

The Snapshot: March 2021



Newsletter by NCO for NCOs

Greetings from the Pentagon,

In this month's edition of the newsletter we've laid out a good assortment of topics for you to read and understand. For starters, a couple of weeks ago I had the opportunity to spend time with the great Soldiers and Leaders of the Maneuver Center of Excellence at Fort Benning and the 3d ID at Fort Stewart. Visits to central issue facilities and eating lunch in dining facilities were extremely beneficial and illuminated many ongoing initiatives throughout the enterprise. Personally, these engagements highlighted the importance of conducting individual TA-50 inventories and our roles as logisticians and leaders. Showing Soldiers how to properly maintain equipment and account for it from receipt while in the One-Station Unit Training and Initial Entry Training environment through the time they leave the Army is an important leader task. Currently, our Army is in phase II of V in implementing the retained issue policy letter. You can learn more about each phase, the retained issue policy, and what it all means to you on the next page.



SGM Jimmy Sellers
Army DCS, G-4



Lastly, I would like to highlight some of the great work that's occurring in dining facilities around the Army. Until a couple of weeks ago, it had been a while since I've had the opportunity to eat in multiple dining facilities. After visiting the 2d BCT, 3d ID dining facility I left with a sense of reassurance that our dining facility managers are doing all of the right things to help prepare nutritious and tasty meals for Soldiers. The sense of pride in the Spartan Brigade is infectious. What they displayed in healthy meal choices and variety was exceptional; dining facilities at all posts, camps and stations should seek to emulate it.

-SGM Sellers



Preparing Enlisted Leaders for Multi-Domain, Large Scale Operations

RETAINED ISSUE

On 14 May 2020 the Headquarters Department of the Army G-4 issued a memorandum to provide new guidance on the retained issue policy for Organizational Clothing and Individual Equipment (OCIE) items. This update identifies individual items authorized for retention for all Soldiers (Enlisted and Officers) to begin at initial entry training and Army Senior Reserve Officer Training Corps. The update discusses policies for permanent change of station and recovery of OCIE prior to expiration of time in service (ETS). This memorandum will not prohibit the recovery of OCIE when it is in the best interest of the Government to do so.

