



NCNG LEADER'S WORKSHOP 2016

CSM BREAKOUT

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J3

DOM OPS

CSM JOSEPH S. VICKERS

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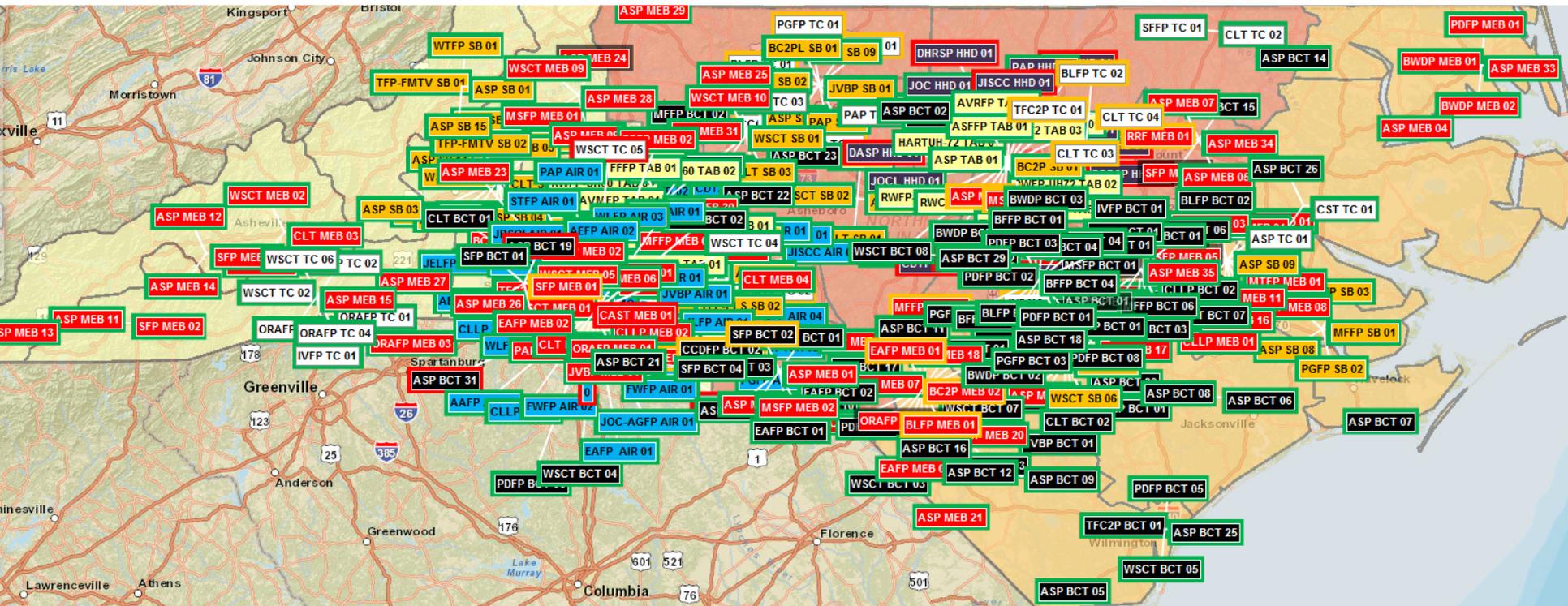


Operation Palmetto Support SAD Lessons Learned





Organization: Army and Air Force Packages





Equipment

- Issue – Capability requested did not reflect the actual capability needed. Deployed more equipment than actually needed.

- Fix –
 - Push modular capability in Emergency Management Assistance Compact (EMAC) arena instead of individual units by type.
 - Emergency Management is placing the SAD playbook in the Mutual Aid Support System (MASS 2.0) for other EMAC participating states to choose capability based packages instead of entire unit.



Pay

- Issues – Soldiers received paper checks instead of direct deposit. Soldiers were out of state and could not cash the checks.

- Fix –
 - Verify SM's SF 1199 to ensure account information is correct, as well as listing legible SSN.
 - Submit SF 1199s to DOMS inbox prior to force package leaving armory.
 - FTS maintain digital SF 1199 to verify upon next event.



DOMS Way Ahead

- SAD Playbook Revision –
 - Restructure of FPs to meet identified requirements.
 - Rack and stack concept on large FP.
 - Name changes, i.e. Winter Storm Catch Team (WSCT) to All Hazards Response Team (AHRT).

- JSOP Revision – 1 June 2015 last revision.



COMPANY COMMANDER & FIRST SERGEANT COURSE

21 August 2016

CSM Vickers
G3



CO CDR & 1SG Course



7 August 2016

- Current status

- All products are on G3T SharePoint site for MSC's to use in conducting courses at their level
- Link

<https://states.gkoportal.ng.mil/states/NC/gstaff/g3/G3Training/Forms/AllItems.aspx?RootFolder=%2Fstates%2FNC%2Fgstaff%2Fg3%2FG3Training%2FCCFSPCC&FolderCTID=0x01200064D12C91E35DDC41957484DED6F659F7&View={6A84F0D3-C5C2-4BEE-B8AE-C788DBFA753C}&InitialTabId=>

- Products:

- Hand book and PowerPoints were updated in March 2016
- Current required course in ALMS is not fully functional, solution is in progress
- MSC's will be notified ASAP with changes

- Working Group:

- Met on 7 AUG 16 to institute a standardize way for revisions and recommended core products to be taught with MSC input.

- MSC's:

- Currently have the flexibility to teach what is necessary and request JFHQ Staff section as needed for instruction or updated PP.

