

# Security Forces Airmen take Clear aim

**Tech. Sgt. Natalie Stanley**  
168th Wing, Public Affairs

Alaska Air National Guard Airmen from the 168th and 268th Security Forces Squadrons conducted training in core law enforcement tasks during a four-day field training exercise at Clear, June 4-7, 2018.

The exercise was the first time since the activation of the 268th in October 2017 that the two squadrons have participated in a combined FTX.

For a squadron that is geographically separated and focuses heavily on training to deploy, the exercise was an opportunity to concentrate on perishable law enforcement skills, while building individual confidence.

“Confidence is incredibly important, especially in the law enforcement setting,” said Capt. Andrew Riffe, commander 168th SFS. “When you’re asking that young Airman to step in...they have to have that command presence and confidence to do their job appropriately.”

The FTX provided realistic, controlled training for Airmen to execute traffic stops, respond to active shooters using simunitions, and practice shoot-move-



Airmen from the 168th and 268th Security Forces Squadrons, Alaska Air National Guard, participate in a field training exercise at Clear Air Force Station, June 5, 2018. (Photo by 2nd Lt. Francine St Laurent)

See SECURITY on page 3

# Soldiers no longer wait to receive tuition assistance



**David Vergun**  
Army News Service

Soon, tuition assistance will be available immediately for Soldiers of all components after AIT. This assumes they meet existing eligibility requirements and have no flags like disciplinary problems or failure of the Army Physical Fitness Test, according to Pamela Raymer, chief, Army Continuing Education System, Human Resources Command.

Officers who have completed the Basic Officer Leaders Course and warrant officers who have graduated from the Warrant Officer Basic Course will immediately be eligible for tuition assistance as well, she added.

The second part of the change is that Soldiers who wish to pursue a master’s degree will no longer have to wait 10 years in order to apply for tuition assistance funding, Raymer said.

Instead, enlisted Soldiers who have successfully completed the Advanced Leader Course, warrant officers who have graduated from the Warrant Officer Advanced Course and officers who have graduated from the Captains Career Course or equivalent will immediately be eligible, irrespective of component, she said.

This policy change takes effect Aug. 5, according to Army Directive 2018-09 (Army Tuition Assistance Policy) of June 6, 2018. The directive was signed by Secretary of the Army Dr. Mark T. Esper.

See TUITION on page 3

Soldiers will no longer have to wait one year after completing their advanced individual training to receive tuition assistance. Soon, tuition assistance will be available immediately for Soldiers of all components after AIT. (Photo by David Vergun, Army News Service)

# The BOSS Brand Activation Team



**Staf Report**  
Fort Wainwright BOSS Program

Better Opportunities for Single Soldiers (BOSS) and the Family and MWR Marketing Department have partnered with the University of Alaska Fairbanks Community Technical College to create the “Ready and Resilient Leadership - Military Marketing” course. This is a college level course offering eligible BOSS Soldiers to earn three college credits while learning practical marketing and advertising knowledge.

The objective of the course is to introduce participants to marketing concepts such as sponsorship, planning, creating, executing, auditing, coordination, and in directing a comprehensive marketing campaign.

Each session will be dedicated to building knowledge on a marketing practicum. The sessions will lead to preparation for the final interactive project.

The Brand Activation Team will consist of four Soldiers who will learn and fill the following roles: Graphic Designer, Marketing Assistant, Visual Information Specialist, and Lead Marketing Specialist

Applications for these positions will be made through the VMIS system. To apply online, goto <http://myarmyonesource.com/default.aspx>, by June 24. More information can be found, at <https://wainwright.armymwr.com/calendar/event/boss-brand-activation-team-college-course-application/2359716/28679>

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# Exercise, Exercise, Exercise

U.S. Army Garrison Alaska will be conducting its annual full-scale exercise from June 25 thru 29. As part of the exercise, the Fort Wainwright community can expect to see increased activity across the installation.

Soldiers, Family members, civilians and contractors are encouraged to reserve extra time for traveling throughout the post as delays at gates, increased Emergency Vehicle activity, potential traffic detours and road blocks will occur during certain training events.

During the exercise community members will hear both voice and tone messaging being broadcast by the installation mass notification system or Big Voice; and may notice other public announcements being provided over such media as NIXLE alerts.

All announcements whether audio, text or media will begin and end with the words “Exercise, Exercise, Exercise”.

