

# ALASKA POST FREE

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**DAILY NEWS - MINER**

The Interior Military News Connection

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April 26, 2019

## Army makes big changes to centralized promotion board system

**Devon L. Suits**  
Army News Service

The Army is revising its centralized promotion board processes to deliver “the right person, at the right job, at the right time,” according to Army G-1 officials.

The Army will spend the next three to four years implementing an improved merit-based promotion system, said retired Sgt. Maj. Gerald Purcell, personnel policy integrator for NCO professional development with Army G-1.

The effort centers on a transition from time-based to merit-based policies and practices. Further, the change ensures that the best-qualified Soldier will be the first one eligible for promotion, Purcell said.

Soldiers in the active component and those serving in an Active Guard Reserve capacity will be impacted by the change.

See **PROMOTION** on page 6



The Army will spend the next three to four years implementing an improved merit-based promotion system. The effort centers on a transition from time-based to merit-based policies and practices. Further, the change ensures that the best-qualified Soldier will be the first one eligible for promotion. (Photo by Devon L. Suits, Army News Service)

## DGSD students test their finance skills at reality fair

**Angela Glass**  
U.S. Army Garrison Alaska, Fort Greely Public Affairs

Delta Greely School District partnered with the Financial Reality Foundation to host a “Get Real” financial reality fair for students at the Delta High School gym April 16.

As students approached the fair, they were provided with a fictitious future life scenario.

Each scenario came complete with a budget spreadsheet, and students were coached on how to navigate life in terms of budgeting assets such as homes, vehicles and groceries. Students had the opportunity to complete the entire budget sheet with the help of community members and credit union staff.

The Financial Reality Foundation was formed January 2015 by Matanuska Valley Credit Union as a non-profit foundation to provide real-to-life financial literacy programs to consumers of all ages. The “Get Real” Financial Reality program was created to teach young people about managing finances in an enjoyable, hands-on way. Over 2,000 students have had the opportunity to participate in a financial reality fair since the foundation was formed.



Fort Greely Army Community Services specialist, Ruth Fuller (right), helps students navigate their finances during the “Get Real” financial reality fair April 16 at the Delta High School. (Photo by Angela Glass, U.S. Army Garrison Alaska, Fort Greely Public Affairs)

## Aviation readiness up as units operate at ‘warp speed’

**Sean Kimmons**  
Army News Service

Army aviation readiness has climbed 15 percent over the past three years while units continue to work at “warp speed” to support missions across the world, leaders recently said.



Army aviation readiness has climbed 15 percent over the past three years while units continue to work at “warp speed” to support missions across the world, leaders recently said. (Photo by U.S. Army photo)

The Army currently consumes 16-plus combat aviation brigades’ worth of combat power to sustain existing requirements, said Lt. Gen. Laura Richardson, deputy commander of Army Forces Command.

In the active component, the deployment-to-dwell ratio now stands at about 1 to 2.3, with some CABs turning slightly faster to execute the next mission, she said.

Expeditionary CABs in the reserve component have a mobilization-to-dwell ratio of about 1 to 5, while medical evacuation and heavy lift units operate at just under 1 to 4.

When not deployed, units regularly conduct home-station training, rotations to combat training centers, humanitarian assistance and other duties in support of homeland defense.

See **AVIATION** on page 3

## Army to conduct survey gauging resident satisfaction with privatized housing

**Assistant Chief of Staff for Installation Management**

Completing the survey takes about 10 minutes. Residents have 30 days to complete the survey.

The Army will conduct a Residential Communities Initiative resident satisfaction survey April 23 through May 24 to gather feedback about life in privatized housing.

An online survey link will be emailed April 23 to more than 80,000 residents living in privatized Family and unaccompanied housing at 49 locations.

Army Family and unaccompanied housing residents can rate their satisfaction with services, property and the overall housing experience through the online survey. Feedback plays an important role in helping the Army maintain a high quality of life for Soldiers and Families.

See **HOUSING** on page 2



The Army will conduct an online survey April 23 through May 24 to gather feedback about life in privatized Residential Communities Initiative housing. (Photo by U.S. Army)

## 2019 U.S. Army Alaska Best Warrior Competition



Army Sgt. Zachary Baxter, assigned to Bravo Troop, 1st Squadron (Airborne), 40th Cavalry Regiment, 4th Infantry Brigade Combat Team (Airborne), 25th Infantry Division, U.S. Army Alaska, evacuates a simulated combat casualty during the practical skills portion of the 2019 USARAK Best Warrior Competition held at Joint Base Elmendorf-Richardson, Alaska, April 17, 2019. The U.S. Army Alaska Best Warrior Competition is an annual, multi-day event that tests the Soldiers’ military skills and knowledge as well as challenging their physical fitness and endurance. (U.S. Air Force photo by Alejandro Peña)

### WEEKEND WEATHER

**Friday**



Sunny, with a high of 46 and a low of 23 degrees

**Saturday**



Mostly sunny, with a high of 49 and a low of 25 degrees.

**Sunday**



Sunny, with a high of 53 and a low of 30 degree.

### COMMUNITY ACTION COUNCIL

The Fort Wainwright Community Action Council is slated to take place next Wednesday, May 1, at the Last Frontier Community Activity Center, building 1044. This event begins at 10:45 a.m., and is open to the Fort Wainwright community. Come participate and find out what’s happening on your installation. Get information on future events, share your questions/concerns and get answers from the experts. See you there, or on livestream on the Fort Wainwright Facebook page at <https://www.facebook.com/FortWainwrightPAO/>.

# Nutrition Corner: Perks to coffee

**Aimee Duncan**

Medical Department Activity – Alaska Registered Dietician

Each morning, millions of people wake up with a cup of coffee. According to the Harvard School of Public Health, 54 percent of Americans age 18 or older drink coffee daily; spending over \$40 billion a year on coffee drinks. It's a common consensus that coffee tastes great, but what other benefits might it have?