CO CDR & 1SG Course

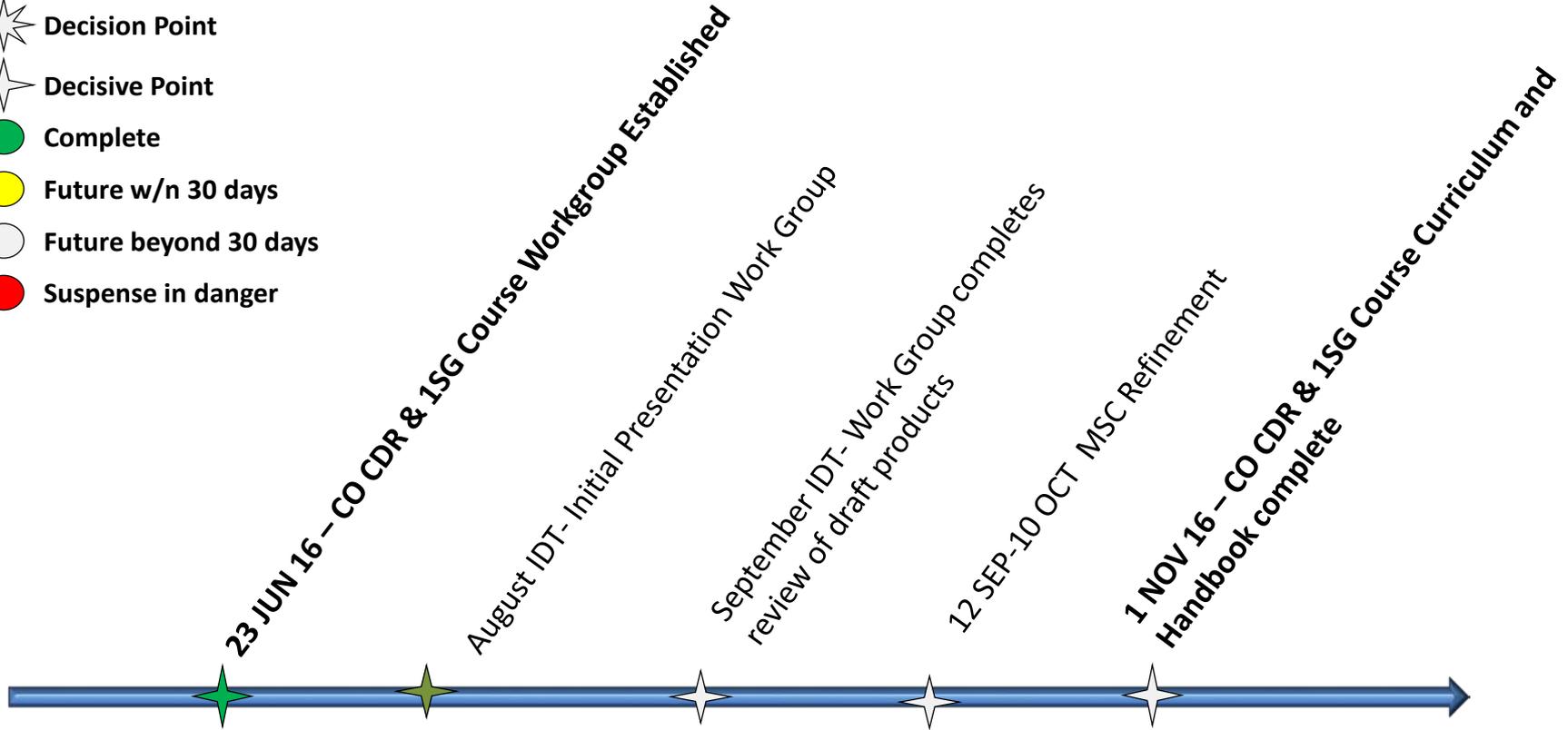


2016

PLANNING TIMELINE

Legend

- Decision Point
- Decisive Point
- Complete
- Future w/n 30 days
- Future beyond 30 days
- Suspense in danger





CSM TIMOTHY L. JAMES

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GCSS-A Challenges, Solutions, Way ahead



IMPORTANT: GCSS-A is not just the Supply Sergeant's system. Their position is only one user of many. GCSS-A is an automated sustainment system that supports the entire unit and it requires input from the entire unit.

Primary and Alt Company Level Positions that are required in the system

CDR\CDR REP: 1SG, RDNCO (circle x permissions)

UNIT SUPPLY NCO: Supply SGT (Supply and work orders)

MAINT MANAGER: Motor SGT

MASTER DRIVER: MDAY and Training NCO (Dispatch and Training)

