



THE RALLY POINT

The official newsletter of the California Army National Guard

Volume 1, Issue 1

December, 2011

LEADERSHIP TIPS

The Army has eleven leadership principles that have stood the test of time.

PRINCIPLE #1— Know yourself and seek self improvement

PRINCIPLE #2— Be Technically proficient

PRINCIPLE #3— Seek responsibility and take responsibility for your actions

PRINCIPLE #4— Make sound and timely decisions

PRINCIPLE #5— Set the example

PRINCIPLE #6— Know your personnel and look out for their well-being

PRINCIPLE #7— Keep your followers informed

PRINCIPLE #8— Develop a sense of responsibility in your followers

PRINCIPLE #9— Ensure each task is understood, supervised and accomplished

PRINCIPLE #10— Build a team

PRINCIPLE #11— Employ your team in accordance with its capabilities

A Message from the Army Commander

It's been more than six months since our new Adjutant General, Major General David Baldwin appointed me as the Commanding General of the California Army National Guard. During that time our Army Guard has been through a period of significant transition. I renamed the Accessions Task Force (ATF) to the Recruiting and Retention Battalion and I replaced its commander. Several of our brigades have changed command and I have placed an increased emphasis on upgrading our three installations, with a particular emphasis on the quality of life at Camp Roberts. My training priority has been on preparation for responding to civil support requests during times of emergency. Finally, I've placed a strong emphasis on basic Soldiers skills and Army Standards. As a part of enforcing Army Standards, I've put a high premium on holding Soldiers accountable for misconduct and poor performance. Our leaders must be focused on our mission and on their subordinates. I will not tolerate self-serving or toxic leaders. Our new Army Guard Command Sergeant Major, CSM Hal London, is the linchpin for my effort to increase our adherence to Army Standards. In this newsletter, I will regularly publish the actions

taken against Soldiers who engage in misconduct. (see page 6) The sole purpose is to promote good order and discipline throughout the command. My aim is to reassure our Soldiers who conduct themselves professionally, that those who don't will be held accountable for their actions. I commit to increasing the level of communication to our Soldiers in the field. One way I plan to do that is by the regular publication of this newsletter. The topics I wish to address regularly are military discipline, promotions, awards, leadership tips, some recruiting and retention information, Soldier competitions, uniform information, policy updates and useful information about benefits.

This newsletter will not be the place where we catalog our successes. Instead, it will be a place where Soldiers can get straight answers about things they need to know. In addition, I'll try to cover topics that I'm most asked about when I meet with Soldiers in the field.



BG Donald Currier
Army Commander

Finally, I'd like to thank our former Army Guard Chief of Staff, COL John Lathrop for his hard work and dedication to the Army Guard throughout his tenure as the Chief of Staff. I wish him the best

(continues on page 6)

Incoming Army CSM's holiday message

Greetings and Happy Holidays to all of you and your families over this festive season.

Let me start off with thanking CSM Winstead and Maria for their dedication to service to our Army National Guard Soldiers. CSM Winstead has served with distinction while our Nation has been at war. It has been my honor to serve as a Brigade CSM under his leadership over the past three years. He has raised the bar on our Best Warrior Competition and our Marksmanship program.

These are Combat enhancers to prepare our Soldiers for other missions in support of our Nation and our State.

I wish you all a safe and joyous holiday and ask all Soldiers to spend time with their families.

This has been a good year of learning for the Army National Guard and we have much re-focusing in training to look at the in the New Year.

Happy Holidays from Susie and I!



CSM Harold London
Army Command Sgt Major

Final Words from CSM Michael Winstead, CSM, CAARNG



“Good Job or Thank You are words that can never be used too much.”

*Command
Sgt. Major
Michael
Winstead*

On the eve on my retirement I thought it might be a good idea to share some of the things I have learned in my 35 years of service.

- A. If you are on time, and in the proper uniform, 1SG will most likely leave you alone.
- B. No matter what MOS you have Shoot, Move, and Communicate are the three things you need to know to survive and win on the battle field.
- C. No matter at what echelon of command you serve, you must always remember that Squads, Platoons, and Companies are the ones that bring the fight to the enemy.
- D. Accomplishment of the mission and welfare of your Soldiers are a delicate balance. Neither is more important than the other, and failure to achieve the correct balance will result in failure of both.
- E. The California Army National Guard is made up of 17,000 Soldiers. No Soldier or MOS is more important than the other. We must all be proficient in our duties and work as a team in order to accomplish the mission.
- F. Being a leader is a privilege, and requires you to hold yourself to a higher standard than the people you lead. Soldiers want consistent leaders who base reward and punishment on performance or Army Regulation, not on rank.
- G. “Good Job or Thank You” are words that can never be used too much.
- H. The National Guard has a State and a Federal mission. We are unique and no other branch of service has this distinction. You should take great pride in this.
- I. The Army Values are the foundation for all we do as Soldiers and Leaders. These Values are Loyalty, Duty, Respect, Selfless Service, Honor, Integrity, and Personal Courage. Failure to live up to any one of these values will cause a loss of respect from peers and subordinates. Soldiers want to serve in values based organizations.