<p>DEPARTMENT OF THE ARMY OFFICE OF THE DEPUTY CHIEF OF STAFF, G-4</p> <p>DALO-SPT</p> <p>MEMORANDUM FOR DISTRIBUTION</p> <p>SUBJECT: Retained Issue of Organizational Clothing and Individual Equipment</p> <p>14 May 2020</p> <p>1. References:</p> <ul style="list-style-type: none"> a. Common Table of Allowances 50-800, Clothing and Individual Equipment, dated 20 November 2008. b. Army Regulation (AR) 71-32, Force Development and Documentation, dated 20 March 2016. c. AR 700-84, Issue and State of Personal Clothing, dated 22 July 2014. d. AR 710-2, Supply Policy Below the National Level, dated 28 March 2008. e. Fielding Prioritization for Operation Enduring Freedom-Camo/Flage Pattern (DEF-CFP) Organizational Clothing and Individual Equipment (OCIE) memorandum, 18 January 2018. <p>2. Purpose: To provide new guidance on the retained issue policy for OCIE items. This update will identify individual items authorized for retention for all Soldiers (Enlisted and Officers) to begin at initial entry training (IET) and Army Senior Reserve Officer Training Corps (SROTC). The update will discuss policies for permanent change of station (PCS) and recovery of OCIE prior to expiration of time in service (ETS). This memorandum will not prohibit the recovery of OCIE when it is in the best interest of the Government to do so.</p> <p>3. Applicability: Active Army, Army Reserve, Army National Guard.</p> <p>4. Procedures: Detailed instructions are provided in the appendices for all applicable personnel to follow. Updates to appendices will be published and effective at the beginning of each calendar year. The calendar year was chosen because it allows the easiest transition for IET installations to implementation changes.</p> <p>5. Starting 4th Quarter Fiscal Year 2020, U.S. Army Tank Automotive & Armaments Command (TACOM) Central Management Office (CMO) will execute a phased implementation plan to gradually transition initial issue of retained OCIE from the first unit assigned to IET. TACOM CMO will incrementally increase the number of OCIE items retained at IET. All retained issue items will be returned to the Regional Logistics Supply Center (RLSC) when the Soldier reaches ETS. All ETS Soldiers will receive the complete list of items on Appendix A, Soldier OCIE retained items, no later than 1 October 2020. Subsequently, TACOM CMO will provide disposition instructions to the installation CFPs to account for the reduced requirement.</p>	<p>DALO-SPT</p> <p>SUBJECT: Retained Issue of Organizational Clothing and Individual Equipment</p> <p>5. Instructions for Appendix A: Soldier OCIE Retained Issue. The Manufacturer Center of Excellence shall determine the list of OCIE required for all Soldiers to perform Training. Soldiers will retain these items from retail issue until the Soldier reaches ETS. Officers will return OCIE items when they leave the Army for the Individual Ready Reserve or resign their commission. SROTC Soldiers that leave the ROTC program prior to commissioning will turn in their OCIE to the ROTC department.</p> <p>6. The Manufacturer Center of Excellence, using the Soldier-as-a-System Integrated Product Team, will review and update this appendix as necessary each calendar year and submit changes to the Office of the Deputy Chief of Staff, G-4 (DCS-G-4), DALO-SPT for publication.</p> <p>7. When a Soldier reaches ETS, or otherwise leaves the Army, commanders will ensure final beyond inspection. The Soldier will turn in non-retained items to the supporting CFP or through the OCIE direct ordering process. Appendix B lists items that are not recoverable.</p> <p>8. Instructions for Appendix B: ETS Retained Items. DCS-G-4, DALO-SPT will review the appendix annually and update as necessary in coordination with U.S. Army Materiel Command (AMC), TACOM CMO, National Guard Bureau (NGB), and United States Army Reserve (USAR). The ETS retained list consists of items that are essential to the Soldier's survival in the government to recover and utilize. These items will remain with the Soldier when they ETS. Shipped or disposition of the items are at the Soldier's discretion upon ETS.</p> <p>9. Instructions for Appendix C: Military Occupational Specialty (MOS) Retained Issue. DCS-G-4, DALO-SPT will, in coordination with U.S. Army Training and Doctrine Command and each Center of Excellence, update this appendix annually. MOS items are specific OCIE items required to perform specific MOS functions. MOS retained items are issued during advanced individual training or appropriate time during one station unit training and will remain with Soldiers' possession as long as the Soldier holds the MOS.</p> <p>10. Instructions for Appendix D: SROTC Retained Issue. The U.S. Army Cadet Command will review this appendix annually and update as necessary in coordination with DCS-G-4, DALO-SPT. Cadet Command is responsible for accountability of items issued to cadets and will recover the retained issue items from individuals unable to fulfill their contract or who leave the SROTC program prior to commission.</p> <p>11. Instructions for regional items. Regional items will not be retained. Soldiers will acquire items used specifically for arctic, jungle, and desert environments from the supporting CFP or through OCIE direct ordering process and turn in these items while out processing for cleaning, repair, and refurbishment. These items will be returned to personnel entering the designated region.</p>	<p>DALO-SPT</p> <p>SUBJECT: Retained Issue of Organizational Clothing and Individual Equipment</p> <p>6. During the transition of Universal Pattern Camouflage (UCP) to Operational Camouflage Pattern (OCP), Outside Continental United States (OC) units collect OCP. Retained OCIE items from Soldiers with UCP (not in COMUS, but with the following exception: OCP Extended Cold Weather Clothing System (ECWCS) Layer II (Jacket), Flare, Cold Weather and Layer III (Jacket, 3M Cold Weather and Insulation, Wind Cold Weather). Soldiers require a basic level of cold and wet weather protection of all items. OCP ECWCS Layers I and II provide the protection; therefore, these items will not be recovered from Soldiers until ETS.</p> <p>7. Soldiers with UCP ECWCS are authorized to exchange the UCP ECWCS for OCP ECWCS when transferred to a unit that is currently wearing OCP system OCIE. The Soldier will retain the UCP ECWCS until ETS.</p> <p>8. Current Soldier Total Force Transition. As Soldiers PCS and not process the CFP personnel will clean up the Soldier record as much as possible by collecting legacy items, items that are on an Appendix A or C, and remove items from the record that are not recoverable (i.e. Flame Resistant Army Combat Uniforms from a deployment). The CFP will contact the CMO for disposition instruction for items not listed in Appendix A, B, or C.</p> <p>9. The Deputy Chief of Staff, G-4, who is the proponent of AR 700-84 and AR 710-2 will maintain the guidance in this memorandum into the next update.</p> <p>10. The DCS-G-4 point of contact (POC) for this action is M. John Chaney, 703-696-1036, DSN: 312-696-1036, or pmj@m.jchaney.af.mil. The CMO POC is M. Ann Sageal, (415) 436-3841, or ann.sageal@af.mil.</p> <p>11. DATE: 14 May 2020 BY: Lieutenant General, GS Deputy Chief of Staff, G-4</p> <p>DISTRIBUTION: Principal Office of Headquarters, Department of the Army COMUSAC U.S. Army Pacific Command U.S. Army Training and Doctrine Command U.S. Army Materiel Command U.S. Army Pacific U.S. Army Europe U.S. Army Central U.S. Army South</p>	<p>DALO-SPT</p> <p>SUBJECT: Retained Issue of Organizational Clothing and Individual Equipment</p> <p>DISTRIBUTION (CONT): U.S. Army Africa/European Theater Force U.S. Army Africa/European Theater Force U.S. Army Special Operations Command Military Surface Deployment and Distribution Command U.S. Army Space and Missile Defense Command/Army Strategic Command U.S. Army Cyber Command U.S. Army Medical Command U.S. Army Medical Center U.S. Army Intelligence and Security Command U.S. Army Central Investigation Command U.S. Army Corps of Engineers U.S. Army Materiel Command of Washington U.S. Army Materiel Command U.S. Army Test and Evaluation Command U.S. Army Human Resources Command Superintendent, United States Military Academy U.S. Army Acquisition Support Center Superintendent, Army National Cemetery Commandant, U.S. Army War College Director, U.S. Army Center of Human Resources Agency</p> <p>Director of Business Transformation Commander, Eighth Army</p>
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All Retained Issue Documents Can Be Found Here: [HQDA G4 EXORDs](https://www.hqda.army.mil/exords)