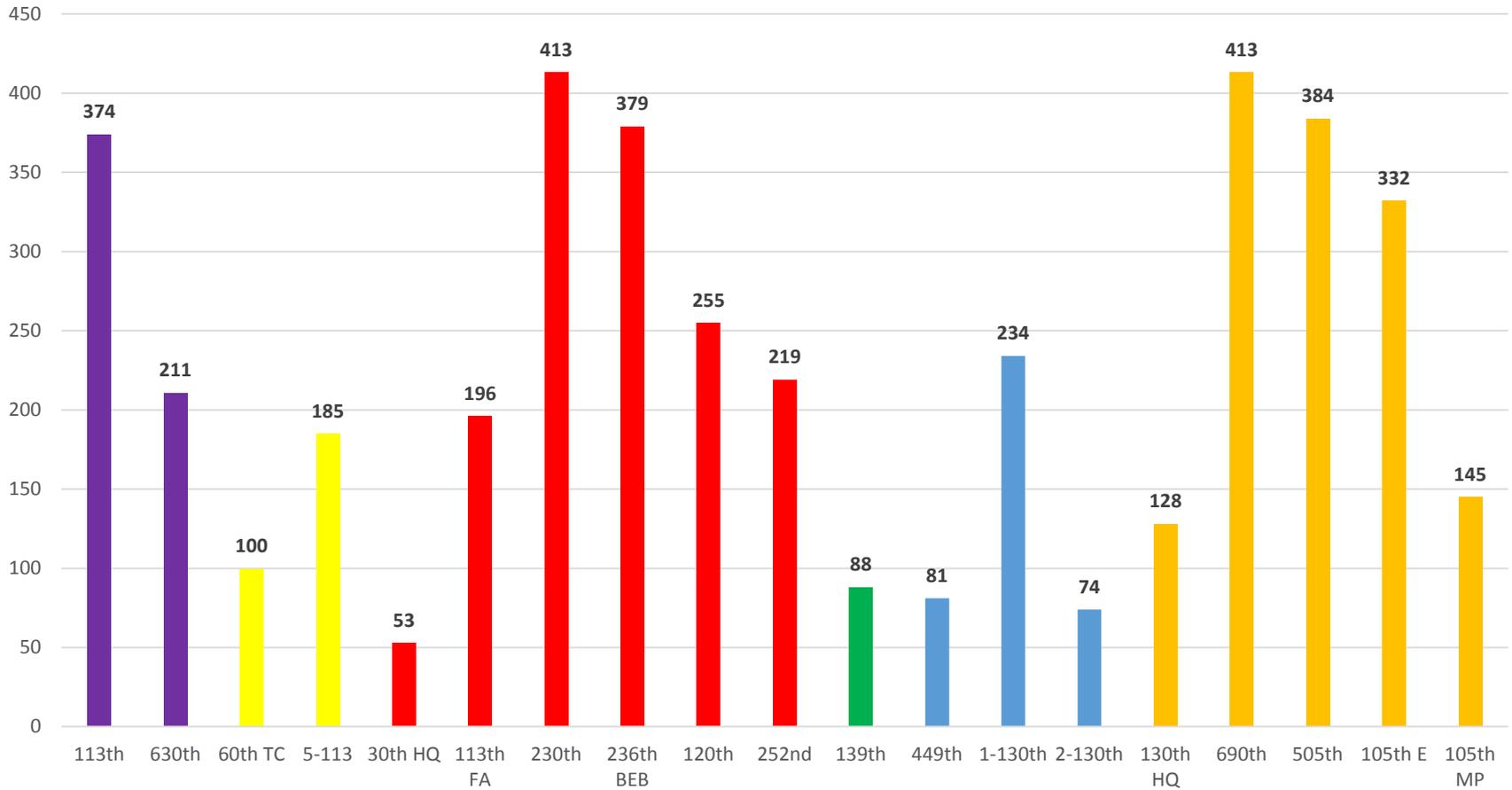
EQUIP PARTS SPEC: 91 or 92 series (dispatch and work orders)

Technicians can have dual persona but must be on UMR (2 AAs only, Shops are considered one TDAs)



Projected License Totals in GCSS-A (By Battalion)

