade attendees were treated to multiple displays from the Washington Army National Guard including a Bradley Fighting Vehicle, 133d Army National Guard band, the RRB rock wall, a wrecker, the Freedom Cruiser and the Explosive Ordnance Disposal Robots. Visitors had the chance to be hands on with the equipment and step inside the same vehicles used by the citizen-soldiers of the National Guard.

*On behalf of the Adjutant General for the State of Washington,
Major General Bret D. Daugherty and the city of Auburn proudly present*



A Red, White & Blue Holiday Concert

featuring The 133D Army National Guard Band's Traditional, Rock & Jazz Bands

2PM

*Sunday, December 8, 2013
Auburn Performing Arts Center*





COMBATING UNEMPLOYMENT

Story by Gary Lott
Marketing Program Manager
Joint Services Support

Unemployment among Soldiers transitioning out of service remains a key concern of the National Guard. Fulltime employment is especially important for many Guard members that may drill one weekend a month, but need employment for the rest of the month.

This is why the Washington National Guard's Joint Services Support (JSS) Directorate's Employment Transition Coaches (ETC) are so important to National Guardsmen. Since its inception in 2012, the team of 12 ETCs accomplished 388 direct placements in one year alone, with more than 785 resumes written to assist clients in finding employment.

"The most important service is the hi-touch relationship with our clients," Employment Transition Coach Ken Schwarm said. "Gainful employment isn't about having a resume. It's more about where the client's at regarding their employment, where they want to go, and how they can get there - do they have the skills, education or training, experience and drive."

Employment Transition Coaches provide resume, interview, application, and other employment assistance beginning with registering on a new website. The National Guard Employment Network (NGEN) provides a website for registration and account management for clients. It also provides the ETC with a database to welcome, communicate, and assist clients. This allows the ETC team to assist any client by simply accessing their e-file.

With the introduction of NGEN, JSS's employment services are now provided virtually across the state or in person at Camp Murray, the Spokane Area, Moses Lake and Tri-Cities. "The personal touch, whether in person or virtually still is our greatest asset," said Schwarm.

"If a Guardsman only gets one thing out of the ETS program, hopefully it's the knowledge of what is in a resume and how to write their own," Schwarm continued. "Our tagline is 'teach a person to fish, feed themselves for a lifetime.'"

Along with one-on-one career counseling, JSS conducts career fairs to introduce Guardsmen to companies looking for employees. For many guardsmen, these career fairs offer their first interaction with a civilian hiring manager or human resource professional.

"Make sure you attend with an open mind, dress appropriately, and have some copies of your resume," Xerox recruiter Walter Blake said. "Ask questions. Questions like- 'I have a background in vehicle mechanics, is your company looking for anyone with this experience?' will never be a bad question to ask."

"We need to do a better job of explaining our skills in a way that employers can understand what our skill sets are," Spokane ETC Eric Barnes said. "We use too much military jargon that employers cannot understand and I have repeatedly received feedback from employers on how the level of responsibility seems over the top."

"We are here to help and we can help with just one aspect or with the entire spectrum. We are not here to replace WorkSource or any other agency," Barnes continued. "We are here to work together to locate employment opportunities for our clients."

“ONE MORE”

Story by 1st Lt. Shaun Neil
Project Manager, Recruiting and Retention

Major Chris Blanco, Executive Officer, recites ‘The Greatness’ speech to members of the Washington Army National Guard Recruiting and Retention Battalion (RRB) staff after a new visitor walks into the office. He finishes and yells, “bring it in,” with everyone putting their hands into the middle, and closes it out with a collective “One More.” This is only one example of the viral energy that has grown in RRB over the last year.

In the last year a group of leaders formed in RRB to execute the commander’s intent on increasing the strength of the Washington Army National Guard. Since then, this group has introduced initiatives that have challenged the status quo of National Guard recruiting and have proven successful in gaining and retaining accessions.

