



Pentagram

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The NCO quarters under construction in August 1905. This view is to the southeast.

Photo by National Defense University Special Collections Library

Renovations set to modernize NCO duplexes

By Emily Mihalik
JBM-HH Public Affairs

The renovation of five historic noncommissioned officer duplexes on Fort McNair in Washington, D.C., are among the projects planned for the coming year on Joint Base Myer-Henderson Hall.

The goal is to provide safe, efficient homes with standardized systems and finishes to allow ease of operations and maintenance by directorate of public works staff.

AECOM was the selected designer of record for the project, and the U.S. Army Corps of Engineers Baltimore District is the executing agent for the project. The construction contract for the five duplexes, Quarters 23 to 27, was awarded to Ritz for \$10.4 million in September 2020. The construction contractor mobilized in December 2020 and construction will be completed by the end of April 2022. At that point, the project will then be turned over to the Directorate of Public Works. After a thorough inspection, DPW will accept the units back into

the inventory so they can be assigned to service members and their Families.

Derrick Lee, DPW executive management housing division chief, explained that the project is necessary to accomplish the joint base mission.

“These are older historic buildings built in the early 1900s, and (preserving them is important) because of the unique location of JBM-HH, and the need to house senior leaders,” said Lee. “It is important to provide housing to these individuals to complete the mission.”

To ensure housing is safe and in shape, the housing office routinely accesses inventory with DPW and the joint base commander. From these assessments, DPW and the joint base commander made the call to solicit the renovations for the joint base.

Robin Ernstrom, a project manager for USACE-Baltimore District, explained that design plan includes modernizing older infrastructure. The homes were originally constructed between 1905 and 1908.

“We are doing major repairs to the founda-

tion, to correct for sediment and water infiltration,” she explained. “We are replacing the entire slab foundation and installing helical piles. We are completing full abatement of mold, lead paint, and asbestos. The full mechanical, electric and plumbing systems will be replaced. There will be modernized kitchens and bathrooms with new fixtures and appliances.”

The team is only making necessary changes, and some fixtures will remain the same.

“The roofs are the original slate, and slate has a life expectancy of 200 years, so we are not replacing the roof, we are doing minor repairs (on the roof),” Ernstrom said.

Ernstrom explained that the historic nature of the building required the design to be reviewed by consulting agencies including the National Capital Planning Commission, the D.C. Historic Preservation Office and the Council of Fine Arts.

Kelly Whitton, historic preservation

See NCO DUPLEXES, page 8

What Soldiers, DOD civilians should know about tax deferral ending

Henry Carras
MDW SJA

On Dec. 31, the Social Security tax deferrals, active throughout the fall of 2020, ended. Throughout this year, certain Soldiers and federal employees should be prepared for the normal 6.2% Social Security tax withholdings being deducted, as well as the deferred 2020 Social Security tax collection.

For a bit of background, the Social Security Old Age, Survivors and Disability Insurance tax withholdings were deferred from midmonth September through December 2020, for military members whose monthly rate of basic pay is less than \$8,666.66 and federal government employees who earn \$4,000 or less in wages subject to OASDI. This action was taken in accordance to the presidential memorandum issued Aug. 8, 2020, the Internal Revenue Service Notice 2020-65 issued Aug. 28, 2020, and at the direction of the Office of Management and Budget and the Office of Personnel Management.

Per IRS guidelines, these deferred 2020 collections will be deducted evenly in 24 installments between January to December from Soldiers' midmonth and end of month pay. Starting Sunday, Soldiers can see these reductions reflected on myPay in their leave and earnings statement. A note in the remarks of the statement will show the remaining balance of deferred Social Security taxes. For information on

the IRS Tax Deferral Information, visit <https://www.irs.gov/newsroom/guidance-issued-to-implement-presidential-memorandum-deferring-certain-employee-social-security-tax-withholding>.

For those interested in calculating the amount set to be collected prior to their January

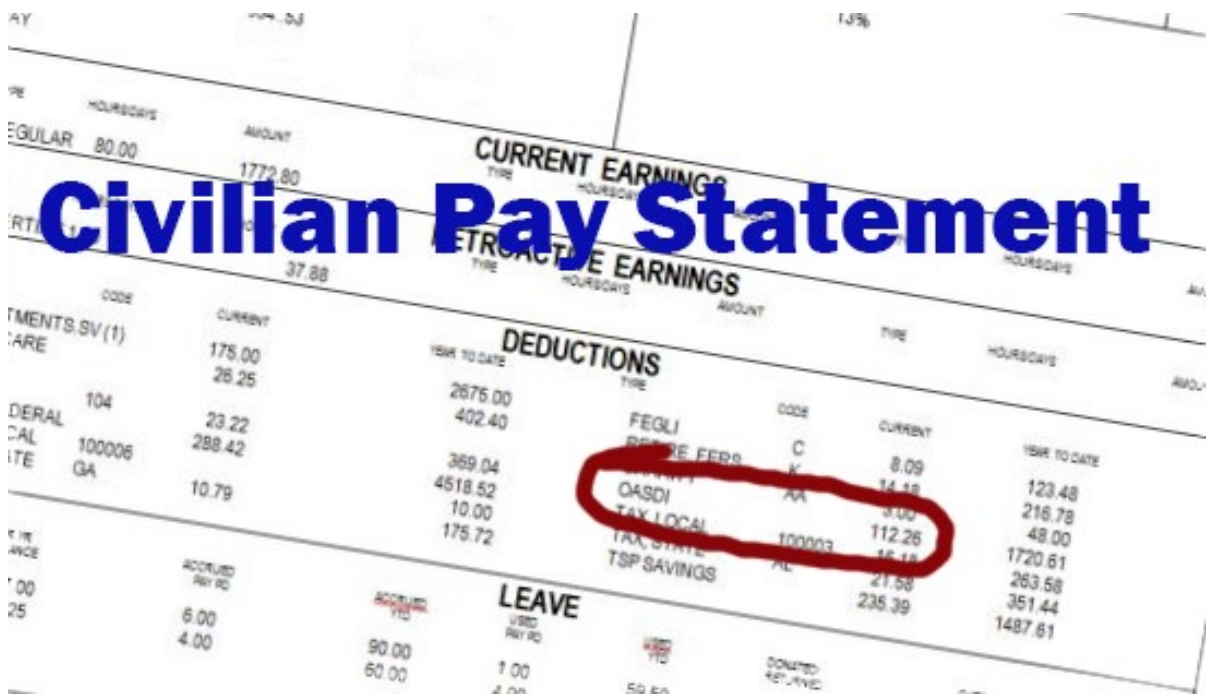
receiving the W-2c due to the Social Security tax deferral. This information can be provided at <https://www.irs.gov/forms-pubs/form-w-2-reporting-of-employee-social-security-tax-deferred-under-notice-2020-65>.