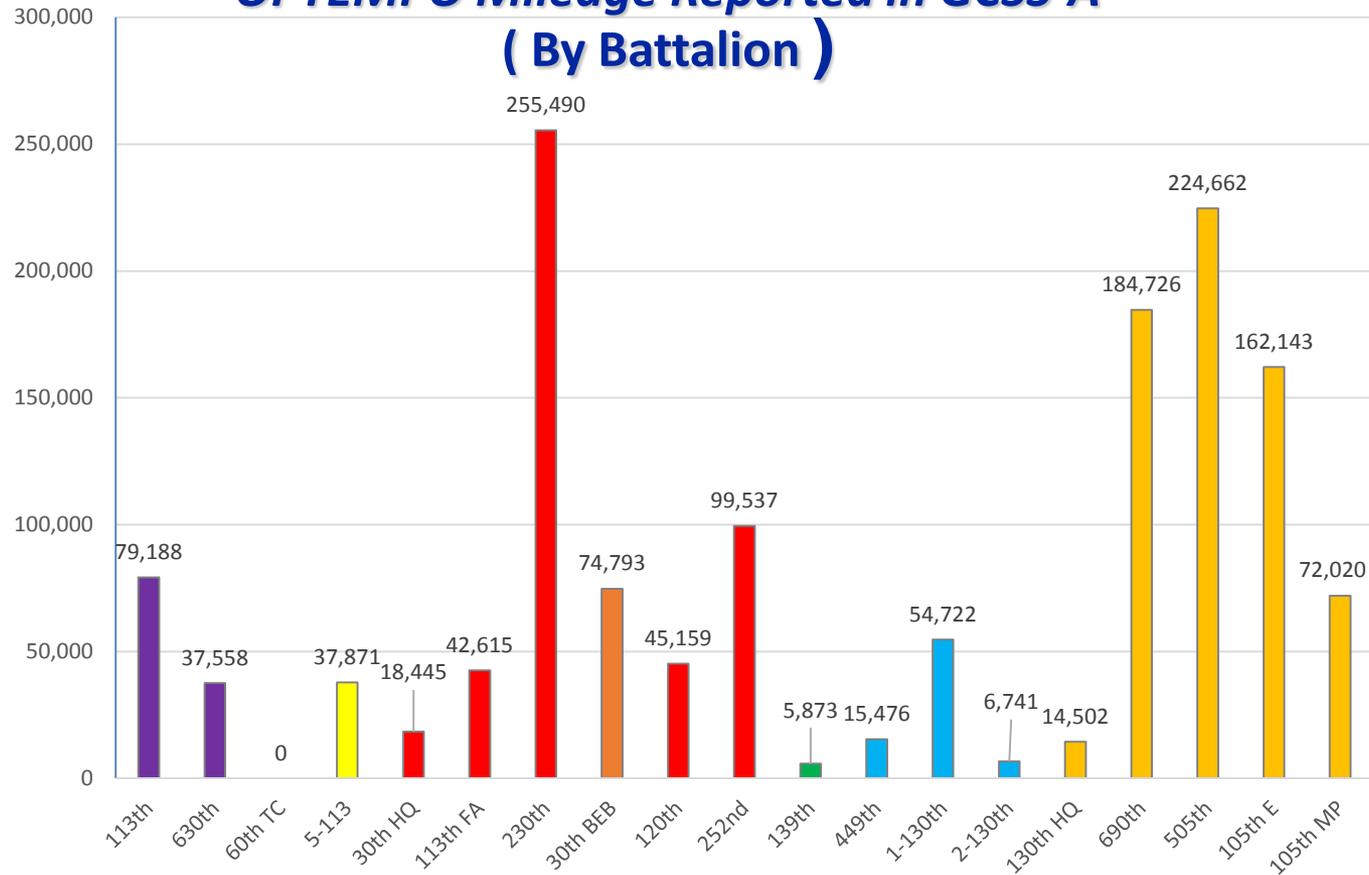
Number of GCSS Licenses



4264 Total Licenses for NC
Projected



OPTEMPO Mileage Reported in GCSS-A (By Battalion)





GCSS-A Challenges, Solutions, Way ahead



- In Oct NC will have to go through a re boot to update changes.
- JFHQ 350-2 Drivers Training will have to be revised to include GCSS-A.
- Taught in AIT \ NCOES.
- After 1OCT16 taught at PEC. This training will be for FTS personnel. The most effective training may be "over the shoulder" training. This will only become effective once we have sufficient SMEs to provide that training.
- OPORD 16-015 Logistics Action Plan (19-23 Sep 16 Ft Fisher) SUP NCOs
- OPORD16-067 GCSS-A MDAY Training Course (Monthly RTSM Ft Bragg)
- OPORD 16-077 Training NCO Course (6-9 Sep16 Ft Bragg) TNG NCOs



OCP/APFT Transition Plan (PCIE)



There will be no net fielding all will be a life cycle replacement

We currently have three ACU (Army Combat Uniforms) authorized
UCP (Universal Camouflage Pattern)
FRAC OEF pattern (AKA Multi Cam)
OCP (Operational Camouflage Pattern)

If you are MDAY enlisted and your ACU is worn out your Supply SGT will order one and you will receive OCP instead of UCP (Wear out date for UCP ACU is 30SEP19)

If you are MDAY enlisted and your IPFU is worn out your Supply SGT will order one and Soldier will receive new APFU (Wear out date for IPFU is 30SEP17)

If your are an officer or AGR you buy both when they wear out just like you are now

Army Combat Uniform Summary of Changes



NOW

	Today to 30 June 2015
Uniform Name	Army Combat Uniform in Universal Camouflage Pattern
Camouflage Pattern	Universal Camouflage Pattern (UCP)
Headgear Camouflage Pattern	Universal Camouflage Pattern (UCP)
T-shirt Color	Sand
Belt Color	Sand
Boots Color	Sand
OCIE Camouflage Pattern	Universal Camouflage Pattern (UCP)



Army Combat Uniform Summary of Changes



1 July 2015 to 30 September 2019

Uniform Name	Army Combat Uniform in Universal Camouflage Pattern	Flame Resistant Army Combat Uniform in Operation Enduring Freedom Camouflage Pattern	Army Combat Uniform in Operational Camouflage Pattern
Camouflage Pattern	Universal Camouflage Pattern (UCP)	Operation Enduring Freedom Camouflage Pattern	Operational Camouflage Pattern
Headgear Camouflage Pattern	Universal Camouflage Pattern (UCP)	Operation Enduring Freedom Camouflage Pattern	Operational Camouflage Pattern
T-shirt Color	Sand	Sand or Tan 499	Sand or Tan 499
Belt Color	Sand	Sand or Tan 499	Sand or Tan 499
Boots Color	Sand	Sand or Coyote Brown	Sand or Coyote Brown
OCIE Camouflage Pattern	Universal Camouflage Pattern (UCP)	Universal Camouflage Pattern, Operation Enduring Freedom Camouflage Pattern, or Operational Camouflage Pattern; however, All components of OCIE ensembles will be of the same camouflage pattern	

During Transition

During Transition

1 July 2015 to 30 September 2019 is the uniform transition period. In this window, Soldiers will wear combinations of the three uniforms above, as indicated, until the mandatory possession date of 1 October 2019 when the entire Army will be in the Operational Camouflage Pattern Army Combat Uniform.



Army Combat Uniform Summary of Changes



NLT 1 Oct 19

	1 October 2019 to TBD
Uniform Name	Army Combat Uniform in Operational Camouflage Pattern
Camouflage Pattern	Operational Camouflage Pattern
Headgear Camouflage Pattern	Operational Camouflage Pattern
T-shirt Color	Tan 499
Belt Color	Tan 499
Boots Color	Coyote Brown
OCIE Camouflage Pattern	Operational Camouflage Pattern



Universal Camouflage Pattern (UCP) Army Combat Uniform (ACU)



- UCP: Soldiers are currently authorized to wear the Universal Camouflage Pattern ACU. The wear-out date for the UCP ACU is 30 SEP 2019.

