



OKLAHOMA
NATIONAL GUARD



GROUP 1
CLASSROOMS 141 A & B



OKLAHOMA NATIONAL GUARD



COMPANY COMMANDER & FIRST SERGEANTS PRE-COMMAND COURSE

9/6/2025 Saturday

Start Time	Group #	Room	Class	Proponent	Trainer	Duration
0730	All	NAFRC ENTRY	Registration		MAJ Buck	30 min
0800	All	NAFRC Drill Floor	State Leadership Brief		State Leadership	30 min
GROUP 1		Group 1				
0830		141 A-B	DOMS	DOMS	LTC Hill	25 min
0855			Break	NA	NA	10 min
0905			G3	G3	COL Scanlon / CW3 Isbill/ LTC Harvey	50 min
0955			Break	NA	NA	10 min
1005			G5	G5	LTC Finlay	25 min
1030			RRB	RRB	MAJ Bennet	25 min
1055			Break	NA	NA	10 min
1105			J1	J1	LTC Fees/ COL White	25 min
1130			G1	G1	COL Roland	25 min
1155			J2	J2	Chief Turner	25 min
1220			Lunch	break/ pick up box lunch for working lunch		25 min
1245			EDUCATION	EDUCATION	Chief Brown	15 min
1300			Retention	G1	MAJ Roberts	15 min
1315			G4	G4	COL Frazier	25 min
1340			SJA	JAG	Lt Col Way	25 min
1405			Break	NA	NA	10 min
1410			PAO/ INFO OPS	PAO	LTC Tschetter	25 min
1435			IG	IG	COL OBrien	15 min
1450			Break	NA	NA	10 min
1500			SHARP	SHARP	Scherryl Coulter	15 min
1515			EO	EO	Amy Gray	25 min
1540	Safety	Safety	MAJ Duplar/ Mr. Grade	15 min		
1555	USPFO	USPFO	Ms. Tryon	1hr		
1700	All	in classrom	AAR/ Release	G3	COL Scanlon	10 min

BLOCK A

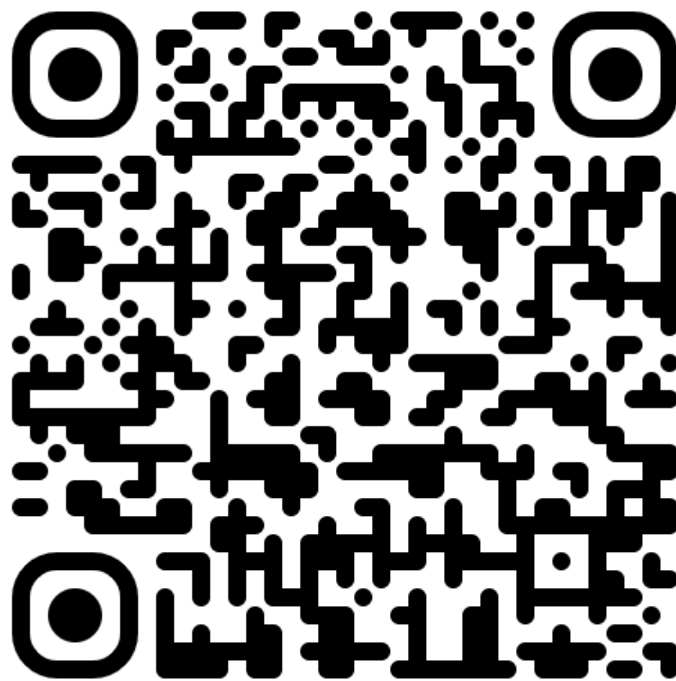
BLOCK B



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CCFSPCC DIGITAL CONTENT



POC: Major Buck
405-517-1948



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Directorate of Military Support (DOMS)



AGENDA

- **Mission Statement**
- **Task Organization**
- **Common Missions**
- **Response Framework**
- **Future National Guard Counter UAS Center of Excellence**
- **Best Practices for Company Leaders**
- **Wildland Firefighting Program**
- **DOMS Contact Information**
- **Questions & Discussion**

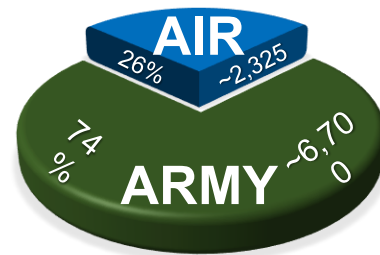


J3 DOMS Mission Statement

The J3, Directorate of Military Support, provides planning, coordination, and shared situational awareness to assist joint/interagency mission partners conducting Domestic Operations, Counterdrug, and Civil Support Team response providing quality and timely support to civilian authorities, law enforcement agencies at the local, state, tribal and federal level, and to the residents of Oklahoma.



Task Organization



Commander in Chief
Governor Kevin Stitt

The Adjutant General
MG Thomas Mancino

Oklahoma Military Department
Oklahoma City

Joint Task Force
OKNG
 JTF
 20 PAX

45th Infantry
Brigade Combat Team
 NGRF 1
 250 PAX
 NGRF 2
 250 PAX

90th Troop
Command
 Oklahoma City
 MP DET
 25 PAX

45th Field
Artillery
Brigade
 Mustang

Camp Gruber
Training Center
 Griggs

138th Fighter Wing
 Tulsa

137th Special Operations Wing
 Oklahoma City

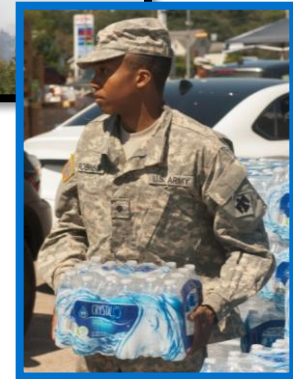
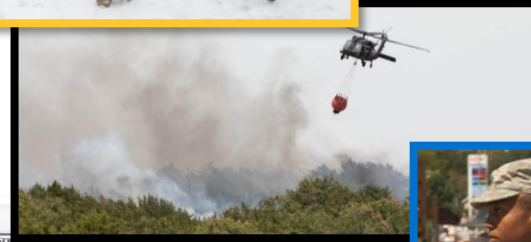
189th RTI
 Camp Gruber

- Wildland Firefighting Program
- NG Counter UAS Center of Excellence



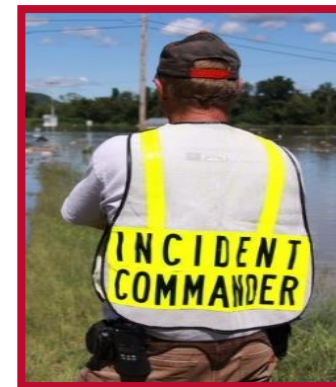
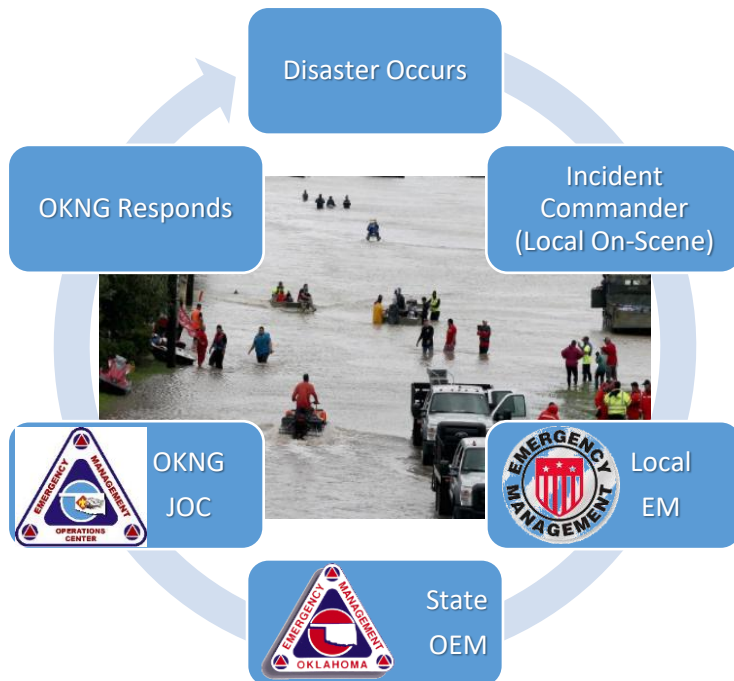
Common Missions

- **Support the Incident Command System (ICS)**
- **Search and Rescue (air and ground)**
- Assist in population evacuations
- Provide and/or construct temporary shelters
- **Distribute food, water and clothing (humanitarian aid)**
- **Communications support**
- Incident planning support
- **Military support civilian law enforcement agencies**
- **Counter-drug operations (air and ground)**
- **Mitigate damage from natural or man-made disasters to include:**
 - ✓ **Floods, Tornadoes, Earthquakes**
 - ✓ **Hurricanes**
 - ✓ **Winter Storms**
 - ✓ **Wildfires**
 - ✓ **CBRN Events**





Understanding the Response Framework



We SUPPORT the Incident Commander; we are NOT in Charge!



NG Counter UAS Center of Excellence Camp Gruber

- UAS operator training
- Drone fabrication lab
- Training site for government, civilian, and military emergency response coordination exercises
- Radar and closed 5G/LTE network range
- Research facility for private industry innovation
- Lanes training sites – Urban, Trench, Wildland
- UAS / Rotary / Fixed Wing Air/Ground systems integration
- UAS launch and recovery platform
- Collaborative curriculum development



Future NG Counter UAS Center of Excellence @ Camp Gruber

(UAS / LE Range Complex Concept Drawings)



NG Counter UAS Center of Excellence Camp Gruber

Enabling the Guard

- Support for homeland / infrastructure protection.
- Legislative Authority to protect ARMY and AIR NG Facilities from Drone Incursion.
- Equitable Resourcing of C-UAS and UAS-enabling capabilities.
- Extension of C-UAS Authority to Title 32 National Guard in support of State, Local, Tribal and Territorial Law Enforcement

Return on Investment

- Professional & Resourced Homeland Protection Capability available for Interagency Response.
- Cost effective C-UAS Warfighting Enterprise.
- Capacity enhancement through State Partnership Program.
- Innovation, Curriculum Development and Workforce Development programs linking STEM to DoD and Emergency Response needs through state and local relationships.



Best Practices for Company Leaders

- Personnel Readiness
- Equipment Readiness (Vehicles, Generators, Radios, etc.)
- RSOI
- Understand the State Active Duty (SAD) process
- Mission Set
- Understand Serious Incident Reporting Procedures and requirements, this applies to our force 24/7
- Understand State & Federal Statuses



Wildland Firefighting Program

Task Organization

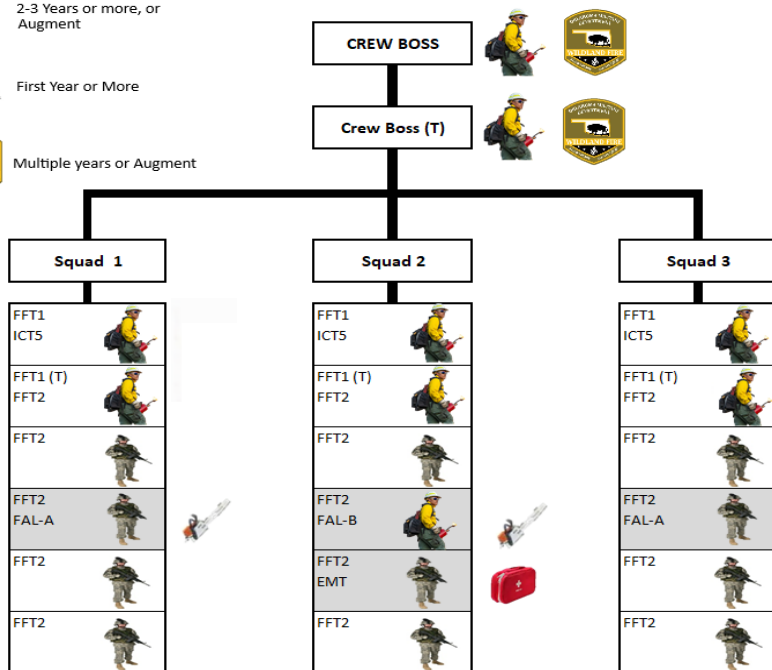
Typical Assignments



2-3 Years or more, or Augment

First Year or More

Multiple years or Augment



- Mop-Up, Sawyer work and Containment
- Handline Construction
- Structural Protection
- Other
 - Augment other ground crews as a boots on the ground asset
 - Conduct searches of burned structures
 - Hand out water or necessities to victims of fires
 - Remote fire access requiring on foot travel
 - Self Sufficient for 48 hours, no lodging needed
 - Can coordinate air assets, possess 30 BK radios for field programming



Wildland Firefighting Program

(Positions and Individual Training Requirements)

Firefighter Type 2 or FFT2 (Crew member)

- Required Training - S-130, S-190, L-180 – Basic Wildland Firefighter
- Year 1

Firefighter Type 1 or FFT1 (Squad Leader)

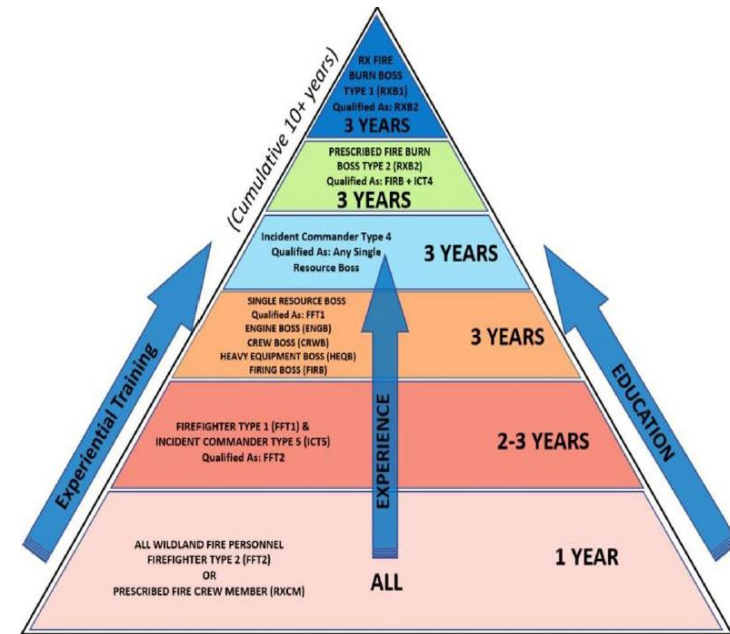
- Required Training - S-131, Task Book Completion on assignment or collective training exercise (operational readiness event)
- Year 2/3

Crew Boss and Crew Boss Trainee

- Required Training – S230, Task Book Completion on assignment
- Year 3/4

Faller 3 (Sawyer) Faller 2 (Lead Sawyer)

Required Training – S-212 Wildland Fire Sawyer Course, Taskbook for each level





Wildland Firefighting Program

Benefits to Soldiers

- **Additional leadership opportunities**
- **Certifications can provide Soldiers civilian opportunities**
- **Wildland Firefighter training is paid for through additional funding**



DOMS Contact Information

Joint Operations Center (JOC)		
572-247-5061	ng.ok.okarng.mbx.joc@army.mil	
JOC OIC		
MAJ Travis Creech	travis.l.creech.mil@army.mil	
JOC NCOIC		
SFC Dusty Capshew	dusty.d.capshew.mil@army.mil	
Director of Military Support (JFHQ)		
COL Khalid Hussein	572-247-5063	khalid.k.hussein.mil@army.mil
Deputy DOMS (JFHQ) / Launched Effects		
LTC Brent Hill	572-247-5062	brent.p.hill2.mil@army.mil
JTF Commander (JFHQ)		
COL Clint Carman	572-247-5061	clint.e.carman.mil@army.mil
J5 Domestic Ops Planner (JFHQ)		
COL Adam Headrick	572-247-5951	adam.b.headrick.mil@army.mil



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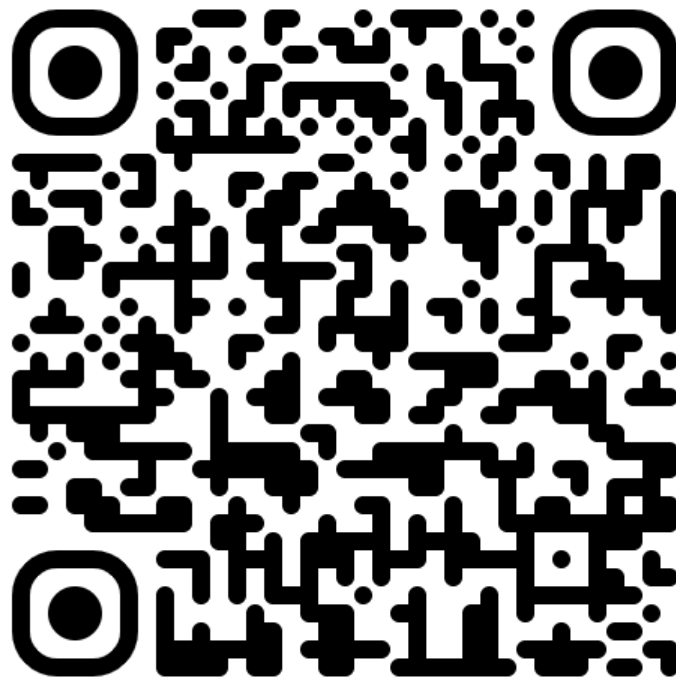
Questions & Discussion



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BREAK



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G3/5/7



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Training Readiness in REARMM

1. Describe OKARNG's current fiscal environment?
2. What is ReARRM?
3. What does the Army expect of a CDR and 1SG? What does the TAG expect?

Modernization				Training Year 1				Training Year 2				Training Year 3				Mission Window			
01	02	03	04	01	02	03	04	01	02	03	04	01	02	03	04	01	02	03	04
▼	▼	▼	▼	▼	▼	▼	▼	▼	▼	▼	▼	▼	▼	▼	▼	▼	▼	▼	▼
MO	MO	MO	MO	3	6	9	12	15	18	21	24	27	30	33	36	MI	MI	MI	MI

How do I successfully train and prepare my formation in the current fiscal and operational environment?



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Training Readiness in REARMM

T4

Modernization			
Q1	Q2	Q3	Q4
▼	▼	▼	▼
MO	MO	MO	MO

- PME, NET, Functional training, Individual training or Unit AT
- Leader Development trumps collective training: E3B is a wise option!
- Accept risk on collective tasks (team and crew focus)
- STC

SAD readiness and responsiveness

NOS Glidepath



Training Year 1			
Q1	Q2	Q3	Q4
▼	▼	▼	▼
3	6	9	12

- PME, Functional training, Individual training or Unit AT
- Leader Development trumps collective training: OC/T, E3B, SPP.
- Accept risk on collective tasks (squad focus)
- STC

Soft-NOS / AST

- ID required functional training and seek appropriate fills
- Develop your leaders: OC/T, OPFOR,SPP, add'l duty assignments

Training Year 2			
Q1	Q2	Q3	Q4
▼	▼	▼	▼
15	18	21	24

- Squad/Section Validation (CMETL)
- Unit AT is the priority
- Leader Development
- PME*, functional training ISO GIFMAP

- NOS: ~24months prior to mob.
- Collective Training = METL Focus
- Lock in low density skill sets
- Prioritize Msn-specific functional training

GFMAP?

Training Year 3			
Q1	Q2	Q3	Q4
▼	▼	▼	▼
27	30	33	36

- CTE: PLT Validation w/ external eval.*
- Unit AT is the priority
- Leader Development
- PME*, functional training ISO GFMAP

- MCJA ~12 months prior to mob
- Prioritize Mission-specific functional training (w/ fidelity on requirements)
- Administrative / Medical Readiness!

T3*

T2

Mission Window			
Q1	Q2	Q3	Q4
▼	▼	▼	▼
MI	MI	MI	MI

- BLUF: CDRs strive to retain generated readiness
- CDR discretion: ODT, IRT, STC
- PME*/Functional Training or AT

Pre Mobilization Training (PMT)

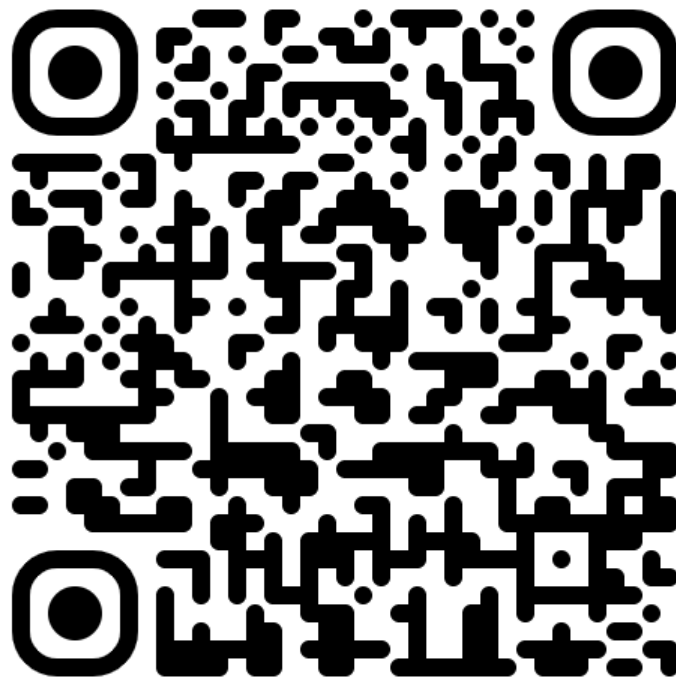
- Post-Mobilization Training at MFGI
- Integration plan for late-joins
- CTE: AMETL Focus



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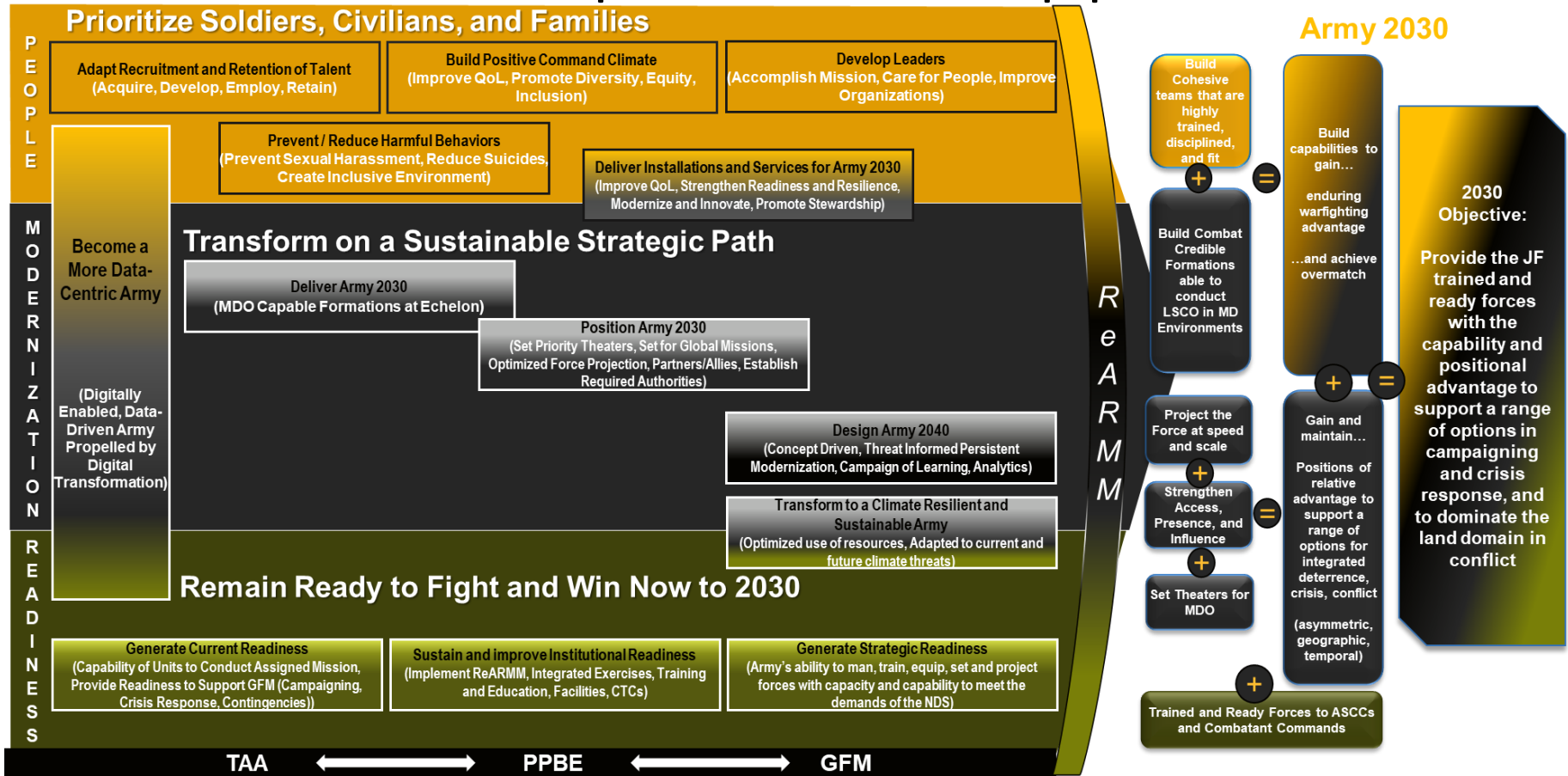
CCFSPCC
OKARNG G5
Strategic Plans and Policies
LTC Jakim Finlay



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ACP 23-30: Operational Approach





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LEADERSHIP VISION & EXPECTATIONS



Restore Warrior Ethos - Rebuild our Military - Reestablish Deterrence

Lethality - Meritocracy - Accountability - Standards - Readiness



An Elite & Lethal Warfighting & Response Force – Stronger Together, Stronger Tomorrow

People: Warfighters & Families

Strength

We must rapidly field Emerging Technology, Reform our Acquisition processes, and pass our Audit

Our Partners are our Asymmetric Advantage, Local to Global

We don't walk past problems. We coach, learn, listen and solve problems together. We dismiss negativity and defeatism

Process Reform = Quality + Velocity



Our People are Key to our Success. We are Committed to our Warfighters and their Families

Unity and Purpose is our Strength, 1% Improvement Everyday Creates Elite Organizations

We Uphold High Standards & Discipline, We are Clear and Uncompromising, We are Focused on Merit and Accountability

Balance: Service + Family & Friends + Physical & Mental Fitness + Spiritual Wellness



U.S. ARMY

Loyalty, Duty, Respect, Selfless Service, Honor, Integrity, and Personal Courage

Always Ready, Always There!

Integrity First, Service Before Self, and Excellence in All We Do!

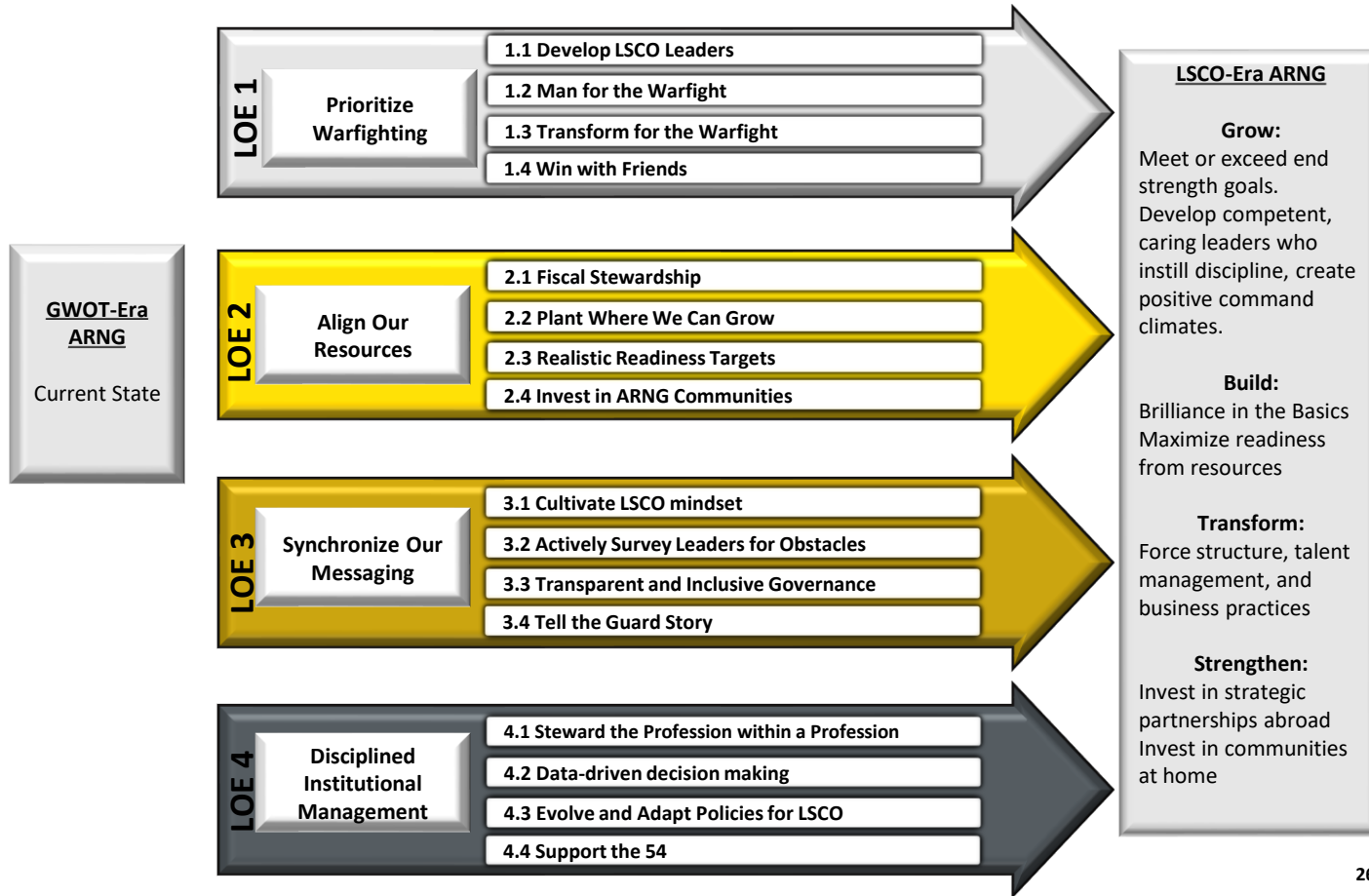




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Minuteman Campaign Plan Lines of Effort





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Oklahoma National Guard Endstate 2030

The Oklahoma National Guard has secured optimal force structure given the current fiscal and operating environment to respond as Lethal, Survivable Warfighters and Citizen-Soldiers capable of sustaining the force abroad and at home. The Oklahoma National Guard increases domestic resiliency and response capabilities and is prepared for and nested under a national-level Homeland Defense framework. Leader Development qualitative improvements in framework and outreach complement End Strength Focused Objectives to enable the modernization of the Oklahoma National Guard.

FIRO:

- OKNG fewer than 5% of SMs non-deployable
- NW Det established
- SE DET MOU approved
- 3x9 for 158
- 1x IN BN
- FSA no less than 6,000
- IBCT transition to MBDE

LSS:

OKARNG achieves a balanced force that is lethal in combat, survivable across all operating environments, and sustainably resourced for enduring Federal and State Missions

DOMOPS:

NW/SE Oklahoma satellite locations established, NGRF leader/tactical/less-lethal training doctrine instituted, UAS-LE DOMOPS program established, state COP implemented, Homeland Defense capabilities validated, Vigilant Guard exercise scheduled, SAD benefits and incentives improved.

Strength End-State Objective (FY30):

Achieve 100-105 officer accessions and attrition of 4% or below for a healthy modernized, and fully postured force to support both domestic and federal operation. It will consist of a medically, mentally, and administratively ready force, capable of rapid Mobilization in response to civil or combatant commander requirements.

LDEV:

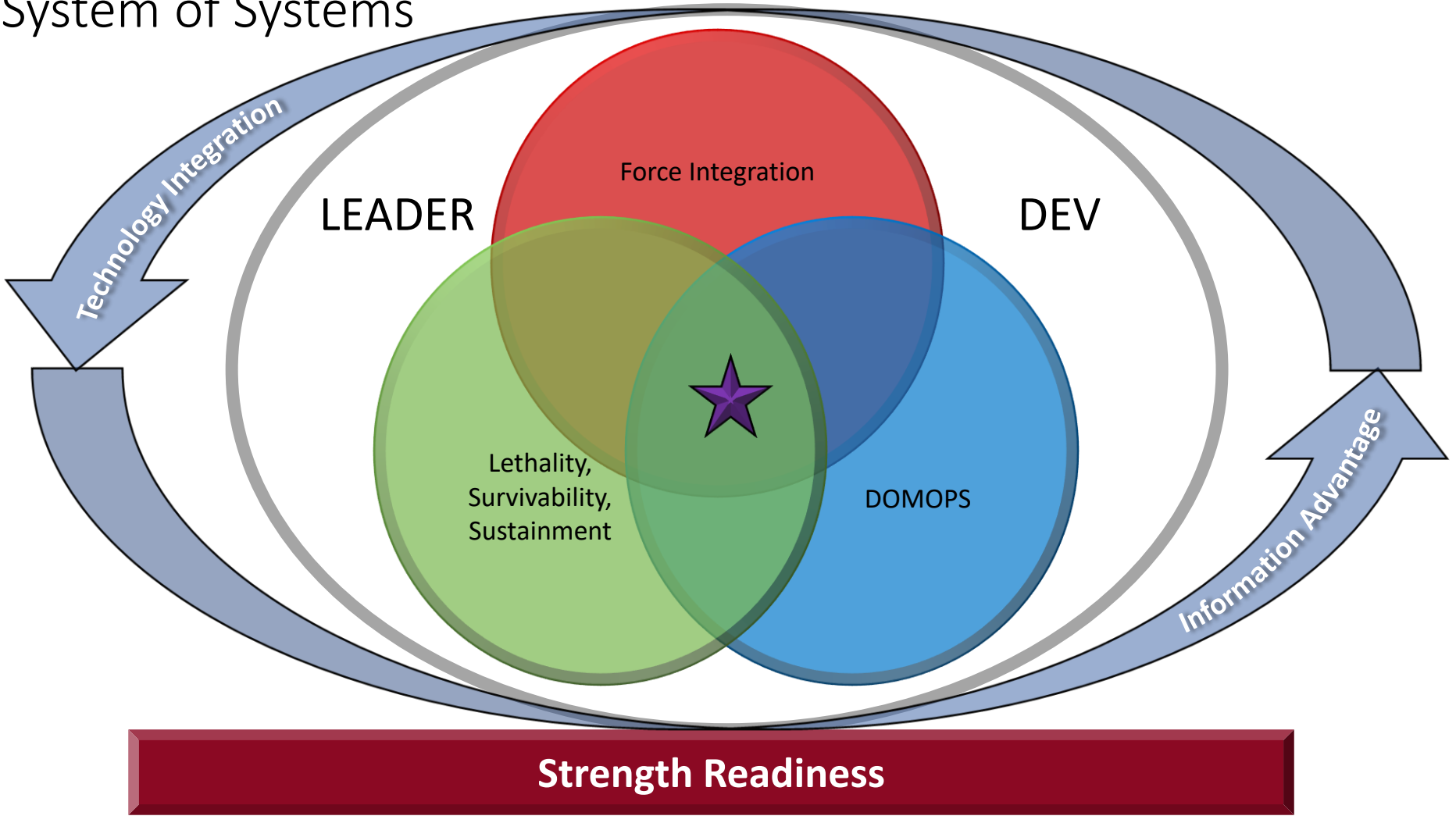
<4% attrition of CGOs
>85% retention of E5 at MSC level
25% E5 actively participate in MSC Lvl LD program.
80% of TY 3 formations achieve T3 at the end of TY3 year.
OKARNG has agile, adaptive leaders and citizens who can effectively operate in complex and dynamic environments, closing the gap between senior leadership and Soldiers.