Coffee has many potential health benefits for those who choose to drink it.

Preliminary studies suggest that coffee can decrease the risk of type 2 diabetes, while other studies indicate

drinking coffee may reduce the risk of Parkinson's disease.

In the past, it was often believed that coffee contributed to heart disease. However, more recent scientific studies have shown people who drank more coffee actually had a lower risk of heart disease than those who drank less.

Coffee may also be protective for the liver. According to a study from the University of Scranton, coffee is actually the number one source of antioxidants in the American diet.

It is always important to keep several things in mind when reviewing information about food and health.

For coffee specifically, health benefits are from the drink itself and not what is added to it. The potential

protective factors are likely reduced if high amounts of cream, sugar or even non-dairy, oil-based cream - think of that bottle of French Vanilla "creamer" in the office fridge - is added. The average 16 ounce mocha has upwards of 300 calories with 15 grams of fat and 35 grams of sugar. Drinking these daily can easily lead to weight gain. Most people know that weight gain is linked to many other diseases.

On the other hand, plain black coffee has less than five calories. To reap the benefits of coffee drinking, limit the cream and sugar. It is reassuring to know that the world's favorite drink just might have some health benefits after all.

## MEDDAC Minute

**Brandy Ostanik**

Medical Department Activity – Alaska, Public Affairs

Make an appointment at Public Health (previously Preventive Medicine) by calling 361-5670.

### SPORTS AND SCHOOL PHYSICALS

Beat the summer and fall rush for sports and school physicals. Our first physicals clinic of the year for youth ages 3 to 18 will be held May 21 from 4 to 6 p.m. at Bassett Army Community Hospital. Appointments are required! Call 361-4000 to schedule your appointment today.

### PATIENT FAMILY PARTNERSHIP COUNCIL

Are you interested in having input into the operations at Medical Department Activity - Alaska? We are looking for Soldiers, Family members and retirees who are interested in having a voice by sitting on the Patient Family Partnership Council. Applicants must be willing to show concern for more than one issue or agenda and to be supportive of the mission of the hospital. Applications can be picked up at the front info desk at Bassett ACH or Kamish Soldier Medical Clinic and must be returned by April 28. Please contact the patient advocate at 361-5291 for more information.

### TRAVELING

If you plan to travel internationally this summer, make an appointment to make sure you are taking all the necessary precautions to stay safe. We recommend you visit the office six weeks before your travel date.

### NEED LAB RESULTS?

No need to come into Bassett ACH or call into your provider. You can get lab results, schedule medication refills, schedule appointments and more through TRICARE Online. Go to [www.tricare.mil](http://www.tricare.mil) to log in or create an account.

### EYE EXAMS FOR FAMILY MEMBERS

Bassett ACH Optometry Clinic provides services to retirees and dependents. Anyone over the age of three is encouraged to schedule a comprehensive eye exam once a year for optimal eye health. To book an appointment, or for questions, call 361-5212.

### 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)  
United Health Care: [uhcmilitarywest.com](http://uhcmilitarywest.com)  
1-800-988-9378

## HOUSING

Continued from page 1

Privatized housing locations include Aberdeen Proving Ground, Maryland; Fort Belvoir, Virginia; Fort Benning, Georgia; Fort Bliss, Texas; Fort Bragg, North Carolina; Camp Parks, California; Fort Campbell, Kentucky; Carlisle Barracks, Pennsylvania; Fort Carson, Colorado; Fort Detrick, Maryland; Fort Drum, New York; Joint Base Langley-Eustis, Virginia; Fort Gordon, Georgia; Fort Greely, Alaska; Fort Hamilton, New York; U.S. Army Garrison Hawaii; Fort Hood, Texas; Fort Huachuca, Arizona; Hunter Army Airfield, Georgia; Fort Irwin, California; Fort Knox, Kentucky; Fort Leavenworth, Kansas; Fort Lee, Virginia; Fort Leonard Wood, Missouri; Joint Base Lewis-McChord, Washington; Fort Meade, Maryland; Moffett Federal Field, Camp Parks, Presidio of Monterey and Naval Postgraduate School, California; Picatinny Arsenal, Maryland; Fort Polk, Louisiana; Redstone Arsenal, Alabama; Fort Riley, Kansas; Fort Rucker, Alabama; Joint Base San Antonio-Sam Houston, Texas; Fort Sill, Oklahoma; Fort Stewart, Georgia; Joint Base Little Creek-Fort Story, Virginia; Fort Wainwright, Alaska; Walter Reed National Medical Center, Maryland; West Point, New York; White Sands Missile Range, New Mexico; and Yuma Proving Ground, Arizona.

Army housing officials expect to announce survey results by July. Survey results will guide the decisions the Army makes today

about future housing and will effect generations of Soldiers and Families.

"We are committed to improving your housing experience," said Lt. Gen. Gwen Bingham, the assistant chief of staff for Installation Management. "Feedback concerning your experience is very important to us. The information residents provide annually continues to guide the Army and RCI companies in future improvements to our privatized housing facilities and services, thus providing a better quality of life for all residents and Families."

The assistant chief of staff for Installation Management, the sponsor of the survey, provides program oversight and expertise for services and installation infrastructure to enable Total Army readiness.

Privatized housing residents who do not receive the survey notice email should contact their local housing offices. CEL and Associates is the company conducting the resident satisfaction survey for privatized residential communities across Army installations.

Using the Congressional Military Housing Privatization Initiatives Authorities of 1996, the Residential Communities Initiative was established as the Army's public-private venture to privatize housing on Army installations. Privatized housing comprises 98 percent of the Army's Family housing inventory in the United States.

Fort Carson was the first installation to convert to privatized housing in November 1999.