- Sand T-shirt color:
For reference

- Sand belt color:
For reference

- Tan boot color:
For reference



NOTE: Soldiers are not authorized to wear the Tan 499 T-shirt, Tan 499 belt, or the Coyote Brown boots with the Universal Camouflage Pattern.



Operation Enduring Freedom Camouflage Pattern (OEF-CP) Flame Resistant



Army Combat Uniform (ACU)

- (OEF-CP): This pattern has been issued in Theater to Soldiers since 2010. Soldiers are authorized to

wear the Operation Enduring Freedom Camouflage Pattern Flame Resistant ACU in garrison effective 1 July 2015.*

- Soldiers are authorized to wear the sand or the Tan 499 T-shirt, sand or Tan 499 belt, and tan or Coyote Brown boots during the transition period which ends 30 SEP 2019.

- Tan 499 T-shirt color:
Available starting July 2015.

- Tan 499 belt color:
Available starting July 2015.

- Coyote Brown boot color:
Available starting August 2015.

*Previously granted exceptions to policy for wear of the OEF-CP flame resistant uniform outside of combat areas of operations remain in effect.



NOTE: Soldiers may only wear OEF-CP headgear with the OEF-CP Flame Resistant Army Combat Uniform and Operational Camouflage Pattern headgear with the Operational Camouflage Pattern Army Combat Uniform.

Operational Camouflage Pattern Army Combat Uniform (ACU)



- Soldiers are authorized to wear the Operational Camouflage Pattern ACU starting 1 July 2015. Sales will begin July 2015. Centralized issue for incoming Soldiers will begin January 2016 (2QFY16). Mandatory possession date is 1 October 2019.
- Soldiers are authorized to wear the sand or the Tan 499 T-shirt, sand or Tan 499 belt, and tan or Coyote Brown boots during the transition period which ends 30 SEP 2019.
- Tan 499 T-shirt color: Available starting July 2015.
- Tan 499 belt color: Available starting July 2015.
- Coyote Brown boot color: Available starting August 2015.



NOTE: Soldiers may only wear OEF-CP headgear with the OEF-CP Flame Resistant Army Combat Uniform and Operational Camouflage Pattern headgear with the Operational Camouflage Pattern Army Combat Uniform.



U.S. Army Mountain Combat Boots



**Temperate Weather Mountain
Combat Boot**



**Hot Weather Mountain Combat
Boot**

- Issued for Rapid Fielding Initiative (RFI) since 2012
- Manufacturers: Bates Wolverine, Belleville

Commanders may authorize the wear of the mountain combat boots issued at RFI for wear with OEF-CP and OCP. The Mountain Combat Boots will not be replaced once unserviceable. Soldiers are still required to obtain the required quantity of clothing bag boots that are IAW DA PAM 670-1.



OCIE Challenges during OCP transition



NC CIF Warehouse has UCP pattern stock

NC CIF has no OCP or FRAC OIF OCIE currently stocked (unless Mob)

ALL Patterns of OCIE is authorized for wear over all patterns of PCIE

The rules to remember are:

1. clothing is PCIE and gear is OCIE
2. there are three ACU patterns (UCP, FRAC OIF, OCP)
3. AR 670-1 and DA Pamphlet 670-1 apply to all three patterns
4. all PCIE patterns worn have to match and all OCIE patterns worn have to match, but PCIE and OCIE does not
5. ECWCS (Extended Cold Weather System) system, Coveralls, FREE (Fire Resistant Environmental Ensemble) is all OCIE





OCIE Discharge Report



Top Ten

RANK	STATE CD	TOTAL VALUE	% ASSIGN STRENGTH
1	AR	\$2,003.93	0.01%
2	ME	\$490.82	0.05%
3	KY	\$5,679.08	0.06%
4	LA	\$14,475.20	0.06%
5	ID	\$1,251.58	0.07%
6	SD	\$10,810.16	0.13%
7	MO	\$20,618.11	0.15%
8	VT	\$5,181.69	0.18%
9	WI	\$30,921.44	0.24%
10	VI	\$2,290.13	0.26%

Bottom Ten

RANK	STATE CD	TOTAL VALUE	% ASSIGN STRENGTH
45	PA	\$506,781.77	2.15%
46	TN	\$330,222.79	2.18%
47	NJ	\$263,611.89	2.69%
48	HI	\$146,734.48	2.96%
49	AK	\$136,409.78	3.53%
50	TX	\$1,250,709.41	4.62%
51	CA	\$2,216,859.45	5.07%
52	FL	\$825,015.60	5.59%
53	PR	\$617,438.96	9.28%
54	NM	\$379,730.54	12.80%

Middle 34

RANK	STATE CD	TOTAL VALUE	% ASSIGN STRENGTH
11	IN	\$31,361.09	0.28%
12	OK	\$38,169.46	0.30%
13	IA	\$40,946.93	0.31%
14	UT	\$25,882.55	0.31%
15	WY	\$8,046.90	0.33%
16	KS	\$34,126.65	0.34%
17	MN	\$82,392.61	0.39%
18	IL	\$56,908.41	0.42%
19	OR	\$61,925.46	0.44%
20	CT	\$39,959.44	0.47%
21	DC	\$4,189.77	0.48%
22	MA	\$71,706.22	0.59%
23	DE	\$30,435.30	0.63%
24	WV	\$48,452.14	0.77%
25	ND	\$42,571.93	0.80%
26	AZ	\$65,665.97	0.82%
27	NE	\$58,155.42	0.84%

