

# The Wildcat

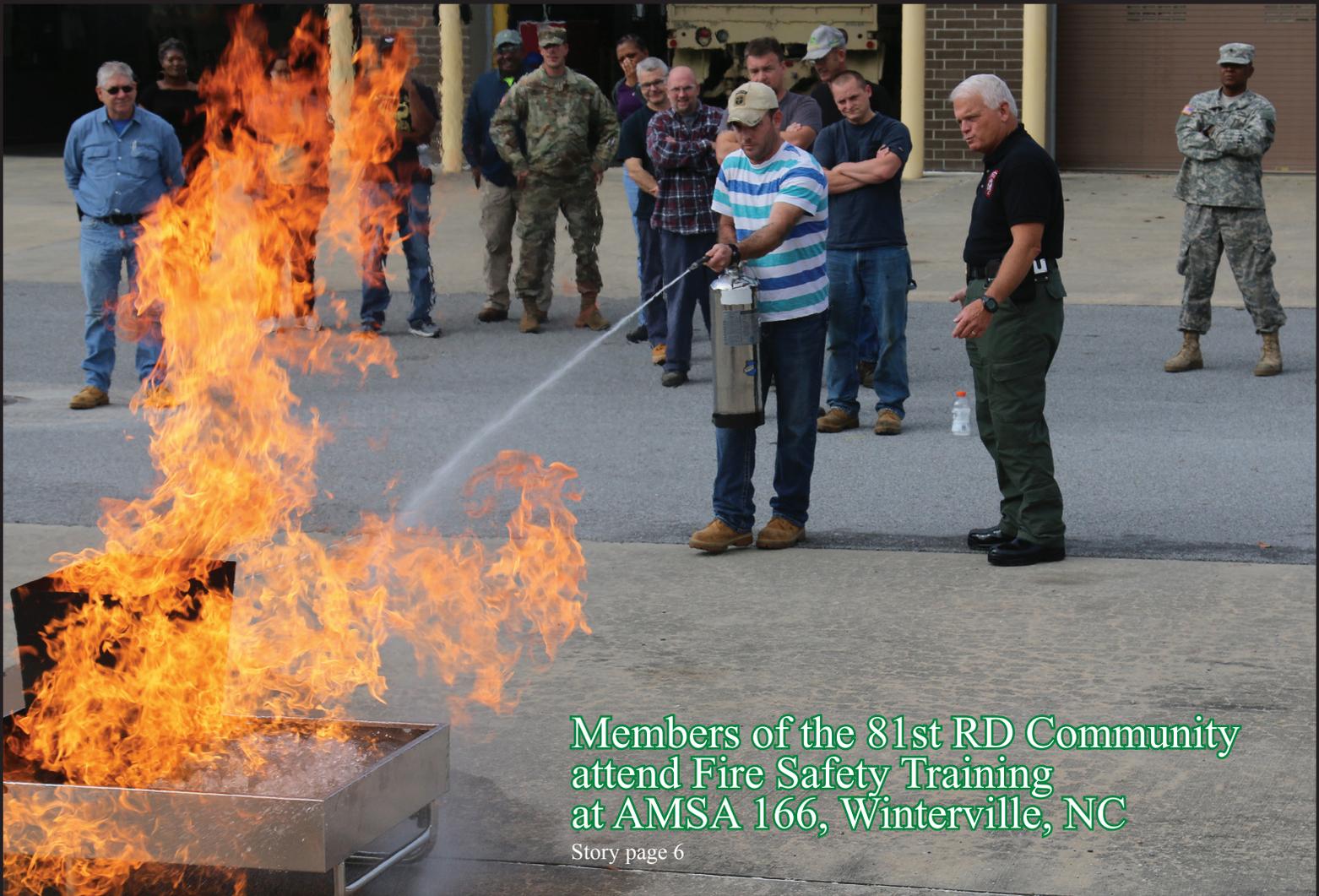
The Official Quarterly Publication of the 81st Readiness Division



## The First Patch in the Army

2nd QTR FY 18

Jan - Mar 2018



Members of the 81st RD Community attend Fire Safety Training at AMSA 166, Winterville, NC

Story page 6



The 81st HHC welcomes a new 1st Sgt.

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Triple event honoring four Soldiers

Pictures page 15



## THE WILDCAT

JAN - MAR 2018

THE 81ST READINESS DIVISION COMMAND PROVIDES ESSENTIAL CUSTOMER CARE AND SERVICES TO SOLDIERS, CIVILIANS AND THEIR FAMILIES IN THE SOUTHEAST REGION AND PUERTO RICO, ENABLING SUPPORTED COMMANDERS AND LEADERS TO MAXIMIZE RESOURCES AND MEET GLOBAL REQUIREMENTS.

### 81ST RD COMMAND TEAM

**MG KENNETH D. JONES**

COMMANDING GENERAL

**BG DION B. MOTEN**

DEPUTY COMMANDING GENERAL

**MR. PETER T. QUINN**

CHIEF OF STAFF

VACANT

COMMAND CHIEF WARRANT OFFICER

**CSM LEVI G. MAYNARD**

COMMAND SERGEANT MAJOR

### THE WILDCAT STAFF

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The WILDCAT is an authorized quarterly publication for members of the 81st Readiness Division and their Soldiers, Civilians, Family Members and Customers.

The editorial content of this publication is not necessarily the official views of, or endorsed by, the U.S. Government, Department of the Army, the U.S. Army Reserve Command, or the 81st RD Command Team. The editorial content of this publication is the responsibility of the 81st RD Public Affairs Office, Fort Jackson, S.C.

**SUBMISSIONS:** Story ideas, photos, article submissions and other relevant materials may be submitted via email to [jeffrey.s.mullett2.mil@mail.mil](mailto:jeffrey.s.mullett2.mil@mail.mil)



SFC Jeff Mullett, PAO NCOIC

Hello Wildcats!

As we enter the Winter Season, we are often inundated with safety messages. As Soldiers and DA Civilians, we have the ethical obligation to keep ourselves and our families and friends safe.

I would like to focus on an important element of safety; Suicide Awareness. The stress of the holidays and other contributing factors can elevate the risk of depression that can coincide with the season. Every year the Army requires Soldiers, by regulation and command directive, to complete suicide prevention training on-line. Do you pay serious attention to the training, or treat this as checking the block? If you are completely honest with yourself, you might be raising your hand right now.

The truth is, suicide is one of the most common causes of death in the military. For many of us, life has been anything but 'normal.' For many, life will never be anything resembling normal.

We all need to acknowledge that suicide is a serious concern and leaders need to make sure their Soldiers, and their peers, know they have avenues they can turn to if things start getting too heavy.

There are people and resources they can reach to, either privately or publically, to help them deal with problems in their lives.

I've been close to a couple of people who committed, or attempted to commit suicide. One had issues that I was unaware of, even though he was my best friend at the time. Fortunately his mother discovered him before he succeeded.

The second was an officer I served with during my last assignment. We completed a mission less than two weeks before we were notified he had killed himself. Several people in the unit considered him a friend, and were completely unaware of what he was going through. His family informed us that he had been fighting depression due to medical issues, the Army was what kept him together far longer than they expected.

One of my former officer's brother committed suicide. My point being, it is more common than many may believe.

If you, or anyone you know are going through a serious situation this season, make sure you let someone know that you are available, or that they can reach out to someone trained to help.

Knowing is the first step in prevention. 



# Training Events & Programs:

## January - Martin Luther King Celebration

20-21 HHC Battle Assembly

## February - Health Awareness Month

9-11 HHC Battle Assembly

28 Quarterly Town Hall

## March -

3-4 HHC Battle Assembly



# Observances/Holidays:

## *January*

New Years Day  
15 Jan MLK Day

## *February*

02 Feb Ground Hog Day  
12 Feb Lincoln's B'Day  
14 Valentine's Day  
19 President's Day

## *March*

11 Mar Daylight Savings Time  
30 Mar Good Friday

2018





MG Kenneth D. Jones, 81st RD Commander

Wildcats, please welcome General Kenneth D. Jones, who assumed command of the 81st Readiness Division in December.

Maj. Gen. Jones commissioned in 1980 following his graduation from Texas A&M University. He received a master's degree from the United States Army War College in 2008. He is a Joint Qualified Officer and graduate of numerous military courses including: Ordnance Basic and Advanced, Transportation Advanced, Small Group Instructor,

Command and General Staff College, Advanced Joint Professional Military Education, United States Army War College, CAPSTONE General and Flag Officer Course, and the Advanced Senior Executive Program - Army.