## New adjutant general's first visit



Brig. Gen. Torrence Saxe, the adjutant general for the Alaska National Guard, spent time with Airmen from the 168th Maintenance Group during an enlistment ceremony at Eielson Air Force Base, Alaska, March 14, 2019. Prior to becoming the adjutant general, Saxe commanded the interior-Alaska Air National Guard unit, and this visit was his first time visiting as the commander of all Air and Army National Guard personnel in the state of Alaska. (Photo by Airman 1st Class Amber Bowers, 168th Wing Public Affairs)

## Greely struts denim to show solidarity



U.S. Army Garrison Alaska, Fort Greely supported Denim Day by wearing jeans to work April 24 to show their solidarity with survivors of sexual violence. Denim Day is an international campaign to prevent sexual violence through education and public awareness. In the 1990's in Italy, a 45 year old driving instructor was found guilty of raping his teenage student. However, through the appeals process, a judge overturned that conviction stating that because the victims was wearing jeans at the time, there was no way that the assault could have been non-consensual. To protest the ruling, men and women of the Italian Parliament wore jeans to work. This representation of solidarity sparked an international movement known as Denim Day. (Photo by Chris Maestas, USAG Alaska, Fort Greely Public Affairs)

## ALASKA POST

The Interior Military News Connection

### EDITORIAL STAFF

**Garrison Commander**

*Col. Sean Fisher*

**Public Affairs Officer**

*Grant Sattler*

**Command Information/New Media**

*Brady Gross*

**Community Relations/Media Relations**

*Eve Baker*

**Staff Writer/Editor**

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The ALASKA POST – The Interior Military News Connection

# The Chaplain's Corner

**Chaplain (Lt. Col.) Paul Fritts**  
U.S. Army Garrison Fort Greely

As a young seminarian in 1988, one of the first (and most profound) books I read was *With Open Hands* by Henri Nouwen. This brief devotional text, which is easily read by anyone, is still available and I highly recommend it. In short, Nouwen teaches the reader the value of living one's life "with open hands." The idea is that living with open hands is a spiritual posture, an attitude toward life, although I frequently pray with my physical hands open as a reminder to myself. I need regular reminders because I'm daily bombarded with messages that encourage me to hang on to everything I've got. So if I simply buy this product or use that service, I will have even more success, more money, more health, more likes, more followers and more of everything this world has to offer!

Regarding earthly treasures, Jesus

says, "Do not store up for yourselves treasures on earth, where moths and vermin destroy, and where thieves break in and steal. But store up for yourselves treasures in heaven, where moths and vermin do not destroy, and where thieves do not break in and steal. For where your treasure is, there your heart will be also," (Matthew 6:19-21). In the same way our closed hands neither release what they are holding nor receive what is given, our closed spirits either cling tightly to what moths destroy and thieves steal or refuse what God provides. But open hands and spirits willingly receive in humble acknowledgement that we do not flourish on our own.

Although we each travel our own spiritual path, one trait that is common to all who would live a life with open hands is humility. According to the Cambridge dictionary, humility is "the feeling or attitude that you have no special importance that makes you better than others." I can think of no

outlook more fundamentally contrary to what the world promotes than possessing this understanding of humility. The Apostle Paul sums it up this way: "I have been crucified with Christ and I no longer live, but Christ lives in me. The life I now live in the body, I live by faith in the Son of God, who loved me and gave himself for me," (Galatians 2:20). To be crucified with Christ in this sense means to subordinate oneself (it is no longer "I" who lives) to Christ.

In those moments when we humbly release what our sinful pride demands we cling to, we have an opportunity to live without fear. If the worst thing we have to fear is death, having been crucified with Christ we have no cause to be afraid because we're already "dead." If we have already released things or attitudes we are tempted to hold on to, we have nothing to lose because we have already chosen to give them up. This, then, is the fearless, liberating, humble life of living with open hands.



**Chaplain (Lt. Col.) Paul Fritts**

The Fort Greely Chapel community is open and accessible to everyone in the Delta Junction/Fort Greely community – even non-military. We are a traditional, protestant Army chapel service meeting on Sundays at 10 a.m. with a weekly Communion observance. Interested? Please call 907-873-4397 to arrange for gate access. "Like" our chapel Facebook page by searching "Fort Greely Chapel" or use your web browser to go to <https://www.facebook.com/FGAChapel>.

For God and Country,  
Chaplain Fritts

## AVIATION

Continued from page 1

"If anyone says we have extra, additional aviation assets just sitting around, they are absolutely misinformed," Richardson said April 15 at a conference hosted by the Army Aviation Association of America, or Quad A. "There is no excess capacity."

Since three years ago, when FORSCOM began intensive reviews of aviation readiness, rates have increased about 15 percent in aggregate, she said.

"Every action we take, every flight that we fly, every repair part we put on an aircraft, must equate to readiness," she said.

This is part of the Army's No. 1 priority, she said, to build the most ready and capable force possible with irreversible momentum by 2022. At that time, the focus will then shift to create a modern force by 2028, followed by multi-domain dominance by 2034.

### AVIATION INVESTMENTS

Army senior leaders have already begun to align funds to support existing aircraft and develop new fleets that can provide overmatch against near-peer competitors.

In the aviation portfolio, about \$24.1 billion has been requested for fiscal years 2020 to 2024. Nearly \$7 billion is slotted for research, development, testing and evaluation, while \$17.5 billion is for procurement.

"The critical role of Army aviation in worldwide missions continues to grow," said Jeffrey White, the Army's principal deputy assistant secretary for acquisition. "We're incrementally modernizing the existing fleet while we're preparing for a competitive aviation advantage with the next generation of aircraft."

Deeper in the portfolio is a nearly \$5.7 billion investment in Black Hawk helicopters, which can buy about 200 UH-60M models and upgrade around 160 UH-60L models to UH-60Vs, along with the associated training, equipment, publications and fielding costs, he said.

Apache helicopters have a nearly \$4.7 billion investment, which is enough to purchase 210 AH-64E models and also provide upgrades to the existing fleet.

About \$4.4 billion is for Future Vertical Lift, which includes plans to develop the Future Attack Reconnaissance Aircraft and Future Long Range Assault Aircraft that aim to replace some Apache and Black Hawk helicopters, respectively.