Essentially, if a person only had one employer during 2020 and his or her Form W-2c, Corrected Wages and Tax Statement, for 2020 only shows a correction to box 4 to account for deferred 2020 Social Security and withheld Social Security for 2021 pursuant to Notice 2020-65, no further steps are required. However, if a person had two or more employers and the W-2c shows correction for box 4, he or she needs to use amount of Social Security tax withheld in order to determine whether he or she had an excess Social Security tax on wages (or compensation) paid in 2020. If the amount withheld exceeds the maximum amount (\$4,000) of tax owed, or increases the already existing amount of Social Security tax, then a

filing of the Form-1040X Amended U.S. Individual Income Tax Return is needed to claim a credit for the excess Social Security tax.

Those who separate or retire prior to the deferred Social Security tax being collected in full, are still responsible for the remainder of the repayments. The unpaid balance will be collected from a person's final pay and he or she may receive a debt letter with instructions on repayment.

For more information or questions, contact the Joint Base Myer-Henderson Hall Legal Assistance Office at (703) 696-0763.



U.S. Air Force illustration

Civilian employees can look under deductions on their pay statements to find the amount of Social Security tax withheld.

LES becoming available, all a person has to do is multiple any basic pay received between September through December by 6.2%. For additional information, Defense Finance and Accounting Services provides in-depth information at <https://www.dfas.mil/taxes/Social-Security-Deferral/>.

In terms of the 2020 W-2 issued at the end of January (a person's W2 should appear in his or her myPay account once made available), the W-2c (Correct Wages and Tax Statement) will show the collection of deferred Social Security tax for 2021. However, this does not change the deadlines for filing 2020 income tax returns. The IRS has provided specific instructions for employees

JBM-HH parking alert

In preparation for an event Friday, Jan. 29

- The parking lot behind Conmy Hall will be blocked off beginning Wednesday, Jan. 27 at 8 p.m.
- Caisson and Summerall parking lots will be blocked off beginning Thursday, Jan. 28 at 8 p.m.

Employees working in these areas are encouraged to park in the Tri Services parking lot. The lots will reopen after 3:30 p.m. Jan. 29.

Pentagram



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Chaplain's Corner

Choosing the right firewood

By Retired Chaplain (Brig. Gen.) Ray Bailey
Former Deputy Chief of Chaplains

I love a real fire in the fireplace with the crackling wood. There are different stages of making a fire in the fireplace. My ritual each morning during this wintertime is to warm up the house with a fire to start my day by sitting and sipping my morning coffee as I gaze into the warm flames. However, you must know what you are doing. You must know what will work and in what order. You must be patient and accept possible initial failure.

For example, you don't start with large logs. They won't easily catch fire. You begin with small kindling and slowly build up with larger and yet larger pieces of wood until you have a hot bed of coal that will ignite the larger logs. In the more advanced classes, you must know what type of wood is best for burning, but we'll save that for another time.

Now, I'm not telling you anything you don't already know. However, strangely enough with more available gas fires igniting with a flip of the switch, it can prove harder than it seems when faced with a match in hand and a stack of wood. But there is no equal sub-

stitute for a real wood fire.

It can also prove harder if we want to have a shortcut to have an instant fire. Sometimes these shortcuts will work, but the risk for failure is higher and it can be more dangerous.

What does it take to do the right steps?

First, you must have patience. You must nurse the flames to become hotter and bigger to keep the wood ignited.

Secondly, you must be persistent. If you want the warm fire, you must be focused and reactive to getting the fire you want. It just doesn't happen. (Unless you like the "flip a switch" gas fire).

Thirdly, you must be constantly attentive and feed the fire with wood and air to keep the flames high giving off the warmth, beauty and comfort.

Isn't it odd that these same principles can apply to our relationships, our communities, our nation and our spiritual health?



JBM-HH Religious Services are back up and running on a weekly basis at Memorial Chapel. Attendance is limited to no more than 50 personnel in the chapel, so individuals must register to attend.


To view service updates, please visit the Religious Support Office Facebook page at <https://www.facebook.com/jbmhhroso/> or email the Religious Support Office at usarmy.jbmhh.usag.mbx.memorial-chapel@mail.mil.

To register for Catholic Mass, contact the Catholic coordinator by email at info@jbmhhmcc.com.

Catholic Mass	Saturday at 5 p.m. and Sunday at 8:30 a.m.
Protestant Service	Sunday at 10:30 a.m.
Gospel Service	Sunday at 12:30 p.m.
Samoan Service	Held the first Sunday of every month at 2:30 p.m.


The RSO now streams the following Sunday services via the JBMHH Religious Support Facebook page:

Catholic Mass	8:30 a.m.
General Protestant	10:30 a.m.
Gospel Service	12:30 p.m.