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System of Systems

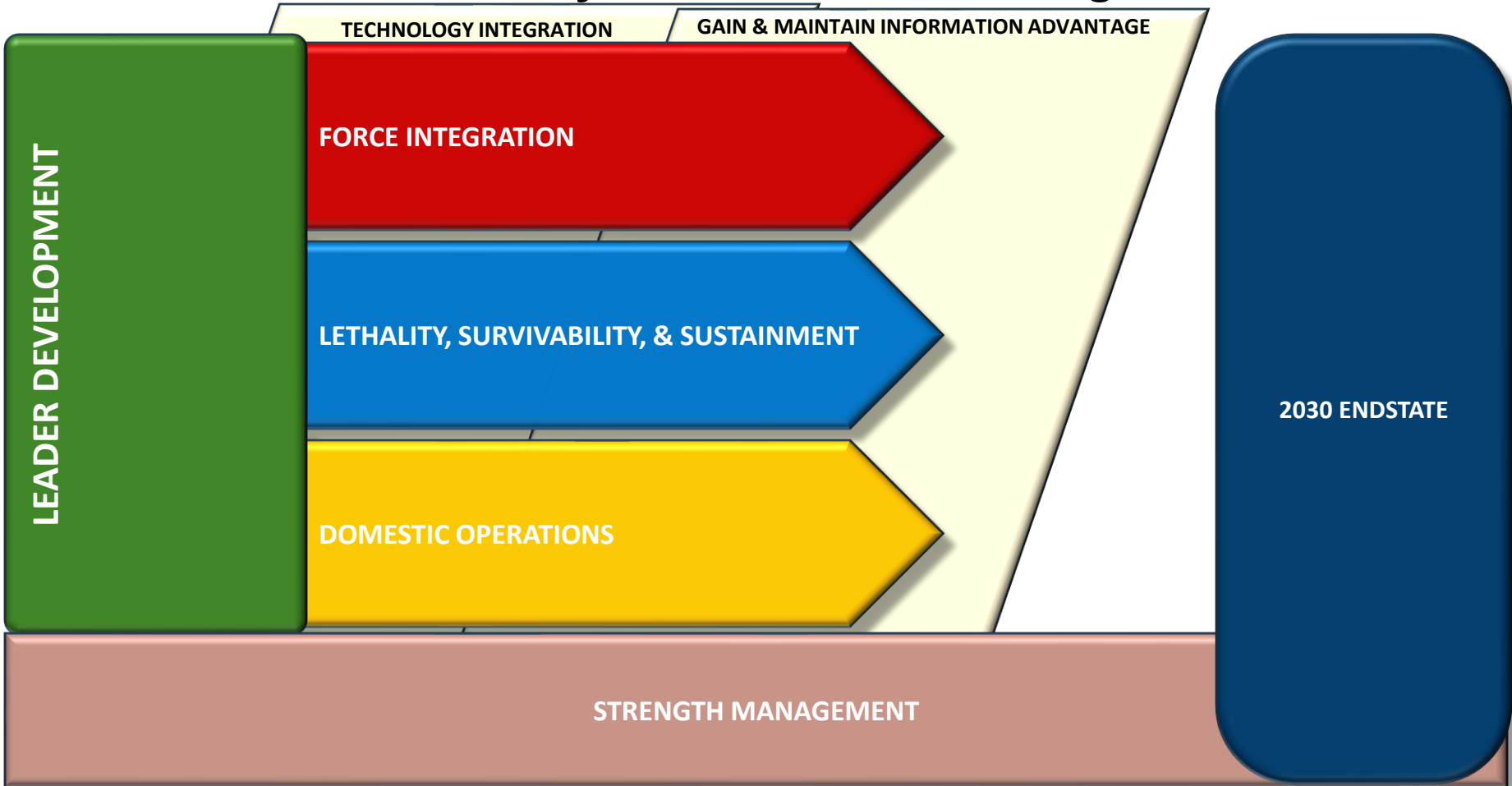




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Oklahoma Army National Guard Strategic Plan





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Officer Strength Management



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Officer Strength Management



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Agenda

OSM Overview

Basic Branch Overview

- GOLD

- ROTC

- OCS

- Direct Commission

Specialty Branch Overview

Warrant OSM Overview

Aviation OSM Overview

Closing – Contact Information

References



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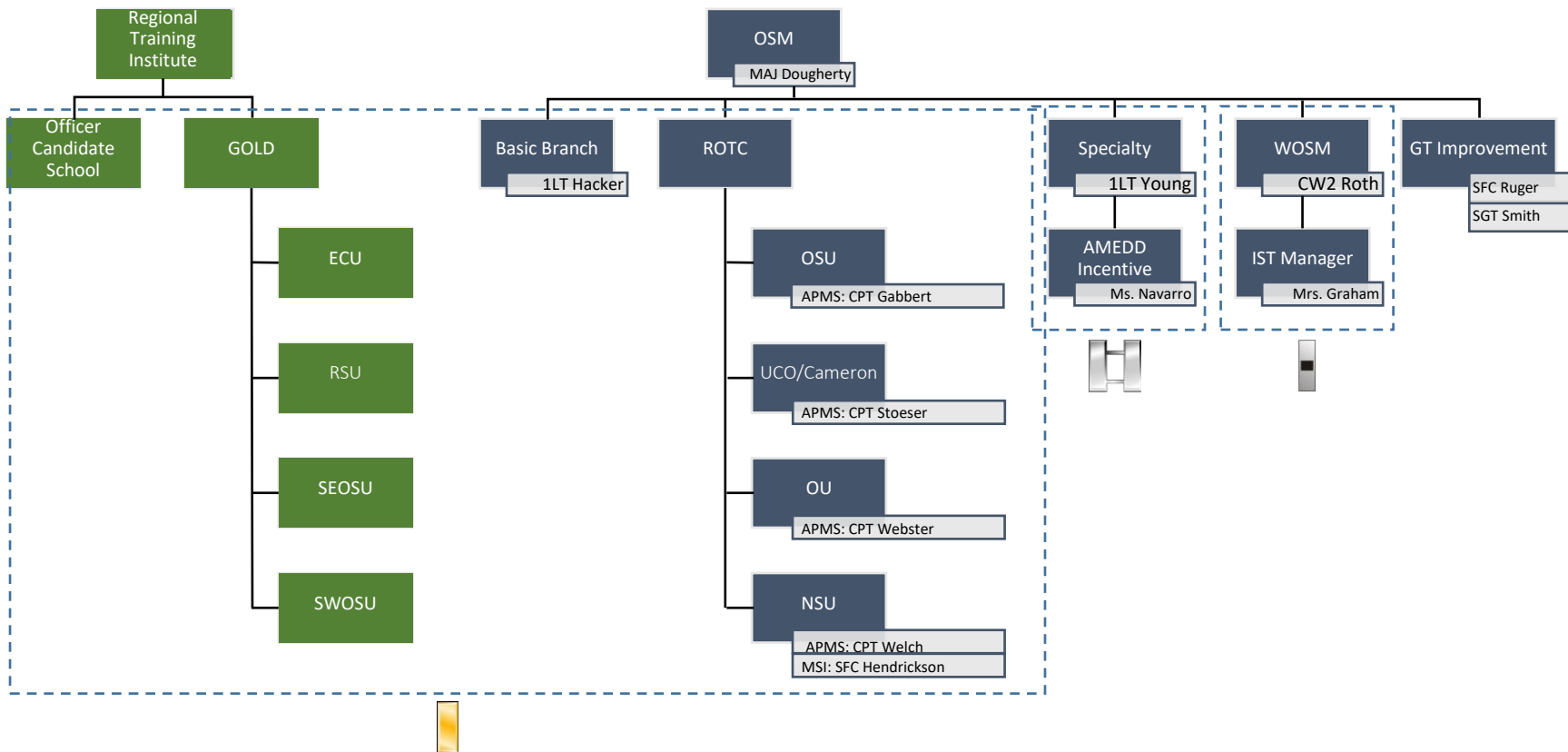
State References

15-06*	27-Jan-15	RESERVE OFFICER TRAINING CORPS (ROTC) SIMULTANEOUS MEMBERSHIP PROGRAM (SMP) CADET MANAGEMENT
25-15	1-Aug-25	FENCING OKLAHOMA ARMY NATIONAL GUARD SOLDIERS IN THE RESERVE OFFICER TRAINING CORPS (ROTC) PROGRAM, OFFICER CANDIDATE SCHOOL (OCS), GUARD OFFICER LEADERSHIP DEVELOPMENT (GOLD), WARRANT OFFICER CANDIDATE SCHOOL (WOCS), AND OFFICER CANDIDATE PREPARATION COURSE (OCPC)
25-16	1-Aug-25	OKLAHOMA ARMY NATIONAL GUARD (OKARNG) POLICY FOR PROMOTION FROM SECOND LIEUTENANT (2LT) TO FIRST LIEUTENANT (1LT) AND FROM WARRANT OFFICER ONE (WO1) TO CHIEF WARRANT OFFICER TWO (CW2)
25-17	1-Aug-25	MANAGEMENT OF OFFICERS APPOINTED IN THE RESERVE OFFICER TRAINING CORPS (ROTC) EARLY COMMISSIONING PROGRAM (ECP)
25-18	1-Aug-25	DIRECT COMMISSIONING PROGRAM FOR BASIC BRANCH OFFICERS

*Pending update



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OKARNG

Current Officer Strength

	Total	Company Grade	Field Grade	Warrant
Authorized	901	479	232	190
Assigned	734	378	195	161
% fill	81%	79%	84%	84%



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Reserve Officer Training Corps (ROTC) 09R

- Available Universities – OU, OSU, UCO, NSU, SNU, OCU, Oklahoma Christian, Langston, and Cameron
- Cadets within your formations
- Scholarships available on top of Education Assistance Program (EAP)

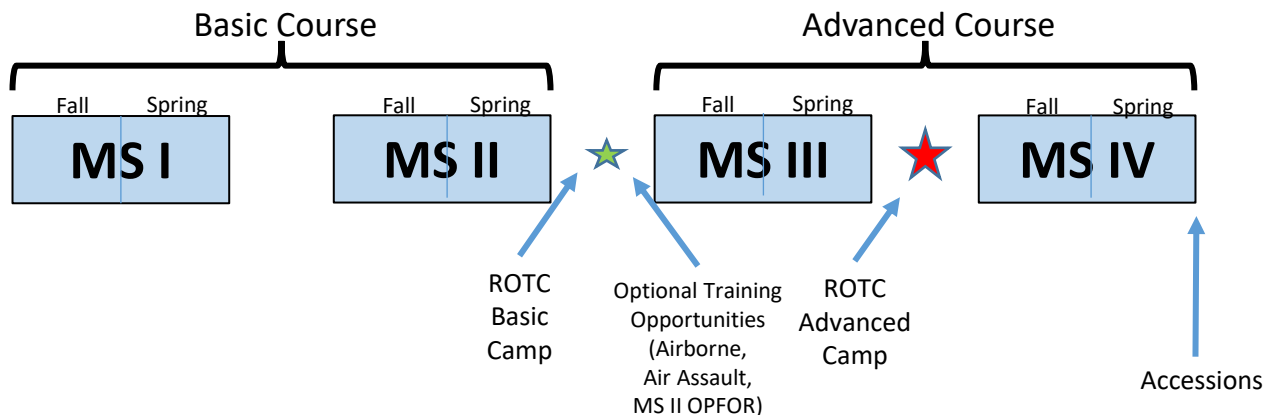


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ROTC 09R

- Cadets must contract to enter Advanced Course
- Cadets must contract to attend optional training
- 2-, 3-, and 4-year scholarships available at the beginning of each term.





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Officer Candidate School (OCS)/09S

Eligibility

- GT score of 110
- 90 credit hours minimum for Accelerated OCS
- Commission prior to 42nd Birthday
 - NPS enlist prior to 35th birthday
- Be a US Citizen
- Have a secret security clearance or a clearance request submitted
- Pass physical, medical, and legal standards



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Course Overview

- Traditional
 - 9-month course
 - Phase 1 conducted June (two weeks)
 - Phase 2 conducted August-February.
 - Phase 3 conducted March (two weeks)
- Accelerated
 - 56 day in residence program (Phase 1 through 3, Phase 1=2 weeks Phase 2= 4 weeks Phase 3=2 weeks)
 - Alabama (January – March, typically 5-6 seats per year)
 - South Dakota (June – July, typically 6-8 seats per year)



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OCS

Incentives

- \$200 GI Bill Kicker (if not already on contract)
- Paid as E-5 (Phase 1-3)
 - or at current pay grade if higher
- Maintain enlisted student loan repayment



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Guard Officer Leadership Development (GOLD)

Eligibility

- Meet National Guard Enlistment Criteria
- Complete Basic Training and AIT
- Agree to enroll as a full-time student at RSU, SWOSU, ECU, SOSU
- Pass an approval board (RSU) for Scholarship Funds
- Attain a GT of 110 by the end of Sophomore year



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Incentives

- Education Assistance Program (EAP)
- GI Bill
- Up to 100% competitive based dorm scholarships
- Books and fees scholarships (RSU)
- All other enlistment incentives available at the time of enlistment, to include bonus, GI Bill Kicker, and Student Loan Repayment Plan (SLRP)



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GT Improvement

RTI Course

- 4 months – Drill Weekends
- SM can be paid with RMP Funds or in lieu of drill
- Course dates are in conjunction with 90th Troop Command drill



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Direct Commission Requirements:

1. **OKARNG Soldier/SGT or above.**
2. Must have served in the OKARNG for a **minimum of 24 months**
3. Must have served a **minimum of 12 months** prior to application
4. Must be a United States Citizen
5. Minimum age **22 years**
6. Maximum age **41 years 0 months** as at the time of packet submission.
7. Must have **GT score of 110 or higher.**
8. Must have a **Bachelor's Degree**
9. Must have completed **BLC** (or equivalent)
10. At least 5 (NCOERs) documenting leadership and above average accomplishments.



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Mandatory Requirements Continued:

11. Minimum **FINAL SECRET** security clearance
12. Must be able to **pass a Commissioning Physical** at MEPS
13. **PULHES of 111111**; no perm profiles/alternate ACFT events
14. Pass **standard ACFT** within 90 days of closing date; **minimum 70 points per event on APFT/Moderate on ACFT.**
15. Must be **in compliance with AR 600-9**; body fat percentage can be **no greater than 2% under maximum** allowable body fat percentage. Height/weight screening must be completed within 90 days of closing date.
16. Must be able to complete the Basic Officer Leader Course (BOLC) **within twelve months of appointment.**
17. Civil Conviction or Moral Waivers are **NOT** authorized for any item(s) listed in **paragraph 12 of PM 19-21**. Any additional requests for waivers and/or exceptions to policy are considered on a case-by-case basis only.



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Specialty Branch

- Current state needs – 63A Dentist, 65D Physician Assistant
- Incentives
- Eligibility
- Process/Boards

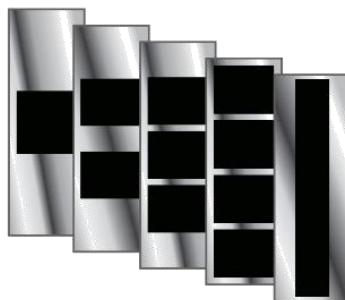


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Warrant Officer

EXPERTS



NEEDED

www.NATIONALGUARD.com



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Overview

- What is a Warrant Officer?
- Warrant Officer Recruitment
 - Benefits
 - Requirements
 - Process



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What is a Warrant Officer?

The warrant officer (WO) is a self-aware and adaptive technical expert, combat leader, trainer, and advisor. Through progressive levels of expertise in assignments, training, and education, the WO administers, manages, maintains, operates, and integrates Army systems and equipment across the full range of Army operations. WOs are innovative integrators of emerging technologies, dynamic teachers, confident warfighters, and developers of specialized teams of Soldiers. They support a wide range of Army missions throughout their careers.”



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Why Become a Warrant Officer?

- Small Elite Corps
 - Makes up 3% of the Army
- Challenging Assignments
- Faster Promotion Potential
- Extended Career Path
- Perform Core Duties Longer
- Better Pay and Retirement



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Warrant Officer Benefits

Path to Higher Rank, Increased Responsibility and Authority

- Enlisted Ranks bottle-neck as you move up to E-7, E-8, and E-9.
- Warrants achieve CW2 in 2 years following appointment as WO1.
- You are promoted approximately 4-5 years after CW2 to CW3.
- Promoted approximately 5 yrs after CW3 for CW4.

Greater Pay and Benefits

As of 01 January 2022, MUTA 4 drill weekend:

- ✓ E5 vs. WO1 at 6 years service = \$139.08 difference
- ✓ E6 vs. WO1 at 10 yrs service = \$114.68 difference
- ✓ E7 vs. WO1 at 16 yrs service = \$63.04 difference

Better Retirement

Estimated Retirement pay if you were to retire 01 January 2023 with 20 years of service:

- ✓ E6 (1985 pts): \$1078.91 per month
- ✓ CW2 (2165 pts): \$1722.83 per month

*not including TSP contributions



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WO MOS	Warrant Officer Title	Enlisted Feeder MOS
120A	Construction Engineering Technician	12H, K, N, P, Q, R, T, W
125D	Geospatial Engineering Technician	12Y
131A	Field Artillery Technician	13B, 13J, 13F, 13M, 13R, 11C, 11B, or 19D
140A	Command and Control Systems Integrator	14E, 14G, 14H, 14P, 14S, 14T, 15P (ADAM Cell Exp.), 15Q, 25B, 25U and 29E;
150A	Air Traffic Control Technician	15Q, USAF 1C1xx, USMC 7257, or USN A400 (AC) (MOS Prerequisite Waiver Required for ALL sister service)
150U	Tactical Unmanned Aerial Systems (TUAS) Operations Technician	15W, 15E - USMC MOS 7314/6214; USAF AFSC 1U0X1; USN NEC 8361-4, 6-8 (MOS Prerequisite Waiver Required for ALL sister service)
151A	Aviation Maintenance Technician	15B, D, F, G, H, K, N, R, S, T, U, X, Y
153A	Rotary Wing Aviator	All MOSs
170A	Cyber Warfare Technician	Preferred CMF 17, 25, 35 MOS
170B	Electronic Warfare Technician	Preferred 17E MOS (35S, 18E, 19D and 25 Series MOS May Apply)
255A	Information Services Technician	All MOSs (Must have 4 years IT experience IAW prerequisites)
255N	Network Management Technician	All MOSs (Must have 4 years IT experience IAW prerequisites)
255S	Cyberspace Defense Warrant Officer	All MOSs (Must have 4 years IT experience IAW prerequisites)
270A	Legal Administrator	27D (All other enlisted MOSs - including Sister Services - may apply with approved waiver).
350F	All Source Intelligence Technician	35F
351M	Human Intelligence Collection Technician	35M, (USMC 0211 for USAR/ANG ONLY)
352N	SIGINT Analysis Technician	35N, 35P



OKLAHOMA NATIONAL GUARD



WO MOS	Warrant Officer Title	Enlisted Feeder MOS
353T	Military Intelligence Systems Maintenance/Integration Technician	35T
420A	Human Resources Technician	42A
420C	Bandmaster	All CMF 02 MOS's (ALLCMF42R and 42S)
882A	Mobility Officer	88N, 88M, 88H(Preferred) Open to ALL enlisted MOSs (Must meet defined prerequisites)
890A	Ammunition Warrant Officer	89A, 89B, 89D
913A	Armament Systems Maintenance Warrant Officer	91A, F, M, P
914A	Allied Trades Warrant Officer	91E, X
915A	Automotive Maintenance Warrant Officer	91B, C, D, J, X
919A	Engineer Equipment Maintenance Warrant Officer	91A, H, L, X
920A	Property Accounting Technician	92Y
920B	Supply Systems Technician	92A, 68J
922A	Food Service Technician	92G, 68M
948B	Electronic Systems Maintenance Warrant Officer	94D, E, F, H, M, R, W, Y & Z (25S/with waiver only)
948D	Electronic Missile Systems Maintenance Warrant Officer	94A, M, P, S, T, X, & Z



OKLAHOMA NATIONAL GUARD



Requirements/Eligibility

- GT score of 110 (No waivers)
- Must not have reached 46 prior to appointment
 - Aviation must have FEDREC prior to 33rd birthday
- Be a US Citizen (No waivers)
- High school grad or have GED (No waivers)
- Have a secret or interim secret security clearance (No waivers)
- Pass physical, medical, and legal standards
- No Permanent Profile
- **Technical Warrants must have documented experience in feeder MOS**



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Process for Technical Warrant Officers

- Predetermination Packet
 - Resume and LORs
- CH2 Physical
- Federal Recognition Board (FRB or FED REC board)
- WOCS
- WOBC



OKLAHOMA NATIONAL GUARD



Aviation Process

- The OKARNG has AVIATION Officer openings
- The application process includes
 - SIFT Test (score 40 or high)
 - Submitting application packet
 - Aviation Board
 - Chapter 1A Flight Physical
- AV boards conducted annually



OKLAHOMA NATIONAL GUARD



WOCS Options

- National Guard RTI
 - Six-month course conducted at various State RTIs
 - Candidates attend two week AT and five IDT weekend drills
- Active Component (AV only)
 - 35 day in residence program at Fort Novosel, Alabama
 - Courses start roughly every two weeks
- Accelerated
 - 4 weeks straight through down in AL
 - New course starts each month



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Questions?



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OSM Contact Information

OSM –MAJ Aaron Dougherty– O: 572-247-7722 C: 405-388-6996

Basic Branch – 1LT Joseph Hacker – O: 572-247-7741 C: 405-618-0124

Specialty Branch – 1LT Leah Young – O: 572-247-7707 C: 405-549-6422

WOSM – CW2 Mallory Roth – O: 572-247-7702 C: 405-312-2624

AMEDD Incentives – Ms. Elizabeth Navarro – O: 572-247-7711

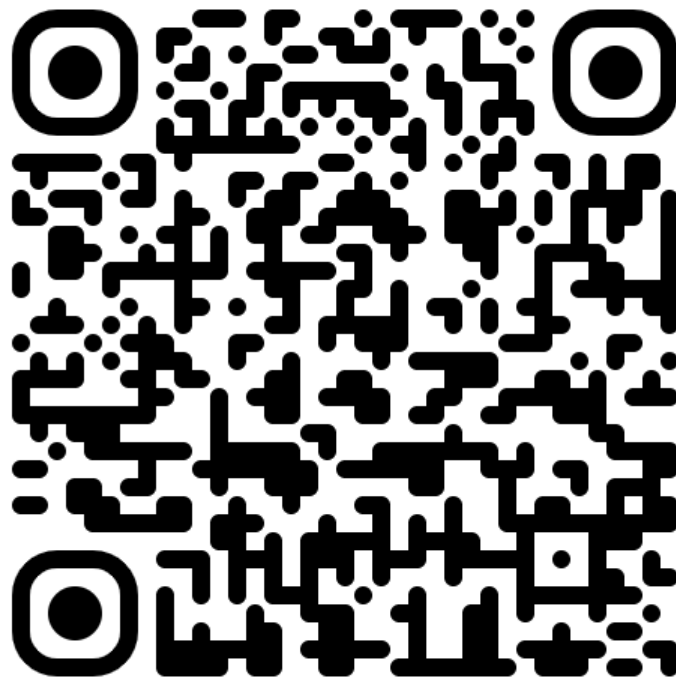
IST Coordinator – Mrs. Leigh Graham – O: 572-247-5025



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BREAK



CCFSPCC CONTENT



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FAMILY PROGRAMS



OKLAHOMA NATIONAL GUARD



Oklahoma National Guard Family Programs



OKLAHOMA NATIONAL GUARD



Mission Statement

The mission of the Family Program office is to establish and facilitate ongoing communication, involvement, support, and recognition between National Guard families, the National Guard and the community in a partnership that promotes the best in all.



OKLAHOMA NATIONAL GUARD



SERVICE MEMBER FAMILY READINESS AND RE-INTEGRATION

J1
COL Yolanda Murray

Tracy Poindexter
AFRPM- OKC

STATE FAMILY PROGRAM DIRECTOR
SFPD
Mr. Clay Fees

Connie Hurt
AFRPM- Tulsa

Soldier and Family Readiness Specialist (SFRS)
Lead SFRS
Warren Griffis

YRRP Coordinator
Rodney Collier

LCYPC
Blake Davis

SFRS
Janice Booker – 45th IBCT
Jennifer Roberts – 45th FAB
Bobby Manning – 120th EN
Mark Reis – 345 CSSB / 180th CAV
Elizabeth Wallis – 279 INF
Rhonda Williams 158 FA
Paula Fuqua – 179 INF / 160th FA BN
James Smith – 90TC
VACANT - RSP

Yellow Ribbon Support
1LT Londyn McClure
SPC Devonta Lloyd

CYPC
Carmen Yarbrough

ESGR
Rachelle Buck

TAA
Shirley Kyles

ECP
Michael Laird

PFC
Jordan Spencer
Robert Lassota

AGR

Army Technician

ADOS

Contractor

Title 5

State Employee

Air Force Technician

Air Force AGR



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State Family Program Director

- Click to edit Master text styles
 - Second level
 - Third level
 - Fourth level
 - Fifth level





OKLAHOMA NATIONAL GUARD



Soldier and Family Readiness Specialist (SFRS)



OKLAHOMA NATIONAL GUARD



Lead Soldier Family Readiness Specialist



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OKLAHOMA NATIONAL GUARD



Soldier and Family Readiness Specialists (SFRS)



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OKLAHOMA NATIONAL GUARD



Oklahoma National Guard Child and Youth Program



OKLAHOMA NATIONAL GUARD



Child & Youth Program



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Carmen Yarbrough
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Yellow Ribbon Re-Integration Program



Rodney Collier

Yellow Ribbon Manager & Special Projects Officer

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OKLAHOMA NATIONAL GUARD



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OKLAHOMA NATIONAL GUARD



Employment Coordination Program



*H. Michael Laird
JFHQ Family Program Office
405-475-1996*

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The Employment Coordination Program increases career opportunities for Oklahoma Guardsmen and their families by developing proactive - positive relationships with Oklahoma employers and connecting our Service Members with partner employers in order to obtain rewarding careers and optimal retention.



OKLAHOMA NATIONAL GUARD



*A copy of these slides may be requested from:
jason.c.fees2.civ@army.mil*



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Joint Resiliency Director



OKLAHOMA
NATIONAL GUARD
HEALTH AND WELLNESS

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[Health and Wellness](#)



OKLAHOMA NATIONAL GUARD



Topics

- **Commander and 1SG Responsibilities**
- **Programs under Joint Resiliency Director (JRD)**
- **Integrated Primary Prevention Workforce (IPPW)**
 - Contacts for IPPW
 - Mission
 - IPPW x5 slides
- **Resilience, Risk Reduction and Suicide Prevention (R3SP)**
 - Resilience Team contact information
 - R3SP x6 slides
- **Holistic Health and Fitness (H2F)**
 - Contact information
 - H2F x9 slides
- **Psychological Health Coordinator (PHC)**
- **GKN, Public Website, and OKGuard App**



OKLAHOMA NATIONAL GUARD



CDR and 1SG Responsibilities

- **IPPW** – Primary prevention, command climate and sensing sessions
 - July correct, update, and submit unit roster for implementing BN level DEOCS
 - August through September drill – promote DEOCS
 - November starts DEOCS debrief at BN level – coordinate with your own BN for company level results
 - Sensing sessions per schedule with IPPW
 - Primary prevention strategies per schedule with IPPW
- **R3SP** – Required unit prevention programs and briefings
 - Resilience training upon request
 - Appoint two SIOs per company (of 50 PAX) with a minimum certification for ACE-SI Tier 1
 - CDRs responsible to work with DYSTECH contract for Risk Mitigation Plans (RMPs) after URI results post MREs
- **H2F** – Individual & Unit Whole-Health Readiness
 - GKN > Health and Wellness > Holistic Health and Fitness
 - Contact CPT EJ Johnson (RTI HHC CDR) for updated list of initiatives



OKLAHOMA NATIONAL GUARD



Programs under JRD

- Integrated Primary Prevention (IPP) Workforce
- Resilience, Risk Reduction and Suicide Prevention (R3SP)
 - Oversees MRT and Suicide Prevention funds and serves as the Government contact for the DYTECH staff
 - Risk Reduction Coordinator
 - Prevention Coordinator – Suicide
 - Prevention Coordinator – Substance Abuse
- Holistic Health and Fitness (H2F)
 - M.O.V.E. 28 virtual health challenge
 - Courses...
 - H2F-I (integrator) 2-week ATRRS course
 - H2F-E (extender) 2-day state-hosted course
 - H2F-A (advisor) *in development*
- Fed Tech - Behavioral Health



OKLAHOMA NATIONAL GUARD



IPPW Contacts

IPPW Team Lead

Rachele Eskridge, AAS, CDSVRP - Integrated Primary Prevention Manager

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The IPPW Team

- Amber McCoy - Self-Directed Harm Prevention Specialist, amber.r.mccoy2.civ@army.mil
- Michelle Stansel, M.Ed. - Sexual Violence Prevention Specialist, michelle.r.stansel.civ@army.mil
- VACANT– Family Violence & Abuse Prevention Specialist, TBA
- John Dixon, MA, LPC – Workplace Violence Prevention Specialist, john.d.dixon62.civ@army.mil
- Latisha Spencer – Primary Prevention Specialist, latisha.m.spencer2.civ@army.mil
- Clifford Sipes – Primary Prevention Specialist – 45th IBCT, clifford.a.sipes.civ@army.mil
- Jennifer Crenshaw – Primary Prevention Specialist – 137th SOW, jennifer.crenshaw@us.af.mil



OKLAHOMA NATIONAL GUARD



IPPW

Mission: To reduce the prevalence of sexual assault, domestic abuse, child abuse, harassment, retaliation, and suicide within the Oklahoma National Guard.

We do this by building a prevention system within the Oklahoma National Guard that empowers leaders, service members, and community organizations to implement a comprehensive and data-driven prevention process to create long lasting and sustainable culture change.



OKLAHOMA NATIONAL GUARD



IPPW

Command Climate Assessment (CCA)

- The CCA is an annual requirement directed by the Secretary of Defense and is essential for measuring a unit's command climate and developing post-survey plans of action.
- The CCA includes the Defense Organizational Climate Survey (DEOCS), which is a tool that equips commanders and DOD leaders with critical insights into the current climate of their unit's command.

A healthy climate is the first step in preventing harmful behaviors.

The new DoD Integrated Primary Prevention Policy for Prevention Workforce and Leaders includes the following Command Climate Assessment (CCA) improvements:

Better Data Quality



- A flexible climate pulse survey with real-time feedback
- A standardized annual fielding window for the Defense Organizational Climate Survey (DEOCS)
- Inclusion of multiple types of data, such as qualitative information

Stronger Capacity



- Leaders receive support from the IPPW for CCAs
- Data system for visibility of CCA results and prevention plans
- Full feedback loop between climate data and prevention activities

Higher Accountability



- New scoring benchmarks for measuring climate
- Prevention plans with clear actions for leaders at every echelon
- Compliance tracking processes to ensure full participation



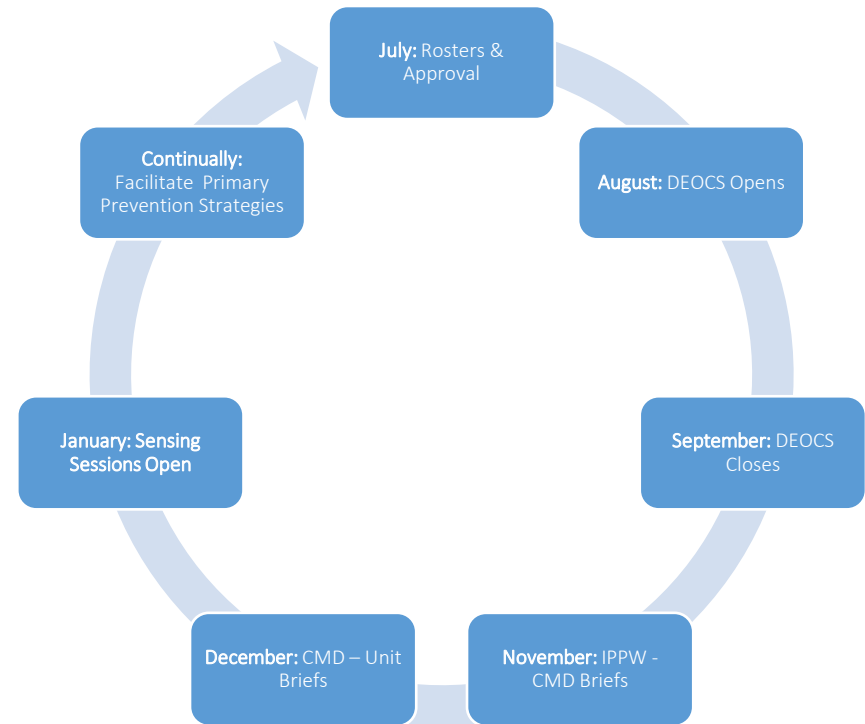
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IPPW

Defense Organization Climate Survey

- The DEOCS is:
 - A required annual data source
 - A voluntary survey
 - Helps to identify the top risk and protective factors for the unit
 - This is **not** used for a Change of Command
- The CYXX DEOCS:
 - Rosters updated and turned (by BN S1s) by mid-July
 - Commanders must approve DEOCS
 - Begins 01AUGXX and ends 30SEPPX
 - Will be administered at the Battalion level
 - Includes a review session conducted by the IPPW within 60 days of closing the DEOCS
 - CMDs must brief their unit of the results within 30 days of their review session





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IPPW

Sensing Sessions

- IPPW use sensing sessions to gather additional feedback from the Service Members about top risk and protective factors identified in the DEOCS. Participants are encouraged to provide solution-based answers to help support a positive organizational climate.
- Commanders can request sensing sessions to discover Unit Members' perspectives concerning issues Commanders observe.



