



# THE RALLY POINT

## The Official Newsletter of the California Army National Guard

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## A Message from the Army Commander

**My** first IDT coming back from active duty was an eye opening experience on the power of proper training management. I was a Specialist in a Mechanized Infantry Battalion and we were scheduled to go to Camp Roberts on a MUTA 5. We reported for drill around 1500 on Friday and following equipment issue & Pre-combat Inspections (PCI), loaded on trucks to JFTB, Los Alamitos. Early the next morning, we boarded ANG C-130s for the hour flight to Paso Robles Airport; there we were met by CAARNG CH-47s that flew us directly to our assembly area (AA) in the field. The battalion ADVON had drawn all our tracked vehicles and pre-positioned them in the field. We departed the AA for scheduled training by 0900, training all day, through the night and returning to MATES for equipment turn-in early on Sunday. Following turn-in, we reversed the process by CH-47, C-130 and then trucks to Home Station, completed all equipment cleaning and turn-in, with a release time of 1700.

**I** thought this might have been a special training event, however the next month, half the battalion boarded Navy Reserve ships, while the rest of us flew in Marine Reserve helicopters to San Clemente Island, where we conducted a beach assault, followed by a force-on-force exercise with a sister battalion that arrived earlier that day. Most of our field drills were similar to my first two. As a battalion S3 after DESERT STORM, I followed the same example as my battalion was the test bed for squad/platoon/company lanes training for the Army National Guard.

**The** point of the story is that the unit leaders, predominately M-Day Soldiers at every level and led by an aggressive M-Day Battalion Commander, understood the effectiveness of the Army Training Management System, maximizing our training opportunities through long-term, detailed planning and coordination, all done during a period of very constrained resources. During the last twelve years, our whole Army forgot how to conduct effective training management, as we shift to a roll-on/off program of pre-mob training, deployment and recovery. We have Soldiers in the CAARNG up to the junior Major level,

who, joining after 911, had not conducted a "normal" IDT and AT until this last year. Compound that with the fact we are entering a period of reduced resources, which will challenge our ability to conduct meaningful and exciting training.

**Implementing** the training management process as outlined in ADRP 7-0 Training Units and Developing Leaders can mitigate those challenges, just as it did for us in a much more constrained environment. My training philosophy is that everything we do is training. I don't believe in "doing more with less," but "doing less better." Even in a period of reduced resources, we have what we need to conduct tough, realistic training, as I don't think we have a resource challenge, but a "resource management" challenge that can be mitigated through proper training management.

**We** begin with the end in mind: We are on a five year ARFORGEN cycle, with training "gates" established within. Leaders need to determine where they are in the cycle and decide what they want their unit to look like by the end of the Ready Year, then plan backward from there. It's important to realize that the current leadership will not be the same over the five year period, so the training plan developed must be clear as to its objectives, goals and end state. It's key to understand we are resourced for combat arms at platoon level proficiency, company level for CS/CSS units and staffs at level organized. By the way, that has been the same since the late 1980s. Each IDT, each AT must be a stepping stone to that end state.

**Leaders** must understand the respective timelines for the resources they need to support their training plan, from all the classes of supply, to fixed wing, rotary wing aviation, training areas and support from other units. This requires



**MG Lawrence A. Haskins**  
Army Commander

detailed long-term planning, coordination, & synchronization. As one of my former mentors would always say there must be "no let-up on follow-up," as that's what gets us what we need, when we need it. Doing "Less Better" also means keeping time available for re-training, "Sgt's Business" and the evitable changes to the schedule we have no control over. Effective After-Action Reviews (AARs) will also provide tweaks and adjustments to the training plan. Understanding and employing the "Multi-echelon" training concept will ensure all of our Soldiers will train in the MOS they came into the Army for.

**We** must look for ways to maximize training time, our most valuable resource, by finding ways to reduce travel times; maximize the use of advance parties and rear detachments; pre-positioning of equipment and use of local training areas when feasible. Seeking training such as NTC support, ODT missions and working with other Components and Services can also provide great opportunities. All leaders need to become familiar with ADRP 7-0 and implement it. Tough, realistic training is our best retention and recruiting tool; sending Soldiers home at the end of IDT/AT tired, but with a sense of accomplishment must be our goal.