Maj. Gen. Jones has assumed the Command of the 81st Readiness Division located on Fort Jackson in Columbia, South Carolina.

General Jones is responsible for ensuring units and Soldiers are fully trained and relevant to meet current and future Combatant Commander Force requirements.

General Jones has extensive leadership and logistics management experience. He began his career in the 82d Airborne Division during the Cold War and subsequently commanded at the company, battalion, brigade and major command levels. Since 2004, he has spent over 35 months deployed to Southwest Asia participating in Operations Iraqi Freedom (2004-2005), Iraqi Freedom/New Dawn (2010-2011), and Enduring Freedom/Spartan Shield

(2015-2016).

General Jones and his wife Cheryl of 37 years reside in Iola, Texas. Their family includes two daughters and son-in-laws, Amanda and Gavin Englund and Allison and Matthew Baker and two granddaughters Natalie and Clara Englund.

In his civilian career, General Jones is retired from Hallmark Cards Inc., Topeka, Kansas, where he culminated a 28-year career as Plant Engineering Manager. He is currently the Business Development and Human Capital Manager for their family Insurance business located in Bryan, Texas.





CSM Levi Maynard, 81st Command Sergeant Major

First, let me take this opportunity to welcome our new Commanding General, MG Kenneth D. Jones, to the Wildcat Team. He brings a wealth of experience and knowledge to the team and we are all eager and look forward to working with and supporting him. Sir, Welcome! The Holiday season came upon us quickly, and now it

has passed just as quickly. I trust that everyone had a wonderful Holiday season and trust that you are all ready for what the New Year will bring. If, the way the New Year started, with a blistering snow storm is any indication of how 2018 will be, 2018 is gearing up to be another challenging year. The current threats we face as a nation demand that our Army is ready, and arguably more ready than it has ever been. With that said, we need to double our efforts this year to improve our personnel, medical, and materiel readiness across the 81st Readiness Division's footprint. We will utilize every training dollar we can to ensure our Soldiers are trained and ready. The 81st RD made significant improvements and had many accomplishments in 2017, but there is much more work ahead of us. We can expect more changes, and we must be prepared for them.

Our Senior Leaders expect us to do more to be ready, and we will. I look forward to every Soldier and civilian taking ownership of our individual part of the mission. We need to focus on doing everything possible to succeed and contribute to the larger mission at hand. I am excited about what lies ahead for this command and confident that we will continue to succeed as a team. Let's roll!



**THE NCO CREED**

*No one is more professional than I. I am a Noncommissioned Officer, a leader of soldiers. As a Noncommissioned Officer, I realize that I am a member of a time honored corps, which is known as "The Backbone of the Army". I am proud of the Corps of Noncommissioned Officers and will at all times conduct myself so as to bring credit upon the Corps, the Military Service and my country regardless of the situation in which I find myself. I will not use my grade or position to attain pleasure, profit, or personal safety.*

*Competence is my watchword. My two basic responsibilities will always be uppermost in my mind – accomplishment of my mission and the welfare of my soldiers. I will strive to remain tactically and technically proficient. I am aware of my role as a Noncommissioned Officer. I will fulfill my responsibilities inherent in that role. All soldiers are entitled to outstanding leadership; I will provide that leadership. I know my soldiers and I will always place their needs above my own. I will communicate consistently with my soldiers and never leave them uninformed. I will be fair and impartial when recommending both rewards and punishment.*

*Officers of my unit will have maximum time to accomplish their duties; they will not have to accomplish mine. I will earn their respect and confidence as well as that of my soldiers. I will be loyal to those with whom I serve; seniors, peers, and subordinates alike. I will exercise initiative by taking appropriate action in the absence of orders. I will not compromise my integrity, nor my moral courage. I will not forget, nor will I allow my comrades to forget that we are professionals, Noncommissioned Officers, leaders!*

# A good run is better than a bad stand any day

Story and Photos by Michael Mascari

Making the right decisions in an emergency could be the difference between life and death.

"The biggest thing to understand in a fire scenario, is you have to be reasonable," says Tony Smart, Winterville Fire Marshal. If it is too big for you to deal with, get out. Evacuation is critical: The building can be rebuilt, and the machines can be replaced, but people can't. A good run is better than a bad stand any day."

The Winterville Fire Department participated in a joint fire safety training event at Area Maintenance Support Activity (AMSA) 166 in Winterville, N.C. as part of the Fire Safety observance. AMSA employees and Soldiers from the North Carolina Army National Guard and the Army Reserve participated in the event, where Smart and his team covered fire prevention, suppression and



Members of the 81st Readiness Division attended Fire Safety Training at AMSA 166, in Winterville, NC on Nov. 01.

protection topics. Military facilities present a lot of challenges and risks for those working in that environment that other businesses in the area don't, according to Smart, and the training is mutually beneficial. He said knowing the challenges and logistics of constituents' organizations help fire departments prepare and plan for the needs of the community. According to Smart, understanding what to do and how to prevent loss of personnel and equipment has long lasting effects on readiness. Smart believes strong relationships and joint training between fire departments and

local military organizations are invaluable. "It's important for communities to be able share resources," Smart said. "We need to be able to protect your resources in the event of a fire because not only (is the Army) part of our community,



Knowing how to address flames can make all the difference, Fire Marshall Tony Smart instructs each person on how to use an extinguisher properly.



Fire Marshall Tony Smart instructs member of the Army Reserve, Army National Guard and Defense Civilians on Fire Safety

damage to a Reserve Center could negatively impact both the community and to the missions of the units and overall Army." For Soldiers and Civilians,





Tony Smart walks through how to approach a fire and effectively and efficiently put it out safely.

fire safety is something many take for granted. The reality is that practice makes perfect, but most don't actually get the hands-on opportunity. Pvt. Morgan Markel, a mechanic for the 1006th Quar-

termaster Company, was one of the Soldiers involved in the training.

"I've learned a lot actually," Markel said. "We learned some of this stuff in school, but I learned a lot more about fire safety today. I've never actually handled a fire extinguisher before, so that was new thing for me." Markel says she feels more knowledgeable and more

confident should a fire emergency occur. She says she might never have learned so much if not for the opportunity at the AMSA.

"This was an extremely valuable experience. I didn't even know to pull a pin, how to aim it, how to sweep. I didn't know any of that and this could mean the difference between life and death right there." 



Pvt. 2 Morgan Markel takes instruction from Tony Smart



# Chaplain's Corner

## Chaplain Assistants have a new name and expanded duties

By 81st Readiness Division Master Chaplain Assistant Master Sgt. Raphael L. Wilson II

As of October 1, 2017 the 56M / Army Chaplain Assistant has undergone its official name change. The Army 56M Military Occupational Specialty's (MOS) new name is "Religious Affairs Specialist". Along with this name change comes new responsibilities. The new duties are, but are not limited to:

"Religious Affairs Specialist/NCO shape the environment to accomplish the Commander's Religious Support mission by providing technical expertise in religious support operations and the impact of religion on the unit and the mission. Religious Affairs Specialist/NCO have three core capabilities: Integrate Religious Operations, Spiritual Readiness, and Basic Human Interaction tasks into the unit mission," according to AR 165-1 Army Chaplain Regulation.

Here are the titles for MOS 56M effective Oct 1, (FY18):

- E1-E4: Religious Affairs Specialist
- E5-E6: Religious Affairs NCO
- E7: Senior Religious Affairs

- NCO
- E8: Master Religious Affairs NCO
- E9: Chief Religious Affairs NCO

With the new name change, a new program was established known as the CCL or Credentialing, Certifications and Licensing Program for the purpose of:

Establishing and implementing a CCL program to validate Soldiers' professional skills, training, and work experiences. To bolster professional technical competence within the Army formation, particularly for Soldiers who hold MOS, 56M, Religious Affairs Specialist (RAS, formerly Chaplain Assistant). The professional CCL provide a clear and objective picture of a Soldier's competence, to better the Soldier's capabilities, enhance duty performance, and improve the Army's readiness. Credentialing, Certifications, and Licenses add to a Soldier's personal and professional development and potentially enhance a Soldier's ability to secure meaningful employment after making the

transition from military service. CCL programs promote lifelong learning and professional development opportunities throughout the Soldier's military career.