For information about the exercise or activities call Jody Mandella, Fort Wainwright DPTMS, Emergency Manager/Plans and Operations Specialist, 353-9135 or Mark Adams, Chief of Plans and Operations, 907-353-9436.

**WEEKEND WEATHER**

**Friday**  
  
Partly cloudy with a high of 68 and a low of 51.

**Saturday**  
  
Partly cloudy with a high of 70 and a low of 49

**Sunday**  
  
Partly cloudy with a high of 70 and a low of 49.



# Nutrition Corner: Lowering your cholesterol with plant sterols and stanols

**Brandy Ostanik**  
Medical Department Activity – Alaska, Public Affairs

Following an eating plan that is low in saturated and trans fat, and high in fiber can help lower cholesterol and keep the heart and blood vessels healthy. Additionally there are natural ingredients in some foods that should also be part of a heart-healthy diet. These ingredients are called plant sterols and plant stanols and they can help to lower LDL, or “bad” cholesterol, the kind of cholesterol that can increase the risk for heart disease.

What are Plant Sterols and Stanols?  
Plant sterols and stanols, also called “phytosterols”, are substances that are naturally found in plant foods, including fruits, vegetables and vegetable oils, nuts and seeds.

How do plant sterols and stanols lower LDL cholesterol?  
Plant sterols and stanols actually look a lot like

cholesterol in terms of their chemical structure. They work by preventing the body from absorbing cholesterol in the intestines. This in turn helps to lower blood levels of LDL cholesterol. Studies show that sterols and stanols lower LDL cholesterol levels by an average of 6 percent and perhaps as much as 14 percent in as little as four weeks.

How Much Plant Sterols and Stanols Should You Eat?  
The National Cholesterol Education Program recommends consuming two grams of plant sterols/stanols every day as part of an overall heart-healthy diet.

What Foods Contain Plant Sterols and Stanols?  
Wheat germ, wheat bran, peanuts, vegetable oils such as corn, sesame, canola and olive oil, almonds and Brussels sprouts contain plant stanols and sterols. Smaller amounts are found in other vegetables and some fruits. Because it’s hard to get enough plant sterols/stanols from foods, food companies have begun to add plant sterols or stanols to some of their food

products, such as vegetable oil spreads, mayonnaise, yogurt, milk, orange juice, cereals and snack bars.

Plant sterols and stanols are also available as a supplement; but it is important to talk to a healthcare provider before taking a phytosterol supplement.

Are Plant Sterols and Stanols Safe?  
The good news about sterols and stanols is that they’ve been studied for more than 50 years and they are both safe and effective for lowering cholesterol. However, large doses of plant sterols and stanols may cause nausea, indigestion and diarrhea, and interfere with the absorption of fat-soluble vitamins. Pregnant and breastfeeding women should check with their healthcare provider before consuming foods that have been fortified with plant sterols or stanols. Also, plant sterols and stanols are not a substitute for cholesterol-lowering medication; continue to take any medication as prescribed by your provider.

Meet with a registered dietitian to learn more about a heart-healthy eating plan and ways to lower your LDL cholesterol.

## MEDDAC Minute

**Brandy Ostanik**  
Medical Department Activity – Alaska, Public Affairs

IMPORTANT PHONE NUMBERS  
Emergency: 911  
24 Hour Nurse Advice Line: 1-800-874-2273 Opt. 1  
Appointment Line: 361-4000  
Behavioral Health: 361-6059  
Benefits Advisor: 361-5656  
Immunizations: 361-5456  
Information Desk: 361-5172  
Patient Advocate: 361-5291  
Pharmacy Refills: 361-5803  
Referral Center: 361-1810  
Tricare On-Line: [www.tricareonline.com](http://www.tricareonline.com)  
Health Net Federal Services: [www.tricare-west.com](http://www.tricare-west.com), 1-844-866-9378

PERFORMANCE TRIAD TIP  
Try to maintain your weekday sleep schedule this weekend. Support better sleep for the whole family. When children have a set bedtime routine, parents tend to get to bed earlier. Share your kid’s bedtime and you may find they go to bed more easily and you wake up more easily!

TRICARE ONLINE  
Save yourself time by using the TRICARE Online Patient Portal. The patient portal is designed to increase access to care for beneficiaries for health care services and information including Blue Button personal health data, appointment scheduling and prescription refills.