OCIE Retained Issue Items

(Phase I) Night Issue Kit- Current



(Phase II) Retained Issue Kit- Current



(Phase III) - Starts 1st QTR FY22

Extended Cold Weather Clothing (ECWCS) GEN III



(Phase IV) - Starts 4th QTR FY22

MOLLE Rifleman Set and Sleep System



(Phase V) - Estimated 4th QTR FY23

Helmet and Ballistic Vest



What Was Approved from the 152nd AUB?

On 18 November 2020, members of the 152d Army Uniform Board (AUB) met to discuss and vote on changes to the clothing bag. Discussion topics included standard issue items for all Soldiers and more specifically, items for female Soldiers. General James C. McConville, Chief of Staff of the Army (CSA), approved all of the AUB recommendations on 26 January 2021.

Specifically, the CSA approved the following:

- **Addition of the Army Combat Glove to the Clothing Bag.** This change authorizes the addition of the Army Combat Glove as a clothing bag item. Initial issue of one pair of gloves per Soldier will take place during the Initial Entry Training (IET).
- **Fiscal Year 2022 (FY22) Clothing Bag and Clothing Replacement Allowance.** This change approved the proposed FY22 clothing bag for all initial entry Soldiers with one reallocation of funds – the female handbag became an optional item. The \$118 previously designated for the handbag is now reallocated for undergarments (athletic bras).