The changes to the MOS have added six new certifications that the 56M MOS will need through the CCL program. Which include the following programs widely utilized by Religious Affairs Specialists; Certification in Microsoft Office Word, Microsoft Office Excel and Microsoft Office Power Point are three key computer programs needed in order to teach and communicate to the audience of the Chaplain's office.

Certification is strongly encouraged in "Certified Manager" for an RAS to function independently, "Lean Six Sigma Certification" (Green Belt) In order to manage improvement projects and to improve problem-solving skills.

The last certification is "Certified Personal Trainer" (CPT), due to the Chaplain's office counseling and conducting various types of training and mentoring.



## USACHCS-Name Change Ceremony



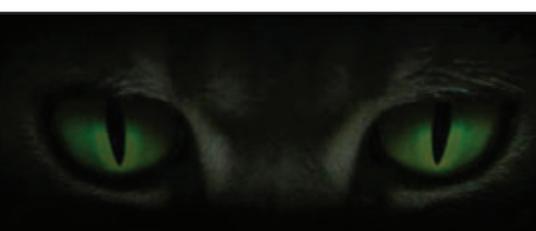
**Summary: (U)** On 3 October 2017, USACHCS hosted a ceremony to commemorate the official name change of MOS 56M from Chaplain Assistant to Religious Affairs Specialist at the Armed Forces Chaplaincy Center. The event was attended by Religious Affairs Specialists and NCOs, civilian staff and faculty, and AIT students.

**Assessment: (U)** From Clerk Typist to Chapel Activities Specialist, Chaplain Assistant to Religious Affairs Specialist, the history of the 56M is filled with legendary enlisted Soldiers dedicated to their Chaplain, Units, Soldiers, Family members and civilians. Conceptualizing ideas for robust education, enhanced skills, and credentialing programs, USACHCS is the tip of the spear. As we continue to build training capabilities upon the steadfast legacy of the past, enduring strength of the present and consistent enthusiasm of the future 56Ms our Army, Chaplain Corps, combatant commanders and Soldiers will reap huge dividends from this advance in our skilled profession CMF 56.



2017/11/07





Which Training Should I Attend?	DATE	LOCATION	Training	<p>Soldiers must live within 400 POV miles of the training location for which they register.</p> <p>Soldiers may only attend one Strong Bonds Training every-other year.</p> <p>Children over 13 require enrollment in a Family Event.</p> <p>Free childcare is provided for all training events for children ages 0-12 upon DEERS verification.</p>
<p><b>Individual Soldiers:</b> Unmarried Soldiers. (Fiancée, girl/boyfriend, or significant others are NOT authorized.)</p> <p><b>Married Couples:</b> Soldiers who are married to the Spouse enrolled in DEERS. We recommend you not bringing children so you can focus on improving your marriage. However, we provide free childcare for children ages 0-12.</p> <p><b>Family:</b> Single/Married Soldiers who bring child(ren). Married adult children are ineligible. Only Family members enrolled in DEERS aged 7 and older may participate. Children enrolled must attend and participate in ALL training sessions.</p>	2-4 Feb	Charleston, SC	Married/Individuals	
	23-25 Feb	New Orleans, LA	Married/Individuals	
	9-11 Mar	Nashville, TN	Married/Individuals	
	23-25 Mar	Orlando, FL	Married/Individuals	
	13-15 Apr	Wrightsville Beach, NC	Married/Individuals	
	27-29 Apr	Mobile, AL	Married/Individuals	
	4-6 May	Charleston, SC	Married/Family	
	25-27 May	New Orleans, LA	Married/Family	
	8-10 Jun	Nashville, TN	Married/Family	
	13-15 Jul	Orlando, FL	Married/Family	
	27-29 Jul	Wrightsville Beach, NC	Married/Family	
	10-12 Aug	Mobile, AL	Married/Family	

**Points of Contact**

Primary: <https://strongbonds-prod.jointservicesupport.org/entry/> or usarmy.usarc.81-rsc.mesg.strongbonds@mail.mil, 803-751-9621



**Revised Pre-Retirement Training Briefs**



**81st Regional Support Command**  
 Retirement Services Office  
 81 Wildcat Way, Fort Jackson, South Carolina 29207  
 Office: (803) 751-9864/9698 Fax: (803) 751-3152  
 Email: latoya.d.kearns.mil@mail.mil  
 anika.n.floore.mil@mail.mil

States Covered: AL, FL, GA, KY, LA, MS, NC, PR, SC, TN



DATE:	CITY, STATE, ZIP
Saturday 10 February 2018	Nashville, TN
Saturday 24 February 2018	New Orleans, LA
Saturday 17 March 2018	Fort Knox, KY
Saturday 7 April 2018	Memphis, TN
Saturday 21 April 2018	Orlando, FL
Saturday 5 May 2018	Jackson, MS
Saturday 2 June 2018	Anniston, AL
Saturday 14 July 2018	Jacksonville, FL
Saturday 4 August 2018	Raleigh, NC
Saturday 25 August 2018	Columbia, SC
Saturday 8 September 2018	St. Croix, VI

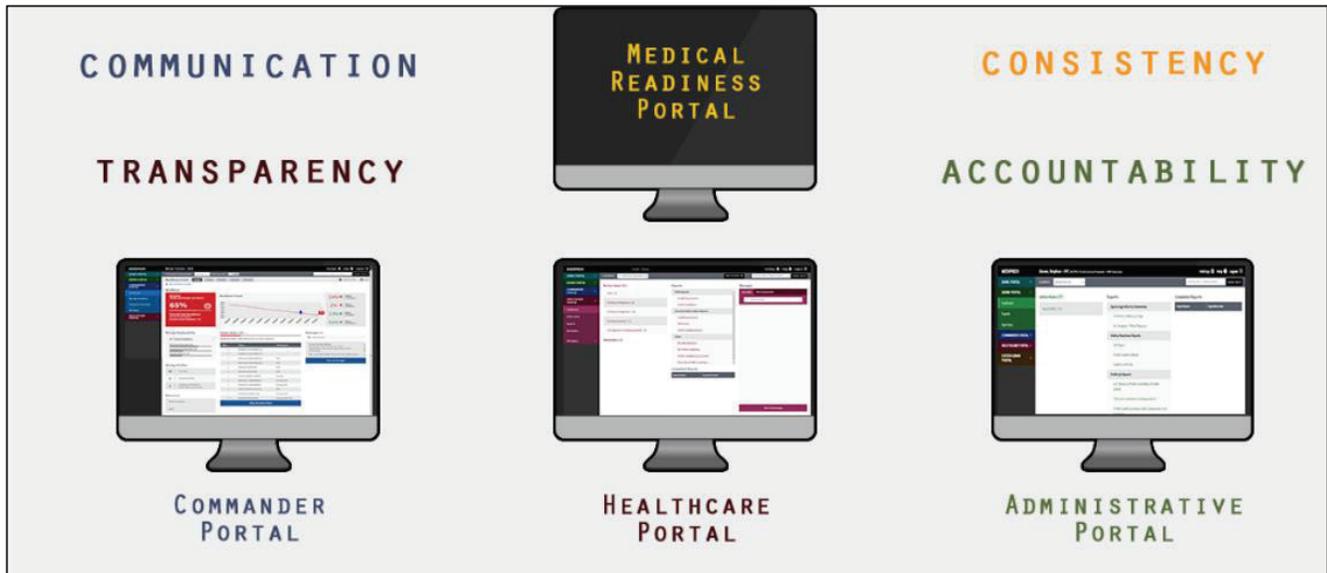
\*Dates and locations subject to change. Please verify with the RSO's listed above prior to making travel arrangements.

## WE ARE HERE TO HELP

Provided by: 81<sup>st</sup> Readiness Division: Surgeon Office

### MRT Phase III Portals

The release of the new e-Profile application, Company Commander, and Senior Commander Portals have increased transparencies in medical readiness, providing a new venue for communication between providers



and commanders. Providing an updated Medical Readiness Portal (MRP) that incorporates the Commander Portal, Healthcare Portal (HCP), Administrative Portal (ADP), Deployment Health Assessment (DHA), Separation History and Health Examination (SHPE) application. Portal Training will be available on or about November 1st, 2017. These portals will be ready for use on December 31st, 2017. Course numbers and titles are: DHA US298 (Healthcare) and DHA US299 (Admin).