JOIN US FOR A SENSING SESSION



YOUR PERSPECTIVE MATTERS

Join a confidential, structured session to provide feedback on unit climate and organizational culture. Sensing sessions are open to all OKNG leadership and Service Members.

WHAT TO EXPECT:

1. Honest dialogue in a respectful, professional space.
2. Opportunity to share experiences and observations.
3. Support the development of a stronger, more connected force.





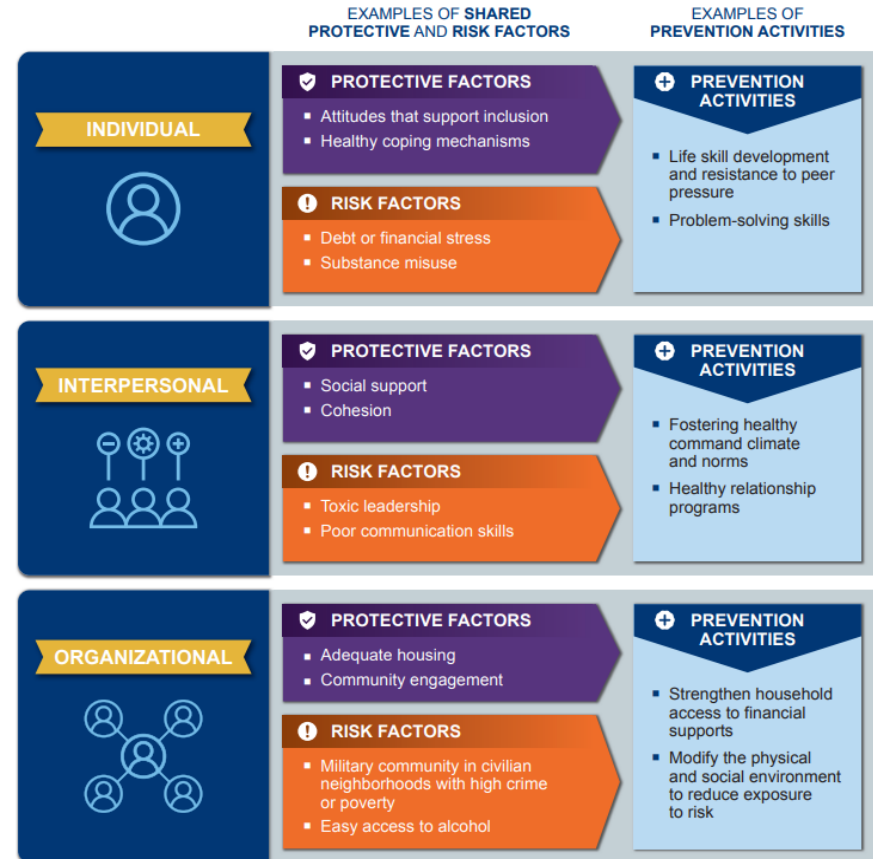
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IPPW

Primary Prevention Activities

- Increase individual resiliency and conflict resolution skills among service members.
- Build skills of unit leaders to address the root causes of harmful behaviors with a trauma-informed lens.
- Provide intentional prevention and wellness opportunities for service and family member connection.
- Create a Joint Prevention Council centered on holistic and integrated approaches to ensuring mission readiness and resilience.





OKLAHOMA NATIONAL GUARD



IPPW

Role of a Leader

- Understand the purpose and requirements of CCAs
- Monitor and evaluated command climate efforts
- Create organizational climate that supports the prevention of harmful behaviors
- Implement and support prevention systems
- Foster a command culture of respect
- Encourage a culture of help-seeking and access to resources

PRIMARY PREVENTION OF HARMFUL BEHAVIORS Empowering Leadership with Prevention Insights

Role of a Leader in Prevention Activities

Leaders play a pivotal role in fostering healthy command climates and stopping harmful behaviors before they occur. The following learning objectives can help military leaders become more successful in preventing sexual assault, harassment, retaliation, suicide, and domestic and child abuse.

Leadership Learning Objectives for Prevention

As outlined in the DoDI 6400.11, there are three areas for initial and continued professional development for leaders in working to prevent harmful activities across installations:

1

Implementation and support of prevention systems

Leaders must grasp public health principles, collaborate with stakeholders for prevention programs, foster a culture of prioritizing safety, and commit to sustained engagement through multi-year plans and accountability.

2

Fostering a command culture of respect

Leaders must establish a respectful command climate, conduct regular Command Climate Assessments (CCA), model and encourage healthy behaviors, and ensure compliance with DoDI 6400.11 guidelines.

3

Encouraging a culture of help-seeking and access to available resources

Leaders should promote help-seeking, ensure access to resources, understand the impact of trauma, and establish effective referral systems for personnel in need.

Initial and Ongoing Professional Development

Leadership-focused prevention professional development plays a vital role in enhancing readiness and cultivating a healthy command climate. This includes:

- ✓ Leadership courses on emotional intelligence, creating a supportive command climate or implementing prevention policies with quality
- ✓ Professional Military Education (PME) integrated with prevention leadership modules to ensure alignment with career development milestones
- ✓ Progressive training aligned with rank or grade

Available Resources

For training and further education:

- ❑ Navigate to [JKO](#) for prevention-related training
- ❑ Utilize resources available on [prevention.mil](#)



U.S. Department of Defense

For more information on these objectives, please refer to the DoDI 6400.11





OKLAHOMA NATIONAL GUARD



Resilience Team

- **CPT Mark Wrenn, Resilience, Risk Reduction, Suicide Prevention (R3SP) Program Coordinator**
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- **Shanice Willhoite, Risk Reduction Coordinator**
572-247-5343 | shanice.willhoite@dystech.mil
- **Kye Staley, Prevention Coordinator - Suicides**
572-247-5145 | kye.staley@dystech.com
- **Aimee McMurl, Prevention Coordinator – Substance Misuse**
572-247-5231 | aimee.mcmurl.ctr@army.mil



OKLAHOMA NATIONAL GUARD



R3SP

- Units will submit requests for Soldiers to attend resilience training and/or SIO trainings to the R3SP Coordinator. Units are responsible for ATRRS inputs.
- The R3SP inputs orders after SM receives a seat reservation.
- The R3SP is the DTS level 10 approver.
- Recommend organic BNs maintain two Resilience trainers
- Each Company is required to maintain 2 Suicide intervention Officers (SIOs)
 - ACE-SI is the prerequisite for appointment as a SIO.
- Units must coordinate the following with the R3SP:
 - Resilience refresher training
 - *Deployment Cycle Resilience Training (DCRT) – this is required for pre and post deployment



OKLAHOMA NATIONAL GUARD



Prevention Coordinator - Suicides

- Report suicide attempt, ideation, or suicide completion through the CCIR/SIR process to the JOC.
- The PCS will work with their R3SP or POC to provide appropriate resources to the unit and help facilitate postvention efforts.
- Within 48 hours of receiving the SIR, the PCS will input the SIR information into CIMS.
- Once the IO has been appointed, the PCS will work with them to ensure they complete the 15-6 and DoDSER process and paperwork in the timeline required. Additionally, the PCS should assist the IO with completing paperwork as needed.
- After the 15-6 is completed, the PCS should translate the findings into the DoDSER interview packet and upload into CIMS.



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Suicide Prevention Personal Readiness Training

- Coordinate, plan, facilitate, and record Suicide Prevention Training in your S/T/DC. The ARNG currently has three trainings for Suicide Prevention:
 - Annual Prevention Training – Mandatory, ACE (Ask, Care, Escort) must be utilized.
 - Suicide Targeted Prevention Training (TPT) – As determined by a risk mitigation plan (RMP).
 - Intervention Training (ACE-SI) Every unit must receive primary suicide prevention training on an annual basis.
- The PCS is responsible for entering Suicide Prevention Training metrics in Unit Tracker and DTMS by updating each SM's training record by UIC. The PCS is responsible for maintaining an internal tracking system if not granted permissions to DTMS and maintaining the training roster for each class taught.
- Participate in pre- and post- deployment Yellow Ribbon events and provide support/educational material to SM's and their families.



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Risk Reduction Coordinator

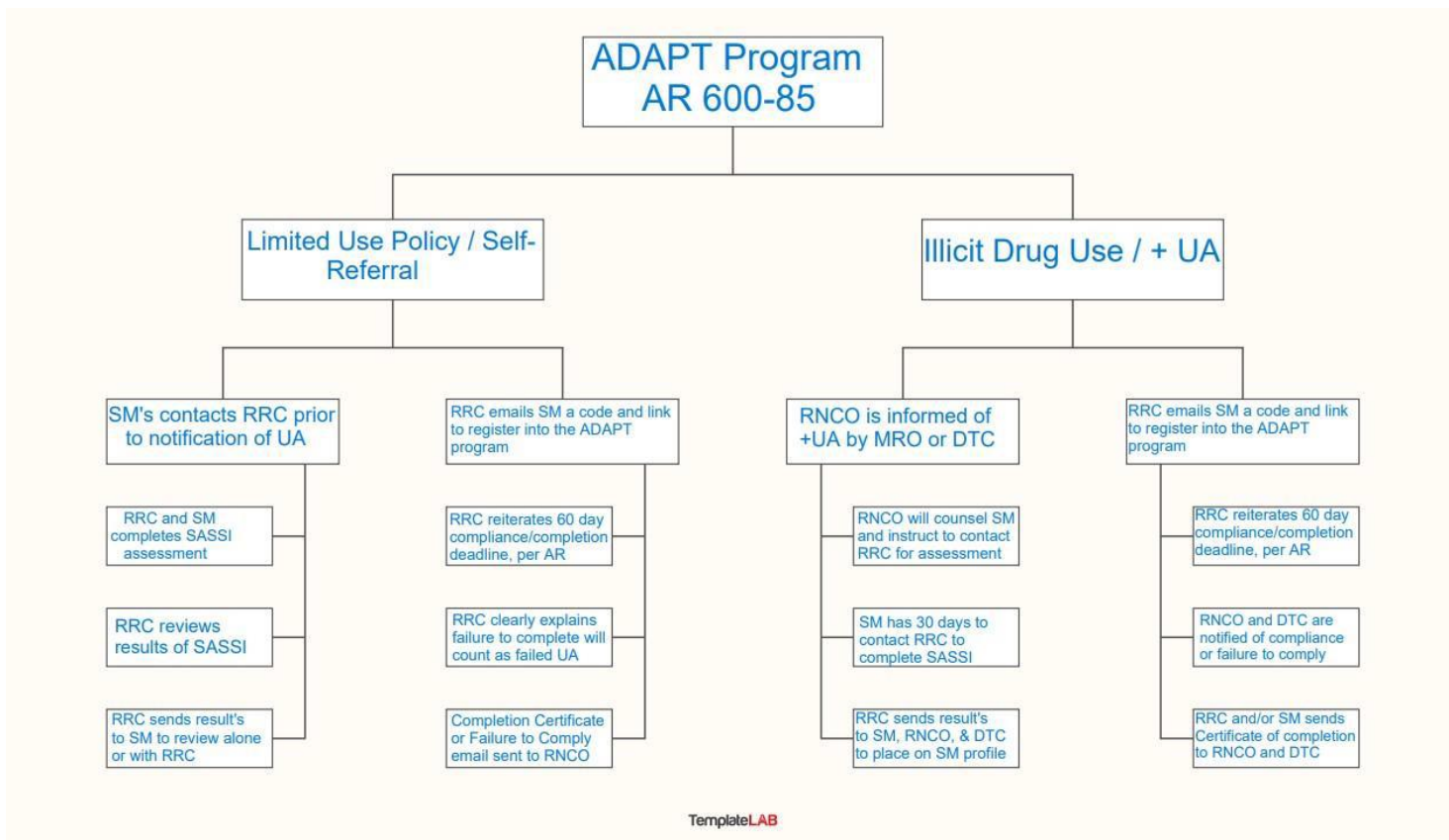
- Yearly Target Prevention Training (TPTs) covering substance abuse and suicide risk mitigation techniques and statistics. Trainings are conducted on unit level or battalion.
- Pre and post surveys are conducted with each unit to assess the knowledge and level of preparedness to assist in the event of substance misuse or other behavioral health concerns.
- Data from surveys are used to provide future training specifically focused on responses highlighting risk factors presented or disclosed by Guard members participants.



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Substance Misuse Flow Chart





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URI/R-URIs

- Unit Risk Inventory (URI) surveys are an anonymous questionnaire conducted yearly to aid commanders in determining high-risk behaviors and attitudes that affect unit readiness and personal resilience.
- Reintegration Unit Risk Inventory (R-URI) are the same as URIs but are administered 90-100 days after returning from operational deployment.
- R-URIs are designed to provide commanders with insight on high-risk behavior and measures high risk behaviors that have occurred during and post deployment.
- Administering URIs during annual MREs has become best practice for the OKARNG due to high participation rate per units.



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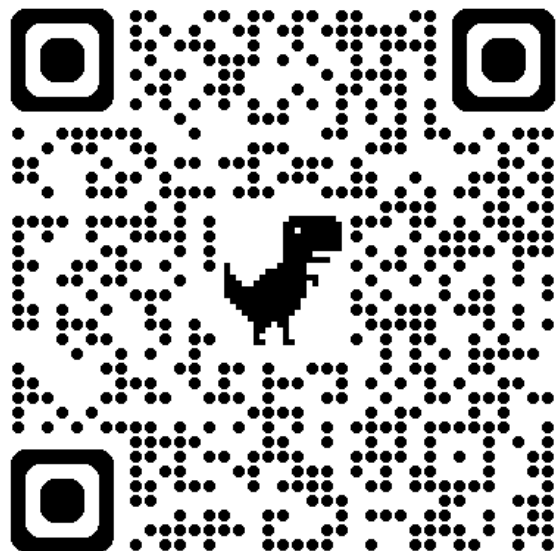
**Holistic
Health &
Fitness
(H2F)**



OKLAHOMA NATIONAL GUARD



H2F Contact



State H2F Director

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(572) 247-5154



OKLAHOMA NATIONAL GUARD



H2F Overview

What is H2F?

H2F is **changing the culture of health and fitness** to meet the demands of modern combat. H2F empowers and equips Service Members to take charge of their health, fitness, and well-being to optimize their individual performance while also preventing injury or disease.

H2F takes a holistic approach to fitness by addressing five readiness domains through education and resources:

1. Physical
2. Mental
3. Nutrition
4. Spiritual
5. Sleep

Understanding each domain impacts the others needed to maximize performance on and off the battlefield.





OKLAHOMA NATIONAL GUARD



OKNG Health and Wellness 3-year Culture-Shift Plan (TY25-27)



*Process synthesized from multiple organizational change models from different sources.



OKLAHOMA NATIONAL GUARD



OKNG H2F Implementation Strategy

As of 8DEC23



OKNG H2F Mission: OKNG Improves its Health Culture NI T FY30

Phase I	Phase II	Phase III	Phase IV
PLAN	PREPARE	EXECUTE	ASSESS
FY24	FY25	FY26 - FY30	FY26-FY30
Q1 Q2 Q3 Q4	Q1 Q2 Q3 Q4	FY26 FY27 FY28 FY29 FY30	FY26 FY27 FY28 FY29 FY30

- FY 24: Establish H2F Foothold across the OKNG

➤ Lines of Effort (LOEs)

- | | |
|---|---|
| 1. Information Management ★ | OBJ: Establish H2F Network Infrastructure |
| 2. Leader Development ✦ | OBJ: Build Key Leader Network Base |
| 3. Partnerships | OBJ: Assess current Force health data and metrics |
| 4. Wellness Center Development | OBJ: Build Comprehensive Wellness Team |

- FY 25: Analyze & Evaluate Baseline Total Health Metrics
- FY 26: Conduct Full-Scale, Targeted H2F System

Legend

- ★ TY24 Main Effort
- ✦ TAG Priority



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OKNG H2F Implementation Strategy

As of 8DEC23



OKNG H2F Mission: OKNG Improves its Health Culture NI T FY30

Phase I	Phase II	Phase III	Phase IV
PLAN	PREPARE	EXECUTE	ASSESS
FY24	FY25	FY26 - FY30	FY26-FY30
Q1 Q2 Q3 Q4	Q1 Q2 Q3 Q4	FY26 FY27 FY28 FY29 FY30	FY26 FY27 FY28 FY29 FY30

- FY 25: Assess and Evaluate Baseline OKNG Health Culture

➤ Lines of Effort (LOEs)

1. Information Management

OBJ: Conduct strategic, unified messaging campaign

2. Leader Development  

OBJ: Develop strategic health culture development program


3. Partnerships

OBJ: Grow & leverage partnerships to enhance H2F capacity and

capability

4. Wellness Center Development

OBJ: Integrate & synchronize health and wellness services in the OKNG

 TY25 Main Effort

 TAG Priority

- FY 26: Raise Baseline Health Culture
- FY 27: Achieve Operational Mobilization Readiness

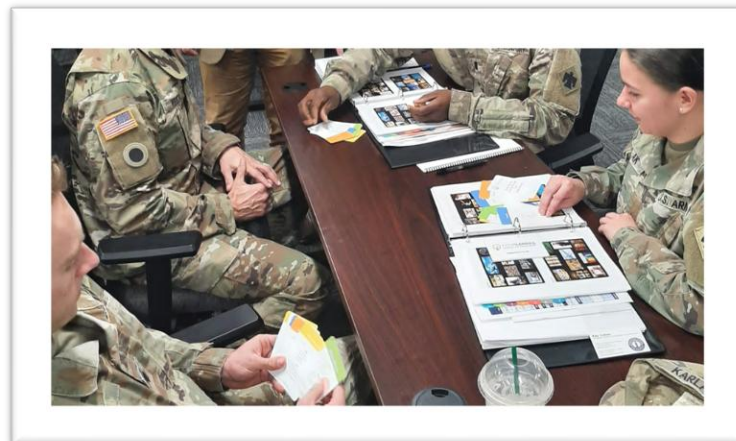


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Major Yearly Calendar Events

- **TAG Wellness Day Event**
 - 1st or 2nd Tuesday in May annually
- **State Mobile Training Team (MTT)** (as available)
- **Holistic Health and Fitness – Integrator (H2F-I, formerly MFT)**
 - TBD (see ATRRS)
- Other courses / offerings (Dates TBD)
 - Tactical Strength & Conditioning Facilitator
 - M.O.V.E. 28 (Lite / Team Lead / Organic)
 - Run Performance Clinic (11-12, 13 -14 SEP)
 - H2F-E





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OKNG H2F Mobile Training Team (MTT) Capabilities

Unit Trainings (by request)

✓ Nutritional Readiness

- Nutrition 101
 - ACFT Nutrition and Meal Planning (NEW!)

✓ Physical Readiness

- Body Movement Mechanics (NEW!)
- Basic Weightlifting
- Basic Mobility
- ACFT OIC/NCOIC & Grader Refresher Course
- ACFT Preparation

✓ Mental Readiness

- Mental Health and Resiliency

✓ Spiritual Readiness

- Motivational Interviewing
- Personal Values and Goal Setting

✓ Sleep Readiness

- Sleep Hygiene





OKLAHOMA NATIONAL GUARD



Current OKNG H2F Team Training Offerings

- **H2F Overview**
- **Nutritional Readiness**
 - General Nutrition
- **Physical Readiness**
 - Basic Weightlifting
 - Basic Mobility
 - ACFT OIC/NCOIC & Grader Refresher Course
 - ACFT Preparation
- **Mental Readiness**
 - Mental Health and Resiliency
- **Spiritual Readiness**
 - Motivational Interviewing
 - Personal Values and Goal Setting
- **Sleep Readiness**
 - Sleep Hygiene





OKLAHOMA NATIONAL GUARD



H2F Courses

1. H2F – Integrator / Master Fitness Trainer (**MFT**) (*train*)
2. CARES (*coaching/mentoring skills*)
3. *H2F – Advisor (*plan*)
4. *H2F – Extender (*unit H2F leader*)

*in development



OKLAHOMA NATIONAL GUARD



Service Member Opportunities

- "C-Shift" Newsletter
- MOVE 28 Health Challenge
- State H2F Team Unit Representative (Additional Duty)
- State H2F Social Media team (Facebook, Instagram)

VOLUNTEERS NEEDED

HELP US IMPROVE SLEEP READINESS

Our organization is looking for dedicated individuals to participate in a Warrior Resiliency and Fitness funded Sleep Project.

- Wear a DREEM headband to sleep for 30 days (minimum)
- Real-time tracking of sleep cycles
- Education about *your* sleep quality and circadian rhythm
- Customized feedback for improving *your* sleep
- Help identify common sleep issues in the OKNG
- Must be a full-time member of the OKNG (AGR, ADOS, Title 32 TECH)

Contact the Holistic Health and Fitness office below if you are interested in learning more about your sleep and contributing to Sleep Readiness.
Sign-Up on the Health & Wellness GKN Page!

H2F Project Officer 2LT Jordan Karlak email: jordan.lkarlak.mil@army.mil phone: (405) 228-5407	H2F State Coordinator Officer CPT EJ Johnson email: edward.r.johnson72.mil@army.mil phone: (405) 228-5154
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C-Shift

The Health and Wellness Division Newsletter

MEET YOUR HEALTH AND WELLNESS TEAM

The Health and Wellness Division encompasses four major sections: Integrated Army Prevention Workforce (IAPW), Behavioral Health (BH), Resiliency, Risk Reduction, and Suicide Prevention (RRSP), and Holistic Health and Fitness (H2F).

SP Lead: CPT Mark Warren, The Resiliency, Risk Reduction, and Suicide Prevention IAPW Coordinator. (Far Left)
 P Lead: CPT EJ Johnson, The Holistic Health and Fitness State Coordinator. (Middle Left)
 N3L Lead: COL Lindy White, the Joint Resiliency Director. (Middle Right)
 W Lead: Brenney Crowell, the Integrative Primary Prevention Officer. (Far Right)
 Behavioral Health Lead: Dr. Gwendolyn Johnson, Behavioral Health Specialist. (Not Pictured)

The division's mission is to enhance the overall well-being and readiness of our Oklahoma National Guard Service Members! The Health and Wellness Division is committed to providing comprehensive programs and support through proactive activities, education, and personalized care. We aim to foster a culture of physical & mental resilience, ensuring our service members thrive both on and off duty.

The team utilizes metrics to identify areas of improvement such as resiliency and physical wellness within our fighting force. Through this approach, we can tailor and implement targeted programs to enhance unit readiness and mission success both home and abroad.

As a division, our commitment goes beyond numbers and metrics. We genuinely care about each person within our military family. The health of each Guardsman is our number one priority. Together we will create a healthy culture within our

Upcoming Event

70-Day Wellness Challenge
January 2 - March 17

Comprehensive Health and Wellness Course
March 4-8

TAG Wellness Day
May 7

Summary

- Meet Your Health and Wellness Team
- 2023 in Review: Our Wins and Milestones
- 2024 Efforts and Outlooks
- Health Tips: SMART Goals
- Trivia

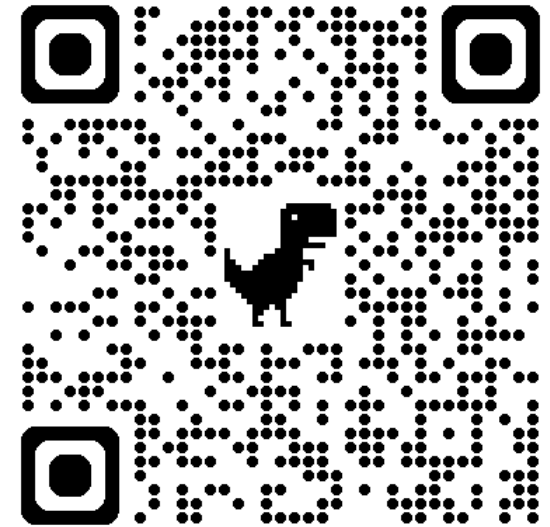


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Psychological Health Coordinators

- Brief therapy
- Crisis Response
 - 9-1-1 for life and death emergencies
 - 9-8-8, **24/7** press 1 for Veteran suicide prevention hotline
 - PHCs – triage, brief therapy, brief assessment, resources, postvention, and follow-up
- Psychoeducation – coordination for day, time, and content must be at least 45 days in advance
- Contact for resources and assistance in mental health crisis
- Fill out the General Assistance Request (GAR) from the Public Website or OKGuard App



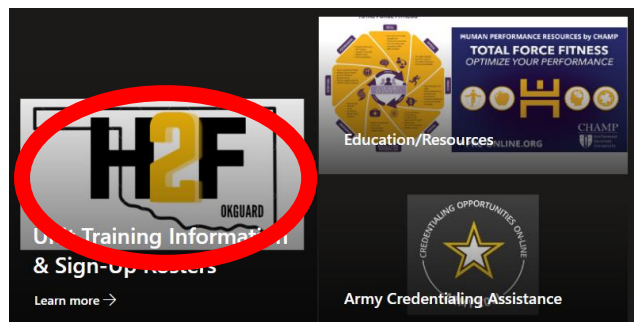
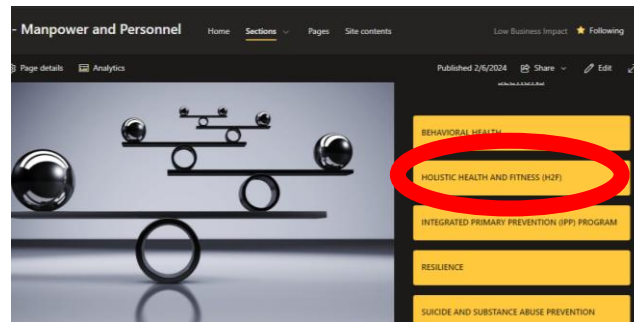
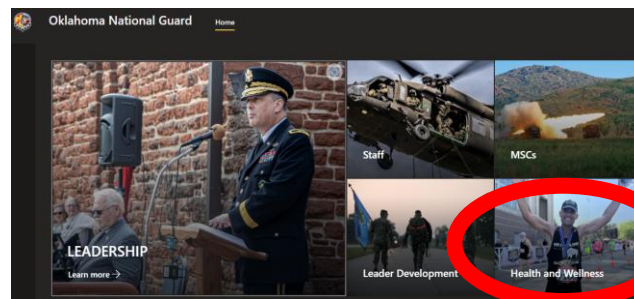


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Unit Training Resources & Sign-Up Rosters

- GKN page: [Oklahoma National Guard - Home \(sharepoint-mil.us\)](https://sharepoint-mil.us) –
- Download the OKGuard App
- Public Website: <https://ok.ng.mil>
- H2F Teams
 - Unit Resources
 - Sign-Up Rosters
 - & More





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G1



OKLAHOMA NATIONAL GUARD



G1

G1 – COL Floyd “Kevin” Roland

Deputy G1 – LTC Brett Campbell

G1 SGM – SGM Chris Creekmore



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OKARNG Readiness Goals

- Maintain 100% Authorized Strength
- Achieve 85% Retention Rate
- Limit Attrition to < 13%
- Limit Negative End Strength to < 2%
- Limit NOVAL Percentage to <1%
- Achieve MRC 1-2 > 90%
- Achieve MRC 4 < 2%
- Resolve MRC 3 Issues in < 365 Days



OKLAHOMA NATIONAL GUARD



Commanders Reports

- 365 Day ETS Roster (RMS with Intent or DPRO)
 - Retaining Quality Soldiers takes frequent contact at key dates
 - RMS helps guide through the dates and counseling
 - Effective Sponsorship Program / Ensure FTUS is keeping you aware of new SM
- MRC 4 Report (MEDPROS or DPRO)
 - Schedule SM with PHA and Exams / Coordinate with BN S1 to schedule MRE
- Attrition Report (DPRO)
 - Attrition is the discharge of a SM for any reason
 - Un-forecasted Losses (Conditional Release / AWOL / IST)



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Commanders Reports

- Negative End Strength (DPRO)
 - SM who have been on the NOVAL for 90+ days
 - Complete Separation packets in timely manner
- NOVAL (DPRO and MUP 1379)
 - SM who have not received Pay for 90 Days
 - Pay close attention to excusals, AWOLs, and IST SM
- MRC 1-2 / MRC 3 (MEDPROS)
 - Profiles must be reviewed by Commanders
 - Complete medical counseling and follow up
 - Ensure SM are completing/turning in required medical documents



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Questions



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J2





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Commanders Responsibilities

- 1. Ensure reporting of reportable activities is consistent with SEAD 3 and SEAD 4**
- 2. Ensure individuals who lack favorable national security eligibility (i.e. denial, revocation, No Determination Made, etc) do not remain in national security positions, do not have access to classified information, and do not perform sensitive duties.**
- 3. Ensure every effort is made to ensure all Soldiers are within Clear the Army standards.**



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CTA Basics

- **Soldiers with no BI or unadjudicated BI over 7 years required a T3 by 5 August 2024**
 - Excludes Soldiers who are enrolled in CV and received an NDM or LOJ within the last 7 years
- **Lack of compliance was briefed to the Army Campaign Plan (ACP) Council of Colonels and to Army Senior Leaders via the Secret Army Synchronization Meeting (ASM) in October**
 - Compliance will be added to the Army Campaign Plan
- **Adding Clear the Army compliance to the Personnel Security Accountability Program**
- **FRAGO for Reconsideration, NDM, LOJ and Admin Withdraw on hold pending DoD guidance**
 - The FRAGO will include CV enrollment compliance and 5-year SF 86 Form Update
- **Continue to use Subject Report in DISS to determine if a Soldier requires a new background investigation**
- **Submit all national security personnel for the proper BI or adjudication when they in-process**



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Commanders will initiate suspension of favorable personnel actions (FLAG), Code E, IAW PPOM 24-011a on all Soldiers regardless of position or rank who fail to meet security requirements under the following conditions:

1. When a Soldier's Security Clearance is Revoked and does not submit an appeal, or
2. When a Soldier's Security Clearance is Revoked after an appeal.

- Commissioned Officers and Warrant Officers

- Officers must hold a Security Clearance of at least SECRET
- This requirement CANNOT be waived
- Per CTA, an Officer who does not hold a SECRET clearance will be **discharged from service**
 - Fails **to apply** for an Initial Background Investigation
 - Fails to **obtain** or **maintain** a Security Clearance
 - Separation requirements for Officers and Warrant Officers IAW NGR 635-100 and NGR 600-101 will apply. Proceedings may be cancelled if requirements are met prior to separation.
 - There are currently 86 overdue or not in compliance.

**All accessions and enlistments, to include transfers from other Components or Services, will be screened to ensure security requirements are met prior to being accessed or enlisted into the ARNG.



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Commanders at all levels, with their Security Managers, will ensure that all SMs will be in-processed when coming to a unit:

- Add SM to the SCAR
- Ensure SM is owned in DISS
- Verify SM has SECRET Eligibility
 - Non-U.S. Citizens should state “Favorable Determination with No Eligibility”
- Check for Pending Adjudications – Likely a pending SIR/SOR
- Check for NDM – Likely an SIR/SOR that has expired
- Verify SM has been enrolled in Continuous Evaluation
- Verify that either the continuous evaluation date or the last background Investigation date is within 5 years
- Verify the SM has an SF 312 uploaded in DISS



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Policy Update:

- Secret (T3) investigations are maintained for **5 years**.
- Top Secret (T5) investigations are maintained for 5 years.
- All personnel will be enrolled in Continuous Vetting/Evaluation.
- **Top Secret clearances** require screenshot of DMD, MTOE, TDA document, para/line showing that TS/SCI is required.