## The CSM's Corner

WELCOME BACK CSM LONDON! As of printing of this issue, CSM London is back in the building! The California Army National Guard is excited to have CSM London back as part of the Command Team, and would like to thank CSM Matey for filling that role in CSM London's absence.

### The Role of First Sergeant by CSM Matey

I want to take this opportunity to talk about the rank of First Sergeant (1SG), what I feel is the most prestigious position in the Army. Although CSM and Sergeant Major (SGM) are the highest ranks an enlisted Soldier can attain, they are found in numerous formations throughout the Army. Do not take my comment out of context, both CSM and SGM are esteemed positions that are both rewarding and demanding; only the most professional Soldiers attain these ranks. A CSM or SGM can be in positions of leadership over thousands of Soldiers or just a few, but is often paired with officers and senior non-commissioned officers (NCO) that have similar years of service and a comparable level of experience. Conversely, a 1SG is only seen in front of a Company or select Detachment-sized formation.



A 1SG in one of those formations will more than likely have far more experience than 98% of the rest of the Unit. On average, a 1SG will have around ten years experience on Company Commanders, Lieutenants and all but the most senior Platoon Sergeants. With that kind of experience gap, it should be no surprise that Commanders and other Soldiers should and will continually seek the guidance of their 1SG. There is no other position in the Army where leadership, or lack thereof, will have a more direct impact on Soldiers, their Families, and total Unit Readiness.

The following quote sums up the importance of a 1SG better than I ever could.

***When you're talking about the first sergeant you are talking about the life-blood of the Army. There can be no substitute of this position nor any question of its importance. When first sergeants are exceptional, their units are exceptional, regardless of any other single personality involved. Perhaps their rank insignia should be the keystone rather than the traditional one depicted here. It is the first sergeant at whom almost all unit operations merge. The first sergeant holds formations, instructs platoon sergeants, advises the Commander, and assists in training of all enlisted members.***

There is much more I could say about the importance of this rank, but my main reason to address this topic is to ask a question of the 168 eligible Master Sergeants and the 61 eligible Sergeants First Class out there: **Why are there are 13 vacant 1SG positions throughout our ranks?** This number accounts for over 10% of California's 1SG authorizations in the state. Many times vacant 1SG positions are announced over and over again only to remain unfilled.

I know there are Soldiers out there ready to accept this challenge; some of you I know personally. I often ask the question to NCOs that I feel would be a great 1SG: why haven't you put in a packet? Of all the varied responses I receive to this question, none are adequate to explain the lack of applications that should be flooding the G1 shop. My intention with this article is not to admonish, but to issue a challenge. For those eligible Soldiers, look inside and ask that same question. If you feel you can be the "life blood" of a Unit, then watch for the next announcement that fits your career management field and submit a packet.

On that note let me offer a couple tips on submitting packets for these positions. As one of the many CSMs that sit on 1SG hiring boards, I have seen some things that may surprise you. If you intend to submit a packet, have your 1SG or CSM review the packet, for completeness AND quality. Do not be the reason for a board to non-conduct, or fail to be considered for a position because instructions were not followed and the required documents were not submitted.

Read the following list, if any apply to you do not submit a packet:

- You are a Sergeant First Class or above and do not have a current DA photo
- You have a photo, but it is significantly out-of-date or out-of-compliance with Army Regulation 640-30
- If you have over ten years of service, but your Enlisted Record Brief is basically blank
- Your BIO Sketch is outdated (older than most current Enlisted Promotion System Cycle)

Lastly, when I say "don't submit a packet" I am not directing, ordering or trying to discourage you in any way from actually submitting a packet. If you want to submit a substandard packet, you have that right but your chances of that packet being boarded are slim.

CSM Matey: Out!



**NEW RULES for The GoArmyEd Federal Tuition Assistance Program:**

On 1 January 2014, the Army's FY14 Tuition Assistance (TA) program will change. The new policy will allow Soldiers to use TA after successful completion of their first year of service after graduating from AIT, OCS or BOLC. Soldiers are eligible for up to 16 semester hours per year and they can use TA for a second, higher-level post-bachelor's degree after completion of 10 years of service. The second degree time in service requirement applies to movement from a bachelor's to a master's degree and not from an associate's to a bachelor's degree. Also, the 10-year requirement only applies if Army TA was used to pay for any portion of the undergraduate coursework.