<https://jkodirect.jten.mil/Atlas2/page/login/Login.jsf>

**"Only 1 of 20 major OFTS commands currently meets medical readiness standards (85% MR 1 & 2).**

**This translates into 1 in 5 USAR Soldiers being medically non-deployable; half of those simply need a PHA. Get your PHAs updated."**

- LTG Charles Luckey, CGAR/CAR  
AR Command Training Guidance FY17-18

## USAR Guidance

<b>MR3A</b>	All current IMR deficiencies resolvable >72 hrs but <31 days; timeframe allows for treatment of abnormal screening tests	<b>DRC3</b> – Dental Class 3 <b>DL6</b> – Temp (T3/4) Profile <31 days	Not Available	Eligible except LAD-90 units
<b>MR3B</b>	Most Serious IMR Deficiencies not resolvable >30 days	<b>DL1</b> – Profile Code FV/X or P3/4 not in e-Profile, no board <b>DL2</b> – In MAR2, not completed <b>DL3</b> – in MEB/PEB, not completed <b>DL4</b> – Temp (T3/4) Profile >30 days <b>DL5</b> – Pregnant <b>DL7</b> – in MEB/PEB, not completed <b>Other</b> – HIV positive Soldiers; Soldiers in COAD/COAR status; Soldiers hospitalized or on convalescent leave	Not Available	(case-by-case) P3/4 non-adjudicated profile not eligible
<b>MR4</b>	Soldier status unknown for Dental and PHA due to overdue exams	<b>DRC4</b> – Dental Class 4, Exam Overdue <b>PHA</b> – Periodic Health Assessment Overdue	Available	Not Eligible

As continued, TPU Soldiers who are MRC4 are not authorized to attend Inactive Duty Training (IDT) or Annual Training (AT) until they produce verification of being compliant with Medical and Dental or resolved their MRC4 status. All Commanders, are authorized flexibility to implement this policy over a 90- day grace period as of the date of Policy. Specifically for AGRs, Soldier who are MRC4 are not authorized passes or Days of No Scheduled Activity (DONSA) until they produce documentation for compliancy.

It is imperative Commanders counsel all Soldiers ( TPU, AGR, or IMA ) at the 12- month point of expiring assessment, to make them aware of their failure to become compliant within in the next 90- days.

-CAR MRC4 Policy Memo 20July17

## FY18 Influenza Vaccination Program

Beginning 1 Oct 17, all eligible Army Reserve (AR) Soldiers will receive the annual influenza vaccination during the FY18 flu season in order to ensure the health of the Army Reserve force. Command Teams have the capability to monitor Vaccinations through MEDPROS and the Commander Strength Management Module (CSMM).

Executing Operation:

- In- clinic Flu vouchers can be requested in AVS
- Walk-In vouchers for Walgreens
- Civilian Record (Updated in MEDPROs by Staff)
- IMM Group Events (81<sup>st</sup> Share Point)



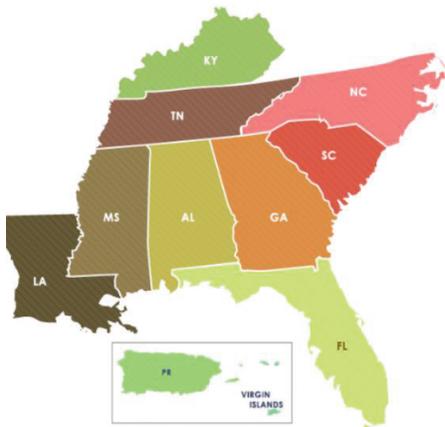
# Focus of the Month

## Search Medical Event with 81<sup>st</sup> RD LHI Event Locator

The 81<sup>st</sup> RD Surgeon Office has dedicated its time and services to provide all Command Teams with many best practices to ensure Medical Readiness is our NUMBER ONE priority. For more information on Event Location or guidance on create Mass medical Events, please visit The Surgeon's Office SharePoint.

<https://xtranet/sites/81rsc/SURGEON/sitepages/home.aspx>

Event Code	Event Date	Unit Name	City	State	POC Number	POC Email
63183	12/12/2017	0143 CS CMD SUSTAINMENT EXP	Orlando	FL	800-221-9401 X1292	michael.d.mcdermott.civ@mail.mil
63048	12/16/2017	0325 MD GEN 1000 BED	Saint Petersburg	FL	619-850-2956	ana.l.amante.mil@mail.mil
63012	12/16/2017	0846 TC CO MDM TRUCK CARGO	Salisbury	NC	704-637-6167 X2340	isaiah.gould.mila@mail.mil
62928	1/6/2018	0000 DET 3 (JCSE) JECC	Tampa	FL	813-828-1697	kwame.e.achiano.mil@mail.mil
63345	1/6/2018	467TH EN BN	Millington	TN	901-874-6011	tristram.r.swindle.mil@mail.mil
63356	1/6/2018	0824 QM CO MINUS	Fort Bragg	NC	910-908-0683	israel.bonetsantoni.mil@mail.mil
63396	1/6/2018	623 TC CO LTMDM TRUCK	West Palm Beach	FL	561-863-4504	louis.b.vilce.civ@mail.mil
63175	1/20/2018	0143 CS CMD SUSTAINMENT EXP	Decatur	GA	404-286-6335	charles.w.milsap.civ@mail.mil
63397	1/21/2018	0363 EN BN HHC	Knightdale	NC	706-992-2266	david.j.thomas126.mil@mail.mil
61541	2/10/2018	0391 EN CO CLEARANCE CO	Columbia	SC	347-628-8550	jereld.m.vanhook.mil@mail.mil
63184	2/10/2018	0436 CA BN HHC (TACTICAL)	Sanford	FL	407-688-8442	sovannchampa.touch.civ@mail.mil
63161	2/24/2018	0319 TC CO MDM TRK MINUS	Augusta	GA	706-731-8861 X8875	arthur.w.fisher2.mil@mail.mil



For assistance please contact the 81<sup>st</sup> Surgeons Office:

LTC John Mann- Deputy Surgeon, (803) 751-3561  
[john.r.mann.mil@mail.mil](mailto:john.r.mann.mil@mail.mil)

MSG Jorge Cruz- Chief Medical NCO, (803) 751-9793,  
[soto.j.cruz.mil@mail.mil](mailto:soto.j.cruz.mil@mail.mil)

Ms. Tequila Martin- Heath Readiness Coordinator, (803) 751-2640,  
[tequila.l.martin.civ@mail.mil](mailto:tequila.l.martin.civ@mail.mil)

## ***They are not only a pet***

Story by Chief Warrant 4 Lisa Oseles, SJA Office

Service animals are very important to many people with disabilities in order to fully participate in everyday life.



Animals can be trained to perform a large number of important tasks to assist those with disabilities, such as guiding the blind, alerting the deaf, pulling a wheelchair, alerting and protecting someone who is having a seizure, reminding a person with mental illness to take prescribed medications, calming a person with Post Traumatic Stress Disorder (PTSD) during an anxiety attack, or among other similar duties.

Recently, there has been a sharp increase in the number of requests for individuals to bring such animals into our buildings. As a result, it has become very important for everyone to understand the rules associated with bringing service animals into federal facilities.

As a general rule, animals are not allowed inside any federally-owned building. The Government Services Administration (GSA) Federal Management Regulation states that no animals are allowed

in federal facilities except for official purposes. However, this regulation states "official purposes" includes individuals

with disabilities who have service animals assisting them. Although many different types of animals can be trained to provide services to the disabled, the federal government currently only recognizes dogs as authorized service animals. Additionally, we must distinguish "service dogs" from other types of dogs that individuals may want to bring in our facility. A service dog must perform work or tasks that are directly related to the owner's disability, such as those described previously.

"Emotional support animals" or "comfort animals" are ones that provide therapeutic benefit to the individual by their providing companionship, comfort and affection. "Therapy animals" are used as part of a treatment process to improve one's physical, social, or emotional functions. Neither emotional support/comfort animals nor therapy animals qualify as service animals; such animals are consid-

ered as pets and, therefore, are not allowed in federal facilities.

Visitors who wish to enter our facilities with a service dog should be allowed access. Unfortunately, it frequently is not readily clear whether a dog accompanying such a visitor is a service dog or simply a pet.

Our personnel must ask the visitor about the animal. However, due to privacy issues related to individuals with disabilities, there are limits on the questions they may ask.

The staff may ask only two specific questions:

First, is the dog a service animal required because of a disability?

Second what work or task has the dog been trained to perform?

We are not allowed to request any documentation for the dog, require that the dog demonstrate its task, or inquire about the nature of the person's disability. Assuming that the visitor responds that the dog is a required service animal, the visitor and their dog must be allowed in our facilities.