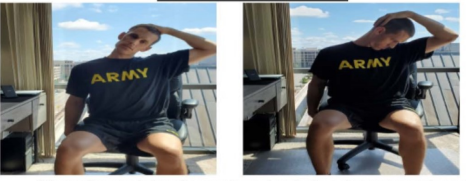


Health and Wellness for Office Workers

Stretching and You

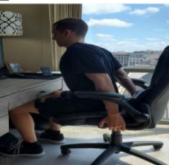


Neck stretches




Allow the weight of your hand to bring down your head as you 1) listen to your armpit, 2) look at your armpit

Chest stretch



Sitting upright, grasp the rear sides of your chair as you depress your shoulders from your ears.

Barrel hugs

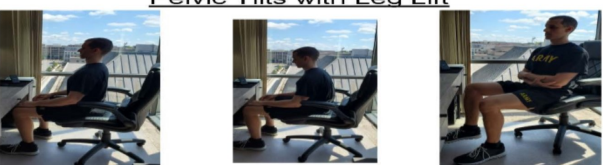


Imagine as if you are holding a massive oak barrel in your arms as you rotate your mid-spine up, down, left, right and side to side.

charles.p.rettig.mil@mail.mil

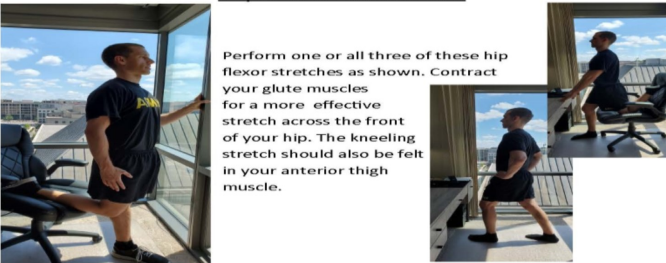
Hold all stretches for at least 30 seconds on each side within a pain-free range of motion. Always consult your healthcare professional before starting or modifying your fitness program.

Pelvic Tilts with Leg Lift



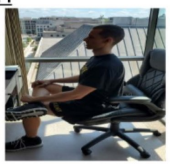
With your feet firmly on the floor, alternate between a fully erect posture and slouched posture. Ease off 10% from fully erect, contract your core and perform alternating leg lifts for 5 seconds for a total of 60 seconds.

Hip flexor stretches




Perform one or all three of these hip flexor stretches as shown. Contract your glute muscles for a more effective stretch across the front of your hip. The kneeling stretch should also be felt in your anterior thigh muscle.

Glute stretch



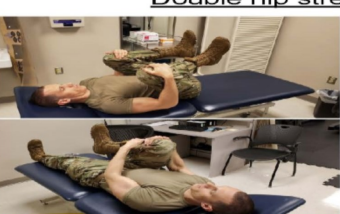
Sitting upright, assume the tailor's position with your ankle atop your knee. Gently lean forward while keeping a straight back until you feel a gentle pull in the glute of your crossed leg.

Calf stretches



With your front foot on a step, wall, or the side of your desk and toes upward, gently lean forward for two positions: 1) front knee straight, 2) front knee bent. You should feel a deeper, lower stretch with your knee bent.

Double hip stretch



While lying on the floor or the bed, pull both knees up to your chest for 30 seconds. Then pull just your right knee to your chest for 30 seconds followed by left.



Photos courtesy of 3d Infantry Regiment (The Old Guard)

Above, President Joe Biden salutes while Vice President Kamala Harris places her hand on her heart when the colors pass during the pass and review in front of the U.S. Capitol.

America’s new leaders: Biden, Harris sworn in

By Terri Moon Cronk
DOD News

Unity of the American people will lead to a path forward as the country starts afresh, said President Joe Biden, who Jan. 20 was inaugurated as the country’s 46th president along with Vice President Kamala Harris, the first Black woman and the first person of South Asian descent to be elected to the vice presidency.

On the West side of the U.S. Capitol, Supreme Court Justice John Roberts delivered the oath of office just before noon to the new president, and Supreme Court Justice Sonia Sotomayor swore in the vice president. In the audience were three former U.S. presidents, former Vice President Mike Pence, members of Congress, the Supreme Court justices and family members of Biden and Harris.

Snow flurries encircled some 25,000 National Guard members and thousands of law enforcement officers who stood sentry around the U.S. Capitol grounds and the National Mall to ensure safety for the hallowed 59th presidential inauguration.

The Armed Forces Color Guard presented the colors, and singer Lady Gaga sang the national anthem. Entertainer Jennifer Lopez sang a medley of “This Land Is My Land” and “America the

Beautiful,” while country singer Garth Brooks sang “Amazing Grace,” the U.S. Marine Band accompanied each of them.

“This is America’s day,” Biden said in his inaugural speech. “This is democracy day, a day of history and hope, of renewal and resolve. Democracy is precious and fragile.”

The American story depends on all citizens and “we the people who seek a more perfect union” he said, adding “because we still have far to go.”

Biden pointed out that the country will press forward with speed and urgency. He added that there is much to repair and restore in the nation, much to build and much to gain in these challenging times because of the pandemic, social and racial unrest, unemployment and a fragile economy.

He denounced extremism, domestic terrorism and white supremacy as he stood on the Capitol’s west balcony, which was stormed by a violent mob two

weeks ago.

“We must confront — and we will defeat — these challenges to restore the soul and security of America,” Biden said.

The new president called for a moment of silent prayer for the 400,000 U.S. lives lost to COVID-19 and their families.

He praised former President Jimmy Carter, the only living president who could not attend the inauguration, and said he had spo-

ken by phone to the 96-year-old Carter.

Biden asked every American to join him in the cause of unifying the United States.

“I ask every American to join me in this cause,” he said. “Uniting to fight the common foes we face — anger, resentment, hatred, extremism, lawlessness, violence, disease, joblessness,

See INAUGURATION, page 5



Busses line the street in front of the U.S. Capitol building Jan. 20.



Photos courtesy of 3d Infantry Regiment (The Old Guard)

Above, the Joint Service Color Guard march in the 59th Presidential Inauguration Jan. 20. Center page, The Old Guard Fife and Drum Corps march in the inauguration parade. Bottom, newly sworn in president and vice president of the United States lay a wreath at the Tomb of the Unknown Soldier.