- ***If the SMs AOC/MOS, Position, and/or para/line do not require TS/SCI then an ETP is required even to attend War College.**



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CV enrollment applies to ALL Soldiers. Soldiers who are not enrolled will cause delays:

- Deploying
- Attending schools
- Attending a conference or training in another jurisdiction
- Applying for jobs
- **The CV enrollment is visible in DISS as Continuous Enrollment**



OKLAHOMA NATIONAL GUARD



SEAD 3 Reporting Requirements

Security Executive Agent Directive (SEAD) 3 directs individuals in national security positions to notify Commanders or Security Managers of reportable activities regarding other covered individuals or themselves (self-reporting)



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Reportable Activities Requiring an INCIDENT REPORT

Unofficial/Foreign Affiliation & Allegiance

- Foreign business, bank account, property
- Cryptocurrency (with foreign nexus)
- Voting in a foreign election
- Application for and receipt of foreign citizenship
- Application for, possession or use of a foreign passport or identity card for travel
- Unofficial contact with a known or suspected foreign intelligence entity

Legal, Behavioral Concerns & Personal Conduct

- Arrests
- Alcohol or drug related treatment
- Criminal conduct, alcohol abuse, illegal use or misuse of drugs*
- Concerning behavior or conduct*
- An unwillingness to comply with rules and regulations or to cooperate with security requirements*
- Misuse of U.S. Government property or information systems*
- Media contacts if classified info mishandled or disclosed without authorization (excluding official business)
- Mental health - any "yes" answer to section 21 of the SF 86

Financial

- Financial Disclosure Report (if derog is enclosed)
- Financial issues such as bankruptcy, garnishments, delinquent debt over 120 days



Commanders and Security Managers ARE NOT authorized to mitigate reportable activities NOR ARE THEY AUTHORIZED to restrict reporting of information

Report Information Contained In:

- Command-directed inquiries and investigations
- Reports of security violations or compromises of classified information
- Reports of investigation, to include: Law Enforcement reports (final), Equal Employment Opportunity violations
- Department of Army Inspector General (DAIG)-conducted Reports of Investigation (DAIG security manager will report)
- Information provided to insider threat programs or human resources

DELIBERATE FAILURE TO REPORT INFORMATION MAY TRIGGER AN ADVERSE SECURITY ACTION AGAINST THE INDIVIDUAL THAT FAILED TO REPORT THE INFORMATION

This applies to all covered individuals, not just Commanders and Security Managers



Activities that are REPORTABLE but NOT CONSIDERED DEROGATORY

Domestic / Personal Relations

- Marriage
- Cohabitation
- Adoption of non-U.S. citizen children
- Foreign national roommate(s)
- Marriage to foreign national
- Unofficial foreign contact: Continuing association with known foreign nationals that involve bonds of affection, personal obligation, or intimate contact; or exchange of personal information

Information Security/Unauthorized Disclosure

- Attempted elicitation, exploitation, blackmail, coercion, or enticement to obtain classified information

Financial Reporting

- Financial anomalies (i.e. inheritance/winnings \$10K and over)

Unofficial Foreign Travel


- Travel to any country not designated as U.S. possession or territory








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Oklahoma National Guard NGB-Army National Guard GKN Command Group ▾ G-Staff ▾ **J-Staff ▾** MSCs ▾ USPFO ▾ State Office Safety Office SAO

 **Oklahoma National Guard** Home ★ Following 🗝 Site access

  **Staff**  **MSCs**

Quick Links

-  www.vantage.ar
-  BaseConnect
-  Master Repository
-  CamoGPT Enrollment



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J2 Intelligence Programs Home Personnel Security Foreign Travel Official Passports Communications Security Threat Awareness and Reporting Program Resources J2 Calendar **Edit**

+ New Page details Analytics Published 5/19/2025 Share Edit

- Official List of Embassies/Consulates
- CDC Traveler's Health Advisories
- JKO Anti-Terrorism Training

Personnel Security
Click Here

Foreign Travel
Click Here

Official Passports
Click Here

Sensitive Compartmented Information
Click Here

Communications Security (DACAP Enrollment, Courier Cards)
Click Here

Threat Awareness and Reporting Program (Training and Reporting)
Click Here

Military Intelligence
Click Here

Intelligence Oversight
Click Here

J2 Resources
Links and Forms



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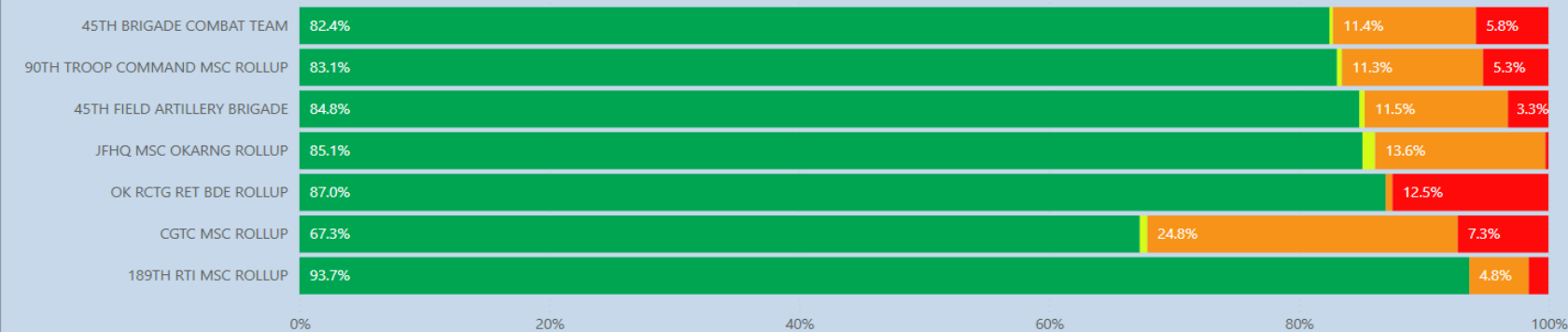


Security Clearance Organizational Unit Tracker (SCOUT) - Command Overview

Current User
emily.kmartinez-knight.civ@army.mil

BDE % Metrics

● Favorable ● Due 30 Days ● Overdue ● Unfavorable



Unit	Favorable	CE Not Enrolled	Unfavorable	DEROG	Overdue	Due 30 Days	Open Investigations
189TH RTI MSC ROLLUP	59	0	1	3	0	0	
45TH BRIGADE COMBAT TEAM	3119	202	220	99	433	11	5
45TH FIELD ARTILLERY BRIGADE	599	24	23	8	81	3	1
90TH TROOP COMMAND MSC ROLLUP	1661	109	105	44	226	8	1
CGTC MSC ROLLUP	111	10	12	2	41	1	0
JFHQ MSC OKARNG ROLLUP	337	3	1	4	54	4	0
OK RCTG RET BDE ROLLUP	160	27	23	1	0	0	
Total	6046	375	385	157	839	27	7

Total Service Members
6784
Search SCOUT ↩

Total DEROG Report
157
View DEROG



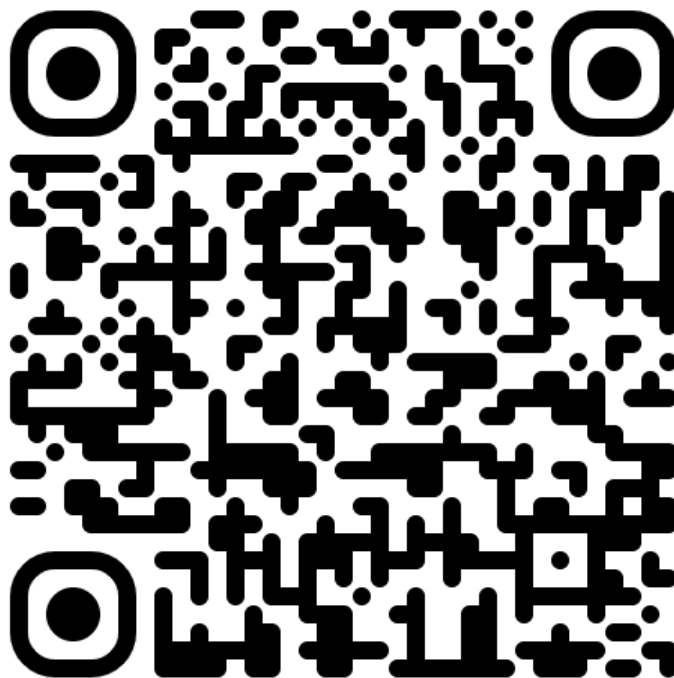
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LUNCH BREAK

25 MIN

CCFSPCC CONTENT





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EDUCATION AND INCENTIVES



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Education and Incentives Programs/Updates

- **Educational Assistance Program (EAP)**
 - **SB 31 Oklahoma National Guard CareerTech Assistance Act (effective/Funded July 2026)**
 - **HB 2257-EAP Language Clean-up (effective/Fall Semester 2025)**
 - **Requires SM to become DMOSQ (One Semester)**
 - **No SFPA's**
 - **No Aviation Fees or Executive MBA's**
 - **Application Deadlines will be changing (Opening/Closing Earlier in the semester)**
- **Bonus (Non-Prior Service, Re-Enlistment, Prior Service, Enlisted Affiliation)**
 - **Each incentive pays out according to their addendum (Annual or Lump Sum)**
- **SLRP (Annual Requirement)**
- **Army Personnel Testing (APT)**
 - **Selection Instrument for Flight Training (SIFT) Armed Forces Classification Test (AFCT)**
 - ✓ **Schedule within Education and Incentives MS TEAMS Page**
- **GI Bill**
- **FTA/CA**



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GI Bill Programs



College Scholarships



Credentialing Assistance



FTA



Financial Aid & Grants



Education Support Programs



EAP



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Education and Incentives MS TEAMS Page



GIMS 2.0



Education and Incentives Email



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POC's

- **Mr. Steven Brown-ESO (572) 247-5676**
- **Mr. Brandon McMillian-SLRP (572) 247-5203**
- **Ms. Emarie Hudgins-Incentives (572) 247-5533**
- **SFC Troyce Tucker-EAP Manager (572) 247-5528**
- **SGT Austin Vasicek-GI Bill Manager (572) 247-5286**



OKLAHOMA
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RETENTION



OKLAHOMA NATIONAL GUARD



The Blended Retirement System

Presented By MAJ Roberts, Stephen
stephen.p.roberts16.mil@army.mil



*Follow along with the
OKGuard APP! Or*

*[https://ok.ng.mil/ARNG
-Retention/](https://ok.ng.mil/ARNG-Retention/)*



OKLAHOMA NATIONAL GUARD



Agenda

- What do you as a Commander and 1SG Need to know
- The Military Retirement Benefit
- Blended Retirement Basics
- Lump Sum Option
- Value of Your Retirement
- Retired Pay Matters
- How Your Money Adds Up
- Rule of 72
- Benefits
- Questions



OKLAHOMA NATIONAL GUARD



What do You need to know?

OKARNG Retention Bulletin - Updated March 12, 2025

Retention SOP published:
OKARNG Retention SOP Version 1 (PDF)
OKARNG Retention SOP Version 2 (PDF)

Re-enlistment Bonus:

- 3 Year DMOSQ (BRS): \$10,000 lump sum, due on start of contract. Eligible between 5 years TIS to 6 years 1 month TIS
- 3 Year DMOSQ: \$10,000 lump sum, due on the start date of the new contract
- Must have no more than 13 years 1 month time in service at current ETS
- 3 Year MOS Conversion: \$10,000 lump sum, due upon completion of MOS training completion, must be in MOS with less than 60% strength
- Must not be flagged
- Must have current PHA
- Must be in TPU/TDA unit
- Must be MOSQ
- Must be in valid vacant PARA/LIN (NO EXCESS)

BRS Continuation Pay:

- Enrolled in Blended retirement system, all Soldiers enlisted after 01Jan2018 auto enrolled.
- Payable between 8-12 years, reducing to 11 years in FY 26
- Multiplier is 2.5 X monthly base pay
- Must complete training
<https://oims.armyfamilywebportal.com>

Student Loan Repayment Program:

- Must have pre-existing federal Loans
- Eligible for up to \$50K in repayment
- Loans are paid at 15% per year based on the original disbursement amount of \$7500 per year cap
- E4-E7 with less than 16 years TIS at current ETS date
- E4-E7 not have received SLRP previously
- Must be in 365 day ETS window
- 6 year minimum contract
- Cannot be flagged

Re-enlistment & Extension Kicker:

- Be eligible for the MGIB-SR (Chapter 1606)
- Re-enlist or extend DMOSQ in the grade of E4-E-7 with a 6 year contract
- Completed at least three years of service in the ARNG, but no more than 13 years 1 month in any component

Eligibility For Retention

- Must be 365 days from current Expiration Term of Service (ETS) to be eligible for extension (unless extending for a promotion, Active Guard Reserve (AGR) tour, school attendance, transfer of benefits to family).
- Must meet Height/Weight and Army Combat Fitness Test (ACFT) standards unless waiver is submitted and approved.
 - Height/Weight
 - Within six months up to eight months for Traditional/AGR
 - ACFT
 - Within eight months for AGR
 - Within 14 months for Traditional
- Medical Readiness Code of 1 or 2:
 - If pending medical board (PEB/MEB), Soldiers can extend with a medical waiver. Length of extension is determined by G1 Personnel Medical.
- Must not be in an absent without leave (AWOL) status.
- Soldiers who are eligible to extend may extend 1, 2, 3, 4, 5, or 6 years at a time.

*Most requirements may be waived subject to leadership approval per NGR 600-200 Ch. 8

FY24 Extend to Defend Gifts

- Hunting Field Chair
- OCP Woobie Sleep Set
- Fleece Jacket
- Pullover
- OCP Backpack
- Belt Buckle
- Lansky Knife Sharpener
- Hammock
- 20oz Tumbler*
- Bullet Bottle*
- T-Shirt*

FY 24 Extend 2 Defend Gifts Flyer (PDF)

FY 25 Extend 2 Defend Form

*2-year re-enlistments or more may only select from starred items.

Training

- Blended Retirement Training

OKARNG SCC Team

Maj. Stephen Roberts

SCC Chief
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Phone: 405-228-5368

Mr. George (Tommy) Caves

SCC NCOIC
Email: george.t.caves.civ@army.mil
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Sgt. 1st Class Jesse Honick

Career Counselor
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Work Phone: 405-471-9444
Cell Phone: 405-496-3261
Units Covered:
45th Field Artillery Brigade
189th Regiment (Regional Training Institute)
Camp Gruber Training Center

Sgt. 1st Class Nicholas Olson

Career Counselor
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Work Phone: 918-447-8236
Units Covered:
45th Infantry Brigade Combat Team

Sgt. 1st Class Brandon Duke

Career Counselor
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Work Phone: 918-686-1177
Units Covered:
45th Infantry Brigade Combat Team

Staff Sgt. Jason Mussshafen

Career Counselor
Email: jason.p.mussshafen.ml@army.mil
Work Phone: 918-475-1948
Units Covered:
90th Troop Command
Joint Force Headquarters

**Where to go and who
to call!**

<https://ok.ng.mil/ARNG-Retention/>



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What do you Need to Know? Continued

- **1. Sponsorship is the key- day 1 (this is when the retention fight starts)**
- **2. Unit Career Counselor Program- every unit should have a UCC**
- **3. Yes, you can save a Soldier**
- **4. Know where to go- OKGuard APP and Retention Website**
- **5. Families do matter**
- **6. Blended Retirement System is your friend (and future)**



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The Military Retirement Benefit

- **Legacy Retirement System**

- Defined annuity benefit computed as $2.5\% \times \text{YearsServed} \times \text{RetiredPayBase}$
- Must serve at least 20 years

Only **19%** Active and **14%** Reserve Qualify

- **Blended Retirement System, *blends*:**



- Defined annuity becomes $2.0\% \times \text{YearsServed} \times \text{RetiredPayBase}$

85% of all service members will get government-provided retirement benefits

//CUI//



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Blended Retirement System Retirement Benefits

Under the “High 3” legacy retirement system



Only **1** in **5** service members get government retirement benefits

Under the Blended Retirement System



85% of all service members will get government retirement benefits



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Blended Retirement System Basics


Defined Benefit *For non-regular retirement, at age 60 or earlier with creditable active service*

- Basic qualifications for retirement do not change
- The pension is still the primary component of military retirement

$2.0\% \times \text{Years of Service} \times \text{High-36 Month Average of Base Pay} = \text{Monthly Retired Pay}$



Defined Contribution



Individual Contribution	Agency Automatic Contribution	Agency Matching Contribution	Total TSP Monthly Contribution
0%	1%	0%	1%
1%	1%	1%	3%
2%	1%	2%	5%
3%	1%	3%	7%
4%	1%	3.5%	8.5%
5%	1%	4%	10%

NOTE: Currently serving members who opt-in will see matching contributions immediately

Continuation Pay

- Mid-career incentive designed to maintain force retention
- Payable between 8 and 12 years of service
- Minimum is 2.5 x monthly basic pay (0.5 x for RC)

Lump Sum

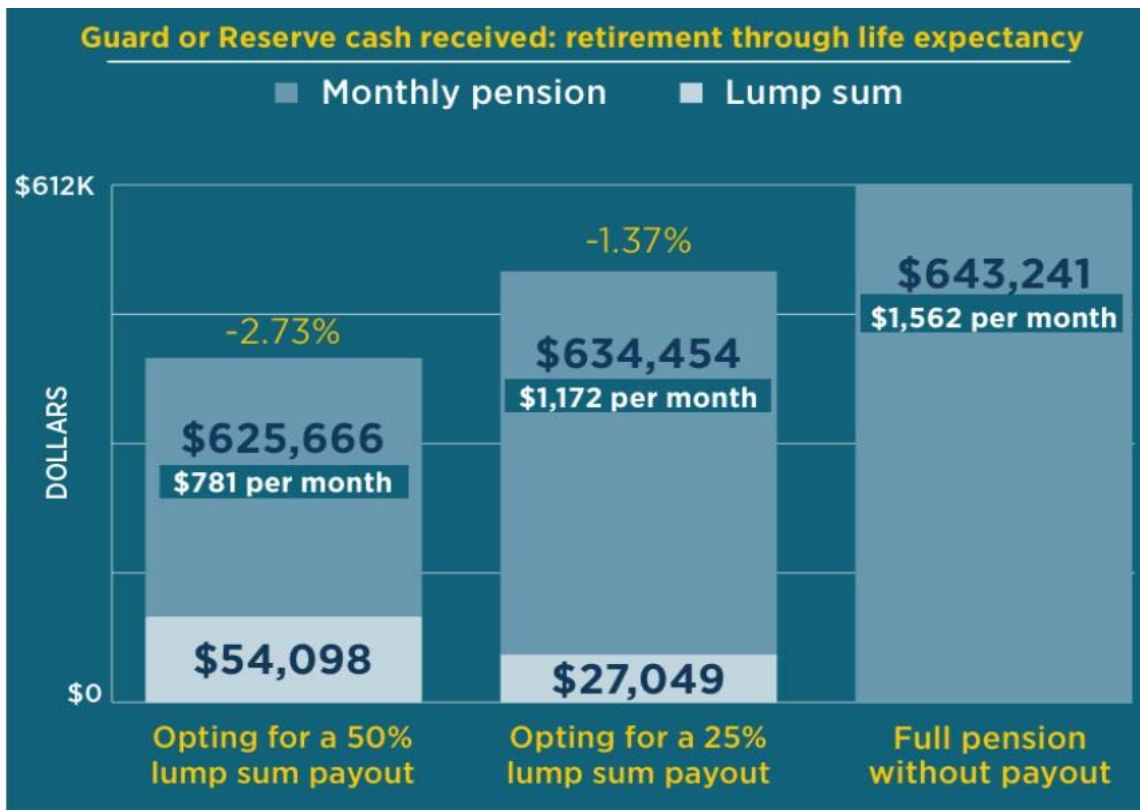
- May elect lump sum of 25% or 50% at retirement
- Discounted present value from retirement to age 67
- At age 67, reverts back to full annuity



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Value of Your Retirement





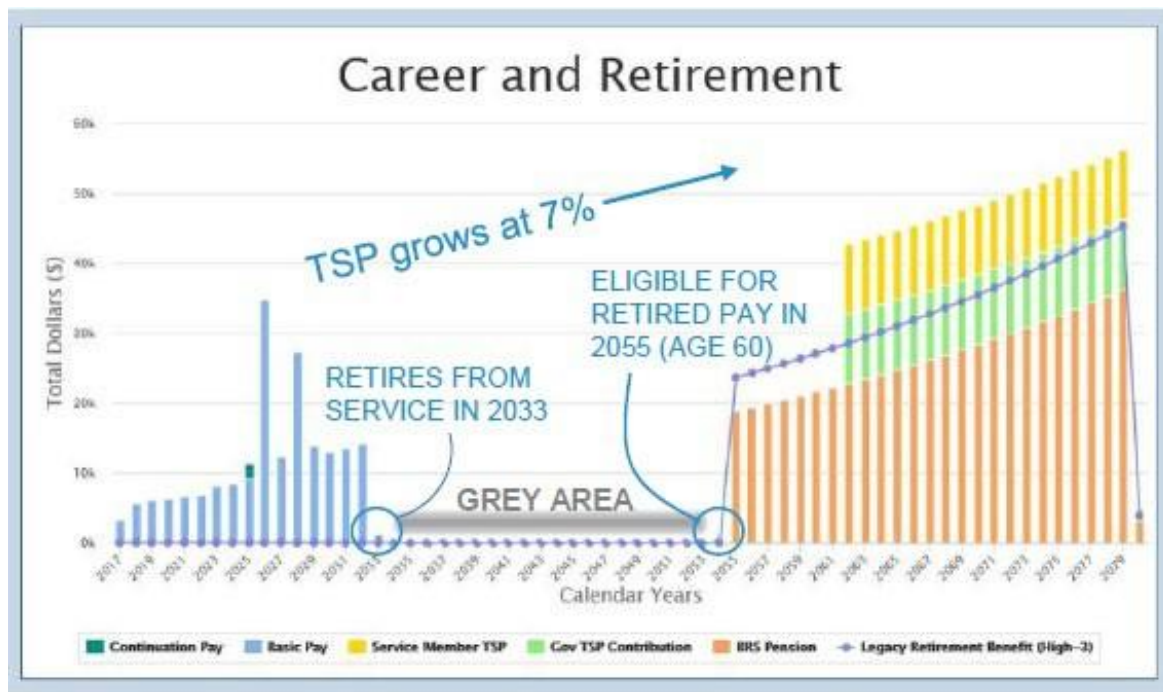
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How your Money Adds Up

For non-regular retirement, at age 60 or earlier with creditable active service

- This example shows a current E-5 who retires as an E-7 in 2033.
- The member contributes 5% to her own TSP from 2018 through 2033, the government contributes 5% on top of that. Soldier makes an allotment for their bonus (or CP) to rollover into the TSP (\$7,000)
- Under the Legacy Retirement, the member will get \$837,752 in total retired pay, which is 20% higher than the \$670,202 she will get under BRS, but...
- She will also get \$180,288 from the growth of the government's contribution to her TSP, assuming 7% growth...for a total of \$850,490 in government retirement benefits
- With BRS she's also eligible to elect to Take the lump sum of retired pay



10/15/2024

//CUI//

*Computations used were average of \$1,100 a year contributed, plus bonus, for 15 years



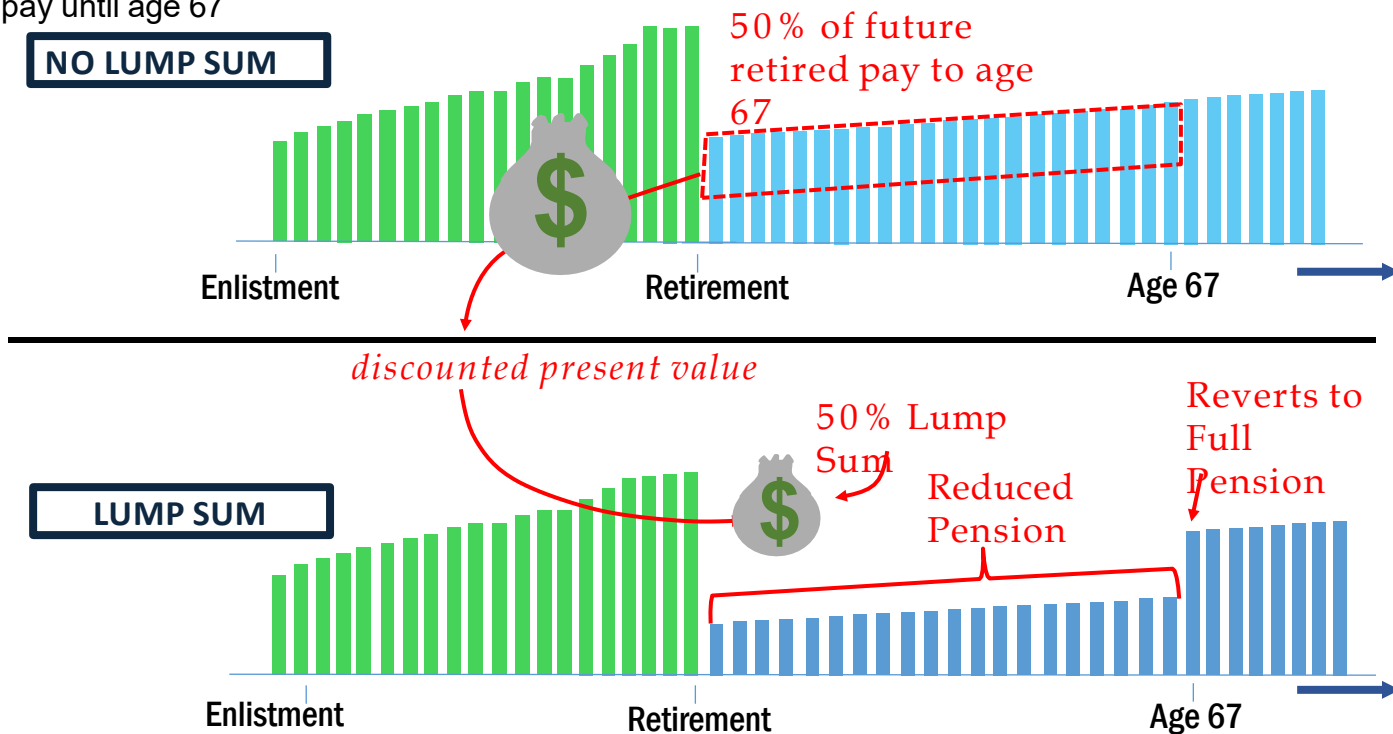
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Lump Sum Option

* Under the previous example, the non-regular retiree is eligible for a \$53,361 lump sum at age 60 in exchange for reduced retired pay until age 67

Regular Retirement






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Retired Pay Matters- Add It Up!

UNCLASSIFIED The Uniformed Services
Blended Retirement System

 **Reserve Retirement Pay Example**
E-7 retires after 20 years of service in the Reserve Component

1. Take Their Total Retirement Points <small>https://www3.afpc.randolph.af.mil/vmp/f/Hub/Pages/ConfirmInfo.asp</small>	2. Divide by 360 to get equivalent Years of Service	3. Multiply Equivalent YOS by Retirement Multiplier	4. Multiply Percentage by Retired Pay Base
Legacy Retirement			
3,060 points	$\frac{3,060 \text{ points}}{360} = 8.5 \text{ YOS}$	$\frac{8.5 \text{ YOS} \times 2.5\%}{= 21.25\%}$	$\frac{21.25\% \times \$4,566.80}{= \$970.45}$ <i>monthly retired pay</i>
- Plus your TSP			
Blended Retirement System Plus yearly cost of living increases			
3,060 points	$\frac{3,060 \text{ points}}{360} = 8.5 \text{ YOS}$	$\frac{8.5 \text{ YOS} \times 2.0\%}{= 17.0\%}$	$\frac{17.0\% \times \$4,566.80}{= \$776.36}$ <i>monthly retired pay</i>
- Plus your TSP with matching contributions - Plus Continuation Pay (at 8-12 years of service)			



OKLAHOMA NATIONAL GUARD



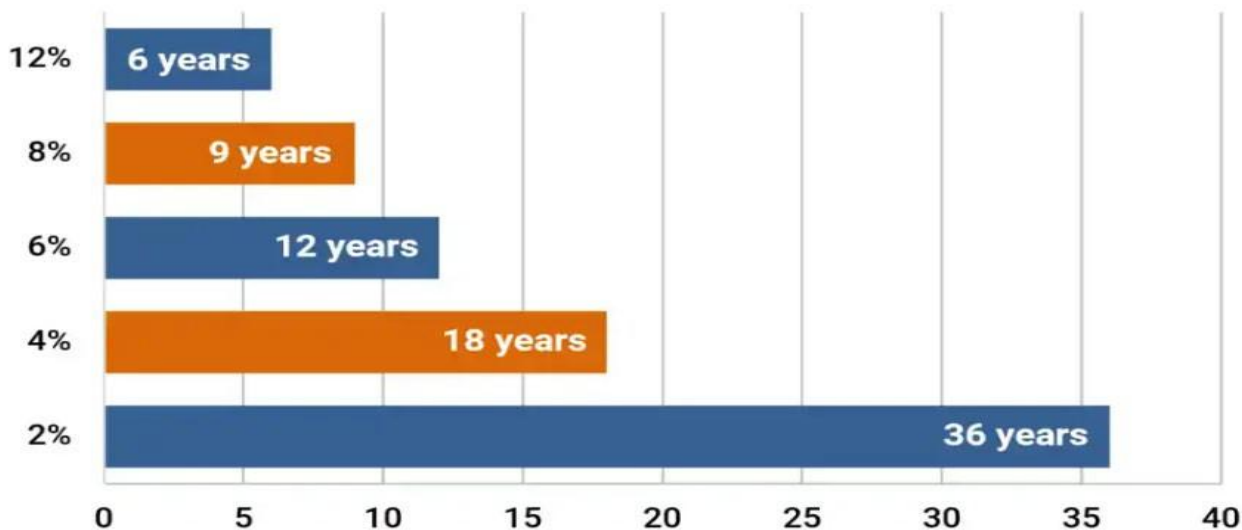
UNDERSTANDING THE **RULE OF 72**



The Rule of 72 is an easy compound interest calculation to estimate how long it will take to double your money.

$$72 \div \text{Interest rate} = \text{Years to double money}$$

Using the rates shown, here is about how long it would take to double an initial investment.



SOURCE: St. Louis Fed Econ Lowdown, "It's Your Paycheck."



OKLAHOMA NATIONAL GUARD



Take Advantage of Your Benefits!



DID YOU KNOW?

YOU HAVE THESE BENEFITS!

TRICARE RESERVE SELECT

Premium-based health plan
TRICARE Reserve Select

Member Only
\$51.95

Member and Family
\$256.87

CATASTROPHIC CAP - \$1256

A catastrophic cap is the most you or your family pay for covered health care services each calendar year, starting January 1. Your deductible, co-payments, and cost-shares (including pharmacy) apply to your catastrophic cap.

Once you reach your catastrophic cap, TRICARE pays your portion of the TRICARE-allowable amount for the remaining calendar year.

BLENDED RETIREMENT CONTINUATION PAY

Continuation pay is a direct cash payout, like a bonus, available to service members enrolled in the Blended Retirement System (BRS). It is targeted at the mid-career mark, payable between completion of eight years of service, but before completion of 12 years of service (calculated from a service member's Pay Entry Base Date).

\$12,254 to \$28,531.20 depending on your rank (available to all Soldiers enrolled in the Blended Retirement System-Enlisted, Warrant Officer, Officer).

RE-ENLISTMENT BONUS

3 years, \$10,000 13 years Time in Service or less

SCAN TO LEARN MORE!

EMAIL US @ ng.ok.okarng.llst.g1-retention-acl@army.mil



Oklahoma National Guard Educational Assistance Program

The program provides a tuition waiver Oklahoma National Guard free education for active Oklahoma National Guard Service members at all Oklahoma public colleges and universities. This waiver also covers all mandatory fees and academic service fees. Service members can enroll in up to 18 credit hours per semester with a maximum of 120 credit hours for an Undergraduate degree and up to 40 credit hours for a graduate program.



GI BILL (CH.1606):

Up to \$466/month (full-time student rate). Also, if eligible, GI Bill Kicker provides additional \$350/month (full-time rate). (Total \$816 aid directly to you.)

GI BILL (CH.33 "POST-9/11"):

Deployments, ADOS and AGR orders earn this upgraded GI Bill. SM with 6-16 years of service can transfer educational benefits (TEB) to dependents.

<https://www.benefits.va.gov/gibill/handouts...forms.asp>



ARMY TUITION ASSISTANCE (TA):

Up to \$250/semester hour at any college or university that accepts TA. Create account and more info at: <https://www.armyignited.army.mil/student/public/welcome>

ARMY CREDENTIALING ASSISTANCE (CA) PROGRAM (ARMY COOL):

Pays for more than 1,500 industry standard credentials. Up to \$4,000 per year.



SCHOLARSHIP OPPORTUNITIES

OKNG Scholarship Foundation pays scholarships in increments from \$500 up to \$2000. AUSA offers scholarships from Full-ride to \$2000

BONUS INCENTIVES

Reenlistment/Extension Bonus (REB): (Paid Lump Sum) \$10,000/3yr extension (can be combined with SLRP & GI Bill Kicker)

Eligibility Requirements: DMOSQ, pay grades E-3 through E-7, no greater than 13 years and 1-month TIS on contract start date. Payment is processed lump sum upon contract start date.

CAREER DEVELOPMENT

Alternatives to ETS

- MOS Conversion & MOS Re-Classification
- Officer Candidate School (OCS)
- Reserve Officer Training Course (ROTC)
- Warrant Officer Candidate School (WOCS)
- Unit Transfer
- Mobilizations & Deployments

REDUCED PRICE FOR VEHICLE TAG FORM 779 Under Registration Tab



FAMILY RESOURCES

- Child & Youth Services
- Military & Family Readiness Support
- Employment Coordination Program
- Yellow Ribbon Program
- Transition Assistance Advisors
- Personal Financial Counselors
- Military One Source
- ESGR
- Education Services



HEALTH INSURANCE

TRICARE Reserve Select (TRS): Current monthly premiums: \$51.95/month (Member only), \$256.87/month (Member + Family) <https://www.tricare.mil>



LOW COST LIFE INSURANCE

<https://benefits.va.gov/insurance/sgli.asp>

Service members' Group Life Insurance (SGLI) is a life insurance program available to all active duty and reserve members of the uniformed services of the United States. Supervised by the United States Department of Veterans Affairs, the program is administered by the Prudential Insurance Company of America.

SGLI RATES

Coverage Amount	Monthly Premium Rate	TSGLI Premium	Total Monthly Premium Deduction Amount
\$500,000	\$30.00	\$1.00	\$31.00

Veterans' Group Life Insurance (VGLI) is a similar product available to veterans. SGLI policyholders may convert their policy to VGLI upon discharge unless an exception for total disability applies. Premiums for VGLI are higher and are based on the age of the insured.

VGLI RATES

Coverage Amount	Monthly Premium Rate (Age 29 and Below)
\$500,000	\$35.00
Coverage Amount	Monthly Premium Rate (Age 35-39)
\$500,000	\$60.00

NON-REGULAR RETIREMENT (TRADITIONAL)

Enlisted personnel and Officers with 20 or more years of qualifying service are eligible for non-regular retired pay. Soldiers must request to retire and provide a desired effective date of retirement. Soldiers must elect to be transferred to the Retired Reserve or Individual Ready Reserve. Retirement benefits and pay start at age 60. (Note: pay can be received sooner if eligible under the ReducedAge Retirement criteria.)

NON-REGULAR (GUARD) RETIREMENT

20 Good Years (non-regular retirement) monthly payments that begin at age 60. You can start drawing retirement funds early by completing overseas deployments.

An enlisted member who retired after 20 years at the pay level of E-7 could expect to receive about \$2,400 a month for retirement.

Benefits Calculator at <https://myarmybenefits.us.army.mil/>



PART TIME INCOME

<https://nationalguard.com/pay/calculator>

Select your Rank and years of service to determine your drill, annual training, and active duty pay rates

Use Mypay to verify your pay entitlements!



THE BLENDED RETIREMENT SYSTEM

This gives you automatic 1% and up to 5% DOD matching contributions to your Thrift Savings Plan (TSP), a defined contribution retirement savings and investment plan that offers savings and tax benefits similar to 401(k) or similar plans offered by private corporations. Continuation pay option is a direct cash payout, like a bonus, available to Service members enrolled in the Blended Retirement System (BRS). myarmybenefits.us.army.mil/

FREE MONEY!