SAFELY DISPOSE OF MEDICATIONS  
Bassett ACH is set to receive your expired or no longer needed medications through our MedSafe program during regular pharmacy hours. The MedSafe box is located inside the main entrance across from the information desk.

INTERNAL BEHAVIORAL HEALTH  
The Bassett ACH Primary Care Clinic now offers internal behavioral health consultations. Assistance with concerns such as stress, chronic pain, tobacco dependency, weight loss, depression, diabetes and more is being offered without the need for a referral. For more information, or to schedule an appointment, call 361-5670.

ANONYMOUS OR NOT  
Sometimes being anonymous is not a good thing. When filling out Interactive Customer Evaluation forms, leaving contact information helps us to better serve our beneficiaries. Many times the issue is something we can easily fix, but without contact information we are not able to remedy the situation. Giving us a name and number allows us to contact the beneficiary and correct the problem on the spot.

TOBACCO CESSATION  
Ready to quit tobacco? Let our tobacco cessation educators assist you. Classes are offered weekly at Preventive Medicine, building 4077 for beneficiaries. The next class will be offered June 26, from 9 to 11 a.m. To register, or for more information on class content and future dates, call 361-4148.

## Weekly Financial Tips: Local foods

**Ryki Carlson**  
Survivor Outreach Services Support Coordinator

As the growing season proceeds, we have the opportunity to eat healthier, be environmentally friendly, and enjoy fresh foods and products.

Here are some advantages to buying local:

Freshness  
The greatest advantage to local food is the freshness of the products. The time from when the produce is picked to where they are sold is significantly smaller, cue to the small distance the foods have to travel. Local produce will stay fresher longer, more nutritious, and will taste better. Finding farmers’ markets, family farms, and other sources of sustainably grown food in your area is simpler than you think just visit [www.localharvest.org](http://www.localharvest.org).

Supporting local businesses  
When you buy local products, you are keeping money you spend in your community. Several studies have shown that when you purchase from a local business, more of your money is used to buy from other local business, service providers, and farms. In turn this strengthens the economic base of the community.

Organic and chemical free growing  
Many farmers participating in local farmer’s markets use organic methods to grow their produce. Most will label it as such, so you can be certain you are purchasing chemical free products, if it isn’t labeled ask them.

vegetables, honey, syrups and often bath products.

Here are some tips on how to keep your fruit produce fresher longer:

Apples  
store apples in a cool, dark, dry place (even your refrigerator) can help them last for 3-4 weeks. If you wrap them in newspaper, you can extend their shelf-life further. TIP: Apples that start to soften can be stewed, baked or dried; add flavor by sprinkling with cinnamon, ginger, or nutmeg.

Berries  
Take them out of the store container and immediately refrigerate them; store them in a glass bowl with a glass lid or plastic wrap on top. This method reduces the airflow and slows down the oxidation process reducing decay. Discard any bruised or moldy berries before storing. Depending on how fresh your berries are when you purchase them, they will keep from one to two weeks.

Melons  
Store melons whole in the refrigerator if possible for maximum shelf-life. If melons are not ripe, allow them to stand at room temperature until they reach the preferred ripeness. TIP: When cut place your melon slices/chunks in a sturdy plastic container with a tight-fitting lid and place in the refrigerator.

Peaches & nectarines  
Store peaches and nectarines at room temperature until ripe; if you refrigerate them before they are ripe, they tend to lose flavor and change texture. To speed up ripening place peaches in a paper bag at room temperature; remember to check daily. After they are ripe, store in a plastic bag in the refrigerator.

Tomatoes  
Storing tomatoes at room temperatures gives them their maximum shelf-life. Place them stem side up and ensure they are not touching each other for the best results. TIP: Avoid putting them in the refrigerator since this cuts their shelf-life in almost half and reduces their flavor content.

Affordable  
For the nutritional value you get from local produce, it’s a good value. Grocery stores tend to charge a lot for organic fruits and vegetables. At local farmer’s markets, they are typically not much more expensive than conventionally grown produce with much better flavor.