Civilian employees may only bring service dogs into our facilities if their supervisor has authorized it as a reasonable accommodation of a disability. If an employee believes that they have a disability and



(continued on pg 20)



Mr Pete Quinn, Chief of Staff, receives an indoctrination as an honorary Cleveland Brown from Steven Trice, DHR  
(Photos by Sgt. 1st Class Jeff Mullett)



The 81st RD completed a successful APFT during November Battle Assembly  
(Pictures by Sgt. Marcus McGill)



1st Sgt. Thomas Bish retires and hands off the duties of 1st Sgt. to incoming Master Sgt. John Hembree who joined the Wildcats 5 November  
(Photos by Sgt. Marcus McGill)



### Two Soldiers retire



SGM Willie Walden Retired Surgeon's section



Two Soldiers finished their military careers and were recognized by their directorates:



MSG Andre Rodgers Retired Human Resources



1st Lt. (P) William Murray, Command Group

Four Soldiers were recognized by the 81st RD during the November Battle Assembly in the Darden Auditorium.

### Two officers took their oaths for promotion:



Cpt. (P) Todd Golden, Chaplain's section

# 81st Readiness Division

# The 81st says goodbye

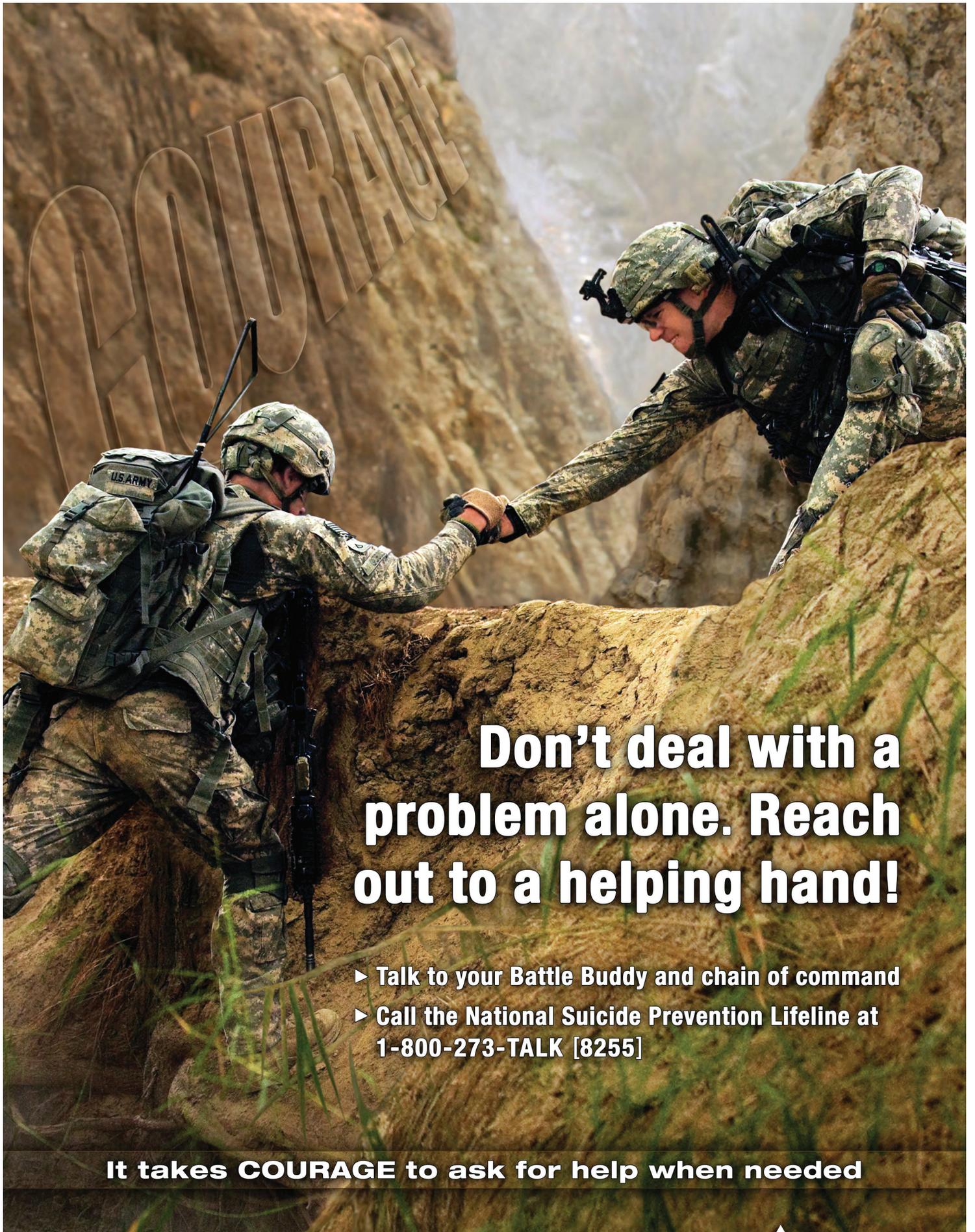


Maj. Sean Nettles presents Master Sgt. Laureano the Meritorious Service Medal for his contribution to the 81st  
(Photos by Sgt. 1st Class Jeff Mullett, 81st RD PAO)



The 81st RD says goodbye to a valued member of the Wildcat team, Master Sgt. Edgardo Laureano, received a notable send-off 6 December.  
(Photos by Sgt. 1st Class Jeff Mullett, 81st RD PAO)





# Don't deal with a problem alone. Reach out to a helping hand!

- ▶ Talk to your Battle Buddy and chain of command
- ▶ Call the National Suicide Prevention Lifeline at 1-800-273-TALK [8255]

**It takes COURAGE to ask for help when needed**

# 81st Division in the Organized Reserves 1921-1941

By Mr. H. Allen Skinner, 81st RD Historian



Page 2 of the Wildcat Newsletter from 1919

After demobilization in 1919, the 81st Division remained dormant while the War Department, Congress and the President argued over the postwar future of the Army. After several months of committee work, Congress passed the National Defense Act of 1920 which fundamentally restructured the total Army. Now the Army was divided into the Regular Army, the National Guard and the Organized Reserves (OR). Sections of the country were divided into corps areas, with an Organized Reserve division established in each corps area. Further provisions created the Officer's Reserve Corps (ORC), standardized the Reserve Officer's Training Corps (ROTC) and added an Enlisted Reserve Corps (ERC). The 81st Division headquarters was reconstituted in the OR on 24 June 1921, allotted to the IV Corps area and as-

signed to the XIV Corps. The division headquarters was officially organized on 23 September 1921 in Knoxville TN, with the major subordinate units stationed across Tennessee and North Carolina. The division actively recruited officers, both World War veterans and fresh new lieutenants from ROTC programs. During the interwar period, the division headquarters periodically performed annual training at their designated mobilization site of Camp McClellan, Alabama, while the subordinate units would train with counterpart Regular units at places like Fort Benning or Fort Bragg. The interwar period was a lean time for the entire nation in general, this was the time of the Great Depression of 1929 and the Organized Reserve was seriously underfunded. Most ORC members averaged a single annual training period every 4 to 5

years. Inactive training was usually done on weeknights and Reserve members, unlike their National Guard counterparts, were not authorized drill pay. Few OR units were issued equipment, so for training equipment was borrowed from supporting Regular Army units or simulated with whatever materials were available. Alternative training options for ORC members was to serve as cadre in Citizens Military Training Camps (CMTC), voluntary training camps for civilians to learn the rudiments of military life, and Civilian Conservation Corps (CCC) camps. Confidence in the ORC grew and by the mid-1930s both CMTC and CCC programs were staffed largely with activated ORC officers. Not only did the officers gain valuable leadership experience, but the duty promised a steady paycheck during the tough days of the Great Depression.



Members of the 322nd Infantry marching in France shortly after the Armistice is signed, 1919.