RANK	STATE CD	TOTAL VALUE	% ASSIGN STRENGTH
28	MS	\$162,244.21	0.87%
29	RI	\$26,756.58	0.88%
30	NV	\$31,640.91	0.90%
31	MD	\$88,987.60	0.93%
32	NH	\$12,127.12	0.95%
33	VA	\$86,494.86	0.98%
34	OH	\$201,388.29	0.98%
35	NY	\$309,034.12	1.00%
36	MI	\$120,840.92	1.23%
37	CO	\$69,523.30	1.26%
38	SC	\$226,250.48	1.49%
39	GU	\$51,031.18	1.56%
40	AL	\$197,506.08	1.61%
41	WA	\$150,262.74	1.62%
42	NC	\$295,154.24	1.73%
43	MT	\$96,940.21	2.04%
44	GA	\$531,278.06	2.08%

Based on Number of Soldiers on Report divided by State Assigned Strength

0 - .5%	21
.5% - 1%	13
< 1.0 %	20

Total: \$10,165,593.96

As of: 4 AUG 2016



OCIE DISCHARGE REPORT 30TH ABCT



Data as of 8AUG16

MSC	Total SM	E5 Below	%E5	over 90	BN \ SEP Co
30th ABCT	61	52	85%	36	\$ 97,563.54
130 th MEB	35	29	82%	20	\$ 68,485.58
113 th SB	34	27	79%	16	\$ 70,405.86
60 th TC	7	2	28%	2	\$ 14,653.22
449 th TAB	0	0	0	0	\$ 0

NC's OCIE budget is approximately \$800,000 a year for life cycle replacements identified in show down inspections; not lost gear

NCNG-TAG POLICY 14-08

North Carolina National Guard Organizational Clothing and Individual Equipment (OCIE) Wall Locker Storage Policy



CSM THOMAS A. CHILDERS III

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STEP



TALKING POINTS





G1/G3/G4

OPERATING IN A FISCALLY CONSTRAINED ENVIRONMENT

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OPERATING IN A FISCALLY CONSTRAINED ENVIRONMENT



Stewardship is key. We must become good stewards of the resources entrusted to us. Effective stewardship balances our need to train and maintain a high state of readiness. We share both an environment of declining resources and the responsibility to consume fewer resources. We will operate in a cost culture environment enabling well-informed resource management decisions to ensure that taxpayer's dollars are spent wisely and responsibly.

What does that mean:

- Zero waste
- Effective management of consumables
- Requisition replacement parts on a one-for-one basis...no stock piling
- Requisition meals based on historical Soldier participation rate i.e. 80-85%



OPERATING IN A FISCALLY CONSTRAINED ENVIRONMENT



Different types of funds
2060/2065
Funding Model
% of Funds Required
AFP
Allotment
CRA



60TH TC CSM UNIT FITNESS BEST PRACTICES

CSM KEVIN W. WHITAKER

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NCOES NOTES



- E4 thru E7 and O3 (scheduled for +24 within 12 months of making Captain)
- Law states units will schedule 48 UTAs and 14 Active duty days
- Counseling to Soldiers needs to state “failure to meet standards or non-attendance to NCOES due to a flagging action will result in removal from their leadership position and reduction in rank.”
- If Soldier does not go to NCOES for being flagged they will not do an AT. Instead, a one day AT order will be cut to help the state maintain high AT execution rates.
- G3T stated they will accept an ATTRS request when a Soldier is currently flagged. This will allow the state to get a reservation and it will give the Soldier and leadership a mark on the wall to aim at.
- During our Monday call in, once a month, the units discuss by name who is flagged and has a NCOES date. They must be very specific on what actions have been taken to get the Soldier in compliance and get well date.
- Don't ask Soldiers what works for them. This is their AT so schedule it so they can tell their employer.
- Any time BDE staff goes out to visit units we review their flagged roster.
- If a Soldier is flagged 60 days prior to school inform BDE so we can find an alternate to go.

60TH TC

Solutions for NCOES

completion rates.





113TH SUS BDE FITNESS IMPROVEMENT



DEPARTMENT OF THE ARMY
HEADQUARTERS, 113TH SUSTAINMENT BRIGADE
NORTH CAROLINA ARMY NATIONAL GUARD
110 FRANKLIN BOULEVARD
GREENSBORO, NORTH CAROLINA 27401