Variety  
The local farmer’s market usually offers a dizzying array of fruits,

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ALASKA POST

The Interior Military News Connection

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# History Snapshot: Crash Boat, Bering Sea, 1945



**L. Amber Phillippe**  
Fort Wainwright Landscape Historian

The 10th Emergency Rescue Boat Squadron served in Alaska from the spring of 1942, until the early part of 1946. Stationed throughout Alaska at Homer, Kodiak, Dutch Harbor, Chernofski, Adak, Amchitka, and Attu,

they nevertheless worked throughout the North Pacific Ocean and the Bering Sea. Their duties consisted of patrolling for Japanese submarines, rescuing downed air crews, and on occasion, ferrying passengers and mail from place to place. The boat seen here, P-749, was 1 of 8 the Squadron received in 1942. They were built in either Mississippi or Louisiana, were 104 feet long, and featured a 1350 HP Packard engine.

The crews sent to Seattle to pick them up recalled that the workmanship was so bad that they spent nearly two months repairing, re-caulking, and finishing them at a Lake Union shipyard before they dared send them up to contend with Alaska’s difficult sailing conditions. By the end of World War II, the 10th had accumulated 41 boats of various sizes and boasted a force of about 520

(Photo courtesy of Levi Ballard)

men, many of them recruited directly from Alaska. If you have any stories or photographs to share with the Cultural Resources Management program please call, (907) 361-9329 or email [laurel.a.phillippe.ctr@mail.mil](mailto:laurel.a.phillippe.ctr@mail.mil).

## SECURITY

Continued from page 1

communicate weapons handling drills. For security forces specialist Senior Airman Cody Hoxie the training has been a refresher for often underused, but required skills. “It puts you in situations you don’t deal with every day, so it’s been really good,” said Hoxie. “Practice makes perfect...the first time is kind of rusty, but then it’s like okay I remember how to do it now.” All scenarios presented during the exercise emphasized the need for communications amongst squad members. “Communication is huge in security forces,” said Hoxie. “If you’re not communicating well... that’s life or death.” Ultimately, Riffe would like the security forces FTX to be just one part of a larger wing exercise. “There is so much possibility with Clear” said Riffe. “We would like to see it grow to encompass some of those other core domestic operations capabilities that the wing brings to the state.”



Tech. Sgt. Chris Williams and Staff Sgt. Jordon Thompson clear a room using simunitions during a field training exercise at Clear Air Force Station, June, 5, 2018. Airmen from the 168th and 268th Security Forces Squadrons, Alaska Air National Guard, train in core law enforcement tasks during a four day field training exercise. (Photo by Tech. Sgt. Natalie Stanley, 168 Wing, Public Affairs)

## TUITION

Continued from page 1

All other existing tuition assistance policy, such as Soldiers being able to take up to 16 semester hours each fiscal year at the rate of \$250 per semester hour, remains the same, Raymer said. Unfortunately, less than 20 percent of Soldiers in all components use tuition assistance, she said. “We’re hoping this new policy will encourage more Soldiers to sign up for tuition assistance, as this will help them professionally when they’re in the Army

and increase their employability when they separate,” Raymer added. Raymer suggested that Soldiers in an active duty status might want to use tuition assistance and save their GI Bill for when they leave the service because it includes a housing stipend that could benefit them. Also, they might want to pass along that benefit to a family member if they so choose. Soldiers should contact their installation education office for more details. The Fort Wainwright Army Education Center can be reached at (907) 361-7486 and is located in building 4391. Walk-in educational services are available Monday thru Thursday, 7:30 a.m. to 4 p.m., and Fridays by appointment only.

### 14TH ANNUAL CHARITY GOLF TOURNAMENT

**Friday, June 29, 2018**  
Chena Bend Golf Course  
Ft. Wainwright  
8:00 a.m. Shotgun Start

**Entry Fee:**  
\$500 per 4 person Team

All proceeds help fund ASYMCA programs assisting local Military Personnel and their Families.

For registration, sponsorship, volunteer opportunities, or other information please call 353-5962.

The ASYMCA is a fully 501(c)(3) non-profit organization that does not generate membership fees, but relies solely on the generous support of donors to provide 20+ programs & services for the military in Alaska.

For registration, sponsorship, volunteer opportunities, or other information please call 353-5962.

Event Sponsor:

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May 23, June 5, July 11, July 24, August 1 and August 14 2018  
4 p.m. to 6 p.m.