Automatic 1% and up to 4% DOD matching contributions to your Thrift Savings Plan (TSP)

PENSION or "Defined Benefit"

- 2% x YRS x Base Pay

CONTINUATION PAY

- 8-12yrs. Service
- 0.5-6x AD Base Pay
- CAN BE combined with other incentives



FULL TIME EMPLOYMENT

You are eligible to apply for both Active Guard and Reserve (AGR) and Federal Technician (FED TECH).



YOU EARNED IT SO TAKE ADVANTAGE





OKLAHOMA NATIONAL GUARD



Blended Retirement System Benefits

- ✓ Greater portability of retirement benefits
- ✓ Earlier savings for retirement
- ✓ No longer ALL or NOTHING retirement plan
- ✓ Covers more people
- ✓ Recruiting incentive
- ✓ Continuation Pay adds incentive to stay for full career
- ✓ Lump Sum option gives choices at retirement
- ✓ Encourages saving for retirement



OKLAHOMA NATIONAL GUARD



Blended Retirement System

Questions?

**MILITARY
ONESOURCE**

Call 800-342-9647 to speak with a financial counselor today

[https://ok.ng.mil/ARNG-Retention/
ng.ok.okarng.list.g1-retention-acl@army.mil](https://ok.ng.mil/ARNG-Retention/ng.ok.okarng.list.g1-retention-acl@army.mil)

**VISIT OUR
WEBSITE**



The DoD BRS Resource Page at
<http://militarypay.defense.gov/blendedretirement>



OKLAHOMA

NATIONAL GUARD



G4



OKLAHOMA NATIONAL GUARD



LOGISTICS

Responsibility & Expectations

- I. Accountability of equipment and Equipment Readiness.
 - Property Book, Non-Property Book, Lateral Transfers, Turn-in.
 - Hand receipts for property/OCIE updated.
 - Equipment Serviceability is always important.
- II. Communication with FTUS/Command.
 - Time – Use it wisely.
 - Priorities – they change. (fight for what you need and can justify)

**The outcome of our inventories impacts our ability
to be ready to deploy, fight and win decisively!**

Soldiers must be familiar, comfortable, and confident in their equipment.

What State and Higher pay attention to:
Maintenance Status and PMCS, Zpark (to include the Pri/Item)
OCIE & Commanders Stmt.
PSDs (LT), FLIPLs must be done to standard and on time.

Don't spend too much time on things that are not beneficial.



OKLAHOMA
NATIONAL GUARD



Pre-Command Course JAG Briefing

Staff Judge Advocate's Office



OKLAHOMA NATIONAL GUARD



Focus

- Military Justice
- Investigations
- Searches and Apprehension
- AWOL
- Unlawful Command Influence
- FLIPL Issues
- Article 15 Demonstration



OKLAHOMA NATIONAL GUARD



OUTLINE

- **Military Justice and Adverse Actions**
 - Adverse Admin Actions: Corrective Training, Negative Counseling, Admin Flag, Letter of Reprimand (authority, content, filing), Bar to Reenlistment (authority, requirements, timing, forms), Separation (Chapters, Notification)
 - OCMJ (Authority, Process, Types of Offenses, Punishment options, filing options)
- **Investigations**
 - Commander's Inquiry Versus 15-6 Investigation
- **Searches and Apprehension**
 - Inspections versus Searches
- **AWOL**
- **Unlawful Command Influence**
- **FLIPL Issues:** CSDP, Inventories, Responsibility, Loss, Negligence, Proximate Cause



OKLAHOMA NATIONAL GUARD



Impact of Commander's Adverse Admin Action and NJP Decisions

Appellate Authority

AGR Soldiers



OKLAHOMA NATIONAL GUARD



OKARNG JAG POCs

- JFHQ – State SJA

- COL Jeremiah Hagemeyer
 - Office: 405-228-5301
 - Cell: 405-2938878
 - Email: jeremiah.j.hagemeyer.mil@army.mil
- LTC Jason Boesch
 - Cell: 580-670-4122
 - Email: boesch@energize.coop
- LTC Trace Sherrill
 - Cell: 580-380-1738
 - Email: trace.c.sherrill.mil@army.mil

- 45th Fires Brigade

- LTC Trace Sherrill
 - Cell: 580-380-1738
 - Email: trace.c.sherrill.mil@army.mil
- MAJ William Gill IV (Title 32)
 - Cell: 405-887-5532
 - Office: 405-228-5301
 - Email: william.h.gill.mil@army.mil

- 45th IBCT

- MAJ Joe Svetlic
 - Cell: 918-645-0281
 - Email: joseph.b.svetlic.mil@army.mil
- CPT James “Zeb” Judd (Title 32)
 - Office: 405-228-5301
 - Cell: 903-388-7299
 - Email: james.z.judd.mil@army.mil .
- CPT Aaron Moore
 - Cell: 512-698-7438
 - Email: aaron.r.moore.mil@army.mil
- 1LT Matthew Willoughby
 - Cell: 361-774-9326
 - Email: matthew.e.willoughby2.mil@army.mil

- 90th Troop Command

- MAJ John Cannon
 - Cell: 405-990-0774
 - E-mail: jpcannon95@gmail.com



OKLAHOMA NATIONAL GUARD



OKARNG Defense Counsel POCs

- 245th Trial Defense Services, JFHQ, OKARNG
 - LTC Clay Fees (Dir. Family Programs)
 - Office: 405-228-5599 (primary)
 - Cell: 918-812-4432
 - E-mail: jason.c.fees2.civ@army.mil
 - MAJ Ruseal Brewer
 - Cell: 405-824-4011
 - Email: ruseal.e.brewer.mil@army.mil





OKLAHOMA

NATIONAL GUARD



JAG Officer's Working Relationship with the Commander



OKLAHOMA NATIONAL GUARD



Command Authority

- Statutory Command Authority
- Regulatory Command Authority
- Inherent Command Authority





OKLAHOMA NATIONAL GUARD



Military Justice

- Purpose
 - Promote Justice
 - Maintain Good Order and Discipline
 - Promote Efficiency and Effectiveness in the Military
- Avenues of Approach
 - Adverse Administrative Actions
 - Nonjudicial Punishment
 - Courts-Martial – Only Used in Rare Cases



OKLAHOMA

NATIONAL GUARD



Adverse Admin Actions

- **Counseling (AR 600-20)**
- **Corrective Training (AR 600-20)**
- **Administrative Reprimands (AR 600-37)**
- **Bar to Reenlistment (AR 600-200 and PPOM 09-026)**
- **Admin FLAG (AR 600-8-2)**
- **Admin Reductions (AR 600-8-19)**
- **Admin Separations (AR 135-178)**
- **MOS Reclassification (AR 600-200)**
- **Security Clearance Revocation (AR 380-67)**
- **Relief from Duties**
- **Adverse NCOER/OER**
- **Removal from Special Status (Promotion, Orders, etc.)**



OKLAHOMA NATIONAL GUARD



Counseling

- The Key to Successful Negative Counseling:
 - Soldier must understand the Commander's expectations for future conduct
 - **Oral counseling is not enough (No Record)**
 - Put it in writing and document misconduct/deficiency with specific examples
 - DA 4856 (Counseling Form)
 - Include Magic Language Requirements of AR 135-178, paragraph 2-4b, in **every** negative counseling statement.



OKLAHOMA NATIONAL GUARD



Counseling Magic Language

- “You are hereby counseled for the above indicated misconduct and/or unsatisfactory duty performance in accordance with Army Regulation (AR) 135-178, paragraph 2-4b. Continued behavior of a similar nature or additional misconduct may result in initiation of a bar to reenlistment and/or a separation action to eliminate you from the Army National Guard. If you are separated for misconduct and/or unsatisfactory performance, you could receive an Honorable, General, or Other Than Honorable (OTH) Discharge. A General or OTH Discharge could severely prejudice you in civilian life. Additionally, it could deprive you of many or all military and veterans’ benefits to include forfeiture of all educational benefits. Any further misconduct or unsatisfactory performance may cause you to be eliminated without further counseling.”



OKLAHOMA NATIONAL GUARD



Corrective Training

- AR 600-20, paragraph 4-6
- Training or instruction must be directly related to the deficiency observed and oriented to correct that particular deficiency
 - Remedial PT
 - Bi-hourly check-in for Failure to Report
- Training, NOT PUNISHMENT
- Must not be humiliating or degrading
- Leader should be present



OKLAHOMA NATIONAL GUARD



Administrative Reprimands

- Authority: AR 600-37, Unfavorable Information
- Documents misconduct or poor performance in local or OMPF
 - Formal Procedures (Soldier may Rebut in Writing)
- Filing Options
 - Local File
 - Permanent File (OMPF Performance or Restricted Fische)
 - General Officer Directed



OKLAHOMA NATIONAL GUARD



Bar to Reenlistment

- Procedure to deny reenlistment/immediate reenlistment extensions, and the future entrance into the ARNG/ARNGUS of substandard Soldiers whose immediate discharge under administrative procedures is not warranted.
- **Standard:** Only Soldiers of high moral character, personal competence, and demonstrated adaptability to the requirements of the professional Soldier's moral code may be reenlisted, immediately reenlisted or extended.



OKLAHOMA NATIONAL GUARD



Bar to Reenlistment

- Source Authority and Forms
 - NGR 600-200, paragraph 6-4, Enlisted Personnel Management
 - NGB-ARH PM 09-026, dated 13 August 2009
 - <https://g1arng.army.pentagon.mil/Policies/Pages/default.aspx>
 - Click on PPOM-HRH, search “bar to reenlistment”
 - NGB Form 602-R



OKLAHOMA NATIONAL GUARD



Bar to Reenlistment

- Requirements:
 - Any Commander in the Soldier's chain of command can initiate
 - Determines a Soldier's service beyond ETS without appropriate improvement, is not in the best interest of the ARNG/ARNGUS.
 - Must be based on **documented** specific incidents.
 - Counseling Statements, Sworn Statements, Investigative Reports, Article 15s, Failed APFT, WCP, and Weapons Qual, etc.
 - Fall into the categories on the next three slides



OKLAHOMA NATIONAL GUARD



Bar to Reenlistment

- Untrainable Soldiers
 - Failure to achieve individual weapons qualifications
 - Failure of the Army Combat Fitness Test (ACFT)
 - Obtaining low evaluation results from Army education activities;
 - Failure to submit an approved family care plan;
 - Failure to make satisfactory progress on Army Weight Control Program.
- Unsuitable Soldiers



OKLAHOMA NATIONAL GUARD



Bar to Reenlistment

- (1) Late for formations, details, or assigned duties.*
- (2) Unexcused absences and unsatisfactory participation.*
- (3) Loss of clothing and equipment.*
- (4) Substandard personal appearance.*
- (5) Substandard personal hygiene.*
- (6) Recurrent nonjudicial punishment.*
- (7) Recurrent sickness on drill days without medical justification.*
- (8) Cannot follow orders; shirks; takes too much time; is recalcitrant.*
- (9) Cannot or will not train for a job; apathetic; disinterested; avoids training.*
- (10) Cannot adapt to military life; uncooperative; involved in frequent difficulties with fellow Soldiers.*
- (11) Failure to manage personal, marital, or family affairs. This includes failure to respond to duty requirements because of parenthood or custody of dependents (minor or adult) AR 600-20, paragraph 5-5.*



OKLAHOMA NATIONAL GUARD



Bar to Reenlistment

(13) Involved in immoral activities.

(14) Personal behavior that brings discredit upon their unit and the ARNG/ARNGUS.

(15) Failure to achieve individual weapons qualification.

(16) Failure to pass the Army Physical Fitness Test. BAR to reenlistment is mandatory after second consecutive failure if separation processing is not initiated per NGR 600-200, paragraph 6-35 f and AR 135-178, Chapter 9.

(17) Participation in the Army Weight Control Program in order to meet body fat requirements of AR 600-9 (Army Weight Control Program). A BAR to reenlistment is mandatory for Soldiers who do not make satisfactory progress in the weight control program after a period of six months, unless the responsible commander initiates separation processing per NGR 600-200, paragraph 6-35 m and AR 135-178, Chapter 16.

(18) Removal for cause from NCOES courses. BAR to reenlistment is mandatory if separation processing is not initiated per NGR 600-200, paragraph 6-35 f and AR 135-178, Chapter 9.



OKLAHOMA NATIONAL GUARD



Bar to Reenlistment

- Timing Issue
 - Must be reviewed every six months
 - Second six month review, remove bar or initiate admin separation action
- Bar to Reenlistment Process
 - Identify Issues
 - Document Issues in Writing
 - Commander Initiates Bar
 - Any Commander in the Soldier's Chain of Command
 - Present Bar to Soldier
 - Provide opportunity for Soldier to Comment
 - If no comment, proceed to next step
 - Forward Bar and Substantiating Documents to Approving Authority
 - If Approved, counsel Soldier on right to appeal within 15 days
 - After final decision, file as provided in PPOM



OKLAHOMA NATIONAL GUARD



Bar to Reenlistment

- Approving Authorities
 - Soldier with Less than 10 years* = First Commander, LTC (O-5) or above in the Soldier's Chain of Command
 - Soldier with at least 18 years* but less than 20 years* will be allowed to attain 20 years* but may be subsequently barred by The Adjutant General, OKARNG from further reenlistment/extension
 - All other situations = First Commander, COL (O-6) or above in the Soldier's Chain of Command

* Qualifying service for retired pay at ETS



OKLAHOMA NATIONAL GUARD



Admin Flag

- Source **Authority** and Form:
 - AR 600-8-2, Suspension of Favorable Personnel Actions (Flags)
 - DA Form 268



OKLAHOMA NATIONAL GUARD



Admin Flag

- Non-transferable Flags Required
 1. **Charges, restraint, or investigation (civilian or military)**
 2. Court-martial
 3. **Nonjudicial Punishment**
 4. **AWOL**
 5. **Admin Reduction**
 6. **Memorandums of Reprimand or Admonition**
 7. Removal from Promotion, Command, or School Selection List
 8. Referred OER while on promotion list
 9. Security Violation
- The effective date of a flag is the date of the incident or the date the commander (or general officer staff head) initiates the action, whichever is earlier.



OKLAHOMA NATIONAL GUARD



Admin Flag

- Actions Prohibited by a Flag:
 1. *Appointment, reappointment, reenlistment, and extension.*
 2. *Entry on active duty (AD) or active duty for training (ADT).*
 3. *Reassignment.*
 4. *Promotion or reevaluation for promotion.*
 5. *Awards and decorations.*
 6. *Attendance at civil or military schooling.*
 7. *Unqualified resignation or discharge.*
 8. *Retirement.*
 9. *Advanced or excess leave.*
 10. *Payment of enlistment bonus or selective reenlistment bonus.*
 11. *Assumption of command.*
 12. *Family member travel to an oversea command.*
 13. *Command sponsorship of family members in an oversea command.*



OKLAHOMA NATIONAL GUARD



Admin Reductions

- Authority: AR 600-8-19, Chapter 10
 - Reduction for Misconduct
 - Reduction for Inefficiency



OKLAHOMA NATIONAL GUARD



Admin Reductions

- Reduction for Misconduct (Civilian Conviction)
 - A Soldier convicted by a civil court or adjudged a juvenile offender by a civil court (domestic or foreign) will be reduced or considered for reduction according to AR 600-8-19, Table 10-2.
- Requirements
 - Reduction Board Not Always Required (see Table 10-2)
 - When: On receipt of documents establishing a sentence (imposed or vacation of a suspended sentence) or a finding of guilty with sentence to be established at a later date
 - Reduction Authority found in Table 10-2
 - Processing Guidelines in Table 10-3



OKLAHOMA NATIONAL GUARD



Admin Reductions

- Reduction for Inefficiency
 - Inefficiency is:
 - A demonstration of characteristics that shows that the person cannot perform duties and responsibilities; or
 - any act or conduct that clearly shows that the Soldier lacks those abilities and qualities normally required and expected of an individual of that grade and experience of the grade and MOS.



OKLAHOMA NATIONAL GUARD



Admin Reductions

- Requirements
 - Must have served in the unit for at least 90 days
 - **Documentation** which evidences the Soldier's inefficiency
 - Counseling Stmts, Record of Misconduct Actions Taken, Adverse Correspondence from Civil Authorities
 - Reduction Board Required For:
 - CPL/SPC, when reducing more than one grade
 - SGT through SGM
 - Notice and Opportunity to Respond must be given to Soldier prior to completion of the action
 - Reduction Board may be waived in writing by Soldier



OKLAHOMA NATIONAL GUARD



Admin Reductions

- Reduction for Inefficiency Cannot Be Used:
 - To reduce a Soldier for a single act of Misconduct
 - In lieu of OUCMJ, Article 15 Type Action(s)
 - To reduce Soldiers for actions which they were acquitted b/c of court-martial proceedings.



OKLAHOMA NATIONAL GUARD



Admin Separations

- Authority: AR 135-178, and NGR 600-200
 - Chapter 4: Expiration of Service Obligation
 - Chapter 5: Selected Changes in Service Obligations
 - Chapter 6: Convenience of the Government
 - Chapter 7: Defective Enlistments and Reenlistments
 - Chapter 8: Entry Level Performance and Conduct
 - Chapter 9: Unsatisfactory Performance
 - Chapter 10: Substance Abuse Disorder
 - Chapter 11: Misconduct
 - Chapter 12: Unsatisfactory Participation in the Ready Reserve
 - Chapter 14: Separation for Other Reasons
 - Chapter 15: Failure to Meet Army Body Composition Standards



OKLAHOMA NATIONAL GUARD



Admin Separations

- Counseling and Rehabilitation
- Medical Readiness Check
- Separation Process
 - Notification
 - Right to Counsel
 - Characterization Recommendation
 - Separation Authority



OKLAHOMA NATIONAL GUARD



Other Adverse Admin Actions

- MOS Reclassification
- Relief for Cause
- Adverse NCOER/OER
- Removal from Special Status
 - Promotion Lists, Schools, Orders, etc.
- Rehabilitative Transfer



OKLAHOMA
NATIONAL GUARD



Military Justice

TITLE 32, Oklahoma Code of Military Justice

VERSUS

TITLE 10, Uniform Code of Military Justice



OKLAHOMA NATIONAL GUARD



Military Justice

- OUCMJ can be found in Title 44, Oklahoma Statutes, Chapter 7
 - <http://www.oscn.net/applications/oscn/DeliverDocument.asp?CiteID=484649>
- Courts-Martial Issue
- Nonjudicial Punishment (NJP)
 - Can be found in 44 O.S. § 815
 - <http://www.oscn.net/applications/oscn/DeliverDocument.asp?CiteID=484688>



OKLAHOMA NATIONAL GUARD



Jurisdiction

Persons subject to the Oklahoma Uniform Code of Military Justice.

- A. **The Oklahoma Uniform Code of Military Justice applies to all members of the state military forces at all times** who are not in active federal service, as defined by Title 10 of the United States Code.
- B. **Subject matter jurisdiction is established if more likely than not a nexus exists between an offense, either military or nonmilitary, and the state military forces.** Courts-martial shall have primary jurisdiction over military offenses as defined in the Code.
- C. The civilian courts shall have primary jurisdiction over nonmilitary offenses when an act or omission violates both the Code and local criminal law. In such a case, a court-martial may be initiated only after the civilian authority has declined to prosecute or has dismissed the charge, provided jeopardy has not attached. When a member is not in a duty status under Title 32 of the United States Code or on state active duty orders, there shall be a rebuttable presumption that subject matter jurisdiction does not exist under the Code. The Governor or Adjutant General may promulgate additional regulations prescribing how a convening authority shall determine the existence of a nexus between a nonmilitary offense and state military forces.
- D. Jurisdiction over attempted crimes, conspiracy crimes, solicitation and accessory crimes shall be determined by the underlying offense
- E. **If a Commander or officer in charge determines that a nexus exists between a nonmilitary offense and the state military forces, for purposes of administrative action, the commander or officer in charge may impose nonjudicial punishment regardless of whether courts-martial jurisdiction is then possessed or later acquired by the state military forces**



OKLAHOMA NATIONAL GUARD



Nonjudicial Punishment Offenses

- General Military Offenses
 - AWOL
 - Disrespect
 - Drinking on Duty
 - Assault and/or Battery
 - Larceny / Wrongful Appropriation
 - False Official Statement
 - Illegal Drug Use
 - Conduct Unbecoming an Officer
 - False or Fraudulent Claims
- List of Punitive Articles starts at 44 O.S. § 877
 - <http://www.oscn.net/applications/oscn/Index.asp?ftdb=STOKST44&level=1>



OKLAHOMA NATIONAL GUARD



Company Grade NJP Options

- Any commanding officer may impose upon enlisted members of the officer's command:
 - 1. An admonition;
 - 2. A reprimand;
 - 3. The withholding of privileges for not more than six (6) months which need not be consecutive;
 - 4. The forfeiture of pay of not more than seven (7) days' pay;
 - 5. A fine of not more than seven (7) days' pay;
 - 6. **A reduction to the next inferior pay grade, if the grade from which demoted is within the promotion authority of the officer imposing the reduction** or any officer subordinate to the one who imposes the reduction;
 - 7. Extra duties, including fatigue or other duties, for not more than fourteen (14) days, **which need not be consecutive**; and
 - 8. Restriction to certain specified limits, with or without suspension from duty, for not more than fourteen (14) days, **which need not be consecutive**.



OKLAHOMA NATIONAL GUARD



Field Grade NJP Options

- Commanding officer, MAJ and Above, may impose upon enlisted members of the officer's command:
 - 1. An admonition;
 - 2. A reprimand;
 - 3. The withholding of privileges for not more than six (6) months which need not be consecutive;
 - 4. The forfeiture of not more than one-half (1/2) of one (1) month's pay per month for two (2) months;
 - 5. A fine of not more than one (1) month's pay;
 - 6. A reduction to the lowest or any intermediate pay grade, if the grade from which demoted is within the promotion authority of the officer imposing the reduction or any officer subordinate to the one who imposes the reduction, but an enlisted member in a pay grade above E-4 shall not be reduced more than two pay grades;
 - 7. Extra duties, including fatigue or other duties, for not more than forty-five (45) days which need not be consecutive; and
 - 8. Restriction to certain specified limits, with or without suspension from duty, for not more than sixty (60) days which need not be consecutive.



OKLAHOMA NATIONAL GUARD



Non-Judicial Punishment

- When to go Field Grade
- Notice and Time to Talk to Trial Defense Services or their Lawyer
- Restriction Election
- Appeals go to first O7 in the Chain of Command
- No Punishment Until After Appeal Is Completed
- Ensure you have AGR chain of command involved when dealing an AGR Soldier.



OKLAHOMA NATIONAL GUARD



Soldier's Rights

- Uniform Code of Military Justice (UCMJ)
- Article 31 – Compulsory Self-Incrimination Prohibited
 - Constitutional Right to a Lawyer
 - Miranda “Right to remain silent”
 - To be informed of the nature of the suspected offense
 - Constitutional Right to a Lawyer
- Other Constitutionally Derived Rights
 - Presumption of innocence
 - Right against self-incrimination
 - Right against unreasonable search and seizure
 - Fair and Impartial Hearing
 - Due Process: Notice and Opportunity to Respond



OKLAHOMA NATIONAL GUARD



Oklahoma Guardsman's Rights

- Oklahoma Uniform Code of Military Justice (OUCMJ)
- 44 O.S. § 831 - Rights of Persons Subject to Code
 - Self-Incrimination
 - Interrogation
 - Statements
- The Right to Remain Silent
 - (B) No person subject to the Code shall interrogate or request any statement from an accused or a person suspected of an offense without first informing that person of the nature of the accusation and advising that person that the person does not have to make any statement regarding the offense of which the person is accused or suspected and that any statement made by the person may be used as evidence against the person in an administrative board proceeding, in nonjudicial punishment, or in a trial by court-martial.



OKLAHOMA NATIONAL GUARD



Oklahoma Guardsman's Rights

- Oklahoma Uniform Code of Military Justice (OUCMJ)
- 44 O.S. § 3252(A)
- We Cannot Force Soldiers Talk
 - No person subject to the Oklahoma Uniform Code of Military Justice shall compel any person to incriminate himself or herself or to answer any question the answer to which may tend to incriminate him or her.



OKLAHOMA NATIONAL GUARD



Investigations

- Routine Reports
- Commander's Inquiry
- 15-6 Investigations
- Civilian Law Enforcement Investigations



OKLAHOMA NATIONAL GUARD



Searches and Apprehension

- Health and Welfare Inspections
 - Only done to promote the health and welfare of Soldiers
 - Cannot perform
- Probable Cause Searches
 - 4th Amendment Issues
 - Jurisdiction Issues
 - State Authority Issues
 - Federal Property Issues
 - **CONTACT YOUR UNIT'S JUDGE ADVOCATE BEFORE YOU CONDUCT ANY SEARCHES.**



OKLAHOMA NATIONAL GUARD



AWOL

- Apprehension authority
- Arrest Warrants
 - **DO NOT USE**
 - No longer available under state statute
- Recovery Teams
 - Cannot use force to detain Soldier or enter Soldier's residence
- Alternative Courses of Action
 - Mark AWOL
 - Issue Summons
 - AWOL Counseling
 - NJP
 - Admin Separation
 - Other Adverse Admin Actions



OKLAHOMA NATIONAL GUARD



Unlawful Command Influence

- Commander ordering specific disposition of a case to a subordinate
Commander
- Inflexible Attitude or Predisposition of Punishment



OKLAHOMA NATIONAL GUARD



FLIPL Issues

- Responsibility
 - Command, Supervisory, Direct, Custodial, and Personal
- Loss
 - Loss of, damage to, or destruction of, government property (includes loss of accountability)
- Negligence
 - Simple Negligence: Reasonable person standard
 - Gross Negligence: Extreme departure from due care
- Proximate Cause
 - Person's acts were the cause of the loss. No new cause present.



OKLAHOMA NATIONAL GUARD



Article 15 Exercise

- Look at Article 15 Script handout and follow along
 - 1st Reading
 - Different Possible outcomes
 - 2nd Reading
 - Different Possible outcomes
- The standard to make a decision is by a preponderance of the evidence
 - Don't leave out evidence because it is inconvenient



OKLAHOMA NATIONAL GUARD



OCMJ Article FAQs

- Q: What Form Do I Use?
- A: OKARNG 96-E, Nov 2019

- Q: Does the Accused Get a Lawyer?
- A: Yes. TDS is at MURC.

- Q: What if the Accused Does Not Want to Wait?
- A: Drive On! Proceed with the Election of Rights, but get MFR stating subject wishes to proceed



OKLAHOMA NATIONAL GUARD



OCMJ Article FAQs

- Q: What if the Accused Admits his Mistake and Asks for Forgiveness?
- A: He Can Show Mitigation (Not so Serious) or Extenuation (Lighter Punishment)

- Q: Can We Skip This “Dog and Pony Show?”
- A: You Must Not Decide the Case Before You Hear All the Evidence.



OKLAHOMA NATIONAL GUARD



OCMJ Article FAQs

- Q: Is it All or Nothing?
- A: You Can Find the Accused Guilty of Some Offense(s), And Not Guilty of Others.

- Q: Can I Hang this Guy? Or at Least Kick Him Out?
- A: Read Your Script:
 1. Reduction: E-4 and below can be reduced 1 grade.
 2. Forfeiture or Fine: 7 day's pay.
 3. Extra Duty: Up to 14 days.
 4. Withholding of Privileges: Up to six (6) months.
 5. Admonition/Reprimand: May be done orally or in writing.



OKLAHOMA NATIONAL GUARD



JAG is Here to Help You Succeed.
What Are Your Questions?

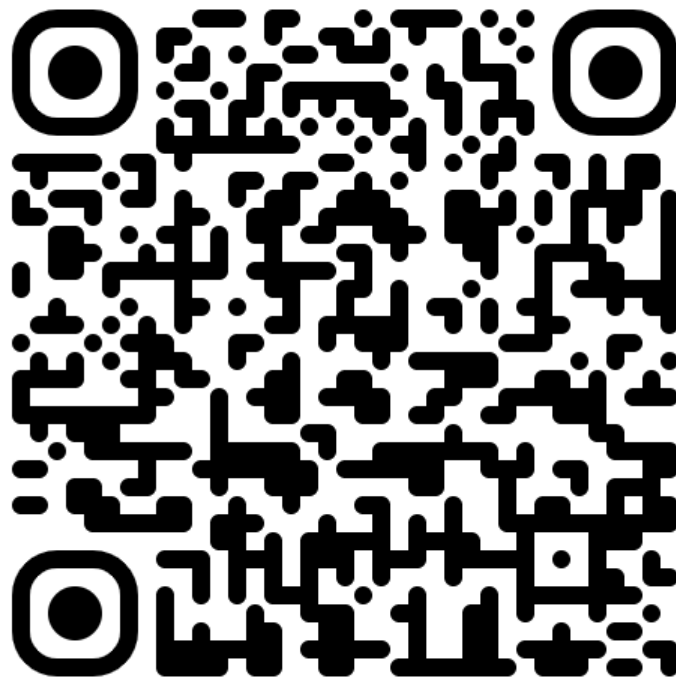




OKLAHOMA
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BREAK



CCFSPCC CONTENT



OKLAHOMA NATIONAL GUARD



PAO



OKLAHOMA NATIONAL GUARD



Agenda

- Purpose of PA
- Media and Social Media
- Training and Event coverage planning
- Community Relations
- Media Request for PAO
- OPSEC



OKLAHOMA NATIONAL GUARD



Purpose of PA

- DoD Policy

- "Information shall be made fully and readily available..."(OPSEC exceptions)
- "A free flow of general and military information shall be made available, without censorship or propaganda, to the men and women of the Armed Forces and their dependents."
- "Information will not be classified or otherwise withheld to protect the Government from criticism or embarrassment."
- "The Department of Defense's obligation to provide the public with information on DOD major programs may require detailed Public Affairs (PA) planning and coordination in the Department of Defense and with the other Government Agencies. Such activity is to expedite the flow of information to the public; propaganda has no place in DOD public affairs programs."

- Staff PA

- Staff PA serves as a personal advisor to the commander
- Advises on the information environment and the effects of information on friendly and adversary operations/missions/goals
- Truth tellers (advise on steady states and crisis comms)
- Mis/dis information (ex. convoy ops with no context provided to civilians)
- Competing narratives
- Brand management
- Help civilians understand what we do
- Media access





OKLAHOMA NATIONAL GUARD



Social Media

- Negative posts (ex. Army WTF, spouse comments, etc.)
 - Do not engage
 - Posts cannot be removed from official gov pages once published – FOIA, censorship
 - Think, think, think, post. Consider the possible effects of everything you post (local, state, national media climate)
- Personal pages
 - if any implication of representing DoD, DA, OKNG, your post is subject to DoD guidance and policy.





OKLAHOMA NATIONAL GUARD



Social Media

- **Personal Use Guidelines:**
 - Personal accounts must be clearly identifiable as personal.
 - Avoid use of DoD titles, insignia, uniforms or symbols in a way that could imply DoD sanction or endorsement of content on your personal page. Also avoid misrepresenting yourself as an official DoD spokesperson on your personal account.
 - As members of the US Army and Oklahoma National Guard profession and family, you are expected to live the Army Values, online and offline.
 - Soldiers and their Families are personally responsible for all content they publish on social networking sites, blogs and other websites.





OKLAHOMA NATIONAL GUARD



Social Media

- Think, Type, Post:

- OKNG is a values-based organization where you are expected to treat everyone - with dignity and respect, as outlined in [AR 600-20](#). The U.S. Army defines [online conduct](#) as the use of electronic communications in an official or personal capacity in a manner that is consistent with [Army values](#) and standards of conduct.
- When Soldiers are logged on to a social media platform, they still represent the U.S. Army and the OKNG. Soldiers using social media must always abide by the UCMJ/OCMJ, even when off duty.
- Commenting, posting and linking to material that violates the UCMJ/OCMJ or basic rules of Soldier conduct are prohibited, along with talking negatively about supervisors or releasing sensitive information.
- IAW [AR 600-20, para. 4-19a\(5\)](#), "Online Misconduct": Some examples include but are not limited to: hazing, bullying, harassment, discriminatory harassment, stalking, retaliation or any other types of misconduct that undermines dignity and respect.



OKLAHOMA NATIONAL GUARD



Social Media

Political Activity:

- Soldiers who are ***on duty*** or ***in uniform*** are ***prohibited*** from:
 - Soliciting political contributions or donations
 - Sharing or liking posts that endorse a political candidate or party
 - Using official titles or positions when engaging in partisan political activity
 - Engaging in any political activity while in uniform
 - Communicate contemptuous words against the President, Vice President, Congress, the Secretary of Defense, the secretary of a military department, the Secretary of Homeland Security, or governor and legislature of any state or territory in which he or she is located or performing duty in. It is a UCMJ violation for Soldiers to communicate in this manner.
- Soldiers are who are ***off duty*** and ***not in uniform*** are ***permitted*** to:
 - “Follow,” “friend” or “like” a political party or candidate running for partisan office.
 - Generally express their personal views on public issues or political candidates via social media platforms



OKLAHOMA NATIONAL GUARD



Social Media

- Distinguish official accounts from personal accounts. DOD (including Guardsmen) personnel should not present themselves as DOD spokesmen or appear to speak on behalf of the DOD, DA, OKNG, on their personal social media presence.
- OKNG personnel are prohibited from using their official position to:
 - Endorse a non-federal entity, product, service or enterprise
 - Take any action that implies DoD, DA, NGB, OKNG endorsement through the unauthorized use of one's official position or public office
- Avoid use of DoD titles, insignia, uniforms or symbols in a way that could imply DoD sanction or endorsement of the content.
- A disclaimer in the bio of a personal account or in the caption or first comment of each relevant post is recommended if the personal account content includes DoD titles, insignia, uniforms, or symbols.

“The views and opinions presented herein are those of the author and do not necessarily represent the views of DoD or the Army. Appearance of, or reference to, any commercial products or services does not constitute DoD or Army endorsement of those products or services. The appearance of external hyperlinks does not constitute DoD or Army endorsement of the linked websites, or the information, products or services therein.”



OKLAHOMA NATIONAL GUARD



Social Media

Social Media Accounts:

1. Registered accounts that use federal government resources (including time, manpower and funds) to communicate the work of the Army are considered official.
2. Commanders may designate personnel as social media managers who do not have release authority. However, a PAO must provide oversight and approve information prior to release.
3. Social media managers are required to complete specific training requirements, and you will be expected to serve as the subject matter expert on social media policies, techniques and best practices. As part of your duties, you will actively engage the public, ensuring that you consider and promote unity of voice, freedom of information, timeliness and accuracy while maintaining security, and privacy.