- **Development and Inclusion of a Nursing Shirt.** This change authorized the Program Executive Office–Soldier (PEO-S) to research, develop, test, and evaluate possible solutions for a nursing shirt. Once developed and approved, the nursing shirt (5-pack) will be categorized as an Organizational Clothing and Individual Equipment (OCIE) item and issued along with the maternity utility uniform. It will also be available for sale at Army and Air Force Exchange Service (AAFES) locations.

- **Development of New Army Green Service Uniform–Maternity (AGSU-M).** This change authorized PEO-S to research, develop, test, and evaluate possible design

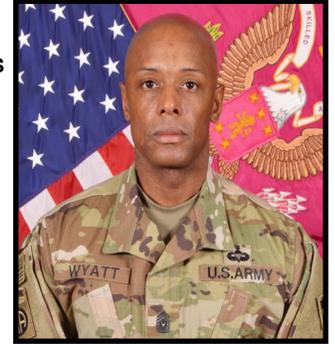
solutions for a new maternity service uniform.

Authorized changes to the clothing bag will be implemented by the PEO-S in accordance with manufacturing and contract timelines. PEO-S will also provide a progress update and future timeline during the 153rd AUB, which is scheduled to take place in the spring of 2021.



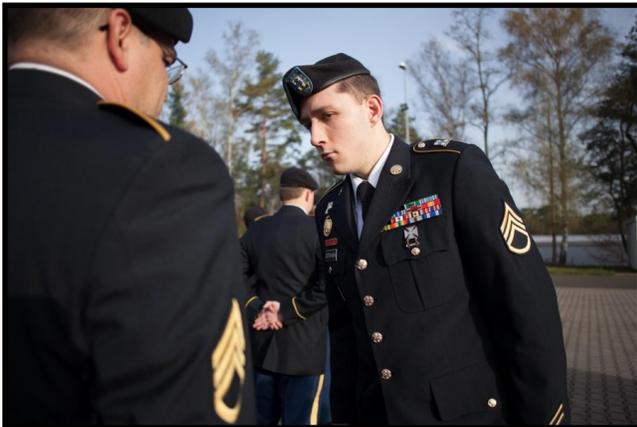
STEWARDSHIP OF THE PROFESSION

When you hear the phrase Payday Activities, what comes to mind? Do you picture a Battalion formation filled with hundreds of Soldiers standing shoulder-to-shoulder dress right dress wearing the Army Service Uniform? Do you see leaders inspecting those uniforms and annotating deficiencies found during in ranks inspection? Alternatively, maybe, you think of a company first sergeant walking through the barracks while Soldiers anxiously stand at parade rest outside their room doors. Unfortunately, many of our new Soldiers today have not had the pleasure to witness or participate in this time-honored tradition due to the high-operational tempo of the organization.



CSM Damarco B. Wyatt
704th BSB, 2BCT

Payday Activities was once a monthly battle rhythm event utilized by most units across the Army to build Esprit-de-corps and promote good order and discipline. Payday Activities, normally executed at Division level on the 1st Friday of every month, consist of a few events throughout the day. To start the day in a typical Army fashion, units conduct a unit cohesion run or competition style Physical Readiness Training (PRT) event to set the tone. Immediately following PRT, Soldiers prepare for various inspections, classes, and individual Soldier counseling. The Senior Enlisted Advisor or Command Sergeant Major normally manages all events for that day.



STEWARDSHIP

Trust is the foundation for all relationships; so leaders at all echelons have to be trusted by their followers in order to develop mutual trust and build cohesive teams. Leader decisions and actions must emulate stewardship of the profession. The American public put a great deal of trust in our ability to teach, coach, and mentor the next generation of Senior Leaders by utilizing the Army Ethic and Values.