**KUDER**

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Kuder is Career and Transition System specifically designed for the US Military. It is a comprehensive online resource to help you plan for the future. Learn about your interests, skills, and work values and use those results to build a personal career plan, explore occupational information and plan for your future success.

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<http://dantes.kuder.com>

**Civilian Education Briefing**

Units contact the Civilian Education Office at 866-338-2863 to schedule a unit education brief or to request education materials.



# SOLDIER/NCO/OFFICER Related Information

## RETIRING SOON?

You may want to review the POST-9/11 GI BILL: Transfer of Post-9/11 GI-Bill Benefits to Dependents (TEB)!

The transferability option under the Post-9/11 GI Bill allows Service members to transfer unused benefits to their spouses or dependent children. The transfer must be requested and approved while the member is in the Armed Forces (must be completed before RETIREMENT date!)

### ELIGIBILITY:

Any member of the Armed Forces (active duty or Selected Reserve, officer or enlisted) on or after August 1, 2009, who is eligible for the Post-9/11 GI Bill, and:

1. Has at least 6 years of service in the Armed Forces (active duty and/or Selected Reserve) on the date of approval and agrees to serve 4 additional years in the Armed Forces from the date of election.
2. Has at least 10 years of service in the Armed Forces (active duty and/or Selected Reserve) on the date of approval, is precluded by either standard policy (Service or DoD) or statute from committing to 4 additional years, and agrees to serve for the maximum amount of time allowed by such policy or statute.
3. Is or becomes retirement eligible during the period from August 1, 2009, through July 31, 2012, and agrees to serve an additional period of service outlined below in subparagraphs (a) through (d). A Service member is considered to be retirement eligible if he or she has completed 20 years of active Federal service or 20 qualifying years as computed pursuant to section 12732 of title 10 U.S.C. This will no longer be in effect on August 1, 2013, and on or after that date, all members must comply with paragraphs 1 and 2.
4. Service obligations:
  - a. For individuals eligible for retirement on August 1, 2009, no additional service is required.
  - b. For individuals eligible for retirement after August 1, 2009, and before August 1, 2010, 1 year of additional service is required.
  - c. For individuals eligible for retirement on or after August 1, 2010, and before August 1, 2011, 2 years of additional service is required.
  - d. For individuals eligible for retirement on or after August 1, 2011, and before August 1, 2012, 3 years of additional service is required.