"These investments align with our modernization focus to make Soldiers and units more lethal to win our nation's wars and come home safely," White said at the conference.

White, a former Army aviation officer, added a culture change in acquisition is needed to speed up the requirements process in order to get aviation assets out to Soldiers quicker.

"We need to prototype early, we need to do more testing and learning, more technology demonstrations," he said.

Aviation has also benefited from the use of Other Transaction Authority, or OTA, which can cut through the bureaucratic red tape to streamline the acquisition process.

Program Executive Office for Aviation has already awarded over \$88.5 million using OTAs for unmanned aerial systems and the Black Hawk and Apache fleets, he said.

"OTAs are out there and we're going to use them," he said. "They're a tool in our portfolio and expect to see us use them more often."

### HIGH OPTEMPO

Even as the Army transitions to Future Vertical Lift, today's aircraft will remain in service for a long period of time, said Brig. Gen. David Francis, director of Army aviation for the deputy chief of staff, G-3/5/7.

"What we don't want to do is neglect that fleet and allow it to go into disarray," he said. "So, we're going to continue to modernize our current fleet so that we can be ready to fight tonight with what we have as we look forward."

Aviation units, he said, are about 83 percent committed on any given day, and no matter if they are active or reserve, units share similar challenges.

"It affects all of those components because over half of our aviation force resides in the Guard and Reserve," he said. "We cannot do the things the Army asks us to do without those other components being an absolute part of that solution."

Biggest challenges for units continue to be time constraints and personnel shortages, said Richardson, adding the chief of staff approved new manning guidance in December that now requires CABs to be filled at 100 percent.

"This will take a little time for the personnel system to catch up so that we can grow," she said.

She also advised units not to limit drills even if there is a perceived shortage in training dollars.

"Individual and crew reps and sets build a foundation for the high-end collective proficiency that's required," she said. "We tell our corps, division and CAB commanders that you train and spend, and let FORSCOM worry about the money."

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

## ESTATE NOTICE

Kyle Holman Sr. passed away in Fairbanks on April 08, 2019. Anyone having claims against or who is indebted to the estate of Kyle Holman Sr., of U.S. Army Garrison Alaska, Fort Wainwright Department of Public Works, Business Operations Division, may contact Capt. Filiberto Martinez, USAG Alaska DPTMS, Fort Wainwright, Alaska 99703, email [Filiberto.martinez.mil@mail.mil](mailto:Filiberto.martinez.mil@mail.mil).

## ESTATE NOTICE

Cynthia R. Durham passed away in Fairbanks on April 19, 2019. Anyone having claims against or who is indebted to the estate of Cynthia R. Durham of the Transportation Division, Logistics Readiness Center, Army Field Support Battalion – Alaska, Fort Wainwright, Alaska, 99703, may contact Maj. Raphael T. Martinez, Support Operations, AFSBn-Alaska, Fort Wainwright, Alaska, 99703, via email at [raphael.t.martinez.mil@mail.mil](mailto:raphael.t.martinez.mil@mail.mil).

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# Robot swarms, new aircraft fleets to transform Army aviation

Sean Kimmons  
Army News Service

In future combat, Army units may deploy a large unmanned aerial system that can serve as a mothership capable of unleashing swarms of autonomous aircraft for various missions.

With near-peer competitors advancing their anti-access and area-denial capabilities, the Army requires innovative ways, such as this one, to penetrate through enemy defenses, said Army Vice Chief of Staff Gen. James C. McConville.

“Quite frankly, if you’re going to some type of integrated air defense environment, I would prefer to have unmanned aircraft leading the way,” he said.

McConville, an aviator who has piloted several Army helicopters, spoke April 16 at a conference hosted by the Army Aviation Association of America, or Quad A.

“We want industry to be listening,” he said about the conference, “because we are telling them where we think we’re going and what we want them to develop.”

Senior leaders expect the future battlefield to have dispersed units operating in densely-populated areas, where they will be contested in multiple domains, such as the air.

To be successful, they say, Soldiers need to be able to present several dilemmas to the enemy, which is why the Army developed its new concept of multi-domain operations.

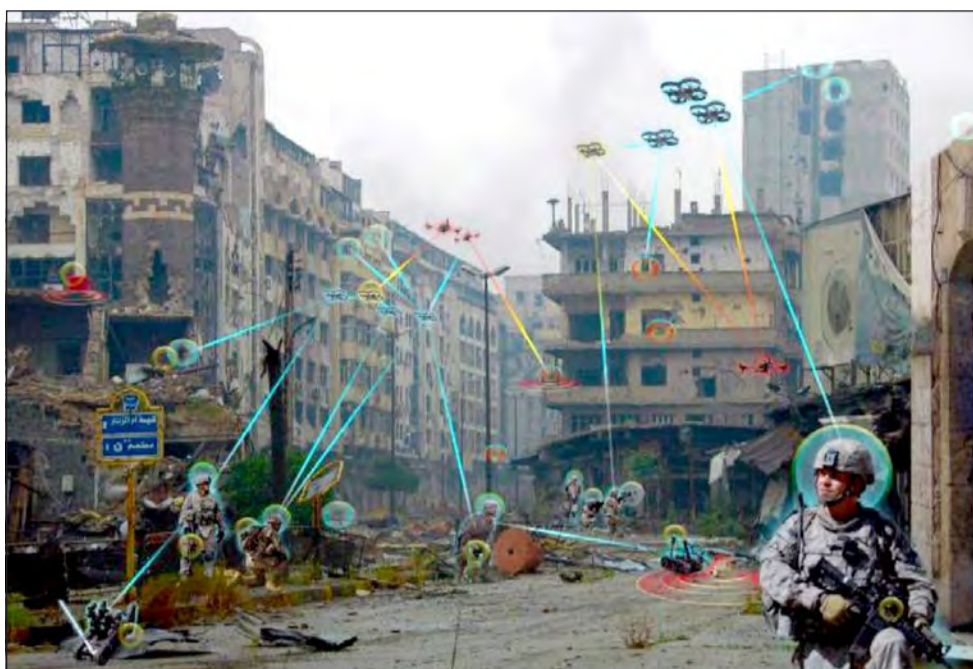
“We must penetrate enemy anti-access and area-denial systems in order to allow follow-on forces to disintegrate,” McConville said, “and find freedom of operational and tactical maneuver to exploit enemy forces.”