**INAUGURATION from
page 4**

hopelessness. With unity, we can do great things, important things.”

He added that the nation can right its wrongs, work in good jobs, teach its children in safe schools, overcome the deadly COVID-19 virus and rebuild the middle class and make health care secure for all. Americans can see each other not as adversaries, but as neighbors.

“We can treat each other with dignity and respect and join forces to stop the shouting and lower the temperature, Biden said. “Otherwise, there is no peace or progress for our nation.”

Biden said Americans must end the “uncivil war.” He said that could be done by people opening their souls and leading by example.

“If we do that, I guarantee we will not fail,” the new president said.

“We have never ever, ever, ever failed in America. We’ve acted together. And so today, at this time, in this place, let’s start afresh — all of us. Listen to one another again. Show respect to one another. (Politics) doesn’t have to be a raging fire.”

Not every disagreement has to be a cause for total war, he added.

“We must reject the culture in which facts themselves are manipulated and even manufactured,” he said.

“Americans, we have to be different than this. America has to be better than this.”

Biden said he would be a president for all people — not just for those who voted for him. He promised to fight as hard for the people who didn’t vote for him.

“Every hour as we move forward, measure me and my heart,” he said. “If you still disagree, so be it. That’s democracy. That’s America.”

What are the finest objects Americans love? he asked. “I think we know — opportunity, security, liberty, dignity, respect, honor and, yes, the truth ... We can do this if we open our souls instead of hardening our hearts,” said Biden. “Together, we will write an American story of hope, and not fear of unity, and not division of light or darkness. It will be a story of decency and dignity, love and healing (and) greatness and goodness.”

Biden, Harris and the three former presidents left the U.S. Capitol following the inauguration and traveled to Arlington National Cemetery where the president and the vice president laid a wreath at the Tomb of the Unknown Soldier and a lone bugler played taps.

MHS looks to decrease substance abuse, as numbers rose in 2020

By Military Health System Communications Office

If there is one overriding element that Navy Lt. Cmdr. (Dr.) Eric Serpico would like you to know about National Drug and Alcohol Facts Week, it's that help is accessible, and care available.

"We will find you the correct level of care needed," said Serpico, department chief of addiction treatment services at Walter Reed National Military Medical Center in Bethesda, Maryland. "Anything we can do to break down stigma. We collaborate with command and the service member, and there is discretion and sensitivity in the process."

Treatment at WRNMMC includes detox capabilities, therapy and intensive outpatient services, and a psychoeducation early intervention program. For longer inpatient needs, the hospital refers patients to facilities on other bases, such as those at nearby Fort Belvoir, or to civilian settings.

"Primarily in a military setting, we have seen alcohol as kind of the mainstay," Serpico said. "But that wouldn't preclude anyone who has used cocaine or marijuana from entering into treatment."

Regarding what's referred to as "illicit" drug use, the military's zero tolerance policy has been in place for decades, but the different branches handle addiction and substance use disorder in different ways. In addition, there are different means to get help — via command referral, medical referral and self-referral. Overall, the approach to care is growing and evolving, Serpico explained.

"There's increased sensitivity, and I would say, support," he said. "We have seen junior enlisted to senior enlisted to officers all come through our program. They're actually being supported by their command to attend these treatments. I do believe there's been a shift in the culture to promote entry into our type of programs."

Even those to be punished with removal from the service might still be offered treatment, Serpico added, per the discretion of the

commanding officer.

In the meantime, as with the population overall, COVID-19 is wreaking havoc on the armed forces, which historically have had a large subset of heavy drinkers, doctors interviewed for this story said. In a 2019

"Health of the (Department of Defense) Force" report on behavioral health, 13.3% of active service members screened positive on the Alcohol Use Disorders Identification Test-Consumption, which records only voluntary information from subjects, often post-deployment.

"It's very early in the process to see a pattern of how it's currently impacting — (or) when we come out of this pandemic, what likely might be the result," Serpico said. "We're in a unique time period, and it can become a challenge in finding healthy coping mechanisms to use, rather than substitutes like alcohol."

From a clinical standpoint, Serpico repeated what everyone from yoga teachers to late-night comedians have been saying since last spring, "It's a challenge to be resilient in the face of a widespread pandemic and its accompanying fear and isolation. Reaching for a bottle of the hard stuff might be easy in the short term. But it's not going to help."

Substance abuse has some strong "co-morbidities," or accompanying maladies, that are always a threat, such as depression and anxiety. In times of COVID-19, a source of global stress, those dangers are exacerbated even more by



Photo by Air Force Senior Airman Curt Beach

Some Alcohol and Drug Abuse Prevention and Treatment programs provide preventive avenues to active duty members and National Guard and Reserve members on active-duty status who may be struggling with alcohol or substance abuse.

drug or alcohol use, Serpico said. The impacts of isolation can be felt on all aspects of personal life: relationships, career, finances and physical health.

"You can accumulate risk factors in this pandemic," he said. "There is a susceptibility."

Patrick DeLeon, Serpico's deputy service chief at WRNMMC and a licensed clinical social worker, said there are about one-third more military members in treatment now than in pre-COVID-19 times.

"Many of our newer folks legitimately did not have an issue prior to March," he said. "This is something that has spiked for them, particularly in the March-April-May early time frame, when folks were very isolated, removed from work, and just out of their rhythms, and out of their social supports."

DeLeon stated that most of the new faces were a result of alcohol use by those forced to stay at home. Though unemployment is not an issue for active duty service members, many had nonetheless found their identity and purpose diminished, and missed the camaraderie of normal work life. DeLeon called it, "the ripple effects of that missed human connection, that fellowship."

While alcohol saturates the culture, there is now widespread public acceptance for the legalization of marijuana, with many states already allowing recreational use of it. Though service members are still subject to the zero-tolerance policy for cannabis, retirees and dependents could more readily develop problems with the increased ease of access. Even seemingly, innocuous new products could cause problems.