1 May 2015

NGNC-SB-CSM

MEMORANDUM FOR ALL STEEL BRIGADE LEADERS AND SOLDIERS

SUBJECT: Fitness Improvement

1. The NCO Corps is critical to the development of our junior Soldiers; commanders must ensure ample time is scheduled and documented on the units training schedule during each IDT to conduct section/squad/platoon physical fitness training. (Note the reference "individual" fitness training is excluded as this is a collective training event and shall include all members of the team). The investment commanders make by establishing at least 1 hour during the unit's drill will provide measureable benefits to the organization as a whole. Junior NCO leaders are the primary trainers, Senior NCO leaders teach, coach, and supervise the training event.
2. First Sergeants/Detachment Sergeants will identify and appoint on orders a designated fitness instructor who will develop and administer the unit's physical fitness plan. Intent is not just to tell Soldiers to improve their fitness but to show them how to improve and to make it a team building event.
3. Field Manual 7-22 provides specific "how to" guidance on the administration of the Army Physical Fitness Plan, but it is not the only source. There are many fitness improvement programs available to aid Soldiers and Leaders in their fitness improvement goals that should be considered such as [Cross Fit](#), [PX90](#), [Suspension Training](#), etc. Attached [US Army Graphic Training Aid \(GTA\) 7-8-003](#) and [100 Pushups/200 Sit-ups](#) will be used to supplement the development of the unit's fitness plan.
4. As with any plan there has to be commitment, First Line Leaders (FLL) will incorporate the use of a contract to obtain the Soldiers commitment and dedication to improving their general health and wellbeing. The use of 113 SB Form 7-22, Fitness Improvement Contract is the Brigade standard and will be incorporated in the individual Soldiers fitness plan. Feedback is essential to any training event; ensure AARs and feedback is conducted following each training event.
5. Nutrition is a key component to physical and mental fitness and shall be incorporated into the unit's fitness improvement plan. The [Army One Source](#) website provides valuable information and resources for Soldiers and Leaders alike. Assistance is also available through the 113th Sustainment Brigade Surgeon's office and should be requested through channels in writing.
6. The Army Master Fitness Trainer Course is another resource that shall be considered in the development of unit fitness trainers.

JOSEPH S. VICKERS CSM, USA
Command Sergeant Major



113TH STEEL BRIGADE FITNESS IMPROVEMENT CONTRACT



I _____, dedicate myself to improving my Physical and Nutritional Fitness. I recognize that it is my personal responsibility to develop healthy lifestyle habits that will contribute to my success. I understand that I must apply these healthy lifestyle habits each and every day and that the success I achieve will transform my mental outlook and the way I feel about myself. I challenge myself to do my best to eat healthy, whole foods every day, to get up and move around more, to make the time to exercise, and to keep a log of my progress. I promise to avoid perfectionism, and instead do the best I can as I practice my new lifestyle habits. By committing to this challenge, I am acknowledging the work, time and effort needed to achieve my goals. I also know that my rewards are improving the quality of my life, as well as sharing this gift of healthy living with my loved ones.

Signature

Date



Unit Fitness Trainer Course

Who: 105th EN BN (Unit Fitness Trainers)

What: The Battalion Certified Master Fitness Trainer conducted a course to train future MFTs, and better prepare the companies by instructing the UFTs on Precision of PRT activities, Exercise Physiology, Muscular Anatomy, Performance Nutrition, APFT Procedures, Exercise Modifications, Injury Prevention, AWCP procedures, Strength and Mobility Improvement, Endurance and Mobility Improvement, Reconditioning (Remedial) PRT Program Development

When: 8-11 September 2015

Where: Raeford National Guard Armory

Why/Significance: To enhance the BN's physical readiness, and decrease the attrition rate by increasing the APFT pass rate. Furthermore, to provide the force with certified fitness advisers who will serve as additional-duty special advisers to unit commanders, to facilitate physical training based on the doctrine in FM 7-22, *Army Physical Readiness Training*, AR 350-1, *Army Training and Leader Development*, AR 600-9, *The Army Weight Control Program*.





NCJEC

NCNG JUNIOR ENLISTED COUNCIL



SSG NATHAN DAVIS

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NCJEC MISSION STATEMENT



“To educate, enable and empower the
Junior Enlisted Soldiers of the
NCARNG”



NCJEC MOTTO



"EDUCATE, ENABLE, EMPOWER"



THE NCJEC AGENDA



EDUCATE

NGABS
NATIONAL GUARD
AUTOMATED BOARDS System

STEP
SELECT TRAIN EDUCATE
PROMOTE

DTS
DEFENSE TRAVEL SYSTEM

ENABLE

MIL ED

CIV ED

ACE/ASSIST

EMPOWER

MENTORSHIP

JOB
ANOUNCEMENTS

PROMOTIONS



EDUCATION



Education aims to increase organizational knowledge and transparency of processes

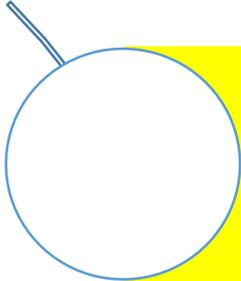




ENABLE

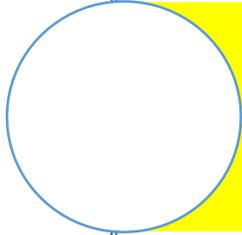


Advertise Opportunities



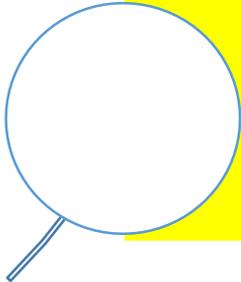
MIL ED

- * Track Soldiers that are ready to go to MIL Schools at a moment's notice
- * Ask Soldiers to self identify for going to MIL Schools if opportunity presents itself



CIV ED

- * Advertise scholarships
- * Promote BLET type programs that convert military experience into civilian experience

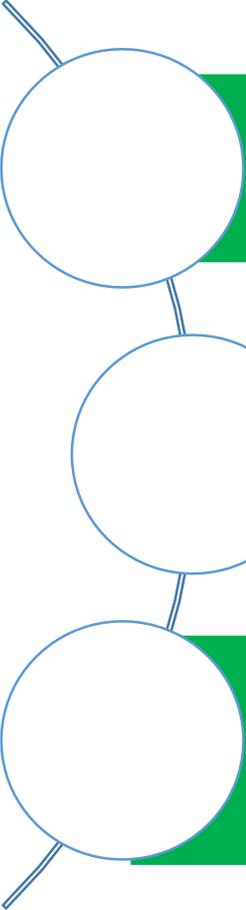


ACE/ASSIST

- * NCJEC ACE Trained
- * Encourage better reporting to IBHS

EMPOWER

Empower Soldiers by providing guidance



MENTORSHIP

- *Let Soldiers and Leaders self identify for NCJEC mentorship program
- *Formalize this process using CAREER Tracker