## FARA/FLRAA

The Future Vertical Lift Cross-Functional Team has started to rapidly develop two aircraft – the Future

Attack Reconnaissance Aircraft and Future Long Range Attack Aircraft, which aim to replace some AH-64 Apache and UH-60 Black Hawk helicopters, respectively.

For the FARA program, the team expects to award two vendors next year to create competitive prototypes that will perform a government-sponsored fly-off in 2023, Brig. Gen. Walter Rugen, the team’s director, said in March.



In future combat, Army units may deploy a large unmanned aerial system that can serve as a mothership capable of unleashing swarms of autonomous aircraft for various missions. (Illustration by Army Research Laboratory)

Earlier this month, a request for information, or RFI, for the joint FLRAA program was released in an effort to further refine requirements for the Army, Special Operations Command and Marine Corps.

Both programs are set to achieve initial fielding by 2028 to 2030, McConville said, adding no decisions have yet been made on how many will be procured.

The general, though, did say that air cavalry squadrons may receive FARA, while there would still be room for Apache helicopters.

“So for the old cavalry folks, you can dust off your Stetsons and shine up your spurs,” he said. “We see the

Apache helicopter remaining in the attack battalions and being incrementally improved for some time into the future.”

FLRAA, he added, will likely be fielded first to units with forced- or early-entry missions like the 101st Airborne Division (Air Assault), 82nd Airborne Division, 160th Special Operations Aviation Regiment (Airborne), and some National Guard units.

“We will acquire these aircraft with competitive prototyping processes to ensure the capability is there before we buy,” he said. “We want to fly, we want to try, before we actually buy and we’re looking for innovation from industry as we go forward.”

Under development is also a new aviation engine through the Improved Turbine Engine Program as well as a 20 mm gun, he said.

Future aircraft will also require a Modular Open System Architecture. The general envisioned it to have something similar to how smartphones can easily receive and complete updates every few weeks.

“We think this is absolutely critical because we want to be able to field new capabilities very quickly into our aircraft of the future,” he said.

As a former OH-58 Kiowa pilot, McConville said it took too long to make updates on the reconnaissance helicopter.

“You would have to rewrite the entire code and flight test it,” he said. “It was a big deal just to change a screen thing, which we should be able to do in

seconds.”

While modernization efforts may affect other programs, the general said that change is necessary.

If senior leaders in the 1970s and 1980s failed to modernize the force, he said, Soldiers would still be flying AH-1 Cobra attack helicopters instead of Apaches and UH-1 Huey utility helicopters instead of Black Hawks.

“We must modernize the Army,” he said. “We’re at that critical time right now and we feel that with the modernization priorities, the National Defense Strategy, where we see the world evolving, we must do that.”

## What Soldiers need to know about multi-domain ops, modernization

Devon L. Suits  
Army News Service

Ever contemplate how the Army’s multi-domain operations concept and modernization strategy will apply to your future career?

Likely not! Especially after spending a week in the field, grinding through training scenarios to prepare for an upcoming deployment.

Nevertheless, the MDO concept and soon-to-be released modernization strategy will bring major changes to the Army as it prepares for a future conflict against a near-peer competitor like Russia or China.

### WHY CARE ABOUT MDO?

While the MDO concept has a lot of nuances, the core model describes how the Army, as part of the joint force, will solve the problem of layered standoff in all domains – land, sea, air, space and cyberspace.

Still, to fully understand the MDO concept, some context is necessary.

Current doctrine is based on the Air-Land Battle concept, which was founded in 1981 by Gen. Donn A. Starry, who commanded the Army Training and Doctrine Command. This concept was based around two domains – air and land with phased operations in armed conflict.

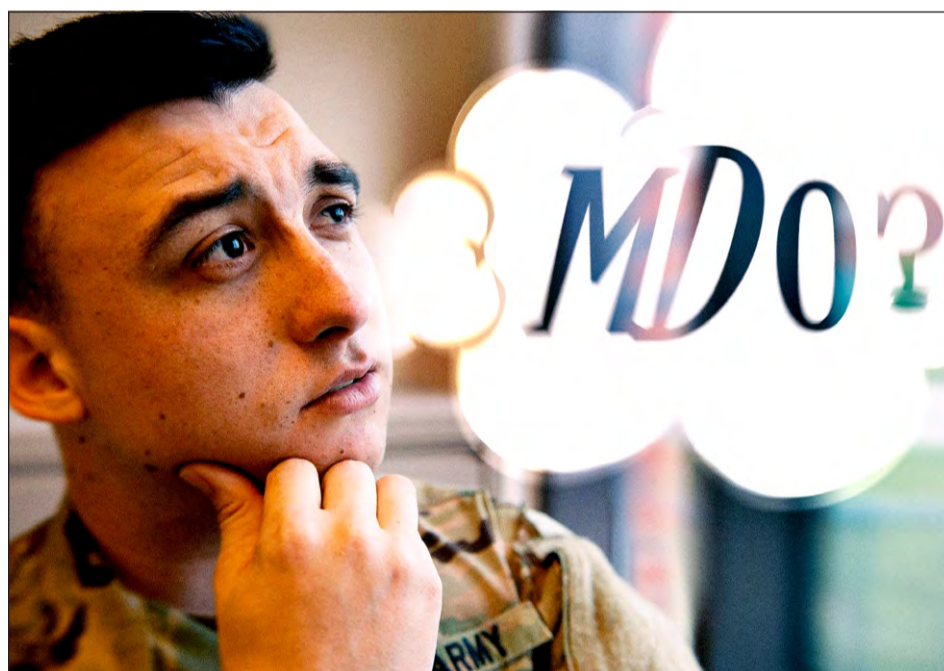
“In Air-Land Battle, what did we determine? [The Army] needed to fight, outnumbered and win. Then, we needed to defeat the second echelon. It was that simple,” said Lt. Gen Eric J. Wesley, deputy commanding general of Army Futures Command and Army Futures Concept Center director.