"That CBD ointment or hemp body wash you got in your stocking for Christmas was a kind gesture, but it can put your career at risk," read a note in the January edition of the Navy Drug Detection and Deterrence Newsletter. "Remember that (regulations) pro-

hibit the use of hemp-derived products, including CBD, regardless of how it's used and regardless of claimed THC content. Protect your career."

Opioid use in the military remains a concern, too, said Dr. Joshua Gray, a clinical psychologist, researcher and assistant professor at the Uniformed Services University in Bethesda, Maryland. Guidelines for short-term prescriptions of those highly addictive drugs have gotten stricter over time within the DOD, and though Gray said he feels the trend is in the right direction, for the many who have become addicted, it remains a challenge.

Still, alcohol is the main thread for SUD in the military.

"A large portion of the military is young men, which is the heaviest drinking group," he said. "It's definitely an ongoing issue. It's not a new one, but still significant with regard to health and career implications and readiness. Something we're focused on is, 'How do we better catch people earlier in the process of developing an alcohol use disorder?'"

This speaks again to the much-preferred scenario of self-referral rather than showing up for treatment as ordered, or as punishment. Gray cited a study showing there are new efforts in the Army for more confidential settings for voluntary treatment, and other options.

Gray said aside from tobacco, alcohol is the most lethal drug in the military and in society overall, far and away more dangerous in terms of mortality than any other substance. Even deaths due to opioids, often described next to the word "epidemic," pale in comparison to the ubiquitous booze.

For more on substance abuse, addiction, getting help and treatments, visit this Health.mil page or this Tricare overview of SUD treatment. For help right now, visit the Veterans Crisis Line for text support or call (800) 273-8255 (Press 1).



Screen grab from U.S. Marine Corp video by Cpl. Mike Hernandez

Stress affects everyone and sometimes the weight of everything we must deal with can be too much. There are good coping habits and there are bad ones.



UPDATE

Virtual play morning

On Thursdays, Jan. 7 through 28 from 10 to 10:30 a.m. virtual play morning will be held virtually on Webex. For more information and to register, call (703) 859-4891 or (703) 614-7208. Join the JBM-HH New Parent Support Program every Thursday morning for sing-along-songs and story time for preschool children up to 5 years old.

Baby bundles

Baby bundles, which is available by request, prepares the home and relation-

ship for the changes that are needed when the baby arrives. A brief overview of the labor and delivery process, newborn care and baby proofing the home will be discussed. Individuals will receive a gift bag of free baby care and safety items. Registration is required. For more information or to request training, call (571) 550-9052.

ACS YouTube channel

JBM-HH Army Community Service has announced a newly created YouTube channel

that provides classes and information videos, all under 30 minutes, to assist participants on topics such as stress management and marriage enrichment. To see the videos, visit the YouTube site at <https://www.youtube.com/channel/UCnTcKDomPZeXmvnYddOIQkg>. and click "Subscribe" and continue to receive resources available whenever.



H&S BN, HQMC, HENDERSON HALL BLOOD DRIVE

At Smith Gym, Bldg. #27

04 FEB : 0900-1300

APPOINTMENTS STRONGLY RECOMMENDED TO ALLOW FOR SOCIAL DISTANCING. Make yours online at militarydonor.com, sponsor code: HH or scan the QR code. Need help making an appointment or have questions? Email donna-lee.onwona.civ@mail.mil



#SUPPORTTHEWARFIGHTER



NCO DUPLEXES from page 1

program specialist for JBM-HH, worked closely with project architects and engineers to ensure the historic integrity of the units.

“Historic buildings have additional considerations which go into maintenance and repair,” said Whitton. “(For instance), because these buildings are brick, a special type of mortar is needed. If you use a mortar that is too strong, it can actually damage the brick. The types of mortar that connect to the bricks depend on how strong the masonry is. Brick is porous, a certain amount of moisture goes in the brick through capillary action.”

Whitton said the goal of the joint base team is twofold.

“(We) are here to protect the history of the installation, and also, to make sure these buildings can be used, and in safe way,” Whitton said.

A groundbreaking ceremony for the duplexes is currently set for mid-February.



Photo by Kelly Whitton

A current NCO duplex, Quarters 23, with a view of the east.

SAFETY STARTS WITH YOU

What can you do to keep yourself and others safe?

JBM-HH Guidelines for reporting injury or illness

Your safety is our priority!

Please report accidents or injuries to the JBM-HH Installation Safety Office by phone at (703) 696-0828 or by email at: usarmy.jbmhh.asa.mbx.iso@mail.mil

What is a work-related injury or illness?

An injury or illness must be considered a work-related event or exposure if the work environment either **caused or contributed to the resulting condition, or the event significantly aggravated a preexisting injury or illness.**

When to report an accident or incident:

The Occupational Safety and Health Administration and Army Regulation AR 385-10 requires organizational leaders to report any unplanned event, accident or illness, of military and DA civilian personnel (AF and NAF) to the Installation Safety Office that results in:

- Death (Class A)
- Days away from work (Class B/C)
- Restricted work or job transfer (Class C)
- Medical treatment beyond first aid (Class D)
- Loss of consciousness (Class C)
- Any significant injury or illness diagnosed by a physician or other health care provider (Class D or higher)
- Property damage greater than \$5,000 (Class E or higher)

Accident Notification and Reporting:

Personnel involved in or aware of an accident, injury or illness must report it immediately to the supervisor or person directly responsible for the operation, material, or person involved.

Supervisors or leaders will report an accident, injury or illness to the JBM-HH Installation Safety Office within one hour of being notified of the event or immediately after it is safe to do so.

The Installation Safety Office is required to capture all reported, work-related events on the organization's OSHA 300 log within seven working days of being notified of the event. All Army Class A, B and C incidents must be reported immediately to the U.S Army Combat Readiness Center for both military and civilian personnel.

If the event results in the death of a civilian employee, the organization must report the fatality to OSHA within eight hours of the event taking place for civilian personnel.