Personnel managing Army social media platforms must:

1. Be 1035 civilian, 46 series military occupational specialty or a contractor in support of such personnel
2. Have release authority delegated by the commander, or have the oversight of a public affairs officer — contractors may not speak on behalf of the government, any publishing by contractor personnel must be approved by a PAO
3. Complete [required training](#):
 1. **Public affairs officers** — Must complete OPSEC level II. Contact your OPSEC program manager for more information.
 2. **Social media managers** — Must complete [OPSEC Awareness for Military Members, DOD Employees and Contractors](#)



OKLAHOMA

NATIONAL GUARD



Social Media

LIMITATIONS ON NEW ACCOUNTS – DOD GUIDANCE AND POLICY

NEW ACCOUNTS

- Limit creating new accounts.
- **New official accounts should only be established if the proposed new account meets a specific communications objective that is not being fulfilled by any other existing account or other PA activities.**
- **Before creating new accounts, consider if your communication needs can be met through collaboration with an existing account manager.**





OKLAHOMA NATIONAL GUARD



Social Media

Requirements:

1. **Social media managers must complete [Operations Security Awareness for Military Members, DoD Employees and Contractors](#).**

- **AR 360-1** states that all commanders will ensure that personnel who publish information on external online presences receive OPSEC training, social media managers are properly trained and certified, and follow the AR 360-1 guidelines

2. **Mandatory Acceptable Use Policy (AUP) Statement:** Personnel managing or having access to an official social media account will coordinate with their local information technology offices and sign an acceptable use policy agreement with specific, mandatory language. **AUP STATEMENT:** I will use official DoD social media accounts on non-DoD-controlled social media platforms (e.g., Facebook, YouTube, X, Instagram) only as authorized by my job or duty description and to conduct official business, including to release official agency information or other official communication. I will not use personal social media accounts to conduct official business except as authorized in accordance with DoDI 8170.01.

3. **Command Approval – OKNG State Public Affairs Office is the approval authority for all OKNG social media accounts.**

4. **Must have release authority to post content:** Content that is released to the public on social media platforms requires review by a public affairs officer that has release authority from the commander. **Social media managers are not authorized to speak on behalf of the unit, the commander or the Army** without the appropriate level of release authority. Public affairs officers will provide oversight for any posts social media managers draft. Content released to the public on social media platforms requires an OPSEC review.

5. Must have Official .mil email address as POC

6. **The account must have a URL to an official U.S. Army website.** Use your command's website or www.army.mil if your organization does not have a website.

7. User terms of agreement – General disclaimer, Privacy and Security disclaimer, Copyright and trademark disclaimers, Moderated account disclaimer, FOIA notice.

8. Labeled as an official account: Organization must clearly signal that the account is “official” IAW DoD/Army policy.

9. Open to the public: All official accounts must be open to the public.

10. Classified as a Gov Org

11. Register with Army and DoD Directory

12. Security – 2-step verification

13. **Platform management – ensure handoff plan when personnel change positions.**



OKLAHOMA NATIONAL GUARD



Media

- Media coverage reaches a far wider audience than social media – we want them to tell OUR story in OUR words
 - You, your Soldiers, uniformed Guardsmen, know their jobs and experiences – don't let someone outside fill in the gaps with guesses
- Welcome media access – know the limits (OPSEC, PII, etc)
- Report media contact to CoC or directly to PAO
- You and your Soldiers ARE the OKNG story
- Media training available





OKLAHOMA NATIONAL GUARD



- Training and Event coverage planning
- **OKNGPAO@army.mil** – training/events supporting BN/BDE/OKNG priorities
 - **Ex:** LFX, FTX, STX, NET/NEF, specific MOS/skills (medics, cooks, mechanics, etc.)
 - Highlighting Survivability, Lethality, Leader Development, excellence in MOS skills.
 - Unit generated content – okngpao@gmail.com
 - Anyone can submit content





OKLAHOMA NATIONAL GUARD



Community Relations

- DoD program with multiple regulations, policies, DODI, etc.
- Parades, ceremonies, events, speaking engagement, static displays, band, color guard, etc.
- **MUST HAVE SIGNED/APPROVED 2536** for personnel or static display to participate in community event
 - Point requestors to OK.NG.mil (or google Oklahoma national guard)
- **ENCOURAGED!**
- **DO NOT** make any promises (guidelines can change)
- POC – Richard Beam 405-228-5212





OKLAHOMA NATIONAL GUARD



Request for PAO

- MSC's do not currently have qualified PAOs – Our office will coordinate cover for your units.
- Newsworthy (Soldier highlights such as LT Stell, SGT Book police in Lawton, training event, NET/NEF, etc., must support TAG/OKARNG priorities)
 - Generally not IWQ, classroom events, MWR
- BDE and above change of command OR specialty/high visibility units
- Unit generated content is gold, please encourage
 - okngpao@gmail.com



OKLAHOMA NATIONAL GUARD



OPSEC

- All social media managers must have OPSEC training
- All official pages must have OPSEC review by a qualified PAO prior to posting (DOD policy)
- Photos/video of exercises, training, etc., by Soldiers must be cleared for publishing by PAO/BDE command.
 - Generally does not apply to IDT, steady-state
 - Applicable to ex. like ODT, XCTC, JRTC, NTC, Northern Strike, etc.
 - **Leaders must train their Soldier to understand the implication of information on their operating environment.**



OKLAHOMA NATIONAL GUARD



Resources

- <https://www.army.mil/socialmedia/>
- <https://osc.gov/Services/Pages/HatchAct-FAQ.aspx>
- [DoDI 5400.17](#), **August 12, 2022**
Official Use of Social Media for Public Affairs Purposes
The DoD social media policy
- [DoDI 8170.01](#), **August 24, 2021**
Online Information Management and Electronic Messaging, Paragraph 3.24.
Guidance regarding official use of non-DoD-controlled electronic messaging services
- [DoDD 1344.10](#), **February 19, 2008**
Political Activities by Members of the Armed Forces
DoD policy establishing guidelines for service members regarding partisan political activity and the appearance of official sponsorship, approval or endorsement.
- [AR 360-1](#), **October 8, 2020**
The Army Public Affairs Program, Chapter 8
The Army regulation establishing social media policy
- [AR 25-13](#), **May 11, 2017**
Army Telecommunications and Unified Capabilities
Authorized (para 3-1.h) and unauthorized (para 3-2.c) uses of communication systems including social media correspondence



OKLAHOMA NATIONAL GUARD



OKNG Public Affairs Sites

Public Site: <https://ok.ng.mil>

Social Media:

<https://www.facebook.com/oklahomanationalguard>

<https://X.com/OKGuard>

<https://www.flickr.com/photos/oklanationalguard/sets/>

DVIDS:

<http://www.dvidshub.net/>



OKLAHOMA NATIONAL GUARD



Full-time Public Affairs Staff

- PAO Main Line 572-247-5212 OKNGpao@army.mil; OKNGpao@gmail.com
- LTC Kristin Tschetter 405-401-4666(c) Kristin.L.Tschetter.mil@army.mil
572-247-5164 (o)
- Mrs. Leanna Maschino 572-247-5369 leanna.r.Maschino.civ@army.mil
- Mr. Anthony Jones 572-247-5158 Anthony.w.jones.civ@army.mil
- Mr. Richard Beam 572-247-5217 Richard.n.beam.nfg@army.mil
- MAJ Kayla Christopher 572-247-5054 kayla.l.christopher.mil@army.mil



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QUESTIONS



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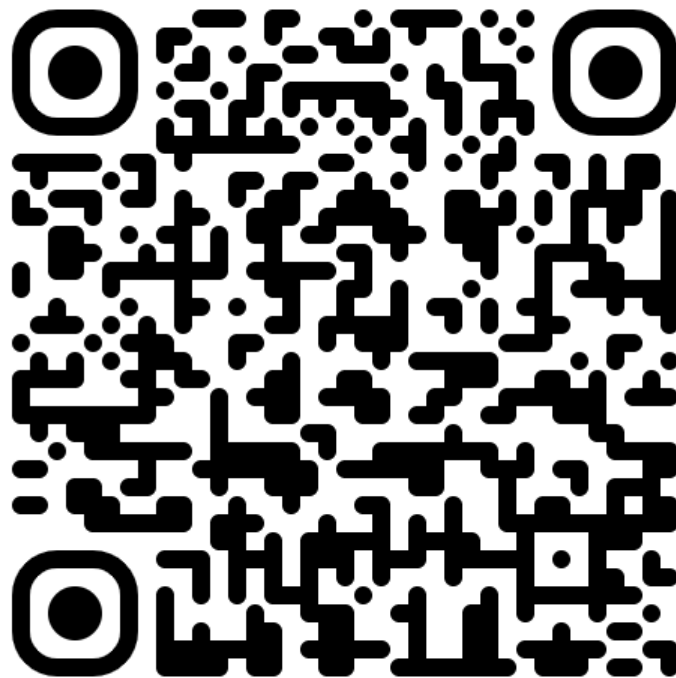
IG
PULL IG SLIDE DECK FROM TEAMS
NOT AVAILABLE FOR DISTRO



OKLAHOMA
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BREAK



CCFSPCC CONTENT



OKLAHOMA
NATIONAL GUARD



SHARP



Commander's & Leader's Handbook Sexual Assault: Prevention and Response



OKLAHOMA SAPR OFFICE

POC: SCHERRYL COULTER
JFHQ SAPRO

24/7 HOTLINE CELL: 405-343-7260



THINGS TO DO FIRST



If you are consulting this handbook, then it is possible you have just received a sexual assault report from a member of your unit. Remain calm and follow these first four steps.

1. Ensure the survivor's and your own safety. At this time limit questions about the events that occurred, rather focus on the safety of the survivor. Call 911 if emergency medical attention is needed.
2. Contact your SARC immediately (Section IV.)
3. Ensure only those personnel with an "official need to know" are given details of the allegation or any PII in accordance with your State's SOP. Those with an "official need to know" may include the following:
 - a. SARC
 - b. Victim Advocate
 - c. Law enforcement currently involved with the case
 - d. Healthcare personnel required to provide treatment
 - e. Legal personnel working with the case
 - f. Director of Psychological Health/Behavioral Health Specialist
4. Protect the survivor's options and privacy - Take action to safeguard the survivor from any formal or informal investigative interviews or inquiries, except those conducted by authorities who have an official need to know.



**Remember, command investigations of sexual assault
are PROHIBITED.**



PURPOSE

This handbook is to serve as a go to guide for unit Commanders and leaders in the National Guard. It is designed to support them with fostering a unit climate that encompasses sexual assault prevention. Also, this guide serves as a reference for leaders, when confronted with an incident of Sexual Assault within their unit. It does not replace any official regulation or instruction but rather to support the response process.

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Sexual Violence Affects Millions of Americans

Every 68 seconds,
an American is sexually assaulted.

RAINN

National Sexual Assault Hotline (800.656.HOPE) | online.rainn.org
Please visit rainn.org/statistics/victims-sexual-violence for full citation.¹

- On average, there are 463,634 victims (age 12 or older) of rape and sexual assault each year in the United States.

1 IN 6 WOMEN



1 out of every 6 American women has been the victim of an attempted or completed rape in her lifetime (14.8% completed, 2.8% attempted).

RAINN

National Sexual Assault Hotline (800.656.HOPE) | online.rainn.org
Please visit rainn.org/statistics/victims-sexual-violence for full citation.⁵

MALE COLLEGE STUDENTS AT RISK

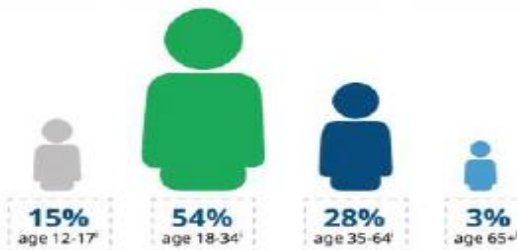
Males ages 18-24 who are college students are approximately 5 times more likely than non-students of the same age to be a victim of rape or sexual assault.



RAINN

National Sexual Assault Hotline (800.656.HOPE) | online.rainn.org
Please visit rainn.org/statistics/victims-sexual-violence for full citation.⁷

THE MAJORITY OF SEXUAL ASSAULT VICTIMS ARE UNDER 30



RAINN

National Sexual Assault Hotline (800.656.HOPE) | online.rainn.org
Please visit rainn.org/statistics/victims-sexual-violence for full citation.²

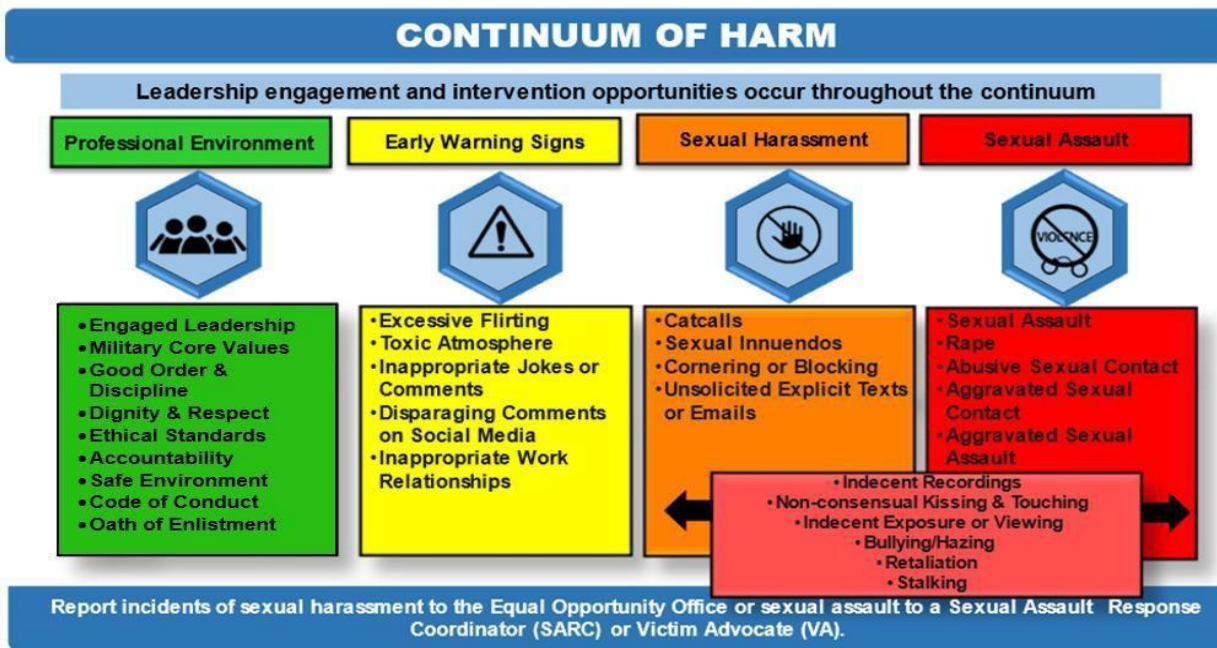


SECTION I

“RECOMMENDATIONS FOR SA PREVENTION”

1. Primary prevention takes place before problematic behaviors occur. Focus on ways to reduce risk factors and increase protective factors associated with problematic behaviors. Consider putting emphasis on fostering a cohesive and positive environment with motivation to constantly improve prevention efforts. Prioritize Service Member wellbeing as a requirement for mission success not just as a secondary effort. Foster a protective environment for all unit members.

Level	Examples of Risk Factors	Examples of Protective Factors
Individual	<ul style="list-style-type: none"> Alcohol and drug use Lack of empathy Exposure to sexually explicit media Hostility toward women History of violent victimization 	<ul style="list-style-type: none"> Knowledge of factors that contribute to sexual assault Attitude that one can and should prevent sexual assault Skills to prevent sexual assault, such as bystander interventions
Interpersonal	<ul style="list-style-type: none"> Family environment characterized by physical violence and conflict Association with sexually aggressive, hypermasculine peers 	<ul style="list-style-type: none"> Emotional health and connectedness Peer support and positive mentoring
Organizational	<ul style="list-style-type: none"> Lack of institutional support Norms within the organization that support male superiority and sexual entitlement 	<ul style="list-style-type: none"> Organizational and social supports Prosocial norms within the organization





SECTION I

“RECOMMENDATIONS FOR SA PREVENTION”



2. Consider Implementing a Bystander Intervention mindset among your unit that would consist of the following concepts: Partner with your SARC for examples and training on the below items.

- DEVELOP AN UNDERSTANDING OF GENDER-STEREOTYPED SOCIAL NORMS.
- DEVELOP AN UNDERSTANDING OF SEXUAL VIOLENCE.
- DEVELOP EMPATHY FOR SURVIVORS.
- IDENTIFY PROBLEMATIC OR DANGEROUS BEHAVIOR.
- IDENTIFY OBSTACLES WITHIN ONESELF THAT STOP ONE FROM INTERVENING.
- BUILD SKILLS AND COMPETENCE TO INTERVENE (I.E., THE 3DS— DIRECT, DISTRACT, DELEGATE).
- PRACTICE SAFE AND EFFECTIVE METHODS OF INTERVENTION.

3. Create transparency in the accountability process. This aids prevention efforts by showing potential offenders the consequences of their actions, and increases reporting by showing survivors, who are unsure about reporting, that the judicial process works.

4. Consider a proactive recognition policy to reward those who promote a culture of dignity and respect. Rewards could be coins, certificates, plaques, impact awards, and/or public recognition (during SAAPM event, with other quarterly awards, in front of formation, etc.) Be mindful to omit PII if citing a specific instance of bystander intervention to protect individual privacy.

5. Work with your SARC and consider adding questions related to sexual assault and harassment to your Command Climate surveys.

6. Get to know your SARCs and VAs at all levels and invite them for visits to speak with your unit.

7. Explore partnership options with local or state law enforcement. Invite them to come speak with your unit on local community's sexual assault trends, e.g., relationship between offender and victim, risk of drug facilitated sexual assault, unsafe establishments.



SECTION I

“RECOMMENDATIONS FOR SA PREVENTION”



8. Explore the Commander’s Risk Reduction Toolkit (CRRT), which is a web-based system that helps command teams (at all levels) assess unit readiness with reports on suicide, drug use, alcohol use, and criminal history. It also supplements the command teams’ ability to develop a consolidated overview of risk history and unit trends and allows them to develop strategies to strengthen units. The CCRT is available thru Army Vantage request an account here: <https://www.army.mil/vantage#org-request-an-account>
9. Engage your NCOs to develop 5-minute tactical “hip-pocket” trainings for prevention topics.
10. Identify and mitigate high risk situations associated with drill weekends, Annual Training and state activations, hotel parties, access to alcohol, individuals on patrol alone at night.
11. Consider implementing training that goes beyond PowerPoint, i.e., scenario-based training, small group and “brown bag” discussions. Work with your SARC on training ideas.
12. Be clear that retaliation will not be tolerated. Ensure all members know you fully support the SAPR/SHARP Program and will not tolerate behaviors of sexual harassment or assault.
13. Ensure all call signs are reviewed by some entity (call-sign councils, commanders, SJA review, or something similar). Decisions should be made with the “reasonable person standard” and NGB SAPR can provide documentation and guidelines.
14. Consider an alcohol policy. Perform risk assessments prior to any unit sponsored or non-duty hour events. If alcohol is consumed, encourage responsible use. Hold individuals accountable if they abuse the privilege. Reinforce responsible use of alcohol. Reach out to JAG for non-judicial punishment procedures.
15. Promote established wellness programs that provide positive coping strategies as an alternative to self-medicating. (Alcohol or other substances)
16. Check with your SARC on how perpetrators weaponize alcohol.
17. During Dining ins/outs move to the use of a single non-alcoholic grog bowl. Alcoholic beverages may be available but shall not be a celebrated part of the event.
18. Ensure events that serve alcohol will have a sober individual looking out for fellow service members (similar to a designated driver).
19. The NCOER/OER required SAPR bullet must be substantive.
20. April is Sexual Assault Awareness and Prevention Month. Engage and support your SARCs and Victim Advocates IOT establish events that bring awareness to sexual assault and harassment.



SECTION I

“RECOMMENDATIONS FOR SA PREVENTION”



21. Consider working with your SARCs to conduct a survey. i.e., “Survey Monkey.” This will give a better understanding of the command climate regarding sexual harassment and assault.
23. Inappropriate relationships, i.e., officer and senior enlisted nonprofessionally involved with junior enlisted are consistent characteristics leading to sexual assault.
24. Be observant of your Soldiers’ or Airmen’s behaviors during the duty day and off hours. Be cognizant of subtle changes that may be an escalation on the Continuum of Harm Matrix.
25. Consider forming an agreement with local law enforcement to be included on a blotter report of sexual harassment/assault incidents.



SECTION II

“IMMEDIATE CDR’S RESPONSE TO SEXUAL ASSAULT: 30 DAY CHECKLIST (FOR SURVIVOR)”



- ___ Notify SARC immediately: (JFHQ or Wing SARC POC)
- ___ Ensure victim has access to a SARC or SAPR VA
- ___ Ensure timely access to healthcare (SAFE exam-w/SARC or VA)
- ___ Immediately notify the responsible law enforcement agency; civilian law enforcement or Military Criminal Investigative Organization (MCIO) depending on location of incident and duty status of alleged offender (if unsure, call the SARC)
- ___ Survivor Safety: SARC/VA can conduct formal “Safety Assessment”: (see Enclosure 1 below)
- ___ High Risk Response Team (HRRT) if the Survivor’s safety or Alleged Perpetrator’s safety is at risk, work with SARC to stand up the HRRT: (see Enclosure 5, mentioned supra for details)
- ___ Ensure access to Support Person: Chaplain, friend, family member, etc. (SARC/VA will offer the aforementioned to the survivor, please support the victim’s decision to seek assistance)
- ___ Offer Protective Orders, if needed (MPO, CPO) (SARC/VA will inform Command)
- ___ Expedited Transfer: If requested, must be approve or disapproved within 5 Days
- ___ 8-day Report: Sexual Assault Incident Response Oversight (SAIRO): Ref CNGBM 1300.02, SAIRO/CCIR Notifications (SARC will work with Command)
- ___ Ensure the Survivor’s privacy, and limit information to “Need to Know” individuals
- ___ Case Management Group (CMG) victim’s Wing/BDE commander is required to attend, held monthly
- ___ Post-CMG must notify Survivor of updates provided at CMG within 72 hours.
- ___ Must Protect Survivor from Retaliation/Coercion/Ostracism/Reprisal, etc.
- ___ Consult with legal office; notify SARC prior to taking any action on collateral misconduct.



“IMMEDIATE CDR’S RESPONSE TO SEXUAL ASSAULT: 1ST 30 DAY CHECKLIST (FOR ALLEGED OFFENDER)”



- ___Must NOT conduct any Command Directed Investigations into SA (to include sworn statements)
- ___Limit information as Need to Know
- ___**Safety of Alleged Offender: Monitor well-being, particularly if suicidal ideation is suspected. Assess safety of any family members, spouse, children, etc.**
- ___Trial Defense Service: ensure procedures in place to inform alleged offender
- ___Ascertain Expiration-Term of Service (ETS) or Retirement Date (as applicable)
- ___Alleged Offender Healthcare: ensure counseling/mental health services offered
- ___Consider “Warm-Handoff” or ensure access to Support Person: Chaplain, family member, Director of Psychological Health, etc. However, ensure to remain involved.
- ___Beware of possible retaliation/ostracism against or by the Alleged Offender: monitor and intervene
- ___SAIRO: If the survivor is a Civilian, Alleged Offender’s Commander must prepare abbreviated 8-day report, DoDI 6495.02, V1 10 Nov 21 (SARC will assist)

***** Keep in mind, the alleged offender may not be aware of an accusation. Consult with SJA and criminal investigative agency before initiating any notification procedures.*****



SECTION III
“KEY PERSONNEL DUTY DESCRIPTIONS”

JFHQ Sexual Assault Prevention Response Officer (SAPRO)

Manage and maintain the Sexual Assault Prevention and Response (SAPR) Program, the Sexual Harassment/Assault Response and Prevention (SHARP) Program. Serves as principal advisor to the Adjutant General (TAG) with responsibility for understanding and implementing Department of Defense (DoD), Army, Air Force, National Guard Bureau (NGB), Army National Guard (ARNG) and Air National Guard (ANG) policies. Provides and informs the sexual assault survivor about available reporting options and benefits and/or limitations. Manages overall sexual assault reporting process and documentation for the state populations of ARNG and in coordination with the ANG SARC. Conducts, facilitates, and/or coordinates sexual assault prevention training for all members of the state National Guard and Victim Advocates (VA's). Maintains the state 24/7 sexual assault hotline.

JFHQ Victim Advocate Coordinator (VAC)

Serves as JFHQ SARC in absence of JFHQ SARC as the designated specialist of victim support services who coordinates and oversees local implementation and execution of the Sexual Assault Prevention and Response (SAPR) Program. Provides collateral duty victim advocates support by providing, along with JFHQ SARC, advice, guidance or victim services question clarification. Serves as the point of contact in coordinating victim care from the initial report to resolution of survivor's health and well-being. Serves to educate personnel within the state's ARNG and ANG units regarding the most effective responses to sexual assault on behalf of the survivors and at-risk individuals.

Wing/BDE Sexual Assault Response Coordinator (SARC)

Implement and manage the installation level Sexual Assault Prevention and Response (SAPR) Program and serve as consultant to the installation Brigade Commander or delegated Executive Officer, host Wing Commander (WG/CC) or delegated Vice Wing Commander (WG/CV) on institutionalizing core values. Develops, implements and maintains an installation victim support system. Ensures availability of trained and credentialed full time victim advocates (VA's). Maintains the 24/7 sexual assault hotline.

JFHQ Prevention Program Manager

The Prevention Program Manager is the core of the operational workforce. They are responsible for overseeing the supporting activities carried out by other prevention personnel through budget and personnel management, data collection and/or



SECTION III “KEY PERSONNEL DUTY DESCRIPTIONS”



JFHQ Prevention Program Manager (CONT)

consolidation, and the development of command-level policies and resources. S/T/DC JFHQ Prevention Program Manager will support TAGs/CGs in implementation of the IPP System within the S/T/DC. In addition to DoD SPARX training the JFHQ Prevention Program Manager needs to complete an additional 30 hours of continuing education annually to maintain credentialing requirements. For a list of approved continuing education classes contact the NGB/J1-WRF Prevention Workforce Branch.

JFHQ Prevention Program Deputy Program Manager (Large States)

The Deputy Program Manager will assist the Prevention Program Manager in establishing IPP system policies and procedures within their respective S/T/DC, consistent with applicable statutes and DoD, CNGB, Service Specific, ARNG, and ANG issuances. In addition to DoD SPARX training the JFHQ Prevention Deputy Program Manager needs to complete an additional 30 hours of continuing education annually to maintain credentialing requirements. For a list of approved continuing education classes contact the NGB/J1-WRF Prevention Workforce Branch.

JFHQ Prevention Program Lead (Subject Matters Experts/SME)

S/T/DC JFHQ Prevention Program Analysts will be located at the S/T/DC to serve as IPP SME for their indicated subject matter area (to include, Family Violence and Abuse Prevention, Self-Directed Harm, Sexual Violence, and Workplace Violence and Harassment), or across all forms of violence. In addition to DoD SPARX training the JFHQ Prevention Program Leads need to complete an additional 20 hours of continuing education annually to maintain credentialing requirements. For a list of approved continuing education classes contact the NGB/J1-WRF Prevention Workforce Branch.

Domestic Abuse Prevention Lead

The Domestic Abuse Subject Matter Expert directly supports the development and execution of policies, programs, and procedures for implementing integrated primary prevention activities relating to family violence and abuse (i.e., child abuse, domestic violence, and intimate partner violence), averting harm or abuse before it occurs. Identifies risk and protective factors that lead to or protect against unhealthy or unsafe behaviors. Promote or mitigate actions relating to environmental exposure. Due to the specialty nature of these roles this position reports to the JFHQ Prevention Program Manager.



SECTION III

“KEY PERSONNEL DUTY DESCRIPTIONS”



Self-Directed Harm Prevention Lead

The Self-Directed Harm Subject Matter Expert directly supports the development and execution of policies, programs, and procedures for implementing integrated primary prevention activities relating to self-directed harm (i.e., self-cutting, drug and alcohol abuse, thoughts of suicide, self-directed abusive thoughts, suicide attempts and suicides), averting harm or abuse before it occurs. Identifies risk and protective factors that lead to or protect against unhealthy or unsafe behaviors. Promote or mitigate actions relating to environmental exposure. Due to the specialty nature of these roles this position reports to the JFHQ Prevention Program Manager.

Sexual Violence Prevention Lead

The Sexual Violence Subject Matter Expert directly supports the development and execution of policies, programs, and procedures implementing integrated primary prevention activities relating to sexual violence, averting harm or abuse before it occurs. Identifies risk and protective factors that lead to or protect against unhealthy or unsafe behaviors. Promote or mitigate actions relating to environmental exposure. Due to the specialty nature of these roles this position reports to the JFHQ Prevention Program Manager.

Workplace Harassment Prevention Lead

The Workplace Harassment Subject Matter Expert directly supports the development and execution of policies, programs, and procedures to implement integrated primary prevention strategies and plans which impact or relate to the prevention of workplace harassment (e.g., sexual harassment, cyber harassment, bullying, hazing, reprisal, retaliation, unprofessional behavior), and the development of healthy workplace climates and cultures to maintain and foster unit cohesion, morale, fairness, and connectedness. Identifies risk and protective factors that lead to or protect against unhealthy or unsafe behaviors. Promote or mitigate actions relating to environmental exposure. Due to the specialty nature of these roles this position reports to the Integrated Primary Prevention Officer.

JFHQ Attorney Advisor

Acts as a legal adviser and attorney for the most diverse, complex, difficult and novel legal issues found in the emerging area of victims' right law, and will be responsible for the formulation of state/territory legal policy and its execution in the area of sexual assault accountability, prevention, and response; sexual harassment; domestic abuse for Army and Air personnel.



SECTION III “KEY PERSONNEL DUTY DESCRIPTIONS”



BDE/WING (Tactical)

The Prevention Plan of Action (PPoA), directs that Brigade/Wing (tactical level), individuals “require collaboration and facilitation skills as well as the ability to apply the strategic guidance, tools, and technical assistance to their unique organization.” Tactical level personnel are responsible for implementing the strategic level objectives on the ground through specific prevention activities. Personnel at this level function as the Prevention Delivery System by implementing, monitoring, and evaluating prevention activities and by “supporting the spread and uptake of effective prevention principles” within their organization.

Brigade/Wing Integrated Primary Prevention Lead

The Prevention Lead serves as the primary focal point for directing and coordinating prevention activities as the local (e.g., command/installation) level, reflective of the role the Prevention Program Manager plays at the strategic level. Due to the specialty nature of these roles this position reports to the JFHQ Prevention Program Manager. In addition to DoD SPARX training the Brigade/Wing Integrated Prevention Lead need to complete an additional 20 hours of continuing education annually to maintain credentialing requirements. For a list of approved continuing education classes contact the NGB/J1- WRF Prevention Workforce Branch.

Behavioral Health Coordinator (BHC)

Advocate for, promote and guide Army National Guard members by supporting psychological fitness and well-being for operational readiness. Assist Service Members through information, assessment, referral, clinical case management and education. Provides supportive counseling, crisis intervention, risk assessment, suicide risk assessment, 24/7 crisis consultation, traumatic/critical event management, command consultation, readiness, resiliency and wellness education, and mental health coordination and referral services.

Director of Psychological Health (DPH)

Provide preventive, remedial, and support services aimed at improving and sustaining the psychological health of Air National Guard military members. Conduct needs assessments, intake evaluations, and psycho-diagnostic assessments, provide short-term, evidence-based problem resolution strategies and services. Provide on-site and telephonic access to psychological health assessments and individual consultations to facilitate coordination of clinical, counseling, and other services promoting psychological health.



Chaplains, SEEM, SVC, SJA



Chaplains

Have the responsibility of caring for the spiritual well-being of Soldiers, Airmen, and their Families. They advise in matters pertaining to religion, morals, and morale. On behalf of the Commander, Chaplains oversee the command master religious plan/ministry plan for the unit, which includes religious services/education, pastoral care and counseling, workshops, and special events. Chaplains may provide pastoral and spiritual support at the survivor's request, and such counseling and support is considered privileged communications; however, Chaplains may not accept a Restricted Report.

State Equal Employment Manager (SEEM)

SEEM provides guidance and advice to The Adjutant General, senior commanders and managers on statutory requirements relating to the entire Equal Employment Opportunity (EEO) and Military Equal Opportunity (EO) Program. This includes Sexual harassment reports. Serves as principal advisor for Special Emphasis programs, the Affirmative Employment Plan, Alternate Dispute Resolution, and Complaints Processing System for the Army and Air National Guard. Formulates policies designed to prohibit discrimination due to race, color, religion, sex, national origin age and disability.

Oversees military and civilian equal opportunity programs. These programs are to ensure all soldier and airmen have equal opportunity and fair treatment regardless of race, gender, religion, national origin, or color.

Special Victim Counsel (SVC)

Judge Advocates who are specially trained on legal issues concerning survivors of sexual assault and certified to provide legal representation and counsel to survivors throughout the military disposition of the offense.

Staff Judge Advocate (SJA)

Provide legal services, counsel, and opinions to The Adjutant General (TAG) and TAG's staff; Air and Army senior leaders; and directorates concerning operational law, environmental law, contracts administrative law, military justice and other areas of law as necessary. Regarding sexual assaults, SJA's will advise TAG, senior leaders and NG JFHQ-State SARC on legal and regulatory matters. SJA may coordinate with civilian law enforcement organizations to monitor and track the criminal investigation for all sexual assaults and related allegations involving members of the National Guard.

SJA's will provide a case update and case disposition to the survivor's commander for discussion with the case management group (CMG) chair and co-chair every 30 days during the CMG meeting until case closure. The SJA will provide such military justice or administrative information concerning offender accountability as required by the NG JFHQ-State or Wing SARC per regulation.