Wars in Iraq and Afghanistan ensued, and for the past 17 years the Army evolved to counter unconventional warfare tactics, Wesley said last month during the Association of the U.S. Army’s Global Force Symposium.

At the same time, he said, the nation’s near-peer competitors flooded time and resources into research and development, and science and technology.

Competitors now possess increasingly capable anti-access and area denial strategies, meant to separate alliances politically, and the joint force physically and functionally. Further, near-peer competitors are capable of securing strategic objectives short of armed conflict with the U.S. and allies, Wesley said.

More importantly, the Army can no longer guarantee continued overmatch over a near-peer threat – an advantage that the U.S. has held for



The core multi-domain operations model describes how the Army, as part of the joint force, will solve the problem of layered standoff in all domains – land, sea, air, space and cyberspace. Soldiers will play a major role in this change over the next 10 to 15 years. (Illustration by Devon L. Suits and Travis Burcham)

decades, according to Army senior leaders.

Bottom line, the Army’s vision emphasizes a need for change, Wesley said. As the MDO concept continues to be refined and updated, it will drive Army modernization, similar to what Starry accomplished decades earlier.

The concept details how the Army, as part of the joint force, continuously and rapidly integrates cross-domain capabilities to defeat adversary efforts to create stand-off.

Unlike Air-Land Battle, MDO addresses that competition and conflict occur in multiple domains (land, air, sea, cyber and space) and that there will be multiple threats across the competition continuum in the future operating environment.

If you haven’t connected the dots – Soldiers will play a major role in this change over the next 10 to 15 years.

### MDO CAPABLE FORCE BY 2028

The Army is determined to field an MDO-capable force by 2028, and an MDO-ready force by 2035, Wesley said. To help reach this goal, the Army plans to release an updated modernization strategy this year.

Overall, Soldiers should expect to see a lot of changes.

The new strategy serves as a “road map,” and takes a hard look at the entire Army enterprise, to include: doctrine, organization, training, material, leadership and education, personnel, facilities and policy, or DOTMLPF-P, Wesley said.

Further, the magnitude of organizational changes Soldiers can expect over the next 10 to 15 years will be vast, he added.

To maintain dominance over our adversaries, the Army has designated six modernization priorities: Long-Range Precision Fires, Next-Generation Combat Vehicles, Future Vertical Lift, Army Network, Air and Missile Defense, and Soldier Lethality. These priorities each have a cross-functional team tasked with developing and fielding weapons and platforms with next-generation technology.

All ideas are on the table, and the modernization strategy provides Army leaders a direction to orient toward, Wesley said.

“We have resourcing beyond the magnitude of what we’ve had in years past,” Wesley said. “We have defined an opponent, we’ve identified the problems to be solved and we have a concept that is validated.

“I think we’re postured better now than we have been in 30 or 40 years,” he added. “It remains to be seen whether we are diligent enough to execute it.”

# Fort Wainwright Family & MWR

## Weekly Events

### April 26 - May 3

**27** **Rock Climbing at Grapefruit Rocks**  
 April 27  
 9 a.m. to 5 p.m.

Spend the day wrestling rocks while enjoying scenic Alaskan views. The Outdoor Recreation staff will set up top rope anchors for you and your family to climb on at Grapefruit Rocks. All skill levels are welcome.

Outdoor Recreation, building 4050  
 Call 361-6349, registration required

**27** **Parents Day Out**  
 April 27  
 10 a.m. to 2 p.m.

Let the staff at the School Age Center and the Child Development Center help you out with 4 hours of childcare, so you can have some time to yourself! During the hours of care, your child will be immersed in an exciting, safe, and learning environment. All children must be registered with CYS to participate.

Parent Central Services, building 1049 #2  
 Call 353-7713, registration required

**28** **Family Fun Day**  
 April 28  
 12 to 6:30 p.m.

Head on over to Nugget Lanes Bowling Center every Sunday for Family Fun Day with family and friends! For \$40, you receive 90 minutes of bowling, 6 shoe rentals, a 1-topping pizza, and a pitcher of soda.

Nugget Lanes Bowling Center, building 3702  
 Call 353-2654, reservations recommended

**1** **Intramural Softball League Coaches Meeting**  
 May 1  
 2 to 3 p.m.

The Intramural Softball League is open to all company/batteries assigned or attached to Fort Wainwright, that includes Active Duty personnel and their Family Members, as well as DoD Civilians. May 8th is the last day to register. There will be a mandatory meeting for prospective softball coaches on May 1st at the Physical Fitness Center.

Physical Fitness Center, building 3709  
 Call 353-7223, registration required

**1** **Adult Craft Night**  
 May 1  
 5:30 to 7 p.m.

Enjoy a night out with friends and learn how to create an original piece of artwork. There will be craft beer and wine available for purchase for those who are 21 and older. Artistic experience is not necessary.

Last Frontier Community Activity Center, building 1044  
 Call 353-2654, registration required

Encouraged to wear your costume, you are!

BE WITH  
**MAY THE  
 FOURTH**  
 YOU

**GALACTIC PARTY**

May 4<sup>th</sup>, 5 - 7 p.m.