I offer these small nuggets of wisdom and tell you that they have carried me a long way. I am proud to have served the Soldiers of the California Army National Guard. To the Officers, NCO's and Soldiers that I have had the pleasure to serve with “Thank you for all the good times”. Always remember that promotion and service are two separate things. Promotion is given because of your potential to serve at the next higher grade. Service is something that we give freely expecting nothing in return but the satisfaction of a job well done to our Soldiers, Unit, State, and Country.

CSM Michael Winstead “OUT”

Looking for a job? Check out these links

For jobs within the California National Guard:

www.ueijobs.com

<http://www.calguard.ca.gov/Pages/Jobs.aspx>

www.candidatecare.com/srccsh/RTI.home?

For federal government jobs:

<http://www.usajobs.gov>

www.ftb.ca.gov/human_resources/jobs/jobopenings.shtml

There are also a number of civilian job links:

www.Swords-to-Plowshares.org

<http://www.unionpacific.jobs/>

<http://www.solarcity.com/hr/careers.aspx>

WE WANT TO HEAR FROM YOU:

The Rally Point will be published by the staff at Army Headquarters.

We'd like to know what concerns you or what topics you would like us to address in this monthly publication.

To submit your questions or concerns, email us at:

CA-mua.armydiv.ngca@ng.army.mil

Or call the Soldier and Family Hotline at 1-800-924-7782.

Deployment Update

CNG Units are on again, off again



The 79th Infantry Brigade Combat team was on the glide path to deployment when they were notified that the entire unit had been off-ramped.

Meanwhile, in the next few months, we will see the 2668th Transportation Company, the 140th Chemical Company, the 132nd Multi-Role Bridge Company and the 1072nd Transportation Company (and others) move forward in support of Operation Enduring Freedom.

The reality of it all is this: now that Operation New Dawn (formerly Iraqi Freedom) has wrapped up and with the President's plan to scale back operations in Afghanistan in place, many changes could take place to any unit on a deployment list. Currently, several units are scheduled to deploy but any of them could be off-ramped at any time.

The best thing for you to do as a Soldier is to keep in touch with your chain-of-command as often as possible to see how you may be affected.

If you were one of the Soldiers that were taken off a deployment but still want to deploy, log onto Tour of Duty (link provided below). This website features a unique search engine to help you find a mobilization opportunity. As always, if you find something, keep your chain of command informed.

https://mobcop.rmy.mil/tod/Default_new.aspx#

REDEPLOYMENTS

The past two months have also seen the return of several unit redeploying back to California. Welcome home to the Soldiers of:

IRAQ:

**640th Aviation Support Battalion
40th Combat Aviation Brigade
297th Medical Company
749th Combat Sustainment Support Battalion**

AFGHANISTAN:

**649th Engineer Company
870th Military Police Company**

CNG auditing 6-years of Army incentives

Army Staff is seeking equitable resolution for each Soldier affected by audit

As most of you know, the California Army National Guard has launched an investigation into discrepancies regarding the payment of recruiting and retention incentives. We have also implemented a series of controls to ensure the types of problems being investigated will not happen again.

Searching 6 years into California Army National Guard records, our new Incentives Task Force (ITF) has found this organization failed to distribute some incentive payments that should have been made. In many other cases, payments were made that should not have been authorized or that were improperly executed. All incentive files are now being reviewed to determine what action, if any, is needed to reach an appropriate resolution in each case.

My staff and I are committed to helping each Soldier who is subject to the auditing process. My intent is to ensure that every Soldier is given the maximum opportunity to obtain or retain their well-deserved incentives. We are also strongly focused on taking appropriate action against any Soldier who is found to have willingly taken advantage of their position or authority to issue or receive an improper payment.

BG Donald Currier
Commander, CAARNG



PROPER WEAR OF THE COMBAT PATCH

The Army has changed its policy on the wear of combat patches as a result of the way Soldiers and their units now deploy. Since 1945 the intent behind the wear of the combat patch, known as the "shoulder sleeve insignia -former wartime service," was to recognize Soldiers' participation in combat operations. However, this only applied to Soldiers who were serving with such large echelon deployed units as separate brigades, divisions, corps, Army commands or higher.