Stewardship of the profession, according to Army Doctrine Reference Publication ADRP -1: The Army Profession, states, "it is our duty to care for people, other resources, and the profession entrusted to us by the American people." (Department of the Army, 2015b, p.1-5)



A STEWARDSHIP OF THE PROFESSION

HISTORY

Imagine standing in line every month outfitted in your Dress greens to receive your monthly wages in cash. For many Soldiers this was the standard long before direct deposit. Payday activities was a period of time given to Soldiers to take care of their bills, buy uniform items, and handle family affairs. Unit Commanders or designated pay Officers would issue cash to unit members with the expectation Soldiers would then go pay their individual bills. Fast forward to present day, Defense Finance and Accounting sends all pay monthly or bi-monthly via direct deposit and units utilized Payday Activities for myriad of reasons.

"The Army profession has a deep respect for its history and traditions and strives to achieve standards of individual and collective excellence. Army professionals are a cohesive team where mutual trust is reinforced through shared professional identity—living by and upholding the Army ethic. This collective commitment fortifies esprit de corp." (TC 7-22.7) p 6-4

IMPORTANCE

The Non-commissioned Officer (NCO) thrives during Payday Activities. They conduct in-ranks inspections and pay day formations to inspect and teach Soldiers the proper wear and appearance of the Army Dress uniform. We set standards! Payday activities is also that individual time with Soldiers where leaders can drive innovative discussions that support the Army's initiative of "people first." History, traditions, and customs like payday activities provide all Soldiers a rich foundation filled with lessons learned that ultimately prepare us for the future.

"All Army professionals have the duty to be faithful, responsible, and accountable stewards, advancing the Army profession, strengthening the Army culture of trust, and conveying the legacy we inherited from those who led the way." (TC 7-22.7) p 6-4

Non-commissioned Officers play an integral role in sustaining the legacy. They have an inherent responsibility to preserve history and tradition while developing junior officers and Soldiers. Early indoctrination of unit history is a good starting point for all unit members upon arrival. Exposure to unit specific event help shape a culture that encourages good order and discipline when faced with uncertainty. The best way to lead Soldiers during times of ambiguity is to focus on the basics.

"Payday activities regularly encompassed monthly counseling of Soldiers and subordinates." If re-established payday activities could potentially give protected time back to the units, so leaders can create a culture that screams people first. A pattern of Neglect: The concerning State of Army Counseling by Maj Tad Granai

As the military entered a period of change, Army units modernized payday activities and viewed it as a training event. The traditional payday activity period turned into a time to conduct uniform inspections, recognize Soldiers for their outstanding efforts, perform counseling's, etc. Most Soldiers in today's Army do not understand the meaning of payday activities, as the tradition disappeared due to our military's participation in overseas contingency operations (Operations Iraqi Freedom, Enduring Freedom, etc.).

Most Soldiers in the Army are regimented. From day one of being in the military, we are taught the importance of time. Being on time is one of the essential areas the Army holds strong. We are expected to perform at a high level and remain prepared for potential contingencies. Payday activities, in essence, gave an opportunity to refit and keep balance, both at our units and at our homes. It was a path to remain ready to support our organizations as well as the warfighter.

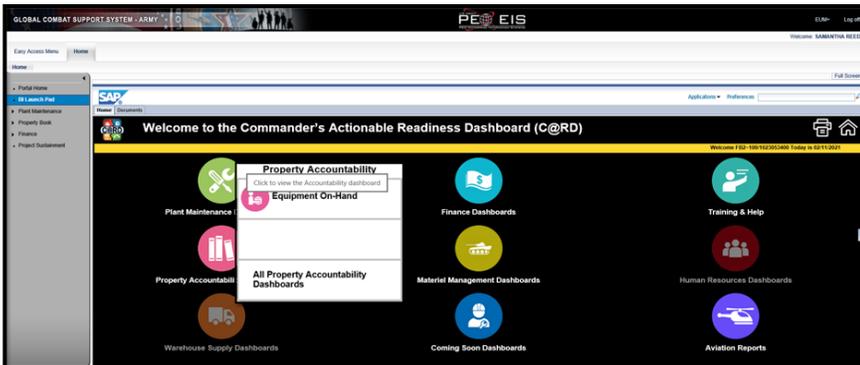
I highly recommend we Reincorporate payday activities or similar event that will allow Soldiers to be counseled, ensure uniforms are within tolerance, Leave and Earnings Statements are accurate, and most importantly, allow time for Soldiers to handle personal affairs. This recommendation directly nests with the Army's Chief of Staff, General James C. McConville's priorities.