The One More campaign,
Adopt a High School

(FOCUS) program and the NFL HSPD program are among some of the initiatives that promote putting the Washington National Guard in the forefront of our neighbors minds.

“Our goal is to reinforce that we are truly Patriots, Soldiers and Neighbors. We’re here to serve the community and we’re here to stay,” said Blanco about the new direction.

One of the most exciting additions is the new recruiting website introduced on Sept. 24, to replace the lonely tab on the state’s current site.

“Recruiting and Retention has stepped into the 22nd century with our website,” said Lieutenant Colonel Anthony Lieggi, Commander, Washington Army National Guard Recruiting and Retention Battalion.

“It’s not just a recruiting website; it’s for all soldiers to review the benefits and services their entitled too.”



Learn more at www.gowaguard.com

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WASHINGTON ARMY & AIR NATIONAL GUARD COMBATIVES CHAMPIONSHIP FEBRUARY 7,8,9, 2014



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OBSTACLE COURSE AND MYSTERY EVENT* YOU CAN DATE 02.27.2014 - 03.02.2014

TRUNK OR TREAT

Story by Gary Lott
Marketing Program Manager
Joint Services Support

“This was the best event ever,” said 11 year old Washington Air & Army National Guard Youth (WANGY) member, Brittany Discolo. “We loved the Bradley, the games, the people and the giveaways. Oh yeah, and the candy of course.”

Trunk or Treat events have quickly become a staple of the Washington National Guard community. Bringing together community organizations, volunteers, members of the Guard & Reserves and their family members to safely enjoy Halloween has been the key mission and success of Trunk or Treat.

“Trunk or Treat events provide an opportunity for National Guard families to attend,

connect, and have fun,” WANGY Program Manager, Robbin Seeberger said. “The event allows our youngest National Guard youth to get involved and have a good time in a safe environment.”

Along with providing a usual good time and fun games, Trunk or Treat events provided some new additions in its fourth year.

“It’s important that we connect the community with the guardsmen that serve them,” Seeberger added. “I know there was extra excitement this year with the classic cars, the rock wall and the Bradley Fighting Vehicle, in addition to the carnival games and trunks full of candy.”

The Recruiting and Retention Battalion

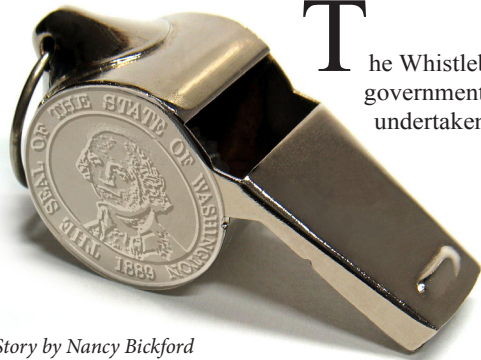
provided support for the first ever Spokane event, by bringing out the Guard Rockwall and ensuring safety for the youth and challenging them to climb up the 25 foot rock wall. The 1-168 GSAB provided support for the Bradley Fighting Vehicle.

The key to the success of the events has always been the volunteers and the WANGY staff hopes for more unit involvement and more community organizations in 2014.

“We hope the events give National Guard families an opportunity to connect with those that live in the same areas that they do and that we can continue to....strengthen the local Guard Family.”



WHISTLEBLOWER



Story by Nancy Bickford
Intergovernmental Affairs and Policy Director

The Whistleblower Act provides an avenue for state employees to report suspected improper governmental action. Improper governmental action is defined as any action by an employee undertaken in the performance of the employee's official duties which:

- . Is a gross waste of public funds or resources.
- . Is in violation of federal or state law or rule, if the violation is not merely technical or of a minimum nature.
- . Is of substantial and specific danger to the public health or safety.
- . Is gross mismanagement.
- . Prevents dissemination of scientific opinion or alters technical findings.

State law preserves the confidentiality of people who file whistleblower assertions and of people who provide information for whistleblower investigations. It also prohibits retaliation against people who file whistleblower assertions. The Human Rights Commission investigates retaliation cases.