## Promotions, Assignments, Retirements

Officer Promotions			
HQ 223 <sup>rd</sup> REGT – CAARNG RTI		Norton, Miche Rene	CW4
HHC, 224 <sup>th</sup> SUSTAINMENT BDE		Ceniti, David Allen	COL
JFHQ-CA (-)		Lucas, Sonja Marie	COL
DET 1 HHC 1-184 <sup>th</sup> IN BN		Olszewski, Edward Stephen	CPT
COMBAT AVN BDE		Vo, Lan Tuong Duc	CPT
COMBAT AVN BDE		Gatze, Aaron Ken	CPT
749 <sup>th</sup> CBT SVC SPT BN		Nodora, Donald Narido	MAJ
CA ARNG MED DET		Wall, Nathan Robert	MAJ
HSC (-) 40 <sup>th</sup> INF DIV		Jones, Keith Darrell	MG
Retirements			
NAME	RANK	YEARS OF SERVICE	
Alsip, Jacki Marie	SFC	36	
Garcia, Jaime	SFC	23	
Martens, James Shannon	SFC	21	
Swinney, Christopher Allen	SSG	24	
Arnold, Stephen Michael Jr.	SGT	25	
Voyles, Billie Daniel	SSG	26	
Bell, Gregory Scott	SSG	23	
Decker, Gary Scott	SSG	35	
Harris, Cortez	SFC	26	
Whaley, Gary Leroy	SFC	24	
Montgomery, Kimbal Ivan	SSG	20	
Nieschalk, Lana	SSG	20	
Eason, Todd Marshall	SPC	22	
Mosley, Richard Earl	MSG	22	
Ardizone, Michael Stephen	1SG	21	
Guilbeau, David Louis	SPC	21	
Lawrence, Paul Frank	SSG	22	
Westra, Burton Tyler Jr.	SPC	4	
Hargrove, Aaron Matthew	SGT	12	
Daly, Eugenia Dawn	SFC	20	
Davis, Karl Walker	SGT	21	
Garner, Perry Anthony	SFC	25	
Hubbard, Michael	MSG	33	
Jackson, Eric Shawndale	MAJ	20	
Jandreau, Bennett Perry	SGM	31	
Reyes, Roland Lewis	SFC	40	
Ronningen, David Allan	SFC	31	
Baker, Kenneth Lee	MSG	25	
Oum, Samuel Pich	SSG	24	
Corral, Richard Pasillas	SGT	21	
Tsunokai, Mark Todd	SSG	28	
Thomas, Michael Jermaine	SFC	18	
Pierre, Oleston Ezekiel	SGT	24	
Ortiz, Gus Manuel	SSG	20	
Daniels, Johnny Samuel	SSG	23	
Samson, Conrado Magalong	SSG	26	
Duran, Jerry Garcia	SFC	24	
Ortega, Gary Leroy Sr.	SGM	26	
Lopez, Robert Jimenez	SFC	32	
Stansbury, Christopher R.	SFC	24	
Trimble, Kasandra Rita	MSG	31	
Shaw, Stephen Eric	SPC	25	
Padua, Michael Angel	SGT	28	
Simmerman, Mark Lee	MSG	27	
Gomez, Guillermo Leon	SSG	25	
Connor, Jerome Neil	SFC	22	
Moulton, Fernando Luis	SSG	21	
Rocha, Angel	SGM	36	

# SOLDIER/NCO/OFFICER Related Information

## EPC/GOEPC and Command Selection Board Results

Rank	Name	Current	New	Effective
<b>EPC</b>				
COL	Dinicola, Albert F.	Deputy Commander of CL, California Medical Det	Field Surgeon within same command	1-Jan-14
LTC	Blacno, William L.	Command Judge Advocate, 49th MP BDE	Command Judge Advocate, 115th RSG	1-Jan-14
LTC	Gordon, Albert E.	JFHQ-ETT	Chief, Data Process, USPFO	REFRAD + 90 Days
LTC	Hall, David L.	Commander, HHC 1-140th AV BN	XO, 40th CAB	30-Jun-14
LTC	Holliday, Jeffrey	XO, 40th CAB	Aviation Systems Branch Chief, JFHQ-CA (-)	30-Jun-14
LTC	Koop, Kenneth M.	JFHQ-ETT	DPT-S, Camp Roberts MTC	1-Oct-13
LTC	Roldan, Gilbert	JFHQ-ETT	EO Manager, JFHQ-CA (-)	REFRAD + 90 Days
LTC	Schanhals, Lori R.	Commander, 340th BSB	Supply and Services Chief, Det 1 JFHQ-CA (USPFO)	1-Feb-14
LTC	Beegles, Barbara J.	Supply and Services Chief, Det 1 JFHQ-CA (USPFO)	S2/S3, 115th RSG	1-Feb-14
MAJ (P)	Faatz, Michael T.	Logistics Support Officer, JFHQ-CA (-)	Surface Maintenance Division Chief, JFHQ-CA (-)	TBD
MAJ (P)	Montoya, Jerry M.	Chief, Criminal Law, HSC (-) 40th ID	Deputy Staff Judge Advocate within same command	1-Jan-14
MAJ (P)	Salazar, Vincent L.	S3, HHB 1-144th FA	Chief, Environmental Officer, JFHQ-CA (-)	1-Jan-14
MAJ (P)	Stryker, Paul E.	Operations Officer, HSC (-) 40th ID	Rear Detachment Commander, Det 1, Operations Company, 40th ID	1-Jan-14
MAJ	Dow, Daniel L.	Command Judge Advocate, 224th STB	Staff Judge Advocate, Camp Roberts MTC	1-Jan-14
MAJ	Weaver, Christopher J.	Command Judge Advocate, 115th RSG	Judge Advocate, 49th MP BDE	1-Jan-14
CPT	Matto, Mikel T.	Psychiatrist, HSC (-) 40th ID	Chief, Mental Health Officer, JFHQ-CA (-)	1-Jan-14