"Soldiers deploy differently now, at smaller echelon levels such as companies, battalions, combat brigade teams and as individual augmentees in support of larger echelon units," said Sgt. Maj. Katrina Easley, branch chief for uniform policy at Army G-1. "At those levels they weren't authorized to wear their unit patch as a combat patch."

Once Soldiers report to their first unit, they wear their command's patch on their left sleeves. When deployed to a designated combat zone, Soldiers may also wear the company-level or higher patch that they serve with on their right sleeves.

In the past, confusion resulted over which combat patch should be worn by Soldiers who were cross-leveled, assigned, attached or serving as augmentees to deployed units. This also affected Soldiers under temporary duty orders in a combat zone.

The new guidance states that when echelons below company level deploy, Soldiers in those units may now wear the combat patch of the lowest-echelon command they deploy with, as long as it's at company level or higher. The new implementing instructions to [Army Regulation 670-1](#) became effective March 28 and are not retroactive.

As before, Soldiers who have earned multiple combat patches may choose which patch to wear. Soldiers may also elect not to wear a combat patch.

OFFICER/WARRANT OFFICER SYMPOSIUMS FY 12

The Recruiting and Retention Battalion (RRB) will host officer and warrant officer commissioning symposiums this fiscal year.

The objective of the symposiums are to motivate and educate Soldiers of the opportunities to serve as an officer or warrant officer in the CAARNG.

These events will be held on 7 January 2012, 10 March 2012, 5 May 2012, and 8 September 2012.

It is highly recommended that commanders identify and encourage Soldiers exhibiting potential to serve as commissioned officers or warrant officers to attend this event.

All Soldiers in attendance will be provided SUTA certificates to allow their assigned units to account for their time. It is the unit's responsibility to provide and process pay and travel orders for Soldiers who attend.

Registration will be completed in two Phases.

Phase one: Complete the on-line registration at (<http://www.calguard.ca.gov/rrb/pages/symposium.aspx>).

Phase two: Register at the RRB table upon arrival to the event between the hours of 0800-0900. SUTA certificates will be issued at the end of the day.

Location of the symposiums:

- a. 7 January 2012: Okinawa Armory, 8450 Okinawa Street, Sacramento, CA
- b. 10 March 2012: Azusa Armory, 1351 W. Sierra Madre Ave., Azusa, CA
- c. 5 May 2012: Fresno Armory, 5575 E. Airways Blvd., Fresno, CA
- d. 8 September 2012: San Diego/Los Alamitos Area TBD

NEW BASIC ALLOWANCE FOR HOUSING RATES ARE OUT

The Department of Defense released the 2012 Basic Allowance for Housing (BAH) rates, which take effect Jan. 1, 2012. Overall rates will increase an average of 2 percent this year.

For more information on BAH, visit <https://www.defensetravel.dod.mil/site/bah.cfm>.

BEAR VALLEY OFFERS SKIING FOR TROOPS AND VETERANS

Bear Valley welcomes troops to the slopes for free, beginning on Christmas Day, December 25th and on every Sunday through the end of the 2012 season. Be sure to have your military ID to take advantage of this offer.

Additionally, if you plan to ski on any other day of the week, get a military ticket for just \$25.00. All veterans ski for free on March 30th.

For more information, contact Bear Valley at 209-753-2301 or log onto their website, www.bearvalley.com.

FAMILY READINESS = COMBAT READINESS

Every unit is required to have a Family Readiness Group to ensure families are ready to support their Soldiers during training and deployment.

These groups are composed of volunteers who serve for the benefit of their loved ones and their country.

The Army Headquarters volunteer leaders are Valerie Claude-Murray and Debby Mendelsohn.

We are grateful for their service.

DUI Arrests Up Dramatically in the California Army National Guard

There has been an alarming rise in the number of driving under the influence arrests among service members within the California Army National Guard.

Since the beginning of the month, take a look at the summaries compiled by our Joint Operation Center at JFHQ:

On 11 Dec, M-Day SM on AT orders assigned to 132nd MBRC was arrested for DUI by California Hwy Patrol in Redding CA.

On 4 Dec, an M-Day SM in IDT status, assigned to Det 1 HHC 1-185AR was arrested by the CHP for DUI in Ontario, Ca.

On 2 Dec, an ADSW SM assigned to JTF Sierra (M-Day assigned to 140th Chemical Company), was arrested by the CHP for DUI in Bakersfield, CA.

This is in addition to two other DUIs within the California Air National Guard bringing the total number of arrests within the CNG to five in less than a month.