The Commander's @ctionable Readiness Dashboard



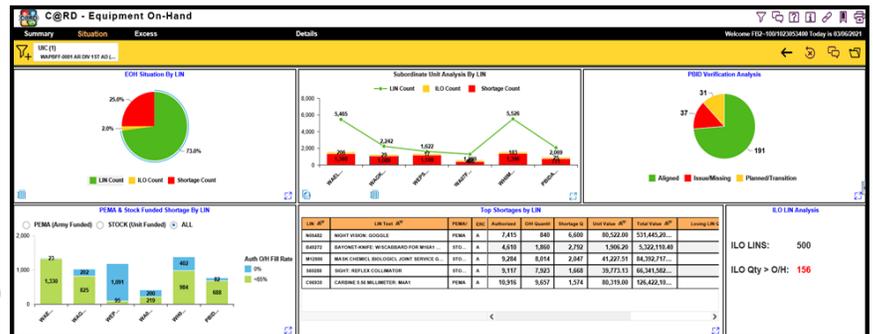
The Commander's @ctionable Readiness Dashboard (C@RD): Property Accountability- Equipment On-Hand (EOH) 16 March 2021 production release is the most recent addition to the suite of tools that simplifies big data for the tactical with visibility at the operational and strategic levels. The EOH dashboard is a decision support tool that visualizes anomalies that adversely impact readiness for all COMPOs at every echelon. The EOH dashboard provides a systematic way to collectively identify excess equipment associated to the Master divestiture obsolescence posture and Critical Mission essential assets (ERC A/P), enabling redistribution and cross leveling of assets and capture in-transit materials not easily accessible on the In-Transit Hand receipt.



The direct Data synchronization between Global Combat Support System (GCSS)-A and the C@RD dashboard provides the tactical Commander with data that is seconds not hours or days old and ensures the near real time efficacy of the visualizations. The C@RD is designed for the Tactical and Operational user but supports Army level analysis. The C@RD delivers actionable data with potential

solutions through Decision Support Tools and is designed to trigger data driven decisions to support a greater degree of property accountability accuracy and improve readiness.

The EOH dashboard is capable of defining embedded anomalies such as imbalances with transactions impacting the efficacy of excess/shortages associated to In-Lieu Of transactions. The EOH will provide the Commander, logisticians and the property accountability community the ability to maintain situational awareness pertaining to on hand balances ultimately transforming data into answers with the goal of highlighting valuable and actionable information that changes behavior, supports prompt and decisive decision making. The C@RD provides the tactical Commander with data that is seconds not hour or days old.



C@RD consist of multiple dashboards such as equipment readiness, shop stock, fleet management, ZPARK, and obligation adjustments. DoDAAC portability is currently in development and will be available soon. A dashboard for reparables (ORIL) is among the C@RDs future development and enhancements.

User access to C@RD is available through the GCSS-Army portal for active users and to non- GCSS-Army users through the AESIP: Army Enterprise Portal. There is no special license required and you will never be locked out. This open access is ideal for commanders, staff officers, and analysts who do not normally access GCSS-Army.

For instructions on how to access C@RD and all other C@RD training material, go to:

<https://gcss.army.mil/Training/c@rd/C@RD%20DASHBOARD/Launch%20Dashboard.html>

To access the C@RD go to:

GCSS-Army: <https://www.gogcss-army.army.mil/welcome.html>

AESIP: <https://enterprise.armyerp.army.mil/liwportal/#!/dashboard>

If you have questions about C@RD, would like to become part of the community of interest, have suggestions on enhancements or thoughts on better ways to define the problems that drive our development efforts, email us at: usarmy.lee.tradoc.mbx.cascom-bi-inc2-cdr-dashboard@mail.mil