The Whistleblower Act -- Chapter 42.40 RCW -- was enacted by the Washington State Legislature in 1982 and amended in 1999 and 2008. The State Auditor's Office website provides detailed Frequently Asked Questions (FAQs) on what the Whistleblower program is and how to file a complaint at this link:

<https://www.sao.wa.gov/EN/Investigations/Whistleblower/Pages/default.aspx>

Beginning with the 2008 amendment to the Whistleblower Act each state agency now has a Whistleblower designee to assist you with information and provide forms. The Washington Military Department Designee is the Intergovernmental Affairs and Policy Director, Nancy Bickford and she can be reached at 253-512-7712 or nancy.bickford@mil.wa.gov

There are two ways to file a complaint. A current state government employee can obtain a form and file it through their agency designee or go straight to the State Auditor's Office. Information and reporting contacts are available on the SAO website and the agency are provided in the previous two paragraphs.

The Whistleblower Act specifically excludes personnel actions, for which other remedies exist, from investigation. These types of actions include, but are not limited to, employee grievances, assertions, appointments, promotions, transfers, assignments, reassignments, reinstatements, performance evaluations, reduction in pay, dismissals, suspensions, demotions, and violations of state civil service laws, labor agreement violations, reprimands or other disciplinary actions. While the Auditor's Office cannot investigate these types of actions there are other avenues available for addressing these type issues. That contact information can be found in the FAQ document posted at:

https://www.sao.wa.gov/EN/Investigations/Whistleblower/Documents/WB_FAQ.pdf

To obtain a whistleblower reporting form you can either go directly to the SAO website:

<https://www.sao.wa.gov/EN/Investigations/Whistleblower/Pages/Whistleblower.aspx>

where you can submit on-line or print a downloadable form that you can submit either through the agency designee - Nancy Bickford or to the SAO directly. You can also contact Nancy Bickford and she will provide you with a hard copy form.

For any questions please see the Intergovernmental Affairs and Policy Director- Nancy Bickford (253) 512-7712 and she would be happy to help you.

What is Electronic Records Management (ERM)?

by the Washington Military Department Records Management Team

We all know how to keep our paper records. We have a file on a specific topic and records regarding that topic go in that file. With the growth of electronic records like word processing, spreadsheets and images, we are often asked, "How do we keep these electronic records?"

We have good news. Managing electronic records is no different than managing paper-based records. The only difference is where they are retained. Unlike paper-based records that are retained in file drawers, electronic records are retained on shared network locations.

Within the Washington Military Department (WMD), designated shared network locations are made available for the divisions where employees can keep electronic records they create, use and maintain on behalf of the WMD. By retaining them on these shared network locations, employees are ensured that their electronic records are backed-up and secured, unlike CDs, DVDs and flash drives. In doing this, it also reduces time, effort, stress, legal risk, and financial impact of managing public records, and facilitates the conduct of agency business.

When organizing electronic records on shared network locations, employees should use a "file plan" or "file structure" linking it to the appropriate records retention schedule. Once the electronic records become inactive or have met their retention periods, employees must notify their Records Coordinator or Records Custodian for appropriate retention and disposition requirements.

For retention schedules and other records management resources please visit:
http://www.sos.wa.gov/archives/RecordsManagement/records_state.aspx

ARMY VS. AIR FLAG FOOTBALL



20



16

The Washington Army National Guard and Air National Guard rekindled their friendly rivalry during the 3rd Annual Army vs. Air Flag football game. After being blown out last year, the Army came back with a new spirit and new team ready to go.

Led by Quarterback SFC Bobby Sanders and Major Shane Slater, the Army took a comfortable 20-8 lead into the halftime break. But Col. (Ret.) Ron Kapral, wasn't going to let the Air Force go down without a fight and talked strategy with them during the half. A scoreless Third quarter lead to an exciting Fourth quarter when Senior Enlisted Advisor, Chief Tim Tyvan lead his Air Force team down back to close the game up after throwing his 2nd touch-down of the game to make it 20-16.