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call 361-4000 to schedule

- Bring any special school forms to appointment with patient/parent portion completed.
- If available, bring immunization records to the appointment.
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• Ages 3 to 18

# iWATCH ARMY

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# IMCOM protects investment in its workforce

**Adriana King and Matthew Margotta**  
U.S. Army Installation Management Command Headquarters

The manner in which new employees are welcomed when they arrive at an organization should be a source of organizational pride and a clear reflection of its professionalism.

A new employee’s impression of, as well as their long-term desire to stay or leave the organization, is often determined within the first few weeks of arrival. Research has established a strong connection between how new employees are initially welcomed, integrated and prepared to perform their responsibilities, and their level of engagement, sense of belonging, and overall long-term productivity and effectiveness within the organization. In short, an effective onboarding process is like a great first impression: It can be impactful and lasting.

To ensure new team members feel welcomed, informed, prepared and supported, the U.S. Army Installation Management Command developed a comprehensive onboarding program as one of the pillars of its Service Culture Campaign. The guidelines under this program promote proud and engaged team members who demonstrate the values and principles of IMCOM, furthering the Army’s mission, goals and productivity.

In the same way that successful companies devote considerable effort toward employee integration and development, IMCOM’s Service Culture onboarding guidelines help IMCOM be proactive in protecting its investment in new team members across the command.

Lisa Passalacqua, Army Community Service information and referral coordinator at Fort Irwin, reflected on the importance of a deliberate and well-planned onboarding program. “Onboarding is the strategic process of welcoming new team members, establishing responsibilities and familiarizing them with the Army culture,” she said. “We need to start with a bang, grab our new team members immediately and welcome



New employees at Fort Leonard Wood get ready to 'leave their mark' on a wall as part of the garrison's 'One Team' approach to onboarding. (Photo courtesy, U.S. Army)

them to the wonderful world of civil service.”

“Studies show that 33 percent of employees decide to stay with an agency or start making plans to leave within the first 30 days of employment,” said Dr. Robin Ellert, chief, workforce development at Fort Stewart and Hunter Army Airfield. “Onboarding is the opportunity for IMCOM to give new employees reasons to stay engaged.”

Onboarding provides employers the opportunity to engage with new team members and make them feel valued, respected and a part of the team. Additionally, having a strong onboarding program also benefits the new team member in significant ways.

By emphasizing the importance of employee onboarding, we show that IMCOM is a caring organization that focuses on and cares for its people.

“That first month is a swirl of new names, procedures and a culture shock,” said Allie Vallery, workforce development program specialist at Fort Hunter Liggett. “When new team members realize that there is a plan to assist them, they will bond to IMCOM — a professional and caring environment.”

**Success Factors**

The most critical component of a successful onboarding program is leadership’s active participation. Leaders set an example of caring. They communicate expectations and standards. They convey the mission, values and goals of the organization. They instill a sense of pride in serving within the organization. How they accomplish this is an indicator of genuine care and concern for the welfare of the IMCOM team.

“Our involvement is top-down,” said Brian R. O’Connor, training resource specialist at Fort Drum. “Our Garrison Command Team makes it a priority to be at every Team Member Orientation. They are among the very first people to speak to the new team members.”

The experience of mature organizations in the private sector and anecdotal evidence support the value of allocating appropriate resources to an organization’s onboarding program. For example, the Disney Institute, which advises organizations — including IMCOM — on best practices, states that the onboarding process is critical because it reinforces the culture of the organization and sets the stage for the new employee’s experience

with the organization in the future. Every employee must attend Disney’s onboarding program before they may contact any customer or perform any of their duties.

A few years ago, Keri Anne Smialek, commercial sponsorship coordinator at Fort Leonard Wood, did not attend her orientation day as part of the garrison’s onboarding program because the presenter fell ill. Sometime later, a member of the leadership team insisted that she attend the next orientation day. Her perception of her importance to the organization changed completely.

“The orientation day created enthusiasm about the mission of my organization and showed development opportunities I was unaware of,” Smialek said. “I was improved both personally and professionally. Had it not been for the onboarding program and the tools it afforded me, I might have abandoned my employment altogether.”

**Best Practices**

Since the operating environment varies from one IMCOM organization

**See IMCOM on page 6**



Weekly Events

June 22 – 29

**24** **Midnight Sun Golf Scramble**  
June 24, 8:30 a.m.  
Bring your best and join in on this 4-person golf scramble, open to everyone! Come early and enjoy breakfast and morning cocktails, then hit the greens at 8:30 a.m. Advanced registration is recommended. At the Chena Bend Clubhouse, building 2090. Call 353-6223, reservations recommended.