Sustainers Highlight

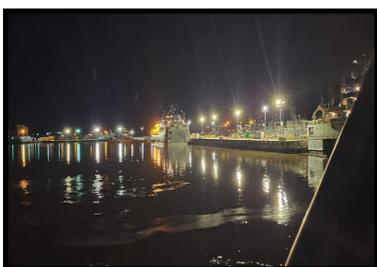


29-30 January 2021 Soldiers of the 59th Quartermaster Company led by CPT Tracy M. Brizendine and 1st Sgt. Andrew L. Smith Jr. had the privilege to participate in Joint Training at Peterson Air Force Base with 302nd Logistics Readiness Squadron orchestrated by SPC Xavier Roman, WO1 Robert Evans, and WO1 Kourtney Johnson. The training provided an extensive overview to our Soldiers as they received 16 hours of instruction over two days on six different subject areas including, U.S. Air Force Bulk Petroleum Storage, Operation of Bulk Petroleum Vehicles, Petroleum Lab and Cryogenics, and Airfield Petroleum Operability. The training not only expanded our Soldiers' knowledge on how sister branches conduct Petroleum Ground and Aviation Operations but also strengthened our already cohesive bond with the United States Air Force (USAF).



On 11 February 2021, 759th MP BN focused low density training on 92Y professional mentorship and career development. The training was conducted by the 759th MP BN's Senior Supply Sergeant, SFC Albert Schuler. Topics covered how to read the Professional Development Map (PDM), mentorship and communication, Soldier records review, and expectations of a Sr. NCO.

SGT Moore a member of the first ever 82nd FARP team in the conventional Army became the first active jumper to become a jump master in the 82nd CAB 122nd ASB since 2006.



On 11 March 2021 members of Echo Company 58th Transportation Battalion conduct their first day aboard the Logistics Support Vessel (LSV) 2 for their field training exercise. These Watercraft Operators (MOS 88K) will be primarily responsible for navigation, cargo operations and supervising other Soldiers on Army watercraft. During their FTX Soldiers will test boat handling techniques and navigation, standing-watch procedures, communication and message handling methods, lifeboat operations, and firefighting procedures putting 6 weeks of rigorous training to the test.

News You Can Use

2021 LEA: The Army is adapting the way it holds the annual logistics competition for 2021, moving from in-person evaluations to a virtual process in order to provide all units with an opportunity to participate and ensure that they can do so in compliance with COVID-19 protocols. The FY2021 Chief of Staff of the Army Logistics Excellence Awards (LEA) will continue to focus on readiness, however, due to the virtual nature of this year's LEA, there will be slight differences in how units compete and are evaluated for each of the three awards, after submitting initial nominations packets.

[Click here](#) to read more about how the those competing will be evaluated.



Food Accessibility: Part of the Army's food modernization program is testing out ways to provide food services closer to where Soldiers work and train on installations. This has taken the form of fielding nearly a dozen of both food trucks and kiosks across various installations.

- Food trucks are capable of feeding up to 200 Soldiers per meal, utilizing standardized menus for quick preparation of nutritional items.
- Kiosks are capable of feeding 1,000 Soldiers daily, designed to fill feeding gaps by being co-located in unit locations provides: nutritional grab-n-go items, selection of fresh packaged foods, and fruits and beverages.

To date, these mobile feeding platforms have been well-received and the Army plans to roll more out in the months and years to come.



Women's History Month: Women play a vital role in today's Army — they are the Soldiers on the front-line, they are leaders, and officers and noncommissioned officers that help make our force so powerful. It was no long ago that the Army and, later on, certain Military Occupation Specialties (MOSS) were closed to women. Each Friday during the month of March, Army G-4 is going to recognize Women's History Month by honoring women that broke barriers in the logistics community.

To track this campaign, make sure to like the U.S. Army Logistics (G-4) Facebook page, which you can do by [clicking here](#).

RESOURCES

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ENGAGE TODAY, PLAN FOR TOMORROW, POSTURE FOR THE FUTURE