SECTION IV “IMPORTANT POINTS OF CONTACT”



****State/Wing SARCs: Please input information for each unit****

DoD SAFE HELPLINE: (877) 995-5247 <https://safehelpline.org/info-for-leaders> JFHQ SARC:

Wing SARC(s):

BDE SARC:

BDE Victim Advocate(s):

BN Victim Advocate(s):

ANG VVA(s):

Chaplain:

State Judge Advocate:

State Family Services Program:

Equal Employment Opportunity (EEO) Office:

Civilian Sexual Assault Agency:



SECTION V “COMMANDER’S DO’S AND DON’TS”



Do:

Listen to what the Survivor is saying, and what they are asking for. Give the Survivor the benefit of the doubt.

Trust what they are saying. Ask the Survivor if they have any safety concerns.

Encourage the Survivor to speak to the SARC or a Victim Advocate. Protect the Survivor’s privacy.

Inform the Survivor that you are required to notify law enforcement, but that they can decline to speak with law enforcement and do not need to participate in any investigation.

Let them know they can still speak with the SARC and file a Restricted Report. The SARC will maintain confidentiality, and you as the CDR will not know if they file a Restricted report.

Defer collateral misconduct in accordance with State Safe to Report Policy.

Read ahead about sexual assault response so that you are not blind-sided if it happens in your unit.

Become cognizant of any ostracism, retaliation or reprisal that has or may begin to arise against the survivor. See Section VI for definitions.

Contact the SARC and JAG/SJA for guidance.



SECTION V “COMMANDER’S DO’S AND DON’TS”



Don’t:

Do not panic. Take time to get guidance from the SARC before you start taking action.

Do not try to investigate or gather facts. Command investigations of sexual assault are prohibited.

Do not take action against the alleged perpetrator before the investigation is complete. Do not question the Survivor (why were you there, what were you doing, etc.).

Do not try to act as the Survivor’s counselor.

Do not display an emotional reaction to what the Survivor says. This can be perceived as disgust with, or anger at, the Survivor.

Do not discuss case with other members of the CoC. Don’t announce occurrence. **Need to Know only!**

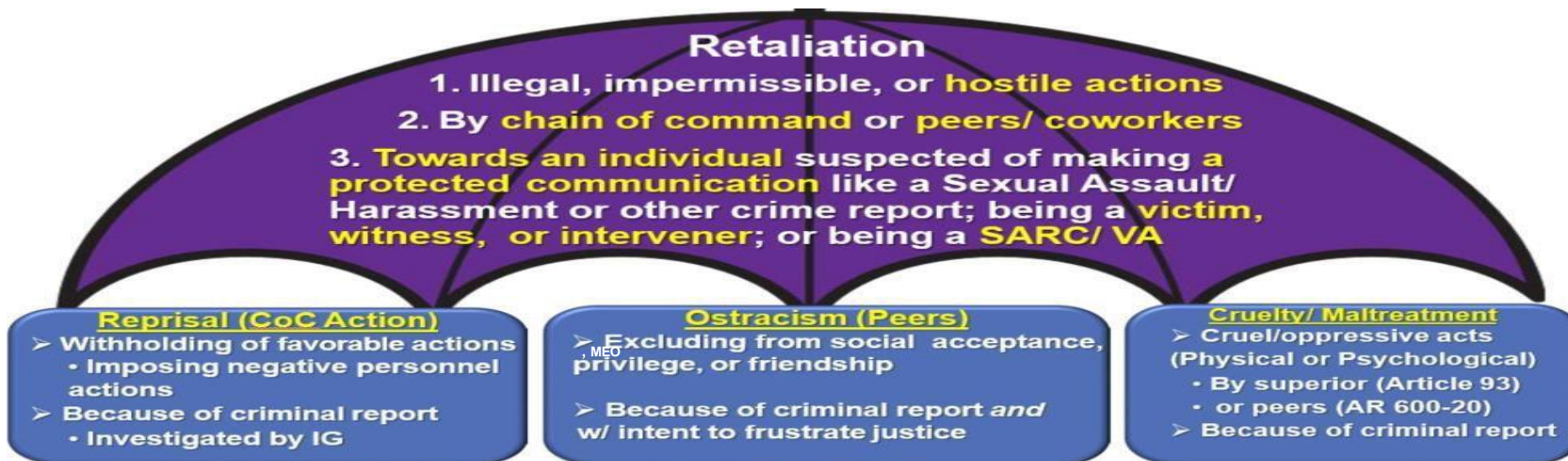
Do not immediately consider moving or reassigning the survivor. This may remove them from or damage their support structure.



SECTION VI

“RETALIATION: REPRISAL, OSTRACISM, CRUELTY/MALTREATMENT”

Retaliation is a blanket term that includes any illegal, impermissible or hostile actions by the CoC or peers towards an individual suspected of making a protected communication like a Sexual Assault/ Harassment or other crime report; being a victim, witness, or intervener; or being a SARC/ VA



Installation commanders, and commanders in comparable locations, will direct that **“Reporting Options for Adult**

Victims of Sexual Assault” are posted in high-traffic locations (including dining facilities), and posted information will include:

- Location and phone numbers/emails for the local SARCs and SAPR VAs, as well as Directors of Psychological Health
- Location and phone numbers/emails to contact the Special Victims’ Counsel/Victims’ Legal Counsel Program (SVC/VLC)
- Process for reporting to an individual outside the chain of command of the Service member, to explicitly include contact information for the DoD Safe Helpline or a SARC and other personnel outside their chain of command.
- Information for the DoD Safe Helpline for crisis intervention, 24/7 worldwide.
- Information for the Catch a Serial Offender Program
- Information regarding services furnished by the Secretary of Veterans Affairs to survivors of sexual trauma (this should also be posted in areas where sexual assault prevention staff normally post notices or information).



SECTION VI
“RETALIATION: REPRISAL, OSTRACISM, CRUELTY/MALTREATMENT”



Individuals can now formally report retaliation related to an unrestricted sexual assault case to the SARC using a DD 2910-2. This includes victims, witnesses, family members of victims, bystanders or responder. Formal reports of retaliation will be reviewed at the monthly Case Management Group meeting.

Use climate surveys, speak with your unit and encourage candid discussion on the subject of retaliation.



SECTION VII

“THE TWO SEXUAL ASSAULT REPORTING OPTIONS”



Unrestricted Reporting

Once a report of sexual assault has been filed (2910 signed) as unrestricted it **CANNOT** be changed to a restricted report.

Once the report is filed with a SARC or Victim Advocate, more people are involved than with a restricted report (e.g., chain of command, law enforcement, NGB Office of Complex Investigations (OCI)). All information pertaining to an unrestricted report is still considered need-to-know, and all efforts are made to protect the survivor’s privacy as much as possible.

For National Guard units, the investigation of an unrestricted report will usually be completed by civilian law enforcement. If Civilian law enforcement declines to investigate, TAG can request OCI conduct an administrative investigation, to support potential command actions. A commander may use the resulting OCI investigation to pursue administrative action against an alleged perpetrator.

With unrestricted reporting the survivor’s Commander has more support options. At the survivor’s request the Commander may issue a military protection order or prepare an expedited transfer or reassignment (none of which are available with a restricted report). Remember, the Command has the option to move/reassign the alleged perpetrator as well.

Restricted Reporting

A survivor may tell anyone they wish, EXCEPT LAW ENFORCEMENT, about the assault and still have the option of making a restricted report. If the survivor reports a sexual assault to any member of his/her chain of command, the command is mandated to notify law enforcement. The victim does not need to participate in the investigation or make any report to the SARC.

The victim can still elect to file a restricted Report, following existing RR notification requirements, the victim will not be eligible for an Expedited Transfer or Military Protective Order unless the report converts to Unrestricted.

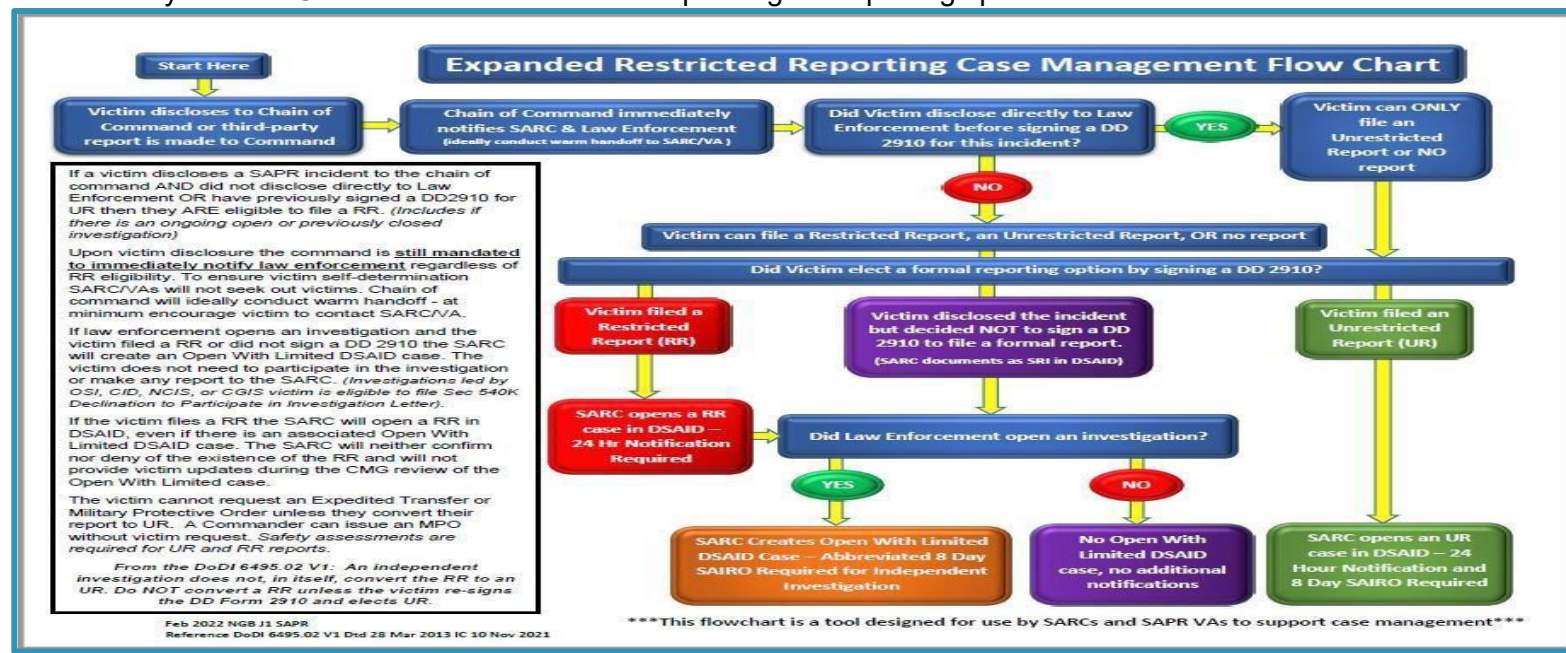
Remember all information should be kept strictly need to know. Limit PII in emails related to the situation and use face to face communication as much as possible.



SECTION VII “THE TWO SEXUAL ASSAULT REPORTING OPTIONS” CONTINUED

Restricted reporting does not provide for a criminal investigation or punishment of the offender, expedited transfer or reassignment, or military protection order.

There are exceptions to the confidentiality of restricted reporting. Under specific legal circumstances, restricted information may be disclosed in response to an imminent threat, for disability rating boards, or as required by state or federal statute. This will be discussed by the SARC or Victim Advocate when explaining the reporting options to the Survivor.



Survivors making a restricted report may still choose to receive medical treatment, forensic examination, legal services, counseling, and advocacy services:

- Medical and forensic exams are conducted at the local hospitals or crisis centers.
- Legal services can be provided through the Special Victims Counsel (discussed a little later) or a local civilian attorney, retained at victim's expense.
- Counseling services may be provided within your organization or at the local crisis centers.
- Advocacy services are available through the SARC, VAC, and Victim Advocates. Civilian sexual assault crisis centers also have advocates available.



THIRD PARTY REPORTS AND NON-PARTICIPATING VICTIMS



If a third party reports a sexual assault to anyone in the chain of command, to include a supervisor, mandatory reporting rules still apply.

The commander should immediately notify the SARC, and if enough information has been provided, contact should be made with the alleged victim to ensure safety and reporting options.

The SARC does not have an official SAPR case unless a victim has signed a DD 2910. Remember, the victim may have already met with the SARC and filed a Restricted Report. The SARC will not be able to confirm or deny the existence of a Restricted Report and cannot share any case information.

NOTE: The alleged victim may choose not to report, not cooperate with an investigation, or may not identify as a victim. This is their right. However, this does not remove mandatory reporting requirements. Additionally, command is still prohibited from conducting an internal investigation.



SECTION VIII REFERENCES



Applicable to Title 32 and Non-Duty Status:

DoDI 5505.18 : Investigative of Adult Sexual Assault in the DoD

DoDI 1020.03 : Harassment Prevention and Response

DoDI 1332.30 : Separation of Regular and Reserve Commissioned Officer

DoDI 1322.31 : Common Military Training

DoDI 1030.20 : Victim and Witness Assistance Procedures

DoDI 5525.20 : Registered Sex Offender Management in DoD

DoDI 6310.09 : Health Care Management for Patients Associated with Sexual Assault

DoDI 6400.06 : Domestic Abuse Involving DoD Military and Certain Affiliated Personnel

DoDI 6400.07 : Standards for Victim Assistance Services in the Military Community

DoDI 6495.01 : Sexual Assault Prevention and Response (SAPR) Program

DoDI 6495.02 : Sexual Assault Prevention and Response Program Procedures DoDI 6495.03 Defense Sexual Assault Advocate Certification Program

DoDI 6495.03: Defense Sexual Assault Advocate Certification Program

DoD Retaliation Prevent and Response Strategy Implement Plan DoD Sexual Assault Prevention Strategy 2014-2016

DoD Prevention Plan of Action 2019-2023

DoD SAPR Strategic Plan 2017-2021 Guidelines for the DoD Safe Helpline NDAA FY19 Sexual Assault Pages

Information Paper for Issuance of Change 2 DoDI 6495.02

USD (P&R) Executive of the DoD Sexual Assault Prevention Plan of Action



SECTION VIII REFERENCES CONT



CNGB Instructions and Manuals [National Guard Bureau Publications & Forms Library > Publications > CNGB Instructions](#)

[CNGBI 1300.01](#) National Guard Sexual Assault Prevention and Response Program

[CNGBM 1300.02](#) National Guard Sexual Assault Incident Response Oversight and Commander's Critical Information Requirements Reports for Unrestricted Reports

[CNGBM 1300.03A](#) National Guard Retaliation Reporting Processes Related to Unrestricted Reports of Sexual Assault

[CNGBI 0401.01A](#) Special Victims' Counsel Program

[CNGBI 0400.01B](#) National Guard Complex Administrative Investigations

[CNGBM 0400.01A](#) National Guard Complex Administrative Investigations Procedures

[CNGBI 0401.01A](#) National Guard Special Victims' Counsel Program

[CNGBM 0401.01](#) National Guard Special Victims' Counsel Program Procedural Guidance

[CNGBM 1300.01](#) National Guard Implementation of the DoD DSAACP Program

[CNGBM 1300.03A](#) National Guard Retaliation Reporting Processes Related to Unrestricted Reports of Sexual Assault

[CNGBM 1300.04](#) National Guard Expedited Transfer Program for Members with Unrestricted Reports of Sexual Assault

Applicable to Title 10 Duty Status:

HQDA EXORD 221-12 SHARP Program Synchronization Order

HQDA EXORD 193-14 Screening of SHARP Program Personnel

AD 2013-20 Assessing Officers and NCOs on Fostering Climates of Dignity and Respect on Adhering to SHARP Program

AD 2018-16 Suitability Criteria for Military Personnel in Specified Positions

AD 2013-21 Initiating Separation Proceeding and Prohibiting Overseas Assignment for Soldiers Convicted of Sex Offenses

AD 2014-20 Prohibition of Retaliation against Soldiers for Reporting a Criminal Offense



SECTION VIII REFERENCES CONT.



AFI 90-6001 Sexual Assault Prevention and Response Program

AFPD 90-50 Integrated Resilience

AFPD 51-1 Sec Extends Eligibility for SVC to ANG Members

AR 600-20 Army Command Policy

AR 27-10 Military Justice

AR 623-2 Evaluation Reporting System

AFI 90-5001 Integrated Resilience

SECTION IX ENCLOSURES

CDR's Safety Plan



OKLAHOMA

NATIONAL GUARD



EO



OKLAHOMA
NATIONAL GUARD



**Company Commander &
First Sergeant
PRE-COMMAND COURSE**

Oklahoma National Guard
Equal Opportunity (EO) Program

Mrs. Amy Gray, SEEM



OKLAHOMA NATIONAL GUARD



Objectives

- Define EO and Purpose
- References
- Policy
- Commander Responsibilities
- Reporting and Complaint Resolution Timelines
- Additional Resources



OKLAHOMA

NATIONAL GUARD



Purpose

- *The Equal Opportunity (EO) Program formulates, directs, and sustains a comprehensive effort to maximize human potential and to ensure fair treatment for all persons based solely on merit, fitness, and capability in support of readiness.*
- *Service Members and their families will not be subjected to harassment and unlawful discrimination on the basis of **Race, color, religion, sex, national origin, sexual harassment, or reprisal***



OKLAHOMA NATIONAL GUARD



References

- AR 600-20 Army Command Policy- Feb 2025
- National Guard Regulations- *New coming
September 2025*
- NGR (AR) 600-21 Equal Opportunity (EO) Program
in the Army National Guard- 2017
- NG PAM 600-22 Investigating Military
Discrimination Complaints- 2002
- CNGBI 9601.01 National Guard Military Complaint
Process- 2017
- NGBDTM 9601.01 31 May 2024



OKLAHOMA NATIONAL GUARD



Policy

Provide EO and fair treatment for military personnel and Family members without regard to race, color, sex, religion, national origin, and provide an environment free of unlawful discrimination and offensive behavior



OKLAHOMA NATIONAL GUARD



EO Program Structure

- OKNG State
 - State Equal Employment Manager (SEEM)- CMD GRP
 - Human Relations/Equal Opportunity (M-DAY)- J1- 2 PAX
- MACOM/Brigade/O-6 Commands
 - 1x Equal Opportunity Advisor (EOA)
 - Minimum rank CPT, CW2, SFC
- Company/Battery/Squadron per UIC
 - 2x Equal Opportunity Leader (EOL) - Primary & Alternate
 - Minimum rank SGT (P)

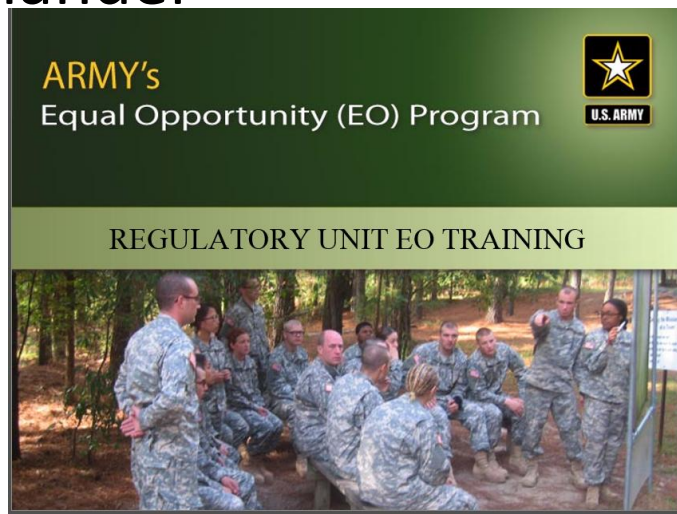


OKLAHOMA NATIONAL GUARD



Commander Responsibilities

- Sustain a positive EO climate within units
- Eliminate discriminatory behaviors/practices
- Identify Equal Opportunity Advisors/Leaders
- Post EOA, EOL and SEEM POCs on official bulletin boards
- Allow EOA/EOL direct access to commander
- Allow EOA/EOL access to private area





OKLAHOMA NATIONAL GUARD



Commander Responsibilities

- Manage Unit EO Program
- Appoint EOL; Resolve concerns at lowest level
- Conduct mandatory Annual EO Training
- ✓ Ensure required EO training is conducted and documented in DTMS- Task# DA-CMT10
- Post policy and complaint procedures on official bulletin board



OKLAHOMA NATIONAL GUARD



Sexual Harassment Complaint Processes

- Soldiers who alleged Sexual Harassment should first be referred to the SARC/VA
- The SH Complaint process will still fall under EO
- The SH Complaint process has recent changes a/o 25 May 2024. Please refer to NGBDTM 9601.01 and Tab E SH Complaint Process.



OKLAHOMA NATIONAL GUARD



Informal Resolution Request (IRR)

- Initiation: Record on NGB Form 333, BDE EOA should forward to SEEM
- Commander's Reprisal Prevention Plan (lowest level commander)
- Leadership Inquiry Report (LIR): Commander appoints Inquiry Officer (IQO), IQO will produce the LIR to the appropriate Commander and EOA within 60 days



OKLAHOMA NATIONAL GUARD



Informal Resolution Request (Cont.)

- Notice of Proposed Resolution: Once the EOA has the State IRR, LIR, and supporting documents, the EOA drafts the NPR and presents it to the complainant in the final interview.
 - Includes Notice of Acknowledgement and Election Form. Complainant makes election within 30 days.



OKLAHOMA NATIONAL GUARD



Timelines

Reporting

- Report informal complaints to any member of the chain of command at lowest level
 - Allowed if a remedy or resolution is possible
 - Report to Unit/BDE EOL/EOA
 - All complaints begin as INFORMAL
- Complaint must be filed 180 days from date of alleged discrimination utilizing NGB Form 333



OKLAHOMA NATIONAL GUARD



Timelines

Complaint Resolution

- Unit EO personnel
 - Advise commanders on processing complaints
 - Assist the complainant in clarifying issues and allegations and documenting the complaint on proper forms
 - Conduct basic fact findings into allegations of discrimination on behalf of the commander
 - Provide appropriate feedback to complainant on the status of his/her complaint



OKLAHOMA

NATIONAL GUARD



Additional Resources

- Alternative Dispute or Conflict Resolution
 - Must be offered
 - May be implemented at any time
- State Equal Employment Manager
- JFHQ EO Officer and NCO



OKLAHOMA NATIONAL GUARD



EO Staffing

- JFHQ EO Officer- (remote) MAJ Essence Campbell
- JFHQ EO NCO- Vacant
- 45 IBCT EOA- CPT David King (new appt)
- 45 FAB EOA- Vacant
- 90 TC EOA- Vacant
- CGTS EOA- Vacant



OKLAHOMA
NATIONAL GUARD



Questions?

JFHQ EO Office- 572-247-5297
Cell- 405-208-9833



OKLAHOMA NATIONAL GUARD



SAFETY



OKLAHOMA
NATIONAL GUARD



Company CDR/1SG Course

MAJ Cody Dupler
State Safety and Occupational
Health Specialist, OKARNG



OKLAHOMA NATIONAL GUARD



Our Brothers and Sisters

Lost to Fatal Mishaps 1 October 2022-30 September 2023





OKLAHOMA NATIONAL GUARD



Soldier killed during training exercise at Fort Bragg



Friday, April 21, 2023



MILITARY TRAINING EXERCISE DEATH FORT BRAGG

"We are deeply saddened by the loss of Sgt. **Joseph Zygarowski**. He was an exceptional Soldier as part of our Resolute Family. Our thoughts and prayers are with his loved ones during this tragic time."

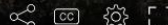
ATtribution: COL SAMUEL MILLER, COMMANDER OF THE 7TH TRANSPORTATION BRIGADE (EXPEDITIONARY)

NOW AT 6

SOLDIER KILLED IN TRAINING ACCIDENT

FORT BRAGG

0:00 / 0:00



A SOLDIER AT FORT BRAGG DIED APRIL 19 DURING A TRAINING EXERCISE.
WTVD



OKLAHOMA NATIONAL GUARD




☰ CNN US Crime + Justice Energy + Environment Extreme Weather Space + Science

Soldier dies during training exercise at Fort Irwin

By Claire Colbert and Keith Allen, CNN
1 minute read · Published 8:43 AM EDT, Sun March 13, 2022

f X e



Army Specialist Joseph Meitl, Jr. U.S. Army

(CNN) — A 23-year-old soldier died Thursday in a training incident at Fort Irwin, California, the Army announced Saturday. Specialist Joseph M. Meitl, Jr., served as an armored cannon crewmember in the 1st Cavalry Division, based at Fort Hood, Texas.



OKLAHOMA NATIONAL GUARD



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NEWS

Railroad bridge involved in Oklahoma City-area fatal crash has history of accidents, officials say

Silas Allen
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A railroad bridge involved in a crash that left one man dead Thursday has a history of accidents, a railroad official said Friday.

William Santee, 48, was killed when his pickup was crushed under a shipping container that fell off an Oklahoma National Guard transport truck as it passed under a railroad bridge on NE 23 between Sooner Road and Air Depot Boulevard.

The bridge, which is owned by the Stillwater Central Railroad, has been struck by passing vehicles in the past, said Tracie VanBecelaere, a spokeswoman for Watco Cos., Stillwater Central's parent company. Although the company doesn't know exactly how many times drivers have struck the bridge, officials know of at least a few such accidents, VanBecelaere said.

- 31 July 2014 OKARNG - Class A
- “William Santee, 48, was killed when his pickup was crushed under a shipping container that fell off an Oklahoma National Guard transport truck as it passed under a railroad bridge on NE 23 between Sooner Road and Air Depot Boulevard.”



OKLAHOMA NATIONAL GUARD



Oklahoma Army National Guard bus involved in fatal crash

By Jonathan Miller - Sat, June 09th, 2018



My photo courtesy of my Oklahoma National Guard friends.

TECUMSEH, Okla. (KOKH) — The Tecumseh police is investigating a crash that involved a Oklahoma Army National Guard (OANNG) bus and a pickup truck. The crash occurred about 5:15 a.m. Saturday on U. S. Highway 177 near roadway south of Tecumseh and north of Asher, Okla. The driver of the truck was killed.

Tecumseh Police Chief J. R. Kidney says the crash was head on and that highway 177 was closed to traffic for almost three hours.

The OANNG reports the bus was carrying 26 soldiers from the 1245th Transportation Company. Nine of the soldiers were taken to a hospital, one has been reported to be in serious condition, and the OANNG reports they other soldiers who were hospitalized are stable. The 17 other soldiers were checked out by medical personnel for injuries.

150 soldiers from a unit of the 1245th Transportation Company are scheduled to be deployed from Ada on Monday in support of Operation Spartan Shield.

- **30 June 2018 OKARNG Class A**
- “Tecumseh Police Chief J. R. Kidney says the crash was head on and that Highway 177 was closed to traffic for almost three hours.”
- “The OKARNG reports the bus was carrying 26 soldiers from the 1245th Transportation Company. Nine of the soldiers were taken to a hospital, one has been reported to be in serious condition, and the OKARNG reports they other soldiers who were hospitalized are stable. The 17 other soldiers were checked out by medical personnel for injuries.”



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Army Safety and Occupational Health Management System (ASOHMS)

AR 385-10



OKLAHOMA NATIONAL GUARD



- **AR 385-10**
- **1–9. Army Safety and Occupational Health Management System (ASOHMS)**
- The Army Safety and Occupational Health Management System (ASOHMS) serves **as the framework to guide the Army National Guard (ARNG) SOH management systems.**
- The ASOHMS is six core interrelated/interacting SOH management capability objectives and corresponding elements performing as one coherent system to synchronize, coordinate, collaborate, and improve how SOH is implemented into Army operations. The **six core capability objectives** and corresponding elements for the ASOHMS are:
 - **a. Leadership engagement and personnel/Soldier participation (program management).**
 - **b. Mishap, incident, and illness reporting and investigation.**
 - **c. Training and promotion.**
 - **d. Inspections/assessments.**
 - **e. Hazard analysis and countermeasures.**
 - **f. Health protection and readiness.**



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Commander Responsibilities



OKLAHOMA NATIONAL GUARD



- **AR 385-10 Para 1-8**
- The Safety and Occupational Health (SOH) program is a commander's responsibility at every echelon.
- **Command Responsibility:**
- The philosophy that commanders down the entire chain of command are responsible for the safety of their personnel.





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- **AR 385-10 Para 1-8**
- **Commanders will:**
- **Designate unit safety officers (USOs)** at organizations below brigade/garrison to company level unless a full-time safety officer is assigned. USO will—
- (1) Be appointed by the commander on written orders.
- (2) Have met or will meet the requirements of 29 CFR 1960.58.
- (3) Have met or will meet the training requirements of paragraph 5 – 5.
- (4) Have a year or more retainability in the unit upon duty appointment.
- (5) Report directly to their unit commander on safety-related matters.





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- **AR 385-10 Para 2-24**
- **Commanders will:**
- Integrate OSHA and national consensus standards into military policy, standards, tasks, techniques, and procedures, as appropriate.
- Commanders/directors are required to complete the Leader's Safety and Occupational Health Course (LSC). The LSC is offered through Army Training Requirements and Resources System (ATRRS) via web-based distance learning (DL) at <https://www.atrrs.army.mil> (common access card (CAC) required).
- Provide written guidance and ensure personnel are trained in applicable SOH functional areas listed in table 1 – 1.
- Approve the use of nonstandard ammunition within their commands.
- *Ensure personnel have adequate personal protective equipment (PPE) for their operations.*
- Ensure that Servicemembers are monitored for potential radiation exposure when operational exposure guidance is in effect. See DA Pam 385 – 10 for mandatory procedures for monitoring.



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Supervisor Responsibilities



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Army Leaders at all levels AR 385-10

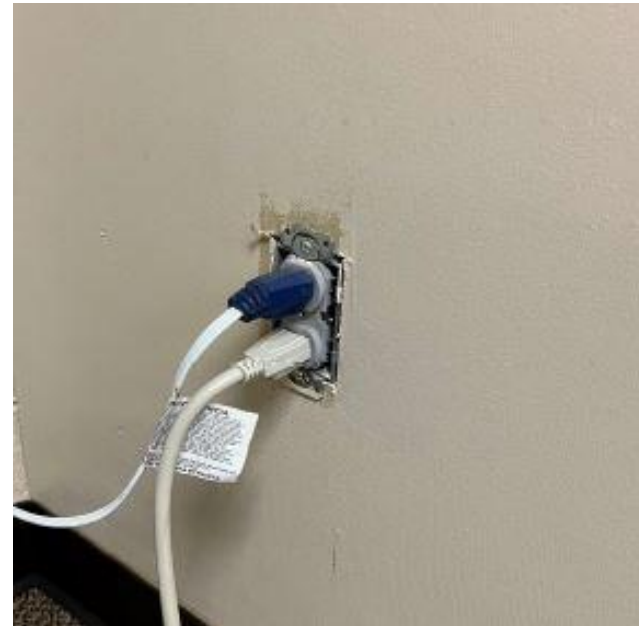
- **1–10. Army leaders, generally**
- Commanders, leaders, and supervisors ultimately have the responsibility to identify, mitigate, and assume risk, including risks not specifically outlined in this program. Army leaders will—
 - *a.* Integrate the RM process into Army operations to prevent mishaps, occupational injuries, and illnesses.
 - *b.* Protect Army personnel, property, and equipment, and reduce costs of occupational injuries, illness, and accidental loss to improve readiness.
 - *c.* Require new and modernized Army systems and facilities to meet applicable SOH standards throughout their lifecycle.
 - *d.* Implement the standards promulgated by statutory authorities listed in **Appendix A** to protect personnel, equipment, and property from accidental injuries and losses.
 - *e.* Provide a mechanism for employees to report unsafe or unhealthful workplace hazards or conditions and ensure that no employee is subject to restraint, interference, coercion, discrimination, or reprisal for exercising his or her rights for doing so.
 - *f.* Eliminate or mitigate hazards and deficiencies in accordance with regulatory requirements and/or proponent guidance.



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- DA Pam 385-10 Para 4-2 (c)
- **c. The supervisor has the responsibility of ensuring the workplace is free of known hazards and personnel are following procedures.**
- The supervisor's inspections tend to be less formal, often undocumented, with corrective action taken immediately.
- When the hazard cannot be corrected on the spot, apply any available mitigation strategies, document the hazard, and notify the SOH manager.
- A work order (or similar document) may be necessary to obtain the necessary help to fix a problem.
- **Workers also have a responsibility to report unsafe or unhealthy working conditions that they may uncover in their day-to-day activities. Tools and guidance for conducting supervisor inspections are available on the OSHA website**





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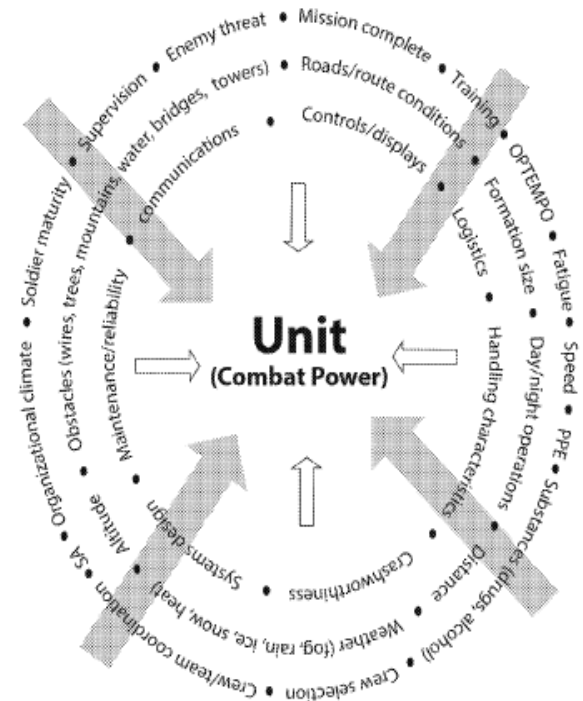
Risk Management DA Pam 385-30

The principles of risk management

The four principles of risk management are—

- Integrate risk management into all phases of missions and operations.
- Make risk decisions at the appropriate level.
- Accept no unnecessary risk.
- Apply risk management cyclically and continuously

Army leadership and management at every level need to exercise risk management. As shown in figure 1–1, due to the holistic nature of risk management, the process requires multidisciplinary participation using a range of diverse tools to provide the commander with the knowledge to make informed risk decisions about all the identified hazards and their risk. Losses caused by accidents are a major threat to combat readiness. Practitioners use risk management to identify, evaluate, and manage risks to missions, personnel, equipment, facilities, and the environment during peacetime, contingency operations, and wartime due to safety and occupational health and other risk factors.