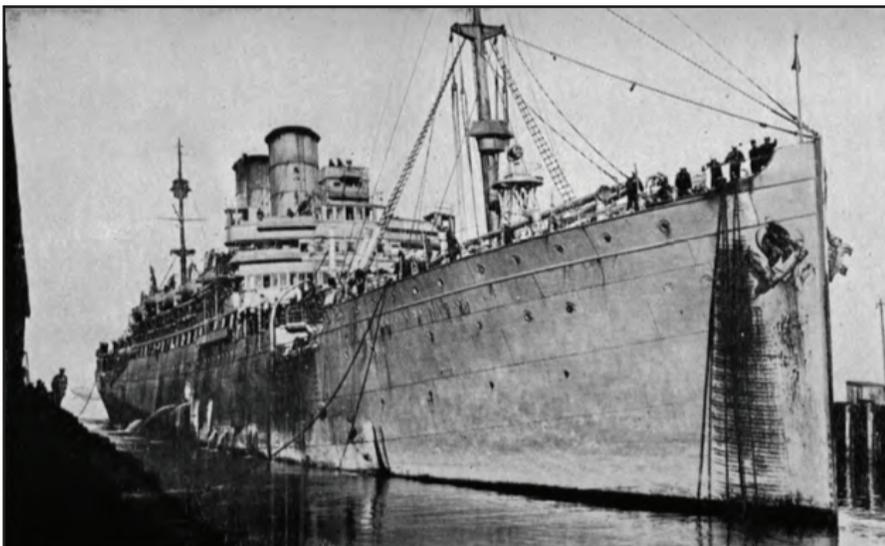


*Credit: California Military Museum, courtesy of Golden Gate NRA, Park Archives, Jack Erwin Photographic Collection.*

The officers of the 81st Division and subordinate infantry regiments actively participated, on a rotational basis, in the CMTC program held at Camp McClellan. In an early example of total Army

integration, officers from the 81st participated in IV Corps or 3rd Army Command Post Exercises (CPX) with other Regular and National Guard officers. As the threat of war loomed,

major maneuvers were held in the Third Army area in 1938, 1940 and 1941. Due to the lack of assigned ERC members, the officers of the 81st Division were used as fillers to Regular and National Guard units in the Third Army exercises. For example, in 1938 many 81st Division officers were cross-leveled to fill vacancies in the Regular Army 4th Division, while additional Wildcat officers were used as observer controllers during the field evaluations. Although not nearly enough training to create a war ready force, the cadre of trained ORC officers would be of great value when the threat of war returned in the late 1930s.



*"U.S.S. "Martha Washington" The ship that brought us home"*



(continued from pg 13)

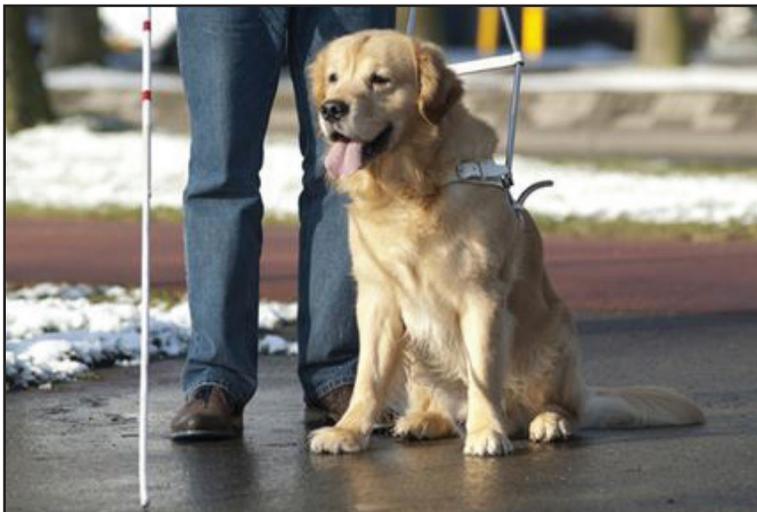
require an accommodation in order for them to perform the essential functions of their position, they may request such accommodation from their supervisor. The supervisor and the employee must then enter into the "interactive process" to discuss the employee's disability and the best way to accommodate it.

The employee may be required to provide medical documentation to establish that they do have a disability. Based on the interaction with the employee, the supervisor determines if the employee has a disability and, if they do, what accommodation is necessary for that employee. The accommodation chosen by the supervisor does not necessarily have to be the one requested by the employee; the supervisor could determine that some other accommodation other than a service dog is reasonable under the circumstances. If the supervisor authorizes the Civilian employee to have the service dog at work, the employee is responsible for taking care of the dog, including making sure it is not disruptive, keeping it clean and free of parasites, and taking it out to relieve itself as needed. There are no special training certifications required for the dog, it is not required to have any special vest or harness, and it's licensing and vaccinations follow the same rules as other animals in the local area.

Soldiers who wish to have a service dog while on duty must follow the procedures of Army Directive 2013-1. Soldiers (Active Duty or Reserve)

who are wounded, ill, or injured may discuss the possibility of obtaining a service dog with their primary care manager (PCM).

The PCM will discuss the Soldier's need for a service dog with a multidisciplinary team including medical specialists, behavior health specialists, and representatives from the Soldier's command. This team makes a recommenda-



tion to the Soldier's chain of command. The first Colonel or GS-15 in the chain of command makes the decision whether to allow the Soldier to use a service dog. Factors that must be considered in this decision are whether the use of the dog is required, if the Soldier is suited to use and care for a dog, and the Soldier's particular duties and work location. If that leader disapproves the Soldier's request for a service dog, the Soldier may appeal to the first General Officer in the chain of command. Once a Soldier is authorized to have a service dog while on duty, there are several special requirements for the Soldier: The Soldier must obtain their service dog from a source that is accredited by the US Department of Veterans Affairs. The Soldier

must maintain documentation showing that the dog was obtained from such an accredited source and that the dog is current on required immunizations. Additionally, the service dog must wear a vest or harness which identifies it as a service dog. Once authorized, the Soldier may have the dog in any facility or space that is open to the public.

However, the service dog will not be allowed in any location that would compromise public health, safety, readiness, mission accomplishment, or good order and discipline. An appropriate commander or supervisor must counsel the Soldier regarding such limitations.

Anyone with questions regarding any aspect of service

dogs or other animals in the workplace should contact the 81st RD Office of the Staff Judge Advocate. Civilian employees and their supervisors should contact the Disability Program Manager at the Equal Employment Opportunity (EEO) Office at Fort McCoy for more specific information regarding reasonable accommodation of disabilities.



# Did You Know?

Story by LTC Edward McCray, Deputy IG

Did you know the fastest way to successfully address a unit level complaint, is through your NCO Support Channel or Chain of Command? Supervisors, Commanders and First Sergeants are amazing at unclogging bottle necks and encouraging the Army administrative process to flow properly.

As a Soldier or Department of the Army Civilian, you are the first link in resolving issues at the lowest possible level. By timely and accurately communicating your issue up your Chain of Command, you give your supervisors and leaders the best opportunity to correct any administrative errors or provide you with the best possible guidance or information. In some instances, our Army systems or processes may fail to operate as intended or to timely provide adequate Soldier, Civilian or Family Member support. In most cases, you should first seek assistance through your first line leader or supervisor, then up the Chain of Command. If your Command is unable to resolve the issue, you can seek assistance or recourse

through your local Inspector General (IG) office. Failing to provide your Chain of Command the opportunity to address your grievance, or issue, may delay your receiving the resolution or correct information concerning your problem.



An IG will always encourage Soldiers and DA Civilians to discuss their complaint or request for information with their Commander, Chain of Command or Supervisor prior to seeking IG assistance. In the rare occasion an individual does feel uncomfortable involving the Chain of Command, the IG will assist in determining the appropriate course of redress in accordance with the applicable



81st RD file photo

Army Regulations (AR), to include AR 20-1 Inspector General Activities and Procedures and AR 600-20 Army Command Policy.



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# ***81st Readiness Division (RD) Formal CAO/CNO Classroom Training***

~Training Dates FY 2018~

<u>DATE</u>	<u>HOSTING UNIT</u>	<u>LOCATION</u>
January 10-12 (2018)	377th TSC	Belle Chasse, LA
January 24-26	81st RD	Ft. Jackson, SC
February 7-9	3rd MDSC	Ft. Gillem, GA
February 21-23	81st RD	Ft. Jackson, SC
March 7-9	81st RD	Ft. Jackson, SC
March 21-23	412th TEC	Vicksburg, MS
April 11-13	1st MSC	Ft. Buchanan, PR
April 25-27	81st RD	Ft. Jackson, SC
May 9-11	81st RD	Ft. Jackson, SC
May 16-18	841st EN BN	Lake Park, FL
June 6-8	160th MP BN	Tallahassee, FL
June 20-22	81st RD	Ft. Jackson, SC
July 11-13	81st RD	Ft. Jackson, SC
July 18-20	84th Tng Cmd	Fort Knox, KY
August 8-10	290th MP BDE	Nashville, TN
August 21-23	81st RD	Ft. Jackson, SC
September 5-7	81st RD	Ft. Jackson, SC

CAO/CNO training is a Formal 3-day classroom Training, effective April 2015. Upon successful completion, you will be provided a Certification of Completion. This Certificate will be valid for one year. Prior to the expiration of your certificate, you are required to go online and take the re-certification course.