There is no excuse for driving while drunk. Think before you drink.

California National Guard Educational Assistance Award Program

2011-2012 applications are still being accepted. The California National Guard Education Assistance Award Program (CNGEAAP) issues financial awards to qualifying members of the California Army and Air National Guard and the State Military Reserve. This financial education benefit can pay for up to 100% of fees at Universities of California, California State Universities and California Community Colleges and eligible non-public institutions.

For more details, go to:
<http://www.calguard.ca.gov/education>

ASUs or Army Greens on Mondays

On January 16, 2012, the Army Service Uniform (ASU) or the Army Green Uniform (Class A or Class B) with beret, will be worn on Mondays as the duty uniform by all California Army National Guard uniformed personnel whether you are on ADOS, AGR, SAD or technicians on full-time status at the Joint Force Headquarters in Sacramento.

The Army Combat Uniform (ACUs) will be worn Tuesday through Friday as the duty uniform.

This only affects those who work in the G1, G3, G4, SMO, SAO, Facilities and Engineering and JFHQ HHD.

DA Photo Studios and Appointments

If you need a DA photo, please realize that you need to schedule an appointment way ahead of time and not at the last minute. Sometime, the wait could be as long as four weeks.

To schedule your appointment, contact the DA photographer at 916-854-3782 or 916-854-4283.



Happy Holidays to all!

Calendar of Events

Dec 26: Official Christmas Holiday

Jan 2: New Year's Holiday

Jan 7-8: JFHQ HHC Drill Weekend

Jan 16: Martin Luther King Jr's. Birthday

Jan 26-Feb 18: Cobra Gold (Thailand)

Feb 6-22: Key Resolve (Korea)

Feb 20: President's Day

March 1-16: Foal Eagle (Korea)

April 8-22: African Lion (Morocco)

July 21-Aug 5: Rapid Trident (Ukraine)

Aug 15-20: Ulchi Freedom (Korea)

Oct., 2012: Soldier of the Year



This is the official newsletter of the California Army National Guard, 9800 Goethe Road, Sacramento, CA 95827.

Views and opinions expressed in this publication do not necessarily reflect or represent the official views of the Department of Defense, Department of the Army or the California National Guard.

Commander's Message (cont'd from page one)

of luck in his new position as the J5.

I would also like to thank CSM Mike Winstead for his 30+ years of service to the Army, for his dedication to Soldiers and for helping me transition into my new position as Commanding General of the California Army National Guard.

He is a Soldier's Soldier and I will miss his advice and counsel.

Coming up in our next newsletter:

- How EPS works and why you need to know
- When your NCOER is due
- New 360 Evaluations and why we need it
- What you need to know about sew-on ACU patches
- Disciplinary actions
- New Senior NCO and Officer Assignments
- Projected force structure changes in the Army National Guard
- Training and Career change opportunities

ARMY DISCIPLINARY ACTIONS

Actions at Army HQ level completed by 31 December 2011

Rank	Unit	Description of Charge	Date	Action	Result
SGT	RRB	Inappropriate Relationship	15 May	Article 15	GOMOR
SPC	RRB	Dereliction of Duty	24 May	Article 15	2-grade reduction
LTC	JFHQ	Positive Urinalysis	5 Jun	GOMOR	
SFC	RRB	Felony DUI	15 Jun	Rec Sep	Terminated
LTC	RRB	Dereliction of Duty	16 Jun	GOMOR	
SGM	JFHQ	Dereliction of Duty	23 Jun	GOMOR	
SFC	RRB	Attempted Bribery/Urinalysis failure	24 Jun	Rec Sep	Terminated
LTC	RRB	Dereliction of Duty	11 Jul	GOMOR	
MAJ	RRB	Dereliction of Duty	20 Jul	GOMOR	
SSG	115th RSG	Abuse of Authority	25 Jul	Article 15	2-grade reduction Terminated
MSG	RRB	Fraudulent Promotion	15 Aug	Article 15	1-grade reduction
MAJ	49th MP	Intoxication on Duty	16 Aug	Article 15	GOMOR
1SG	RRB	Reckless Driving	1 Sept	Article 15	GOMOR
SFC	79IBCT	Failure to obey; Solicitation of subordinate to commit wrong doing	21 Oct	Article 15	GOMOR
MAJ	RRB	Dereliction of Duty	3 Nov	Article 15	GOMOR/Terminated
SFC	JFHQ	Inappropriate Behavior	8 Dec	Article 15	GOMOR

**RRB—Recruiting/Retention BN Rec Sep—Recommended Separation

GOMOR—General Officer Memorandum of Reprimand