**25** **First Term Budget for In-Processing Soldiers**  
June 25, 1 to 4:30 p.m.  
Sticking to a realistic budget is an important part of everyday life. If you are a new Soldier to Fort Wainwright, join Army Community Service for this mandatory class, and learn about savings, budgets, your 401k, and retirement.  
  
Army Community Service, building 3401  
Call 353-4369

**25** **Monday Movie Marathon**  
June 25, 5 to 11 p.m.  
Come and relax for the evening with our Monday Movie Marathon at the Warrior Zone! Choose from hundreds of movie titles, then kick back and relax.  
  
Warrior Zone, building 3205.  
Call 353-1087.

**29** **Stand-up Paddleboarding to the Boatel**  
June 29, 5:30 to 9 p.m.  
The fun starts when we hit the water! Take the stand-up paddleboards out on the Chena River for a float from the Outdoor Recreation Center to the Boatel Bar. This 21+ event is sure to be a blast!  
  
Outdoor Recreation Center, building 4050  
Call 361-6349

**29** **Cosmic Bowling**  
June 29, 9 p.m. to Midnight  
Stylish Cosmic Bowling is a non-stop, high-fiving, total sensory overload, and an unforgettably good time! Cosmic Bowl happens every Friday & Saturday night, and you should most definitely be there!  
  
Nugget Lanes Bowling Center, building 3702  
Call 353-2654, reservations recommended

*Please note that Fort Wainwright Family and MWR facility hours may change due to the upcoming holiday weekend.*

# CHENA BEND GOLF COURSE

June 24 Midnight Sun Tournament

July 4 Red, White & Blue Tournament

August 11 Howe’s Revenge

August 25 Chena Bend Open

Register your team at the Golf Shop inside of the Chena Bend Clubhouse.

Open to all Soldiers, Families, Retirees, DoD Civilians and Authorized Guests.

For more information, call (907)353-6223



[www.wainwright.armymwr.com](http://www.wainwright.armymwr.com) @WainwrightMWR  
#WainwrightMWR #WainwrightChenaBend #WainwrightGolf







# YOUTH SPORTS

CYS Youth Sports & Fitness Fall Season Registration ends on June 29!!  
Learn more at [www.wainwright.armymwr.com](http://www.wainwright.armymwr.com)



**Military Crisis Line**  
1-800-273-8255 **PRESS 1**



# Doyon Utilities LLC:

Doyon Utilities publishes an annual report on the drinking water system at Fort Wainwright known as the Consumer Confidence Report (CCR).

The Environmental Protection Agency (EPA) and the Alaska Department of Environmental Conservation (ADEC) have given us an opportunity to tell the rest of our story in the form of this annual Consumer Confidence Report.

Doyon Utilities is pleased to prepare this comprehensive report for our customers who work and reside on Fort Wainwright. Our goals and efforts are to provide you with a complete picture of the water quality program.

Find the complete document, at [www.doyonutilities.com/news](http://www.doyonutilities.com/news).



## President Donald J. Trump approves major disaster declaration for Alaska

### News Release

Federal Emergency Management Agency

The Federal Emergency Management Agency announced June 8, that federal disaster assistance has been made available to the state of Alaska to supplement state, tribal and local recovery efforts in the areas affected by a severe storm on December 4, 2017.

Federal funding is available to the state, tribal and eligible local governments and certain private nonprofit organizations on a cost-sharing basis for emergency work and the repair or replacement of facilities damaged by the severe storm in the Kenai Peninsula Borough.

Federal funding is also available

on a cost-sharing basis for hazard mitigation measures statewide.

Thomas J. Dargan has been named as the Federal Coordinating Officer for federal recovery operations in the affected area. Dargan said additional designations may be made at a later date if warranted by the results of further damage assessments.

Federal Aid Programs for the State Of Alaska

Following is a summary of key federal disaster aid programs that can be made available as needed and warranted under President Donald J. Trump's disaster declaration issued for the State of Alaska.

Assistance for State, Tribal and Affected Local Governments Can Include as Required:

· Payment of not less than 75 percent

of the eligible costs for emergency protective measures taken to save lives and protect property and public health. Emergency protective measures assistance is available to state, tribal and eligible local governments on a cost-sharing basis. (Source: FEMA funded, state administered.)