**POINT OF CONTACT – CW3 LORIEN MICKELSON  
CAO / CNO TRAINER  
803-751-9894  
[LORIEN.A.MICKELSON.MIL@MAIL.MIL](mailto:LORIEN.A.MICKELSON.MIL@MAIL.MIL) OR  
[USARMY.USARC.81-RSC.MBX.CASOPS@MAIL.MIL](mailto:USARMY.USARC.81-RSC.MBX.CASOPS@MAIL.MIL)**



## **FY 18 EVENT DATES & LOCATION**

- **19-21 JANUARY**
- **9-11 FEBRUARY**
- **20-22 APRIL**
- **17-19 AUGUST**
- **21-23 SEPTEMBER**

***Omni Hotel & Resorts***

***1500 Masters Blvd., Championsgate, FL 33896***

# Valuable opportunity for Facility Coordinators and Facility Commanders available at no cost to your command

by Jeff Johnston, Deputy Director, DPW

Some of the most important members of the Wildcat team aren't anywhere to be found on any Table of Distribution and Allowances.

They are Facility Commanders and Coordinators, unit personnel who in addition to their own job, serve as the focal point for 81st Readiness Division (RD) activities at their Reserve Center or maintenance facility. These individuals are absolutely essential to the 81st RD mission, which is why we hold a Facility Commander/Coordinator Workshop two times each year. It is a three-day course that provides Facility Commanders and Coordinators with the information they need to effectively fulfill their important (but still collateral) roles. As the transition to a Readiness Division continues, more and more will be asked of the Facility Coordinators and Commanders, making it all the more important that they are armed with the best information, tools, tips and techniques.

The workshop is managed by the Directorate of Public Works, but it covers subject



matter from the entire spectrum of RD services. The workshops are held at the 81st RD headquarters at Fort Jackson and the 81st RD will pay the travel costs for one person (Facility Coordinator or Facility Commander) from each facility, so there is no cost to the customer commands. Additional seats are always available for additional attendees at unit expense. In addition to informational briefings, there are demonstrations, panel dis-

cussions, and Q&A sessions. The schedule also allows for individual meetings with 81st RD subject matter experts to address specific issues. Each participant leaves with a Desk Guide that not only includes all of the briefs, but a library of useful references and helpful information.

If you're a Facility Commander or Coordinator who recognizes the importance of your role, you'll want to attend the workshop so you can be effective, and maximize your results. If you're a Facility Commander or Coordinator who sees this role as yet another collateral duty albatross hanging around your neck, you'll want to attend the workshop so you can be efficient, and spend as little time on it as possible. Either way, if you're a Facility Commander or Facility Coordinator, you want to attend the workshop!



The next workshop is scheduled for February 13-15 2018.

For additional information, contact  
CW3 Brian Zimmerman at:

803-751-7024

or

[brian.j.zimmerman4.mil@mail.mil](mailto:brian.j.zimmerman4.mil@mail.mil)



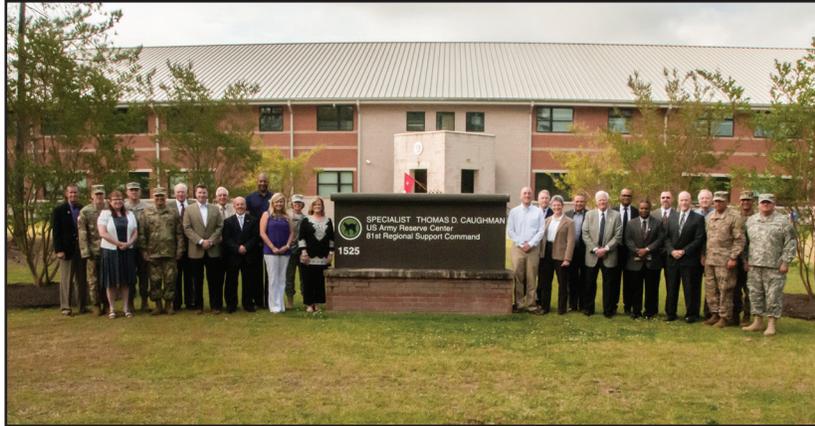
# Defining resiliency: A planning approach to mission readiness

by Jerry Zekert and Mark Gillem

Resiliency in “Resiliency planning” is not a new subject. William Penn’s 17th century plan for Philadelphia focused in part on resiliency. He insisted on a site for Philadelphia that was “navigable, high, dry, and healthy.” He wanted uniform streets with houses built in a line for ease of access and he wanted a “green country town, which will never be burnt.” Today, Philadelphia is one of America’s great cities and is once again on the ascent in part due to Penn’s resilient, simple, and elegant plan that can accommodate new uses and residents. The Department of Defense has been considering resiliency in light of changing political, environmental, and fiscal realities. The U.S. Army Corps of Engineers, for instance, developed a Resilience Initiative Roadmap with three priority areas: 1) evolving resiliency practic-

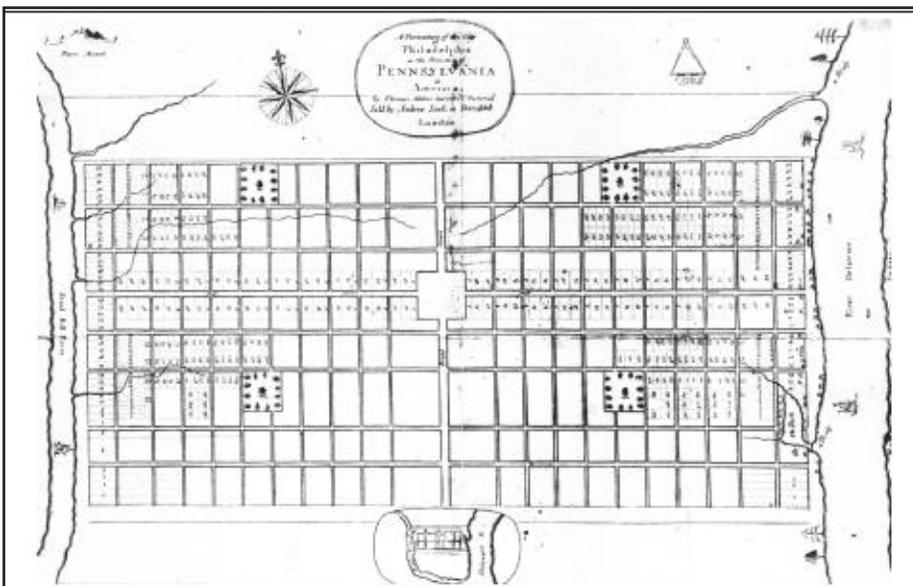
es; 2) supporting community resiliency; and 3) focusing on priority areas. One of the priority areas is developing resiliency considerations for military installations, and that is where military planners fit into the discussion. As retired Lt. Gen. Thomas Bostick, former U.S. Army Corps of

military master planning, how broadly do we approach resiliency? If we think of it as encompassing everything (from climate change to unemployment to poor education), we may be off the mark. These are the sustained threats that many resiliency plans talk about at a high level. Acute threats are more immediate and should be the clear focus of our planning efforts as they will directly impact mission readiness in a real and measurable way. After all resiliency and readiness are tied together. These acute threats could be natural (floods, earth-



Engineers commanding general, has noted, “With lessons learned from disasters such as Katrina and Sandy, and the necessity for military readiness, we know the Corps of Engineers has a lot to share in the resilience field.” Those lessons include four key resilience principles: prepare, absorb, recover, and adapt. For

quakes, tornados, tsunamis, wildfires, etc.) or manmade (revolts, terror attacks, etc.). These are threats master planners can address. If planners approach resiliency with a focus on the acute threats that plans should address, they can organize work processes and products to address them. One approach is to look at resiliency from a mission readiness perspective. Planners should identify the systems that, if compromised by acute threats, will impact readiness. There are generally three systems: 1) utilities (energy, water, wastewater, communications. etc.); 2) transportation (roads, ports, airfields, gates), and 3) facilities (critical, noncritical and supporting buildings). Acute threats impact each systems and vary by installation and region. Fort Hood, Texas, does not need to worry about sea level rise, which with wave action can be an acute threat, but the installation



Original planning map of the Philadelphia township

does need to worry about floods. Both threats can undermine all three systems in similar ways such as power outages, compromised road networks or blocked emergency services. Planners should identify what acute threats may impact readiness and map out how those threats impact each of the three interrelated systems. Solutions can be identified to increase each system's resiliency. The process involves identifying the threat, assessing system vulnerabilities, identifying mitigation measures, and developing actionable solutions that could be inserted into a capital investment strategy like an Area Development Execution Plan – a repository of all needed projects to build a mission-ready plan. These solutions should help installations prepare for the threat; absorb the "hit" with as little impact to mission readiness as

possible; recover quickly from the impact so missions can continue; and adapt the installation's physical structure to minimize impacts from future acute threats. Resiliency is an approach much more than a plan.