## GOEPC

COL	Jones, Stanley R. Jr.	Medical Surgical Nurse, California Medical Detachment	Deputy Commander, within the same command	1-Jan-14
COL	Peake, Lisa A.	G4, JFHQ-CA (-)	J4, JFHQ-CA (-)	1-Dec-13
COL	VanDyke, Mark A.	J4, JFHQ-CA (-)	Army Aviation Division Chief, JFHF-CA (-)	1-Dec-13
COL	Watts, Raymond V.	Army Aviation Division Chief, JFHQ-CA (-)	J5, JFHQ-CA (-)	1-Dec-13
LTC (P)	MacDonald, Renee T.	ACOFs G1, 40th ID	J1, JFHQ-CA (-)	1-Mar-14
LTC (P)	Weeks, Loren A.	OIC PTAE, JFHQ-CA (-)	G4, JFHQ-CA (-)	1-Dec-13

## Command Selection Board

LTC (P)	Cross, Peter B.	Deputy Commander, 49th MP BDE	Commander, 49th MP BDE	1-Oct-14
LTC	Jarvis, Charles E. II	Chief, Internal Review Branch, Det 1 JFHQ-CA (USPFO)	Commander, 340th BSB	1-Jan-14
LTC	Paoletti, Robert F.	Commander, 1st BN (MP) 223rd RTI	Commander, 185th MP BN	1-Mar-14
LTC	Sibley, Jeffrey M.	S3, 40th CAB	Commander, 1-140th AV BN	30-Jun-14

## Unit Spotlight – 223<sup>rd</sup> RTI – Officer Candidate School



Have a degree, looking for a challenge, and ready to take your career in a new direction? If you are interested in becoming a Leader in the California Army National Guard and shaping the future of this great organization then Officer Candidate School is where you need to be. The standards required of an Officer Candidate will be of the highest order. Character and integrity must be an inspiration to others and conduct at all times must be above reproach.

2<sup>nd</sup> Battalion 223<sup>rd</sup> RTI OCS Company trains selected personnel in the fundamentals of leadership and basic military skills; instills professional and physical fitness ethics, evaluates leadership potential, and commissions those who qualify as Second Lieutenants. California Army National Guard OCS is a 12- to 15-month (traditional program) or 8-week (accelerated program) Leaders Course of Instruction, taught in a high-stress environment, during which the cadre develop and evaluate the performance of the candidates as it relates to their potential for commissioning as Second Lieutenants.

The course is conducted in 4 Phases. Although not a formal POI phase, the traditional OCS program conducts a three-IDT period Pre OCS or Zero Phase Program at CSLO. This phase consists of instruction in basic Soldier skills, drill and ceremony, physical training, and administrative preparation. The goal is to prepare prospective candidates to succeed in OCS.



Phase I consists of one 16-day Annual Training period during the summer. The training focuses on the individual, squad and platoon levels. Candidates receive training on military subjects, land navigation, and leadership while under high stress conditions. Candidates in Phase I maintain a climate of strict discipline as the cadre show the candidates OCS standards and then expect the candidates to meet these standards. Candidates train under extremely demanding mental and physical conditions.

Phase II in the traditional program, occurs during IDT weekends between the first and second Annual Training periods. In the Accelerated Program, Phase II is a four week ADT period. Phase II is characterized by increased Platoon Trainer teaching and a slight reduction in stress producing situations. Training focuses on the individual, squad and platoon levels. During this phase, candidates continue to perfect the skills learned in Phase I and strive for Platoon tactical and small unit leadership skills and confidence. Candidates will assume additional responsibilities designed to refine their leadership skills through additional challenges of maintaining a completely functional student chain of command.

Phase III the final phase of OCS consists of one 16-day annual training period. Training occurs at individual, squad, and platoon level with the focus on Platoon tactical operations and field leadership. Officer Candidates focus on polishing leadership skills. The Platoon Trainer role is that of a teacher, mentor and role model. This phase is the final refining of the candidate done by the cadre to ultimately prepare the candidate for the officer environment.