· Payment of not less than 75 percent of the eligible costs for repairing or replacing damaged public facilities, such as roads, bridges, utilities, buildings, schools, recreational areas, and similar publicly owned property, as well as certain private non-profit organizations engaged in community service activities. (Source: FEMA funded, state administered.)

· Payment of not more than 75 percent of the approved costs for hazard mitigation projects undertaken by state and local governments to

prevent or reduce long-term risk to life and property from natural or technological disasters. (Source: FEMA funded, state administered.)

How to Apply for Assistance:

Application procedures for state, tribal and local governments will be explained at a series of applicant briefings with locations to be announced in the affected area by recovery officials. Approved public repair projects are paid through the state from funding provided by FEMA and other participating federal agencies.

FEMA's mission is helping people before, during, and after disasters. For more information, call FEMA news desk, at (202) 646-3272.

## IMCOM

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to another, the approach to establish a new or improve an existing onboarding program must take local circumstances into consideration. IMCOM garrisons, in many cases, are taking the initiative with unique and innovative ways to reach the hearts and minds of their new team members.

Megan O'Donoghue, chief service and support directorate at Fort Leonard Wood, said that new team members at her garrison leave a mark on the wall. "They literally leave their handprint (dipped in paint) on the wall," she said. "The handprints signify unity, 'One Team.' We make a difference in Soldiers' lives. We are here for each other, to lend a helping hand, anywhere, anytime."

Installation tours are often considered a highlight in many onboarding programs. "On each tour, there is always someone saying, 'Wow! I had no idea!'" It is as if a light switches on for them," said Mike Alley, management analyst at Fort Leonard Wood. "Tours help new team members begin to understand our mission and learn to treat all customers with respect as a result."

"We developed an onboarding program for both Appropriated Fund and Non-Appropriated Fund employees," O'Connor said. "We are 'One Team.' Our onboarding program provides them direction, guidance and purpose."

Christine Donovan, workforce development specialist at Fort Wainwright, Alaska, stresses the importance of communication in a successful onboarding program. "Always ask for leaders' and frontline supervisors' feedback to improve the program. They will be the ones implementing and enforcing the system."

Additionally, periodic assessment of programs is vital to keep up in a changing environment. "We follow the innovate-survey-adjust cycle to adapt dynamically," said Travis Mobley, chief of the plans, analysis and integration office at Fort Stewart and Hunter Army Airfield. "This is because the operating environment is constantly changing and so is our workforce."

Lt. Gen. Kenneth R. Dahl, IMCOM Commanding General, highlights the importance of IMCOM's robust onboarding program guidelines for new team members and the Army.

"Onboarding is vital to our success in taking care of our people, and creating and maintaining a professional and positive work environment," Dahl said. "They need to feel appreciated by their leaders, co-workers and IMCOM as a whole. They need to understand why their work and their service are important to the Army and where they fit into the organization. Serving with IMCOM should be deeply satisfying — our IMCOM professionals should be proud of that service. Ultimately, this is about taking care of our workforce."



# Army secretary releases reduction requirement memos to improve readiness

Staff Report  
Office of the Secretary of the Army

Consistent with the new Army Vision, the Secretary of the Army has signed memorandums that modify or eliminate certain training requirements to improve the warfighting readiness and lethality of our Army. These memorandums will be captured in an Army directive that will be published this summer. This directive will ensure that existing Army directives and regulations are updated to reflect the Secretary’s guidance.

Please see links to the following Army Directives under “Related Links” below:

Army Directive 2018-07, Prioritizing Efforts - Readiness and Lethality  
In order to build a more capable and lethal force, Headquarters, Department of the Army (HQDA) is reducing requirements in brigade and below units. This effort focuses on a systematic simplification, reduction, or elimination of required activities (training and non-training) which consume commanders’, leaders’, and Soldiers’ time that they might otherwise spend building and sustaining combat readiness.

Army Directive 2018-07-1, Prioritizing Efforts - Readiness and Lethality (Update 1)  
The following items are no longer required by HQDA:  
a. Travel Risk Planning System (TRiPS).  
b. Media Awareness Training.  
c. Combating Trafficking in Persons Training.