If the event results in the in-patient hospitalization of one or more employees, an amputation, or loss of an eye, the organization must report the event to OSHA within 24 hours of the event taking place.

How to report a work-related injury or illness:

Immediate or initial notification of a work-related injury, illness, or Army accident can be made by phone or email to the ISO. If the event triggers a Commander's Critical Incident Report, all notifications shall also be made per CCIR notification and reporting requirements in addition to reporting the event to the ISO.

The Army Ground Accident Report: Shall be used to report all recordable military and Army civilian incidents. A fillable AGAR Form can be at: <https://armypubs.army.mil/ProductMaps/PubForm/DAFo rm.aspx>

All AGARs shall be completed by the supervisor of the impacted employee and submitted to the ISO within seven working days from the date the incident occurred.

Federal Employee's Compensation Act:

All Federal employees or contractors who have sustained a work-related injury or illness should file a claim for benefits if eligible based of employment status.

Appropriated Fund Employees can directly file under the FECA Employee Compensation Operations and Management Portal. Once an employee has filed a claim, their supervisor will be notified directly by the ECOMP portal. Employees are required to report all incidents regardless of a claim being file.

Non-Appropriated Fund Employees can file under the Contract Claims Services, Inc. website. NAF employees are also required to notify their supervisor in the event of an incident. Management will collect employee information and file a claim for the employee through the CCSI website.

AF: WWW.ECOMP.DOL.GOV / NAF: WWW.CCSAPPS.COM

Army Accident and incident Classification:

An Army accident is defined as an unplanned event, or series of events, which results in one or more of the following:

- Occupational Illness to Army military or DA civilian personnel
- Injury to Army military on or off duty
- Damage to Army property
- Damage to public or private property and/or injury or illness to non-Army personnel caused by Army operations.

Accident classes are used to determine the appropriate notification, depth of investigation and reporting procedures. Army accident classifications are as follows:

- Class A**
- An injury or occupational illness which results in a fatality or permanent disability.
 - An Army aircraft is destroyed, missing, or abandoned
 - Property damage resulting in \$2 million or more
- Class B**
- When one or more personnel are hospitalized as in patient as a result of a single occurrence.
 - An injury or illness the results in a permanent partial disability
 - Property damage resulting in \$500,000 to less than \$2 million.

Class C

- An injury or illness that results in a temporary disability of any kind and/or is a days away from work case.
- Property damage resulting in \$50,000 to less than \$500,000.

Class D

- An injury meeting the requirements of an OSHA recordable case that does not result in death, disability or days away from work.
- Property damage resulting in \$20,000 to less than \$50,000.

Class E

Property damage resulting from a ground accident of \$5,000 to less than \$20,000

COVID-19 OSHA- Recordable:

If an employee has contracted COVID-19 the employer must make "reasonable" efforts to take into account all available evidence to determine if the illness was contracted at work.

- Employers should do ask the employee how they think they contracted the COVID-19 illness, discuss the out-of-work activities, and review the employees work environment for potential exposure.
- Evidence in the work area that the employee contracted the illness at work-
 - Confirmed close contact with a positive or potentially positive COVID-19 case while at work.
 - Lengthy and frequent exposure to the general public with ongoing community transmission
- Evidence that the employee did NOT contract the illness at work
 - The employee has had close contact with someone who (1) has COVID-19; (2) is not a coworker, and (3) exposes the employee during the period in which the individual is likely infectious.
 - Is the only employee to contract COVID-19 in their vicinity and the job duties do not include having frequent contact with the general public, regardless of the rate of community spread?

If, after the reasonable and good faith inquiry described above, the employer cannot determine whether it is more likely than not that exposure in the workplace played a causal role with respect to a particular case of COVID-19, the employer does not need to record that COVID-19 illness.



STAY VIGILANT

Report concerns to Base Defense Operations

Usarmy.jbmhh.id-sustainment.mbx.dptms-bdoc@mail.mil

(703)696-5113/5662 **Together, keeping JBM-HH safe.**

Dial 911 in emergencies. For non-emergency dispatch, call (703)588-2800/2801.



Productivity linked to proactive diversity, inclusion initiatives

By Kari Hawkins
Redstone Arsenal

Last year the Army launched Project Inclusion, a new initiative to improve diversity, equity and inclusion across the force and build cohesive teams.

Now, as 2021 unfolds, the Army remains committed to fostering a culture of trust and to accept the experiences, culture, characteristics and background each Soldier and civilian brings to the institution.

“Our Army is a representative of the citizens of this nation,” said Paula Taylor, director of the Army Materiel Command’s Office of Diversity and Leadership. “Just like our nation is a melting pot of different races and cultures, our Army is a great melting pot of Soldiers and Army Civilians coming from all walks of life and diverse backgrounds.

“In 2020, we all saw what was happening in our society and our leaders made a commitment to make sure it doesn’t happen within our Army. They are committed to ensuring a diverse Army that is inclusive, and where diversity in race, thought and perspective is valued.”

While the commitment has been there for many years and is apparent in the Army’s values, Taylor said it was further solidified in 2020 with a strategic plan to operationalize diversity, equity and inclusion across the entire Army. Her comments were made to more than 100 professionals who attended the virtual Sexual Harassment and Assault Response Program summit in late December. The DEI theme for implementing Project Inclusion is “Diversity, Equity and Inclusion — The Army’s Way of Life.”

As part of the strategic plan, the Army is calling on its senior leaders to demonstrate its commitment, engagement and support of DEI practices; institutionalize talent management policies to acquire, develop and retain employees; establish and resource a governance structure to support Army DEI efforts; implement DEI training and education programs that meet the demands of the total force; and create and maintain an equitable and inclusive environment that values diversity.