Accept the challenge today and sign up for the start of Zero Phase in March 2014 by contacting an Officer Strength Manager in Recruiting at (916) 854-1353 to start preparing for the next class.



## ARMY DISCIPLINARY ACTIONS (*JAG information*)

Rank	BDE	Brief Description of Charge	Action by CMD	Result
PV2	49 <sup>th</sup> MP BDE	Substance Abuse	Separation	<i>Discharged</i>
PFC	79 <sup>th</sup> IBCT	Wrongful use of a controlled substance; multiple AWOLs, returned from MOSQ school for committing misconduct during enrollment	Separation under AR 135-178, Chapter 12-1b, Patterns of Misconduct. Recommendation of "Other Than Honorable" characterization of service.	SM elected Separation Board. Separation Board recommended separation with an "Other Than Honorable" characterization of service.
SGT	79 <sup>th</sup> IBCT	Unsatisfactory Participant -9 MUTAs	Administrative Reduction Board	Reduction to SPC E4
SGT	79 <sup>th</sup> IBCT	Unsatisfactory Participant – Mission Annual Training	Administrative Reduction Board	Reduction to SPC E4
SGT	79 <sup>th</sup> IBCT	Unsatisfactory Participant – Mission Annual Training	Administrative Reduction Board	Reduction to SPC E4
SGT	79 <sup>th</sup> IBCT	Unsatisfactory Participant -9 MUTAs	Administrative Reduction Board	Reduction to SPC E4
SGT	79 <sup>th</sup> IBCT	Unsatisfactory Participant – Mission Annual Training	Administrative Reduction Board	Reduction to SPC E4
SGT	79 <sup>th</sup> IBCT	Unsatisfactory Participant -9 MUTAs	Administrative Reduction Board	Reduction to SPC E4
SGT	79 <sup>th</sup> IBCT	Unsatisfactory Participant -9 MUTAs	Administrative Reduction Board	Reduction to SPC E4
SSG	79 <sup>th</sup> IBCT	Unsatisfactory Participant -9 MUTAs	Administrative Reduction Board	Reduction to SGT E5
SSG	79 <sup>th</sup> IBCT	Unsatisfactory Participant -9 MUTAs	Administrative Reduction Board	Reduction to SGT E5

### \*Rec Sep—Recommended Separation

**Disclaimer:** When determining a punishment, commanders take into account a number of factors including the rank, the severity of violation, the service record, as well as the character of the individual. This independent consideration of each case explains why two individuals of the same rank, who commit the same infraction, may not receive the same punishment. In addition, according to the California Military and Veterans Code and the UCMJ, punishment pursuant to an Article 15 (known as non-judicial punishment (NJP)), can vary for similar misconduct by enlisted or officers. A Soldier who receives NJP could be reduced up to two grades, have a fine imposed, be assigned extra duty, and/or have a letter of reprimand placed in their record. This range of punishment is focused on maintaining good order and discipline. NJP rarely ends an enlisted person's career. In fact, a Soldier who has been reduced through UCMJ can rehabilitate them self and return to their previous rank. NJP only slows down the career advancement of a Soldier/NCO. Comparatively, when an officer receives NJP the maximum punishment authorized by law, even for the CDR CAARNG, is a fine and/or to have a letter of reprimand filed in their record. This range of punishment is focused on determining whether the officer is suitable for continued service. While NJP for officers does not have the immediate impact of an enlisted rank reduction, it can, in most cases, prevent any further career advancement. NJP (or a permanently filed General Officer Letter of Reprimand) generally stops the career advancement of an officer.

## FROM THE OFFICE OF THE STATE PROVOST MARSHAL:

During 2012-2013, the State Provost Marshal Office has investigated 10 cases of alleged extremist organization affiliation by Soldiers of the California Army National Guard.

The majority of the extremist organization cases investigated by the Provost Marshal Office have been brought to our attention because the Soldier has come in contact with a civilian law enforcement agency. CAARNG Policy Memorandum 2012-02 was written in accordance with AR 600-20, DA PAM 600-15, and DoD 1325.06 and prohibits Service Member involvement in criminal gang and extremist organizations. Examples of criminal gangs and extremist organizations are street gangs, outlaw motorcycle gangs, and militant environmentalist groups.