Army Directive 2018-07-2, Prioritizing Efforts - Readiness and Lethality (Update 2)  
The following items are no longer required by HQDA:  
a. Accident Avoidance Course Training as outlined in AR 600-55.  
b. Grade Requirement for Additional Duty Safety Officer (ADSO)/Unit Safety Officer as required by AR 385-10.  
c. Company commanders are no longer required to conduct internal audits of dining facility headcounts as outlined in AR 600-38.

Army Directive 2018-07-3, Prioritizing Efforts - Readiness and Lethality (Update 3)  
The following items are no longer required by HQDA:

- a. Subsequent Command Inspections as outlined in AR 1-201.
- b. The inclusion of Initial Command Inspection Records as a part of Deployment Records as outlined in AR 1-201.
- c. Unit Safety Officers are no longer required to maintain Motor Vehicle Accident Reports as required in AR 385-10.

Army Directive 2018-07-4, Prioritizing Efforts - Readiness and Lethality (Update 4)  
The following items are no longer required by HQDA:  
a. Units are no longer responsible for processing requests for political asylum and temporary refugee status as outlined in AR 550-1.  
b. Chemical, Biological, Radiological, and Nuclear (CBRN) Training as outlined in AR 350-1 is no longer a standalone requirement and should be incorporated into units’ Mission Essential Task training as part of the operational environment.  
c. Counter Improvised Explosive Device (C-IED) Training as outlined in AR 350-1 is no longer a standalone requirement and should be incorporated into units’ Mission Essential Task training as part of the operational environment.

Army Directive 2018-07-5, Prioritizing Efforts - Readiness and Lethality (Update 5).  
The following items are no longer required by HQDA:  
a. Culture, Regional Expertise and Language (CREL) Training as defined in AR350-1 is not mandatory training. Commanders will conduct mission analysis and conduct CREL training, when required, as it relates to their unit’s assigned mission.  
b. Code of Conduct, Personnel Recovery or Survival Escape Resistance and Evasion Level-A (SERE-A) Training as defined in AR 350-1 and AR 525-28 are no longer required for all personnel. Commanders will evaluate individual missions or risks to personnel and may require this training if the circumstance dictates.  
c. The semi-annual tool room/tool crib inventory requirement as defined in AR 710-2 is reduced to an annual inventory requirement.

Army Directive 2018-07-6, Prioritizing Efforts - Readiness and Lethality (Update 6)  
The following items are no longer required by HQDA:  
a. The requirement to conduct a command climate survey at the 6-month mark is eliminated. Unit command climate surveys are now only required

within 60 days of assuming command (120 days for Army National Guard and U.S. Army Reserve) and annually thereafter (Army Regulation (AR) 600-20).  
b. The requirement to conduct Human Relations Readiness Training at the unit level is eliminated (AR 600-20).  
c. The requirement to monitor the demography of the Equal Opportunity Representatives (EORs) in their commands to ensure EORs are a demographic reflection of the unit is eliminated. HQDA G-1 remains the official organization for Army demographics (AR 600-20).

Army Directive 2018-07-7, Prioritizing Efforts - Readiness and Lethality (Update 7)  
The following items are no longer required by HQDA:  
a. Consolidate Continuity of Operations/Army Protection Program/Army Emergency Management Program troop and equipment support requirements to minimize Borrowed Military Manpower and burden on MTOE items for planning, preparation, exercises, etc. (Army Regulation (AR) 500-3, AR 525-2, and AR 525-27).  
b. Army Substance Abuse Training and Suicide Prevention training as discrete common mandatory training requirement with an annual frequency, and Ask, Care, Escort training are eliminated, and are replaced with commander discretion in applying skills found in the engage training module (AR 600-85 and AR 600-63).  
c. The Senior Leader Risk Reduction Tool is not mandated by HQDA.

Army Directive 2018-07-8, Prioritizing Efforts - Readiness and Lethality (Update 8)  
The following items are no longer required by HQDA:  
a. Eliminates the annual requirement for Army Reserve units to report all Equal Opportunity training at the quarterly training briefing.  
b. The requirement for Multi-source Assessment and Feedback is eliminated (Army Regulation 600-100).  
c. HQDA does not mandate POV inspections prior to long weekends or holidays.  
d. Transgender training is complete across the Total Army. Units no longer need to report training status.  
e. Substance Abuse Prevention Training is no longer an annual requirement nor is it required for leave. Commanders may direct the requirement on a case-by-case basis or as mission dictates a need.


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