Legend for Figure 1–1:
SA — situational awareness
PPE — personal protective equipment
OPTEMPO — operating tempo

Figure 1–1. Holistic approach of risk management



OKLAHOMA NATIONAL GUARD



DA Pam 385-30

4–5. Deviation documentation and risk acceptance

a. **When intentionally deviating from written safety standards**, documentation will include specifics regarding the initial and residual levels of risk associated with the deviation, the policy and/or standard (that is, the publication and paragraph numbers) from which the operation will deviate, the control measures selected, and the required level of risk acceptance per table 4–1. Safety offices need to track and review all approved deviations for trends. Deviations (waivers, exemptions, and secretarial certifications) involving AE or chemical agents must be documented using DA Form 7632. DA Form 7632 may also be used to document safety deviations other than those involving AE and chemical agents.

b. Addressing a general risk, that is, **a situation involving management of a risk that does not involve a standard, is referred to as risk acceptance.** Risk acceptance documentation must include specifics regarding the initial and residual levels of risk, the control measures selected, and the required level of risk acceptance per table 4–1. Safety offices track and review all approved risk acceptances for trends.



OKLAHOMA NATIONAL GUARD



DA Pam 385-30

Table 4-1.
Risk acceptance authority for safety standards deviation

Risk acceptance matrix ^{2, 3, 4, 5}				
Duration of risk				
	Event waiver	Waiver		Exemption
Category of risk	1 month or less	1 month to 1 year	1 year to 5 years	Permanent or greater than 5 years
Extremely high risk	General officer (GO)	Army Headquarters Commanding General (CG)	Army Headquarters CG	Army Headquarters CG
High risk	Brigade commanding officer (CO) or responsible O-6	GO	GO	GO
Medium risk	Battalion CO ¹ or responsible O-5	Brigade CO ¹ or responsible O-6	GO ¹	GO ¹
Low risk	Company CO or responsible O-3	Battalion CO ¹ or responsible O-5	Brigade CO ¹ or responsible O-6	Brigade CO ¹ or responsible O-6



OKLAHOMA NATIONAL GUARD



Table 4-2.
Military-Army civilian equivalent grades

Military rank	O-7 through O-10	O-6	O-5	O-4	O-3
Army civilian grade	Senior executive service (SES)-1 through SES-6	General schedule (GS)-15 or equivalent	GS-13 and GS-14 or equivalent	GS-12 or equivalent	GS-10 and GS-11 or equivalent



OKLAHOMA NATIONAL GUARD



Accident Investigation and Reporting DA Pam 385-40



The purpose of an Army mishap investigation is to identify underlying causes and contributing factors that will lead to future mishaps.



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Army Mishap Definition, AR 385-10

An unplanned event, or series of events, which results in one or more of the following:

- a. *Occupational illness to Army military or DA Civilian personnel.*
- b. Injury to on-duty DA Civilian personnel.
- c. *Injury to Army military personnel on and off duty.*
- d. *Damage to Army property.*
- e. Damage to public or private property and/or injury or illness to non-Army personnel caused by Army operations (the U.S. Army had a causal or contributing role in the mishap).

- **NG Supplement 1 to AR 385-10**
- h. (add) ARNG Class R accident/incident in which-
 - (1) Reporting is unique to the ARNG and provides emphasis on overall end strength and readiness program requirements. Non-duty & SAD losses are not recordable or reportable to the Department of the Army IAW AR 385-10.
 - (2) A Non-duty ARNG Class R Accidental Fatality is defined as: The loss of a member of the ARNG who is not on Title 10 or 32 orders for duty or performing associated military duty related tasks. This class is reported and tracked at the State and ARNG HQ levels.
 - (3) An On-duty ARNG Class R Accident/Incident is defined as: Property damage that does not meet Class E dollar cost threshold outlined in AR 385-10. On-duty Class R accidents/incidents may be tracked at the State level.



OKLAHOMA NATIONAL GUARD



- **Full Time Safety Office Staff:**

- **Mr. Calvin Grade, Safety & Occupational Health Manager, (405) 228-5003**
- **Mrs. Carrie Bray (Elwell), SOH Specialist, (405) 228-5013**
- **MAJ Cody Dupler, SOH Specialist, (405) 228-5025**
- **Mr. Christopher Stokesbury, Industrial Hygiene Technician, (405) 228-5603**

- **M-Day Safety Office Staff:**

- **MAJ Cody Dupler**
- **CW3 Ronnie Wilson**
- **MSG Mike Rose**
- **SFC Barrett Troutman**
- **SSG Rachel Surine**



OKLAHOMA NATIONAL GUARD



USPFO



OKLAHOMA NATIONAL GUARD



United States
Property
&
Fiscal
Operations





OKLAHOMA NATIONAL GUARD



Oklahoma Army National
Guard Pay and Exam Office





OKLAHOMA NATIONAL GUARD



Oklahoma Army National Guard Pay and Exam Office Agenda

- ✓ Pay and Exam Points of Contact
- ✓ DD Form 577
- ✓ Unit Commander Pay Management Report (UCPMR)
- ✓ Master Military Pay Account (MMPA)/1379s
- ✓ Common Pay Issues
- ✓ Defense Travel System (DTS)



OKLAHOMA NATIONAL GUARD



Name	Phone Number	Position
Francisco Vasquez	572-247-5097	Supervisor (Mobilization)
Lavonda Cathey	572-247-5530	Temp Supervisor
Britney Poland	572-247-5561	Lead
Andrew Sarmiento (Drew)	572-247-5260	Military Pay
Amanda Blasi	572-247-5529	Military Pay
Lisa Martin	572-247-5695	Military Pay
Mikayla Poe	572-247-5509	Technician Pay
Nykita Smith	572-247-5510	Vendor Pay
Cassandra Morris	572-247-5112	State APC
Glen Matherly	572-247-5659	Lead Defense Travel Administrator
Kristina Goodman	572-247-5157	DTS
Michael Proctor	572-247-5147	DTS



OKLAHOMA NATIONAL GUARD



DD Form 577

•This form is essential for military or civilian personnel taking on roles requiring official decision-making or access to sensitive information, ensuring the integrity and security of DoD operations.

•**The DD Form 577 ensures that individuals have the proper authority to perform their duties within the Department of Defense**, which is crucial for maintaining the organization's integrity and security.

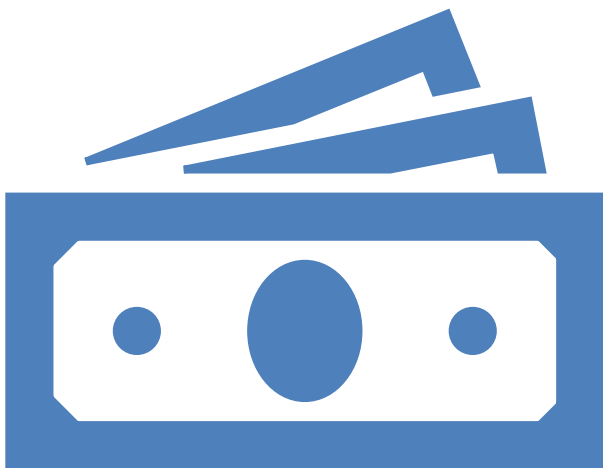
•**Appointment / Termination:** The DD Form 577 is used for both appointing individuals as authorities and terminating their appointments.

•**Authority:** It grants the power to approve or disapprove actions, issue payments, and handle official business.

•**Accountability:** Individuals appointed via the DD Form 577 are **held accountable for their actions and decisions, including potential pecuniary liabilities for erroneous payments.**

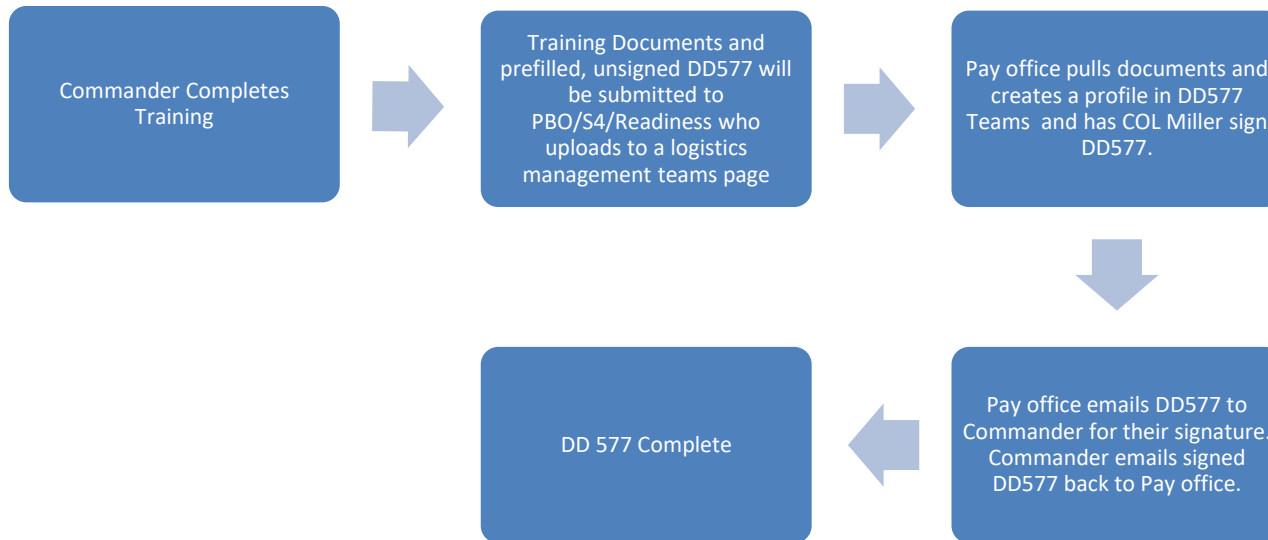
•**Proper Completion:** The DD Form 577 must be filled out correctly to ensure the legitimacy of the appointed authority and prevent potential errors or fraud.

•**Digital Signatures:** The form allows for both manual and digital signatures, with specific rules for date completion depending on the signature type. USPFO must sign before Commanders





OKLAHOMA NATIONAL GUARD



Outgoing Commanders must notify the Pay Office to terminate their DD577.



OKLAHOMA NATIONAL GUARD



DD Form 577 TRAINING

Training Requirements ([Training - Home \(intelink.gov\)](https://intelink.gov))

- COL Foundations (update annually)
- COL MILPAY (update annually)
- Fiscal Law training (update tri-annually)

DD Form 577 Process ([Military DD577](#) in teams)

- Pay office create a profile in our Teams DD577
- COL Miller signature
- Commander signature completes the DD577 process



OKLAHOMA NATIONAL GUARD



Unit Commander Pay Management Report (UCPMR)

The UCPMR is one of the most important internal control reports. This report gives a one-line rollup of each Soldier's pay data for the current month and fiscal year. It also assist unit commanders and personnel in identifying key items affecting Soldiers, such as "which Soldier":

- Has an active account established on DJMS-RC
- Are due a bonus anniversary payment this month or next month or have a past due bonus.
- Do not have Sure Pay (direct deposit)
- Are in a held pay status
- Have not been paid for a specific duty type
- Reflecting correct BAH status



Adobe Acrobat Document

"Commanders Guide to working the UCPMR" This guide can also be found at <https://armyeitaas.sharepoint-mil.us/sites/NGOK-Comptroller/SitePages/PE-MilitaryPay.aspx>



OKLAHOMA NATIONAL GUARD



MMPA/1379

- **Master Military Pay Account (MMPA)** is a comprehensive record of a Soldier's pay-related information, including entitlements, deductions, leave balances, and more
 - Accurate MMPA is essential for ensuring Soldiers are paid correctly and that their pay records are maintained properly
 - Military Pay Office (Comptroller Office), Battalion S1 and Unit Admin NCOs, and Commanders manage a Soldier's MMPA
 - MMPAs are used to track pay, process pay changes, and resolve pay-related issues
- **Per NGR 37-104**, "Commanders will review the monthly MMPA of their unit's Soldiers to ensure that previously submitted changes have been posted and are accurate."
- **DA 1379** – is a U.S. Army Reserve document used to record reserve training attendance and duty performed
 - Weekend drills, active duty for training, and equivalent duty performed
 - Crucial for tracking retirement points earned through reserve training earned through active and inactive duty
- **Commanders must review the DA Form 1379** for accuracy and sign them each month. A copy of the signed DA Form 1379 must be sent to G1 retirement branch to capture retirement points, and a copy must be retained at unit level for auditing purposes.



OKLAHOMA

NATIONAL GUARD



Common Pay Issues



OKLAHOMA NATIONAL GUARD



Basic Allowance for Housing Authorization and Dependency Declaration (DA5960)

- **DA Form 5960 – Basic Allowance for Housing Authorization and Dependency Declaration**

Purpose: To start, adjust, or terminate a Soldier's entitlement to basic allowance for housing (BAH) and to verify a Soldier's dependency status:

- Marry
- Divorce
- Change in dependent status
- This form is required every time a Soldier moves
 - To include when you a Soldier attends a Long-Term School (please ask questions prior to any training/school over 30 days)



OKLAHOMA NATIONAL GUARD



UTAs

Per NGR350-1

- Soldiers are allowed 48 UTAs per FY. The only exception is if a Soldier changes units, and it is critical to the mission for the Soldier to attend drill at the new unit. The Soldier can then be authorized 52 UTAs. No Soldier can go over 52 UTAs
- **UTA increases** require a memo signed by the MSC Command Representative and G3 before finance will process the UTA increase
- **Soldier** cannot make up drill in October for September drill as this crosses FY funds.



OKLAHOMA NATIONAL GUARD



OKPFO 35-E

The **OKPFO 35-E Form** is required when Soldier makes up drill or performed duty with a different unit/state.

- Section I must be signed by the Company Commander/1SG PRIOR to Soldier making up drill
-
- Section II is signed by Unit Readiness/Commander showing duty was performed
- Section III must be signed by Company Commander (DD577 holder) validating the duty was performed and authorizing pay be submitted. This signature must be digitally signed or ink signed.



OKLAHOMA NATIONAL GUARD



Meal Collection

- **Basic Allowance for Subsistence:**
 - A monetary allowance paid to all Service personnel who are authorized to subsist themselves
 - Active Guard Reserve (AGR), Active-Duty Operational Support (ADOS), and traditional (M-Day) members
 - It applies to those who receive BAS, and who **must** reimburse in cash (reimbursed w/completion of DA 4187 Forms) when eating a government supplied meal, and do not reside in a barracks on an Army installation
- **AR 30-22: (8)** Ensure that reimbursement for meals **furnished** to BAS personnel during **field training** is completed in accordance with the **reimbursement procedures** in Defense Financing and Accounting Services—Indianapolis (DFAS – IN), Regulation 37 – 1 and DA Pam 30 – 22
- **DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 25 *2.5.3. Field Duty.** Any maneuvers, war games, field exercises, or similar operations where a member is assigned to a unit being subsisted in a dining facility operated by or on behalf of the U.S. Government or with an organization drawing field rations
- **AR 30-22 Chapter 4, Para. 4-2, Sub para. d,** “Commanders **will** initiate action with DFAS for payroll deduction (OKARNG DA 4187s submitted) to ensure reimbursement for all meals available during the TFA (temporary field assignment) or FD (field duty) for officers and enlisted receiving BAS (basic allowance for subsistence)
 - **Reimbursement Procedures:**
 - All Soldiers/Personnel completes DA 4187s with Unit Admin Personnel
 - All AGR’s DA 4187’s Forms must be submitted J1-AGR Branch
 - All ADOS, Officers, and Traditional Enlisted Personnel’s DA 4187 Forms must be submitted to the Mil Pay Office – USPFO Comptroller Office
- The amounts are based on the **discounted meal rate** on DTMO website. <https://www.travel.dod.mil/Travel-Transportation-Rates/Meal-Rates/>



OKLAHOMA NATIONAL GUARD



Waiving Military Pay for VA Compensation

- A **DA Form 4187** is required and submitted to G1 Retirement Branch to process or remove a waiver of military pay
- **DA 1379s** should be submitted to G1 Retirement branch to ensure retirement points are being recorded
- **Soldiers** who waive their military pay **MUST** be “N” coded on the 1379 if waiving their military pay as well as the waiver needs to be on file
- Review GKN Page > Military Pay Folder for guidance and instructions on what Soldiers need to know when receiving VA compensation. <https://armyeitaas.sharepoint-mil.us/sites/NGOK-Comptroller/SitePages/PE-MilitaryPay.aspx>.



OKLAHOMA NATIONAL GUARD



Questions





OKLAHOMA

NATIONAL GUARD



**Defense
Travel
System
(DTS)**





OKLAHOMA NATIONAL GUARD



DTS Authorization (Prior to Travel)

- **Timely Submission:** Ensure your subordinates create and submit their DTS Authorizations (travel orders) well in advance of their travel, ideally as soon as the travel is known.
- **72-Hour Rule for Flights:** If the travel involves airfare, the Authorization generally needs to be approved at least 72 hours before the scheduled flight departure to avoid automatic cancellation.
- **Short Notice Travel:** For short-notice trips, be aware that the approval timelines can be compressed, and the Authorization may need to be approved within 24 hours to prevent flight cancellations.
- **Accurate Information:** Emphasize the importance of accurate and complete information in the Authorization, including itinerary details, expenses, and required documentation.





OKLAHOMA NATIONAL GUARD



DTS Voucher (After Travel)



- **5-Day Rule:** Travelers are typically required to complete and submit their DTS Vouchers (travel claims) within five business days of returning from travel.
- **Minimize Delays:** Late submissions can lead to delays in reimbursement and potential delinquency on the Government Travel Charge Card (GTCC).
- **Receipt Requirements:** Ensure travelers understand the requirements for receipts and supporting documentation, especially for expenses over a certain threshold (e.g., \$75).
- **Split Disbursement:** If applicable, ensure travelers are properly setting up split disbursement to directly pay the GTCC vendor and receive the remaining funds via Electronic Funds Transfer (EFT).
- **Review and Approval:** As a leader or Approving Official (AO), you need to be familiar with the process for reviewing and approving Vouchers submitted by your personnel, ensuring compliance with travel regulations and policies.



OKLAHOMA NATIONAL GUARD



General Best Practices

- **Training:** Encourage your subordinates to complete required DTS training and familiarize themselves with travel regulations and policies.
- **Resources:** Ensure travelers know how to access DTS resources, including the Defense Travel Management Office (DTMO) website, Travel Assistance Center (TAC), and local DTS support.
- **Open Communication:** Maintain open communication channels to address any questions or concerns regarding DTS and travel processes.
- **Monitor Approvals:** If you are an Approving Official, monitor the status of travel documents and ensure timely approvals to avoid travel disruptions.
- **Compliance:** Promote adherence to travel policies and regulations to minimize errors and ensure appropriate use of government funds.





OKLAHOMA NATIONAL GUARD



Non - DTS Entry Agent (NDEA - After Travel)

Receiving and verifying travel documents:

- NDEAs receive manually prepared and signed DD Form 1351-2 (for TDY travel) or OF 1164 (for local travel) from the traveler, along with all required supporting documents (receipts, etc.).

Entering and digitally signing documents in DTS:

- NDEAs input the information from the traveler's documents into DTS, create and digitally sign the voucher, and upload the supporting documents.

Acting on behalf of travelers:

- NDEAs act as an intermediary for travelers who do not have direct access to DTS.





OKLAHOMA NATIONAL GUARD



QUESTIONS





OKLAHOMA
NATIONAL GUARD



Service & Support Division



OKLAHOMA

NATIONAL GUARD



Agenda

- **Mission / Purpose**
- **Structure**
- **Services & Support**
- **Key Points for Commanders**
- **Hot Links (SaS Division homepage / Critical Reports)**



OKLAHOMA NATIONAL GUARD



Mission

Mission: Responsible to the USPFO for the overall accountability of all federal property in the OKARNG.

Purpose: The Division plans, organizes, and directs the logistical and Supply Services Division of the USPFO to include Supply Management, Central Issue Facility, Equipment Management, Commercial Transportation, and Storage Management.



OKLAHOMA NATIONAL GUARD



Structure

Material Management Branch (MMB) – Repository for all DA 1687 Authorized to draw supplies / equipment and Class VIII incoordination with G4 / G1

Property Management Branch (PMB) – Fill Shortages & Reduce Excess

Storage & Distribution Warehouse – Supports receiving and shipping of Supplies and equipment and reduction of excess equipment

Commercial Transportation (CTO) – Movement of equipment and personnel in coordination with G4 DMC team / Containers

Central Issue Facility (CIF) – OCIE management and accountability, Mobilization support starting FY 2026



OKLAHOMA NATIONAL GUARD



Materiel Management Branch (MMB) CW2 Iaan Thompson

MMB – The **primary purpose of MMB** is to oversee the procurement, storage, distribution, and maintenance of materials, ensuring that Commanders have the resources they require to perform their duties, training, and mission. Also, the branch adapts to changing operational needs (MTOE changes/Mission changes etc.) and is essential in supporting both peacetime and wartime missions. MMB provides support to its customers in procuring the following classes of supplies and services.

• Classes of Supplies

- **Class I - Subsistence** - Cash Meal Payment Book Management (Cash Collection Box/Financial Sheets - **Auditable**)
- **Class II - CCDF Management** -
 - Oversee the budget, allocate funding to each MSC, track spending, and control accesses to the vendor website - institute of the Blind (IOB)
- **Class III – Fuel for tactical vehicles** –
 - Voyager Tactical Fuel Card Management
 - Bulk Fuel (receive the data from the Bulk Fuel site and enter data in the ISR site – Auditable / Track fuel usage)
- **Class VIII - Medical Material** – Formulary orders/ Medical supply request from the G4
 - MMB submits orders thru ECAT/M3W/DCAM
 - MMB receives items for issue (medical supplies and over the counter meds)

Services

- **GCSS ARMY Depot Level Recoverable (DLR) – ORILs** – Requisition of training (to include IDT/AT) and mission resources some items require a one for one turn-in/receive
- **DA Form 1687** – Delegation of Authority – helps maintain accountability and ensures only authorized personnel handle military property
- **DoD Activity Address Code (DODAAC)** –
 - **Six-position code that uniquely identifies a unit, activity or organization that has authority to requisition or receive material for usage.**



OKLAHOMA NATIONAL GUARD



Property Management Branch (PMB) CW2 Dana Thompson

- **Primary purpose is to oversee the accountability, distribution, and maintenance of Army Property, ensuring that it meets operational readiness and compliance standards. PMB ensures the effective and efficient management of military property and equipment across the OKARNG**
- **Key Functions of PMB:**
 - **Property Turn-In:** PMB coordinates the process for turning in excess or unserviceable military property
 - Includes verifying the condition of the items, ensuring proper documentation is completed, and facilitating the transfer of ownership to the appropriate logistics or supply units
 - **Proper Turn-In:** processes help maintain accurate inventory levels and ensure that resources are available for operational needs
- **Lateral Transfers (LTs): BLUF – LTs help optimize resource allocation and reduce excess inventory within the organization**
 - PMB manages lateral transfers of property between units or organizations
 - Involves tracking and documenting the movement of equipment and supplies
 - Ensuring that the receiving unit has the necessary paperwork of account for the newly acquired assets
- **Overdue Property Supply Documents (PSDs):**
 - PMB monitors overdue PSDs to ensure that items ordered or requested are received in a timely manner
 - Functions include the following up on delayed shipments, resolving discrepancies, and coordinating with BN S4s and Supply Sergeants to expedite the processing/turn-in of overdue items
 - Efficient management of PSDs is essential for maintaining operational readiness and meeting mission requirements
 - PMB issues suspension memos for overdue PSDs (Impact All Supply Actions for Company)



OKLAHOMA NATIONAL GUARD



Property Management Branch (PMB) CW2 Dana Thompson

- **Exception Memos:** PMB reviews and processes these requests to ensure compliance with Army regulations while addressing the specific needs of the units involved
 - PMB handles exception memos, which are requests for deviations from standard property management policies or procedures
 - These memos may be necessary for unique situations such as special operations, urgent requirements, or unforeseen circumstances
- **Inventory Management:** PMB is responsible for conducting regular inventories to ensure accurate accountability of Army Property which helps to prevent loss, theft, or mismanagement of resources, possesses include the following but not limited too:
 - Physical counts – (i.e., quarterly/Annually cyclic inventories, Change of Commands, after IDT Training, and after AT Training etc.)
 - Reconciliations (PBO)
 - Audits to verify that records match the actual assets on hand



OKLAHOMA NATIONAL GUARD



Storage & Distribution (S&D) Branch MSG Kelly Smith

- **S&D's primary purpose** is to manage the lifecycle of military supplies and equipment, ensuring they are stored safely, maintained properly, and distributed efficiently to support mission requirements.
 - S&D ensures that OKARNG units have timely access to the materials they need to maintain operational readiness
 - S&D is integral to the overall logistics operations of the OKARNG, focusing on the effective storage, management, and distribution of military supplies and equipment
 - S&D plays a critical role in the logistics chain by managing the receipt, processing, and storage of all turn-in of classes of supplies (CL II, VII, VIII, & IX) from various units and field maintenance ships (FMS)



OKLAHOMA NATIONAL GUARD



Storage & Distribution (S&D) Branch MSG Kelly Smith

S&D Key Functions

- **Turn-in Processing:**
 - Coordinates the receipt of supply turn-ins from OKARNG and FMSs
 - Includes various classes of supplies, such as equipment, parts, and consumables
 - Each turn-in is documented to ensure that records accurately reflect the condition, quantity, and type of items being returned
- **Inspection and Verification:**
 - Upon receipt, S&D conducts inspections of the returned supplies and equipment to assess their condition
 - Crucial for identifying items that can be repaired, refurbished, or salvaged
 - Verification process involves checking the actual quantities against the accompanying documentation to ensure accuracy and accountability (i.e., shortage annexes, component lists (Technical Manual) and any other supporting documentation that verifies the equipment/supplies components)



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Storage & Distribution (S&D) Branch

MSG Kelly Smith

- **Documentation and Record Keeping:**
 - Accurate record-keeping is vital for tracking the status of all turn-ins
 - Maintains detailed logs and databases that capture information about each item, including its condition, serial numbers, and any relevant history
 - Documentation is essential for inventory management and future audits, ensuing compliance with Army Regulations
- **Disposition and Storage:**
 - After inspection and verification, S&D determines the appropriate disposition of the returned items
 - This may involve categorizing item for repair, refurbishment, recycling, or disposal based on their condition and operational relevance
 - Supplies that are still serviceable are restored according to established inventory management practices, ensuring they are readily available for future use
- **Coordination with other logistics functions:**
 - S&D works closely with other logistics components, such as supply and maintenance elements, to facilitate the efficient handling of turn-ins
 - Collaboration ensures that all parties are aware of incoming items and can plan accordingly for repairs or redistribution
 - S&D may also coordinate with procurement and acquisition teams to address any shortages identified during the turn-in process
- **Note:** Limited Capacity to support Thunderbird Runs (Provides pick-up and delivery service for units outside of a 50-mile radius). ng.ok.okarng.mesg.pfo-warehouse@army.mil



OKLAHOMA NATIONAL GUARD



Commercial Transportation Mr. Nathan Elliott

- **OKARNG Commercial Transportation & Container Management** is crucial for managing logistics and facilitating the movement of military Soldiers, cargo, and equipment using commercial transportation resources while ensuring that shipping processes are streamlined, cost-effective, and compliant with military regulations.
- **Commercial Transportation Officer (CTO) Key Functions:**
 - **Transportation Planning:** (Commercial Bus, Commercial Line Haul, and Commercial Travel –Air)
 - CTO determines the most efficient transportation methods (air, land, or sea) based on mission requirements, timelines, and budget constraints
 - CTO develops transportation plans that align with operational needs and ensure timely delivery of goods to the desired locations
 - **Contract Management:**
 - CTO manages contracts with commercial transportation providers, ensuring that agreements meet the Army's logistical requirements and compliance standards which includes negotiating rates, service levels, and terms of service
 - Regular evaluations of contractor performance are conducted to ensure that transportation services meet expected quality and reliability standards



OKLAHOMA NATIONAL GUARD



Commercial Transportation Mr. Nathan Elliott

- **Container Management:**
 - CTO oversees the management of containers used for storing and transporting military cargo
 - Includes tracking container inventory, ensuring proper maintenance, and management the allocation of containers for various transportation needs
 - CTO monitors the condition of containers and managing their lifecycle
 - Shipping Containers (sea-worthy) - Mobilizations / Key Training Events
 - All Containers moved by Unit **MUST** be inspected, certified, and stickered prior to movement
- **Coordination with Other Logistics Functions:**
 - CTO works closely with other logistics components, including supply chain management (NGB, Logistic Vendors, G4-DMC, and MSC S4s and Supply Sergeants) and distribution, to ensure seamless integration of transportation with overall logistics
 - CTO collaborates with DMC/MSC units to understand their transportation needs and ensure that adequate resources are allocated



OKLAHOMA NATIONAL GUARD



Central Issue Facility (CIF) MSG Dina Bertolami

- The **primary purpose of the Army Central Issuing Facility (CIF)** is to provide a centralized location for the efficient issuance, return, and management of OCIE to Soldiers and units.
- CIF ensures that Service Members (SMs) receive the necessary equipment and clothing managed in the Installation Support Module (ISM) System to meet operational requirements while maintaining accountability and effective inventory management. This is a centralized information system that tracks all clothing records and OCIE stock levels.

CIF Key Functions

- **Issuance of OCIE:**
 - CIF issues OCIE and individual equipment, personal protective equipment, and field gear
- **Return and Exchange:**
 - CIF allows Soldiers to return unneeded or damaged items and obtain replacement as necessary
 - Efficient processing of returns and exchanges helps to maintain accurate inventory levels
 - Inventory Management:
 - CIF manages the inventory of OCIE, ensuring that stock levels are adequate to meet the demands of units and SMs
 - CIF conducts regular inventory audits and reconciliations



OKLAHOMA NATIONAL GUARD



Central Issue Facility (CIF) MSG Dina Bertolami

- **Return and Exchange:**
 - All UCP and End of Life (EOL) items **MUST** be turned into CIF. UCP should be swapped out for OCP pattern.
 - Unit Commanders have a responsibility to be a good steward of government resources. (OCIE is collected NLT 90 days prior to a Soldier's ETS date)
- **OCIE Management:**
 - Issuance: requisitioned by the unit Supply Sergeant through ISM
 - Tracking: track all OCIE requisitions and issued items through ISM generated DA Form 3645 (Hand Receipt)
 - **If any items of a SM's issued OCIE is provided to another SM for a training event, those items must be hand receipted (HR) to ensure accountability is managed/maintained and to ensure those HR items are returned to the initial issued SM**
 - Maintenance: CIR provides guidance on the proper care and upkeep of gear to extend its usable life
 - Replacement: CIF facilitates the return and replacement of worn or damaged items – Supply Sergeants should requisition every SM a replacement uniform after Annual Training



OKLAHOMA NATIONAL GUARD



Central Issue Facility (CIF) MSG Dina Bertolami

- **OCIE Management:** primary purpose for showdown inspections are conducted to assess the condition, quantity, and readiness of OCIE issue to the SM
 - **Unit OCIE showdowns/Inspection Frequency:**
 - Upon arrival at the unit
 - Annually
 - When personnel are assigned to or departing from a unit
 - Readiness checks – Pre-Deployments
 - Returning from deployments
 - After significant events and/or specific intervals utilizing ISM generated DA Form 3645
 - **Inspection Criteria:**
 - Condition: Wear & Tear, functionality, and safety
 - Completeness: All required items/components are present
 - Compliance: Must meet regulated standards for its intended purpose
 - **Responsibility:** Soldiers are held accountable for their OCIE issue
 - lost and damaged items must be reported upon initial knowledge.
 - Loss and damaged items are vetted through the SOC/FLIPL processes (must be addressed in accordance with AR 735-5)
 - **Documentation Requirements:**
 - Must document findings from the showdown/inspection that include discrepancies and any issues
 - Documentation is crucial for accountability and follow-up actions (See information on Overage and Repairable – MMB)
 - Annual Commander's Report provides commanders a tool to assist in safeguarding OCIE. Provides a list of OCIE and amount. Company Commanders could be held liable for lost OCIE if negligence is evident.



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Central Issue Facility MSG Dina Bertolami

- Commanders Annual OCIE Report: Commanders must conduct annual OCIE record inventories in accordance with DA Pam 710-2-1, para 10-18
 - Purpose is to ensure all OCIE issued to Soldiers is accounted for, properly used, maintained, and secured
 - Ensure all OCIE is authorized and properly used
 - Conduct annual OCIE record inventories
 - Ensure soldiers are aware of their responsibilities
 - Report and account for any lost or damaged OCIE
 - Ensure proper turn-in procedures are followed
 - Commanders must provide CIF with Assumption of Command Orders and Delegation of Authority for requesting and receiving OCIE
- All Commanders ensure that All Soldiers account, maintain, and secure all gear (OCIE) in their individual storage units located at their unit of assignment



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Supply and Services Portal: <https://armyeitaas.sharepoint-mil.us/sites/NGOK-SaS>



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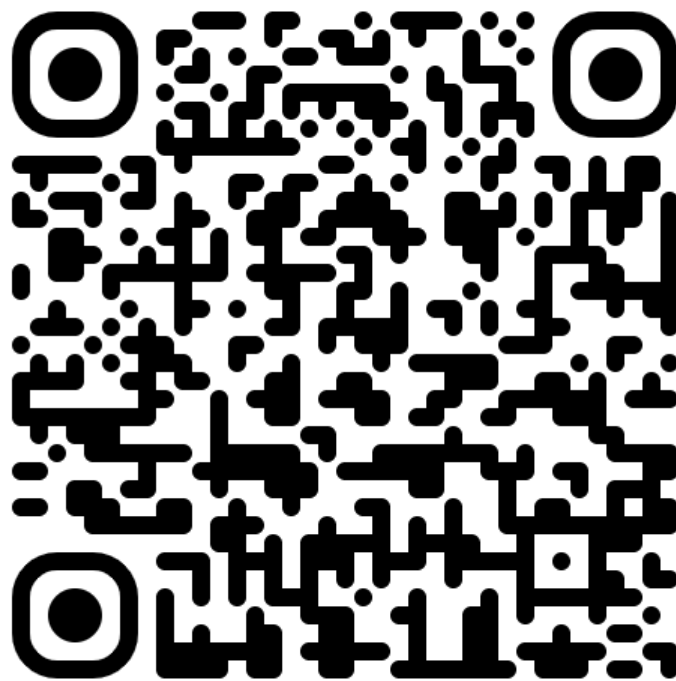
Questions



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