**JEDI TRAINING & REBEL  
 ALLIANCE REFRESHMENTS**

**FREE!**

REGISTRATION ENCOURAGED  
 Last Frontier Community Activity Center,  
 Building 1044 Apple Road, (907) 353-7755  
[www.wainwright.armymwr.com](http://www.wainwright.armymwr.com)  
 #WainwrightMWR #WainwrightLFCAC



Learn how to stand up paddleboard this summer with Outdoor Recreation!  
 Find out more at [www.wainwright.armymwr.com](http://www.wainwright.armymwr.com)

YOUTH SPORTS & FITNESS

**SUMMER  
 CAMPS**

# History Snapshot: Post commander's quarters



U.S. Army Garrison Alaska Cultural Resources Program

Building 1048 was constructed as the Commander's Quarters and served as the residence of the commander of the Cold Weather Test Detachment. It was one of the first buildings completed at Ladd Field and its first resident was, then, Lt. Col. Dale V. Gaffney. For the first two years of operation, Ladd Field was strictly a cold weather testing facility, but after the attack on Pearl Harbor on December 7, 1942, this was no longer the case. Following the attack, radio engineer Augie Hiebert picked up the news on a short wave radio and found Gaffney at home. According to Hiebert in interviews years later, he asked Gaffney, "Did you know there was a war on, Dale?" To which Gaffney replied, "No, you've got to be kidding." Hiebert invited Gaffney to the KFAR radio station on what is now Farmers Loop Road, they listened to the recording and immediately put Fairbanks on military alert. Hiebert went on to recall, "We went black that same night. [Gaffney] got on the air and told people what to do or what not to do and that's the way it started."

Commander's Quarters 1948 (Image courtesy of Candy Waugaman)

## PROMOTION

Continued from page 1

"This is the first major overhaul to our enlisted centralized promotion board in the 50 years we've conducted them," said Sgt. Maj. of the Army Dan Dailey. "We will see a number of benefits with these changes, but the most important one will be the impact to readiness."

"We will retain our most talented NCOs, and better project force structure requirements by promoting the right people at the right time," he added.

### CHANGING HISTORY

Two years ago, Sgt. Maj. of the Army Daniel A. Dailey sought to change the Army's centralized section board process, Purcell said.

"This change now truly rewards the most qualified Soldiers who are seeking advancement instead of simply promoting people based on seniority," Dailey said.

Dating back to 1969, centralization was designed to fill the Army's ranks with qualified Soldiers, provide guidelines for career progression, and attract and retain high-caliber personnel, according to Human Resources Command officials.

Under the current system, HRC could "forecast" the Army's force structure by anticipating the number of Soldiers leaving the force in all grades and career fields – sometimes 24 months in advance, Purcell added.

Long-range projections, however, failed to be an effective means to react to emerging requirements. The Army would have to wait for a new promotion cycle to identify and allocate additional personnel, he said.

Reductions or changes to the Army's force structure would result in a surplus of promotable Soldiers, Purcell added. Under the current system, if a Soldier was in good standing and identified as promotable – annotated by a "P" status from HRC – the force was required to promote.

"From a readiness perspective, we are creating a process that reacts to emerging requirements, and it stops us from creating skill and grade imbalances. It produces an environment where there is no promotion stagnation ... or we are forced to separate people because they are in excess to requirements," Purcell said.

### MERIT-BASED PROMOTION

The original promotion system now generates an order of merit list, or OML, which is used to select Soldiers for promotion. The number of Soldiers promoted relied heavily on the Army's annually-projected force structure rate, Purcell said.

After the Army selected a Soldier for promotion, HRC would assign them a promotion-sequence number. The force would determine this number by a Soldier's seniority – their time in grade, time in service and date of birth, Purcell said.

"If the best candidate happens to be sequence No. 400 out of 500, based on time and grade – that's not rewarding and recognizing talent," he said.

The transition to a new promotion system starts this fiscal year, with the master sergeant promotion board, he added, by changing how sequence numbers are informed by OML standings.

Eventually, under the revised system, the Army will

conduct annual reviews of the NCO corps and maintain an OML for each grade and military occupational specialty, Purcell said, adding the OML will no longer be used to generate an annual promotion list.

Instead, the OML will evaluate the force and determine Soldiers who are "fully-qualified" to promote. From there, the Army will employ a merit-based rating system to order the OML sequentially.

"The vast majority of the NCOs are, in fact, fully qualified to promote," Purcell said. "Fully qualified is a retention standard – it's not about promotion."

"I could have an OML of a thousand individuals, and 990 could be fully qualified," he added. "The promotion demand might be 40. In this case, the best 40 records ... would be identified [for] promotion."

In turn, the Army will now be able to manage its talent better, subsequently improving professionalism and leadership development throughout the NCO corps, Purcell said. Further, the Army will use the OML to inform assignment decisions, such as crucial development and career broadening opportunities.

"We are calling this a talent management effort," he said.

Additionally, Soldiers will have access to their OML standing by grade, career progression and MOS through the Army Career Tracker website, Purcell said. This change should be available in the next few months.

"It will be a private and secure automated link from the Army to the individual, and no one else will have access to it," Purcell said. "Soldiers can go into the Army Career Tracker and can share that information with a mentor or a leader if they so choose, but they're not required."

On the other hand, if Soldiers perform subpar, and are unable to become fully qualified in their respected rank, the revised promotion system will provide them with a notice, Purcell said.

The first time a Soldier fails to become fully qualified, HRC will advise him or her that continued service may be at risk, he said.

Once a Soldier is found "not fully qualified" by a board a second time in the same grade, then the Army denies continued service. The Army will establish a mandatory separation, six months into the future.

If a Soldier is eligible for retirement, he or she will be allowed to retire, Purcell said. If ineligible for retirement, the Army will opt to separate the Soldier involuntarily.

This system is slated to be implemented by fiscal year 2021.

"There is a place for everybody in the Army as long as you are performing," he said. "At the point when it is determined that you are not contributing to the team and essentially drawing a paycheck, then we're going to inform you that your service is at risk. If it continues ... then we are going to tell you your tenure with the Army is over. This sets conditions to eliminate archaic time-based retention control points."