JOB ANNOUNCEMENTS

- *Post job announcements in clear, easily accessible format
- *identify target population of job postings and alert them

PROMOTIONS

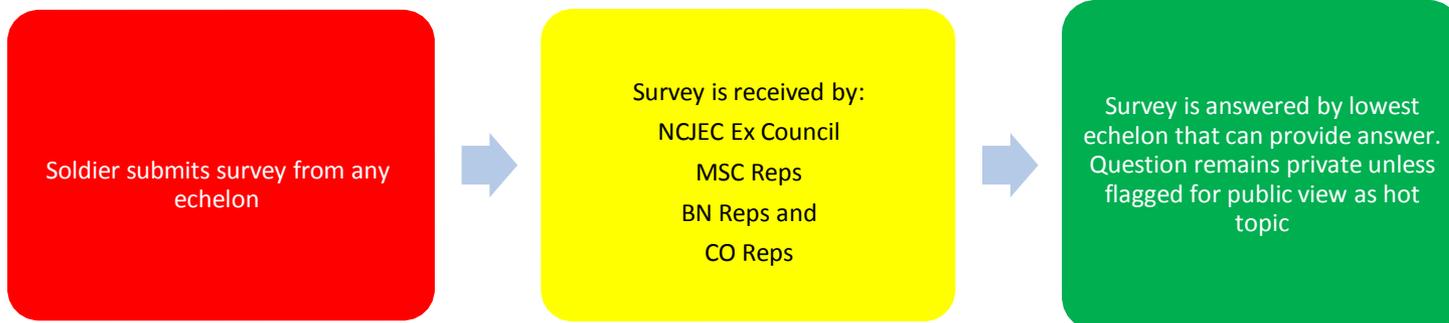
- *track promotions from E1 thru E4- identify shortfalls
- * Publish recent NCO promotions for recognition – encourage NCO induction ceremonies



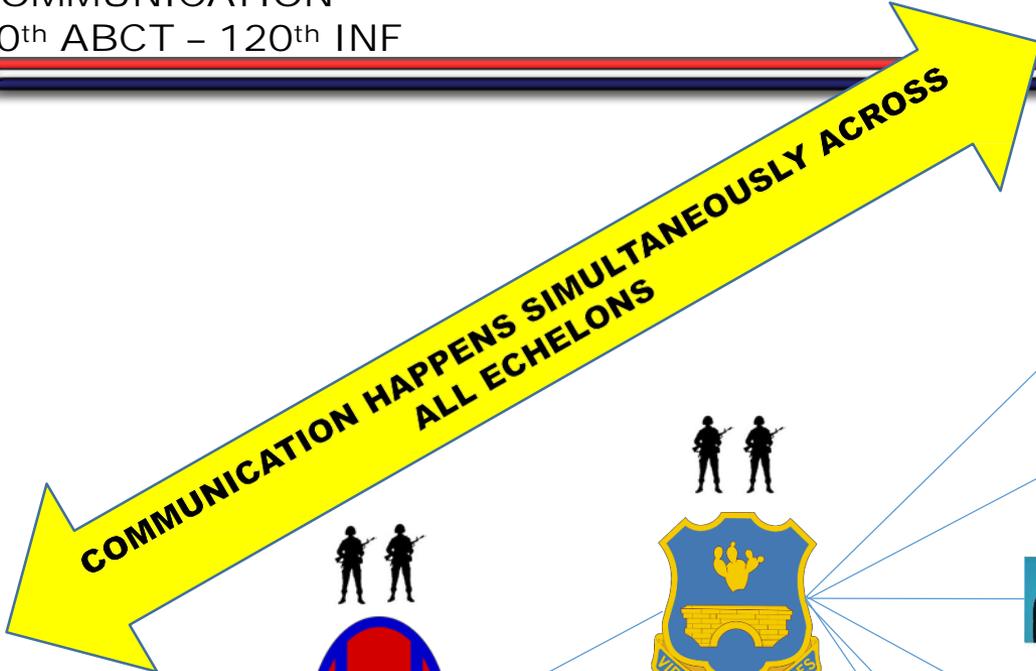
COMMUNICATION



Communication happens simultaneously with every echelon via SURVEY; survey is a technical term for a web based system that allows a user to input a query and receive an answer. This allows for targeted submission, and a direct answer to any query. If the survey contains any information that should be entered into the Chain of Command, the NCJEC will defer it to the proper authority in the Chain of Command



SPOKE & HUB
COMMUNICATION
30th ABCT – 120th INF



A co
Wolverines



B co
Madd Dawgs

Co C 1/120th
Scotch Tigers



C co
Scotch Tigers



D co
Iron Horse



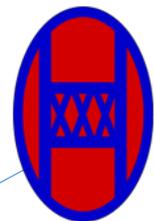
E co
Stingray



HHC
Hurricane
S



120TH
INF



30TH
ABCT



NCJEC

The diagram demonstrates a more detailed breakdown of communication between State, BDE, BN and CO level with a hub and spoke org structure.



PORTALS



The NCJEC will use three portals to manage the distribution and collection of information. They are:

1. NCJEC Public Site
2. EANGUS Portal
3. Facebook



EANGUS

facebook



QUESTIONS?



Please email the North Carolina National Guard Junior Enlisted Council at :

ng.nc.ncarng.mbx.nc-jec@mail.mil