“The Army is working to make sure its senior leaders understand the importance of valuing diversity



Photo by U.S. Army

The Army’s strength is based on the diverse capabilities, experiences and backgrounds of its civilian and Soldier workforce. The Army Materiel Command’s Office of Diversity and Leadership leads the organization’s implementation of the Army’s strategic plan to operationalize diversity, equity and inclusion through the Project Inclusion initiative.

ty in the workplace, and creating a shared understanding of diversity,” Taylor said. “The Army is performing a review of its people processes, policies, programs and procedures to ensure a diverse workforce and to ensure leaders know how to build cohesive, diverse, inclusive and equitable teams.”

Toward that end, one of the key elements is “Your Voice Matters” listening sessions between leaders and employees, Taylor said. Also important is ensuring senior leader DEI training; reconstituting the use of diversity councils to promote alignment of DEI efforts; developing plans for expanding a diverse talent pool within the workforce; developing and executing DEI training; and reviewing Army policies for biases.

“At AMC, our commander, Gen. (Ed) Daly wants to hear what people are saying,” Taylor said. “He wants to analyze DEI data and understand where we are and to review any trends that seem to be unfavorable to people of different races. Gen. Daly wants all employees to feel safe and to have a conduit to report anything unfair. He wants every member of the team to feel valued and included. AMC leaders are leading the

change for the Army. We are setting the pace.”

Project Inclusion joins suicide prevention and SHARP training/anti-harassment training as the three focus areas within AMC’s People focus area, with the lines of effort including leader awareness and commitment, education and training, and communication.

“Project Inclusion is in the people business, as is SHARP, the chaplain’s office and equal employment opportunity,” Taylor said. “With the tempo of the last several years, we have had tremendous challenges in the people business. We must be prepared (and) be postured to lead the change to an equitable and inclusive environment that empowers all AMC employee to support worldwide missions.”

Ensuring a safe and inclusive work environment leads to a productive workforce focused on ensuring readiness and sustainment of the Army’s Total Force.

“This is about enabling our Soldiers,” Taylor said. “It’s about ensuring we have a healthy and productive workforce to support the Soldiers who protect us and defend our nation. When we don’t encourage DEI,

we are not only hurting our people, but also our missions and our Soldiers.”

In leading AMC’s major subordinate commands, its commander is encouraging a diverse and inclusive culture while also standing against any type of racism or extremism.

“Gen. Daly has told us to make sure we have transparency at all levels,” Taylor said. “Our employees have to feel comfortable talking to us about issues and providing feedback. Gen. Daly wants every commander to have a DEI action plan that is achievable, empowers employees, and enhances performance and productivity.”

Taylor told the SHARP professionals that their programs are essential to meeting the goal of acquiring, developing, employing and retaining a professional and competent workforce.

“SHARP professionals are among those of us who listen, who show AMC’s commitment to them because we listen and value every employee who comes to us for assistance,” Taylor said. “We help to ensure every employee has a place at the table. Our programs help to improve the command culture and give employees a place to go when they need help.”

HELP PREVENT THE SPREAD OF COVID-19 AND RESPIRATORY VIRUSES!

WASH YOUR HANDS OFTEN AND WITH SOAP AND WATER
for at least 20 seconds. Use on alcohol-based hand sanitizer if soap and water are not available.

STAY HOME IF YOU ARE SICK.

COVER YOUR COUGH OR SNEEZE WITH A TISSUE
then throw the tissue in the trash. Follow with hand washing or sanitizing. If you don't have tissue, cough or sneeze into your upper sleeve, not your hands.

AVOID CLOSE CONTACT
with people who are sick.

CLEAN AND DISINFECT
frequently touched objects and surfaces, such as cell phones, keyboards and doorknobs.

MASKS ARE REQUIRED
because yours helps protect your neighbor and theirs helps to protect you. Masks also help you avoid touching your eyes, nose and mouth with unwashed hands.

News Notes

Town hall to spotlight Marines

The next JBM-HH Virtual COVID-19 Town Hall is set for 1 p.m. Thursday. Participating guest panelists will be the commanding officer of the Headquarters and Service Battalion, Marine Corps Henderson Hall, Col. Robert Wisner and Andrew Rader U.S. Army Health clinic commander, Lt. Col. Jessica Milloy. Discussions will include updates on the current state of the joint base and DOD's COVID-19 vaccination plan.

Go to the JBM-HH Facebook page at <https://www.facebook.com> to ask questions in advance and to view the livestream the day of the town hall.

Blood drive Feb. 4

The Armed Services Blood Program will be hosting a blood donation drive Feb. 4, from 9 a.m. to 1 p.m. at the Smith Gym. Appointments are highly recommended to allow for social distancing. To make an appointment online visit ASBP at <https://militarydonor.com>, and type in the sponsor code: HH. Need help making an appointment or have questions, email donna-lee.onwona.civ@mail.mil.

Information on COVID-19 Vaccines

JBM-HH is following DOD guidance for the COVID-19 vaccine distribution timeline. Rader Clinic is under phase 1A, with vaccine distribution for first responders, emergency responders, and emergency personnel.

The distribution timeline is dependent on the how much of the vaccine the clinic receives. The Army is distributing the COVID-19 vaccine as soon as it is received and prioritizing recipients of the vaccine based on the CDC's prioritization framework.

Once the clinic receives shipments, messages will be sent out to the enrolled patient population based on the vaccination phases. For more information, visit <https://rader.nrmc.amedd.army.mil/> or <https://www.facebook.com/raderclinic>.

Defense Commissary Agency scholarship opportunity

The Defense Commissary Agency has announced that the submission period for the 2021-22 Fisher House Scholarships for Military Children is open through Feb. 17.

The scholarship program was created to recognize the contributions of military Families to the readiness of the fighting force and to celebrate the role of the commissary in the military Family community.

It is the intent of the program that a scholarship funded through contributions be awarded annually at each commissary operated by DECA worldwide.

Applications must be submitted online. For more information, visit <https://fisherhouse.org/>

[programs/scholarships/sfmc/](https://www.armyemergencyrelief.org/scholarships/sfmc/).