Successful master plans should address the following questions:

How do master planners deliver resilient installations that are durable across multiple threats?

What processes should be in place to bring stakeholders together to identify threats and mitigations?

Where is the nexus with sustainability so should the worst case happen, we can adapt to new and more resilient models?

How do we leverage current tools and techniques that are already supporting mission readiness?

What criteria can planners im-

plement to make installations more resilient when faced with acute threats to mission readiness?

These plans should also help answer a key question from an installation's leadership: "So now what, what do you want me to do about it?"

William Penn knew what to do; he planned a resilient city with simple and clear principles that have withstood the test of time. It is our turn to do the same for our installations



POC is Jerry Zekert, 202-761-7525,  
jerry.c.zekert@usace.army.mil

Zekert is chief of the Master Planning Branch, Headquarters, U.S. Army Corps of Engineers, Washington, District of Columbia, and chair of the Comprehensive Planning Working Group; and Mark Gillem, PhD, FAIA, AICP, is a Professor of Architecture and Landscape Architecture at the University of Oregon and the Principal of The Urban Collaborative

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Whose life are you willing to risk?  
**Don't drink and handle weapons.**

**READY ... OR NOT?**

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*Ready ... or Not* is a call to action for leaders, Soldiers, Army Civilians and Family members to assess their readiness for what lies ahead - both the known and unknown.

Throughout our professional and personal lives, events happen all around us. We are often able to shape the outcome of those events, but many times we're not. Navigating life's challenges is all about decision-making.

So are **YOU** ready ... or not?



# CHRA CPAC Fort McCoy Star

Special Issue

January 2018

FY18  
Volume 20

## Annual Weingarten Notice: Bargaining Unit Employees' Right to Representation

*Organizations with a recognized labor union are required to annually inform employees of their right to request union representation under the Weingarten right. Please distribute the attached information to all your employees.*

### **Weingarten Notice**

In accordance with the requirements of 5 USC 7114(a)(3), this is to advise bargaining unit employees that: An exclusive representative of an appropriate unit in an agency shall be given the opportunity to be represented at any examination of an employee in the unit by a representative of the agency in connection with an investigation if - (a) the employee reasonably believes that the examination may result in disciplinary action against the employee; and (b) the employee requests representation.

Additional information regarding "Weingarten" rights can be obtained in the HQDA Civilian Personnel Management Policy and Guidance Library (formerly known as "PERMISS") on the Army Civilian HR MilSuite page at: <https://www.milsuite.mil/book/thread/186495>. Remember, this Weingarten" right applies only to bargaining unit employees. Also, as this is a statutory right, it applies even if you do not have a collective bargaining agreement.

*Article submitted by Labor/Management Employee Relations Division, Fort McCoy CPAC*



## **WINTER IS HERE** **"NEVER COMPROMISE SAFETY"** *Winter Safety Tips*

*Winter is a beautiful time of the year, especially when a fresh layer of new snow covers everything. Winter can also be a dangerous time of the year. If you plan to travel during the winter, it pays to be prepared for the unexpected. Getting stranded during a winter storm can be a matter of life and death. Following a few simple driving habits like planning ahead, driving a safe and legal speed, driving alert and sober and buckling up could ensure that you safely make it to your destination. The following provides information to help you prepare for winter driving.*

### **\*\* Winterize your car:**

- **Check antifreeze, defroster, emergency signals, heater, lights, oil, tires, windshield washer fluid, and wiper blades.**

### **\*\* Prior to driving in a winter storm:**

- **Let your car warm up for a few minutes, which helps to dissolve snow/ice.**
- **Clean the entire car before you begin to drive.**
- **Make sure all lights work and are clear of ice and/or snow.**
- **Clean ice and snow off your windshield wiper blades.**
- **Check horns, adjust mirrors, and check brakes.**

### **\*\* Have emergency supplies in your car:**

- **Blanket, jumper cables, first aid kit, flashlight, ice scraper, matches, candles, food sand/gravel, small shovel and a cellular phone.**

### **Winter's Shadowy Danger: Black Ice**

*During the cold season, one weather phenomenon can form and lay hidden in your unsuspecting path. The possibility of detection is very small, and usually comes too late. Glaze, commonly known as "black ice" contributes to tens of thousands of automobile accidents and associated deaths and injuries every year throughout the United States. It is considered to be the most significant wintertime danger to transportation.*

*Simply put, black ice is a thin formation that occurs when water freezes on a road surface. Because it is so thin and clear, the dark underlying road surface easily shows through, lending to its common name. The icing of a road surface can happen due to several reasons, some of which are obvious and some not. Freezing rain and drizzle are the most common forms of glazing, which most people understand to be a serious driving danger. Freezing rain is a weather phenomenon that can be predicted with reasonable accuracy, therefore, the majority of drivers who venture out in an ice storm, are aware that slow and careful travel is the best way to go. Many choose to delay their trips until better weather.*

## **PLAN FOR THE COLD**

### **Wear the right clothes the right way:**

*The most important individual preventive measure is the proper wearing of cold weather clothing and boots. Some people think wearing every article of cold weather clothing issued is the way to go. Wrong! This can cause overheating and dehydration, or restrict circulation in the extremities which can increase the risk of frostbite. All cold weather clothing should be worn loose and in layers. This allows for insulation by air trapped between the layers. Socks should be changed frequently and boots rotated. It is important to protect the hands and fingers by wearing proper gloves.*

# Changes in the Internal Review Process enhance tools for Commanders

by Tom Smith, Audit Supervisor

The entire Army Internal Review program is in the midst of a makeover.

In July 2017, the DOD-IG issued an External Peer Review on the Army Internal Review Program report. The report identified many opportunities for improvement within the Army IR program, both Reserve and Active components.

The improvement opportunities are the culmination of years of change in the Army IR program. These changes began in 2013 when the "IR evaluators" (GS-0510 series), were realigned as "IR Auditors" (GS-0511 series). Terms within IR also changed and the use of "audit" became widespread. These seemingly simple changes had huge impacts on the Army IR community.

Government auditors are bound by the GAO Government Auditing Standards (Yellow Book). The Yellow Book impacts everything about the IR. This begins with where IR is located within the organizational structure. The standards require that auditors be independent from the personnel, functions and oversight of the audit clients and audit areas. The independence must be both physical and perceived. The Yellow Book also establishes how audit work will be documented; to include analyzing risk assessments, evaluating data reliability, down to specific wording that must appear in audit reports.

The Yellow Book standards require specific competence and knowledge of auditing and accounting. The auditor career field is in high demand in the DoD, as well as other government and non-government agencies. This creates turnover, which may then lead to auditors with limited experience. The limited experience levels become amplified in Army IR offices with a staff of one or two.

The changes to Army IR is encouraging in many ways. Though Army IR has been a useful tool for commanders and management for years, the recent improvement opportunities will strengthen the IR program and provide better products for Army IR customers. This is happening during a vital time for the Total Army, we are all in financial audit this year to produce audited financial statements. Change is

certain, and the changes in the IR makeover will bring about a better Internal Review. 



# Welcome Major General Jones

## Wildcats Never Quit!

81st Readiness Division

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81st Readiness Division added 4 new photos.  
Published by Michael Mascari (?) · Yesterday at 10:22am ·

Wildcats!  
The 81st Readiness Division welcomes MG Kenneth Jones as our new Commander.  
Soldiers and civilians of the 81st had an opportunity to meet and ask questions of MG Jones in an open forum Tuesday morning. The All-Hands event was held in the Darden Auditorium.  
The live-streamed video was recorded and is available at: <http://tiny.cc/81rd>

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