### MONTHLY PROMOTIONS ACROSS ALL RANKS

Slated for fiscal 2021, the Army will post a 90-day promotion forecast for all NCO promotions, from sergeant to sergeant major, and implement a monthly-promotion selection process.

If a Soldier is fully qualified to promote by completing their mandatory professional military education – and in good standing with the Army – they can monitor these quarterly-promotion windows through the HRC website. Based on their OML

standing, a Soldier can then estimate their date of promotion.

Further, HRC intends to announce the names of all Soldiers selected for promotion on the 15th of each month, with an "effective promotion date" on the first day of the following month, Purcell said. Announcing on the 15th will give Soldiers a two-week notice of their promotion selection.

Likewise, the biggest challenge will stem from the cultural shift created by the revised promotion system.

"In the past, when a Soldier was selected they were considered 'promotable,' assigned a sequence number, and waited to get promoted," he said. "Now, a Soldier's promotion will be based on their OML standing and needs of the Army."

### DISTRIBUTED LEADERS COURSE

To be eligible for promotion, Soldiers are required to complete the Distributed Leaders Course, Purcell said.

In the past, some Soldiers did not finish the online course before a board convenes. Currently, there is a Department of the Army policy to suspend promotion eligibility for specialists and sergeants who fail to complete this mandatory DLC training, he said.

By fiscal 2021, the Army will expand this policy to all applicable ranks through master sergeant.

### THREE-PHASED APPROACH

Over the next three years, the Army is projected to implement its revised centralized promotion system. Below is a list of milestones the Army hopes to attain:

#### FY 2019

- Integrate a merit-based promotion sequence numbers for all ranks.
- Use the OML to inform command sergeant major and sergeant major eligibility and slating.
- Under Army Career Tracker, NCOs will be able to access their OML standing.

#### FY 2020

- Use the OML to assist with assignment and training decisions.
- Identify NCOs not fully qualified and notify them their continued service is at risk.
- Under Army Career Tracker, Soldiers receive board OML feedback and OML ranking.

#### FY 2021

- Revise all policies, eliminating the use of "P" status for all NCO ranks E-6 and above.
- HRC starts posting 90-day promotion forecast for NCO promotions.
- Army moves away from annual promotion selection system and implements monthly promotion selection process for all NCO ranks.
- Separation process started for Soldiers who fail to be "fully qualified" for second time in same grade.
- With implementation of merit-based promotion system, Army plans to eliminate retention control points.

"If you excel at what you do, we're going to promote you," Purcell said. "Everything is predicated on everybody doing what they're expected to do – leaders and Soldiers alike. We're trying to create an environment to facilitate all of that."

For more information, visit the new G-1 website at <http://www.army.mil/g-1>.



# Army considers additional multi-factor authentication measures

**Devon L. Suits**  
Army News Service

The Army is working on additional authentication measures to provide more options to access Army online resources while maintaining the security of information-technology systems.

Army CIO/G-6 officials are working with Program Executive Office Enterprise Information Systems to consider alternatives to the Army's current multi-factor authentication process, or MFA.

MFA requires users to prove their identity by presenting at least two points of verification across three major categories: something you know, something you have and something you are, officials said.

"The commercial industry has seen that there's a greater need for protection, making sure the right people are accessing the right accounts," said Thaddeus Underwood, Identity Management and Communications Security division chief. "It makes sense that the Army is moving in the same direction. We are better protecting access to our IT networks to improve our cybersecurity posture by replacing username and password logins across the Army with MFA-secured options."

Current MFA measures force Soldiers to use their Common Access Card and personal identification number to log into a government computer system, Underwood said. However, with a percentage of the Army currently serving in the Reserve or National Guard, some Soldiers don't have consistent access to government computer systems.

"You've got Reserve and National Guard members who only come to a government facility on the weekend for their drill training," Underwood said.

"If there is online training that they need to

do ... they could potentially do that from home if they have a CAC and CAC reader," he said. "How do we provide them that level of access without having to use a CAC?"

The Army is considering two MFA alternatives: an authentication-type application that Soldiers can download to their mobile device, Underwood said, and a pre-registered USB-type device, known as a Yubikey.



Cpl. Ivanska Carrillo, a human resources specialist, goes through schedules on her work computer during unit mobilization and demobilization processes at Fort Bliss, Texas, Oct. 31, 2018. The Army is looking into additional authentication measures to improve the security of information-technology systems while providing more options to access Army resources online. Carrillo is assigned to the 210th Regional Support Group, Aguadilla, Puerto Rico. (Photo by Sgt. Christopher A. Hernandez)

## PHONE APP

The Army is looking into an authentication-type app to provide Soldiers access to official sites, without having to use a CAC and reader.

In theory, Soldiers will download the app to their smartphone and register their device online, linking it to their Army identity, Underwood said.

Once the app is registered, Soldiers will

then log into official Army websites with their username and password. The site will trigger an MFA process and send a one-time-use passcode to the app on their device.

After entering the passcode into the website, the Soldier will be authenticated to the site. The MFA process will provide access to personnel records, online training and other applications without the need of a CAC-enabled computer.

"We are at the final stages of developing the requirements. Next, we are going to ask commercial vendors to provide solution options," Underwood said. "We expect to have an initial-app prototype by this fall."

## YUBIKEY

In addition to developing an app, PEO EIS is providing Yubikeys as an alternative option for MFA.

A Yubikey is a registered USB-type device that can be inserted into a computer's USB port, like a self-contained CAC and CAC reader. The device serves as a second form of authentication after the user logs into an official website using username and password, Underwood said.

"The Yubikey solves the problem of not having a CAC and reader, but it doesn't solve needing a physical piece of equipment," Underwood said.

"This device will probably be a better solution for some of our mission partners such as the American Red Cross and first responders that act when an incident

happens ... and don't have a CAC to get access to our resources," he added.

Yubikeys are currently going through integration testing by PEO EIS, Underwood said.

"Anytime you have new technology, you want to introduce it to existing technology and make sure that it will work," he said. "We expect user testing and field testing to begin in May."