Army Emergency Relief scholarship opportunities

The Army Emergency Relief Maj. Gen. James Ursano Scholarship Program is a need-based scholarship program established to assist children of Army Soldiers in obtaining their first undergraduate degree. Applicants may receive assistance for up to four academic years but must meet eligibility criteria and reapply each year.

Award amounts vary each year based on the number of applicants, total approved scholarship budget, the expected family contribution found on the Free Application for Federal Student Aid Report, and the average cost of attendance of a college or university in the United States, provided by the College Board. The application cycle runs through April 1. For more information, visit <https://www.armyemergen-cyrelief.org/scholarships/child/>.

Needs assessment survey

All are encouraged to complete the JBM-HH Education Center needs assessment. The survey will be open online to access until Feb. 8.

The primary purpose for conducting the survey is to find out if the current education center programs are meeting the community's needs. With this information the center can identify current educational needs and develop new programs to offer.

To access the survey, visit https://docs.google.com/forms/d/e/1FAIpQLSc-mUY7xEZd6oIv_M6TB-1HOn8TWMf-rh1huhK3cuiX-vbIJmM2w/viewform?vc=0&c=0&w=1&flr=0&usp=mail_form_link.

For more information contact education services specialist Jennifer Souza at jennifer.s.souza2.civ@mail.mil.

Music at the White House

Join the U.S. Army Band Friday for a virtual concert at www.facebook.com/usarmyband. Pomp & Circumstance: Music at The White House will present the rich history of music being expertly used as a diplomatic tool by the most powerful position in the land inside the most recognizable home/office in America.

Army Emergency Relief

The Army Emergency Relief program continues to find ways to provide financial assistance to Soldiers in need. With the increase in demand for homeschooling and child care due to COVID-19 restrictions, AER introduced a new assistance program to help Army Families address the costs associated with child care assistance.

For more information, visit <https://go.usa.gov/xAkms>.

Stay updated with winter weather alerts

Individuals can make sure they get the latest winter weather information for the joint base. Download the Digital Garrison App, select JBM-HH as the home installation and enable push notifications.

To enable push notifications, open the app and change the installation to JBM-HH (location icon underneath the name), secondly select the notification bell in the upper left corner, thirdly click the settings wheel in the upper right corner,

JBM-HH remains at HPCON Bravo

The U.S. Army Military District of Washington commanding general announced conditions are now appropriate to transition to Heath Protection Condition Bravo. In response, Joint Base Myer-Henderson Hall will implement its phased recovery plan in close coordination with the Military District of Washington and the Andrew Rader U.S. Army Health Clinic.

Please continue to follow the joint base commander's policy regarding the use of face coverings and maintaining social distancing. We will continue to monitor the downward trend of positive cases, the capacity to test, ability treat and to conduct contact tracing within the National Capital Region.

SFL-TAP resources are virtual

Looking for a job? Need resume assistance? Make sure to check out the SFL-TAP virtual opportunities at the regularly updated page:

<https://home.army.mil/jbmhh/index.php/teamJBMHH/my-fort/soldiers/SFL>.

The SFL-TAP program provides remote or virtual services in the following areas:

- Initial counseling (one-on-one counseling DD 2648)
- SFL-TAP will provide guidance on completing any requirements through JKO online
- VA claims information and orientation

Although SFL-TAP provides some services remotely or virtually, the program continues to respond to any inquiries and conduct business via email, telephone or videoconferencing. Soldiers who complete capstone while the center is closed, will be automatically cleared by the program manager, Carlos Rodriguez, once DD 2648 is processed and signed electronically. Soldiers will ensure they get a copy of DD 2648 during their capstone appointment. For more information about the virtual and remote service being provided by SFL-TAP, please call (703) 696-0973, (703) 794-5986 or email usarmy.jbmhh.asa.mbx.sfl-tap-center-myer@mail.mil. For more information about VA claims,

please contact Eleonore Richards at (202) 641-6481 or by email at eleonore.richards@serco-na.com. For VA claims orientation, contact Chris Guthrie at (202) 480-0077 or by email at cguthrie@vfw.org.

JBM-HH COVID-19 facility updates

Due to the recent rise in COVID-19 cases in the region, please be advised of the following: The AAFES Food Court dining area is currently closed. Food options are still be available for take-out. Masks and social distancing are required. Patrons of all three JBM-HH Gyms (Myer, McNair and Henderson Hall) must now wear face masks at all times, to include during active exercise.

Gym updates

Forts Myer and McNair Fitness Centers are now open for all eligible patrons. To ensure the safety of patrons, the showers and lockers in these facilities are closed at this time. Important update: All patrons must wear masks at all times in all JBM-HH gyms. The Fort Myer Fitness Center is open Monday, Wednesday and Friday from 5 to 7:30 a.m., 11 a.m. to 1 p.m., and 4 to 6 p.m. The Fort McNair Fitness Center is open Monday, Wednesday and Friday from 5 to 10 a.m. The Patton Hall Pools remain closed. The Smith gym and Zembiec Pool are open to active duty only. Occupancy at both gyms is limited to 50 patrons at any given time on a first-come, first-served basis.

Civilian leave assist

JBM-HH Directorate of Emergency services employee Marla A. Curry and Directorate of Public Works employees Huey Vample, Wanda Scott and Lisa Barnes have been approved to receive leave under the Volunteer Leave Program.

Department of the Army civilian employees who would like to donate annual leave can fill out form OPM630a, "Request to Donate Annual Leave to Leave Recipient Under the Voluntary Leave Transfer Program (Within Agency)," at www.opm.gov/forms/pdf_fill/opm630a.pdf. Annual Leave to Leave Recipient Under the Voluntary Leave Transfer Program (Outside Agency)," at www.opm.gov/forms/pdf_fill/opm630b.pdf.

Please be sure to populate the form with the recipient's name specifically. Send completed form to Maribel Rodriguez at mari-bel.rodriguez.civ@mail.mil.

For federal government civilian employees outside the Department of the Army who would like to donate annual leave, please complete form OPM 630b, "Request to Donate.