IAW CAARNG Policy Memo 2012-02 and Army Regulations, Service Members are prohibited from participation in any of these type of organizations' activities, such as fundraising, participating in public demonstrations, rallies, and recruiting, whether on or off duty. As well as participation in public demonstrations, rallies, meetings and activities, on or off duty, when in a foreign county if violence is likely to result. Additionally, AR 670-1 and Army Policies prohibit members from wearing tattoos or brands that are extremist, indecent, sexist or racist, regardless of location on the body.

Service Members are reminded that as Soldiers in the California Army National Guard, we are held to a higher standard than our civilian counterparts. The people we affiliate ourselves with on or off duty directly reflect our personal values as well as the integrity of the organization and influence the public's perception of the organization.

Service Members who do participate in prohibited activities are in violation of AR 600-20 and a lawful order of the Commander, CAARNG and may be subject to adverse administrative action and/or UCMJ action. If found to be a member of a criminal gang or an extremist organization, CAARNG Soldiers may be subject to the following:

1. Bar to reenlistment
2. MOS Reclassification
3. Suspension/revocation of Security Clearance
4. Removal from a leadership position
5. Removal from full-time employment
6. Prosecution under the UCMJ
7. Separation from the military

Leaders and Soldiers alike are reminded that it is well known that criminal gangs and extremist organizations have in the past and continue to encourage members to attain military affiliation to gain access to training, weapons, and explosive materials. These individuals pose a distinct security threat to the military and to the general public. All Soldiers, regardless of rank, are encouraged to report Service Members who are suspected of affiliation with prohibited extremist organizations to the CAARNG Office of the Provost Marshall at (916) 369-4352.

## PERFORMANCE TRIAD

### Pathway to a Fit and Healthy Force Improving Performance, Resilience, and Readiness in the Army

As part of the Army's Ready and Resilient Campaign efforts, Army Medicine is advocating a culture shift by encouraging every Professional Soldier to develop a mindset that drives them to optimize their own health in order to improve their performance and resiliency

Regular activity throughout the day can improve health by reducing stress, strengthening the heart and lungs, increasing energy levels, and improving mood. Similarly, quality nutrition and sleep management can serve as key components in promoting health, preventing disease, and achieving or maintaining a healthy body weight.

To read more: <http://armymedicine.mil/Pages/performance-triad.aspx>

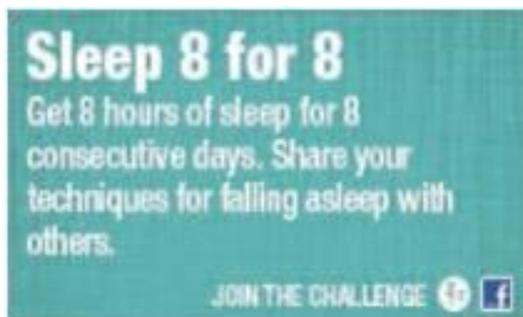
### Mobile Apps for Mobile Devices

- Identify and track stress with "T2 Mood Tracker"
- Release stress with "Breathe2Relax"
- Manage stress with "Tactical Breather"

Available for Apple and Android



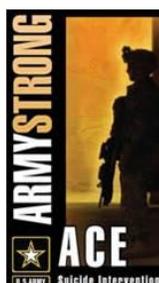
[www.facebook.com/events/504205269671103/](http://www.facebook.com/events/504205269671103/)



[www.facebook.com/events/212128472280928/](http://www.facebook.com/events/212128472280928/)



[www.facebook.com/events/515900348493812/](http://www.facebook.com/events/515900348493812/)



R3SP can be contacted at 916-854-3894

Suicide Prevention Hotline: 1-800-273-TALK (8255)



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## **E-mail:**

**[ng.ca.caarng.mbx.army-division@mail.mil](mailto:ng.ca.caarng.mbx.army-division@mail.mil)**

## **Links of interest:**

**Free 2013 Handbooks for Military Personnel**  
[//militaryhandbooks.com/free-2013-handbooks-for-military-personnel/](http://militaryhandbooks.com/free-2013-handbooks-for-military-personnel/)

## **JOBS:**

**Cal Guard Work for Warriors (W4W)**  
Office Number:  
916.854.4426  
E-mail:  
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