With 8 minutes left in the game, the Air Force snagged an interception and began their march down field. On 3rd down, the Air force went for the lead and that's when the SGT Diosdavid Neris stepped in front of a pass towards the corner of the end zone for the game saving interception.

Washington Military Department celebrates veterans during recognition event

The Washington Military Department (WMD) held a Veteran's Appreciation Luncheon on November 15th to thank and honor the many Veterans of the WMD. Along with a full, barbecue lunch provided by Vic's Espresso Coffee Shop and Military Meal Ministry, this luncheon provided a venue to thank our Washington Veterans. Major General Bret Daugherty personally thanked all of the employees in the WMD for their tireless and countless effort in supporting Veterans and service members.



Chaplain's Chaplain Col. Carl Steele Corner

Traditions

Holiday traditions fill our lives, and we probably don't even know it things like the foods we eat, the places we go and the things we do are often based on traditions. Some of these traditions may have been in your family for years while some may be new to you and your family.

Giving and receiving gifts is a time-honored holiday tradition. Some families exchange homemade gifts, while others spend lavishly on theirs. When we open our gifts and who gets to open them first are some items of which traditions are made. Some go on vacations, or visit family members in order to celebrate together. Those who remain home have detailed and extravagant plans for decorations, lighting, music and smells of the season, engaging all of the senses to create a celebratory atmosphere.

I tried to create a new tradition for Christmas at my family after my 2004-2005 deployment to Iraq. Since I had been gone for two Christmases I decided that we would spend Christmas Day at our house, just me, my wife and our two sons. They grudgingly went along with this attempt at a new, but ultimately short-lived tradition. After the gifts were opened and breakfast was finished my family took turns - one son, then the other, and then my wife - announcing how bored they were and what a poor idea this was. I wanted to agree but couldn't admit it at that time. After all, it was my idea! Some traditions simply don't stand the test of time.

Here are some traditions that would be well worth considering this holiday season.

- Giving back through serving at a local food bank or rescue mission.
- Buying gifts for a gift drive to help out needy families.
- Getting together with a group of friends to go sing at a local nursing home.
- Sitting down with your children and talking about your family traditions, where they came from and how long and why they have been celebrated.
- Sharing cookies door to door in your neighborhood.
- Touring other neighborhoods and enjoying their decorations and lighting.
- Inviting someone to share a meal during the season.
- Finding a seasonal book to read together that helps your family find deeper meaning in how they celebrate.

Check out and discuss as a family other traditions that are different than those you usually observe. The Jewish celebration of Hanukkah begins on the evening of November 28th and goes through December 5th. The Buddhist celebration of Bodhi Day is December 8th. The Christian observance of Advent begins December 1st and continues through the 24th, concluding with Christmas Day on the December 25th. Boxing Day for our neighbors in Canada is December 26th.

Most of all make your observances meaningful. Attend services at your chosen place of worship and dive into the true - usually non-commercial - spirit of your family celebrations.



Major Brian Nelson, Deputy Director, Joint Service Support, climbs under his desk during the Great Washington ShakeOut on October 17th. The Great Washington Shake Out is a state-wide Earthquake drill that brings awareness to the possibility of a major earthquake in Washington State. Nearly nine hundred thousand Washingtonians participated in the Great Washington ShakeOut. (Washington National Guard photo by: Gary Lott, Joint Service Support - Washington)



PROTECTING AND ADVOCATING FOR SOLDIERS AND AIRMEN

- Federal Legislative Accomplishments and Initiatives
- Reduction of Technician Furloughs
- Cyber Warrior Act of 2013
- Restored Tuition Reimbursement Program
- Overturned Air National Guard Cuts
- State legislative Actions and Initiatives
- Supported Veterans Preference in Hiring
- Introducing Legislation Dental coverage for E-5's and below

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