



# THE RALLY POINT

The official newsletter of the California Army National Guard

Volume 1, Issue 2

February, 2012

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## A Message from the Army Commander

### Civil Support:

Most of you have deployed, some more than once, in support of the Global War on Terror. As members of a Reserve Component to the United States Army, we have all done our duty to defend our country against all foreign enemies. As members of the National Guard however, we must always remember what sets us apart from the other components of the United States Army. Our first responsibility as National Guard Soldiers is to our communities and our State. When our citizens need help in emergency situations, they call our first responders in law enforcement and other emergency services. We are blessed in California to have some of the most professional first responders in the world. When they need help, the Governor calls us. We stand ready to answer the call in the event of man made and natural disasters of every variety.

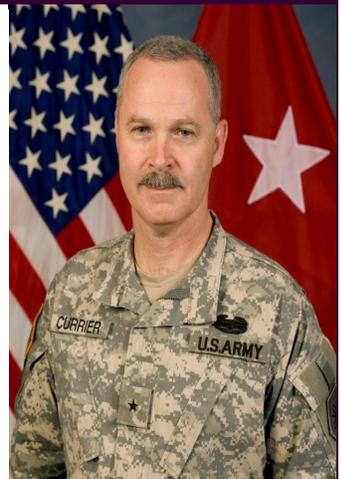
The California Army National Guard has taken the lead with the organization of the Homeland Response Force (HRF) for FEMA Region 9; our Area of Operations consisting of California, Nevada, Arizona, Hawaii, Alaska, American Samoa, the Marianas, and Micronesia. The California Army National Guard will be prepared to respond to natural disasters, toxic industrial spills, or even a CBRNE attack by our enemies and provide support to local authorities. This aligns with my intent that we focus on those basic Soldier skills that increase our effectiveness as a combat multiplier to the United States Army, and also serve as an asset to support of civil authorities here at home. Civil Support is The Adjutant General's highest priority. Everything we do must be placed in that context.

### Discipline of the Force:

After the publication of the first "Rally Point," I received some questions about the apparent disparity between the punishments meted out to enlisted Soldiers and Officers. I treat every allegation of misconduct individually. After carefully considering the evidence, I make a factual finding. If I'm convinced that the Soldier engaged in misconduct, I consider character evidence and the Soldier's service record. I then impose punishment, based upon the options available to me by law and the individual circumstances of the case. I've asked the SJA to explain the legal boundaries of my discretion in a short article later in this newsletter.

### Camp Roberts:

One of the things I have tried since being appointed as the Army National Guard Commander is to improve the conditions at Camp Roberts. BG Jones, COL Nuismer, COL Diminyatz, COL Goodwater, and the efforts of Soldiers too numerous to mention here have produced considerable improvement at the installation. You may notice that Camp Roberts is currently undergoing some dramatic changes which will affect the living conditions and training opportunities of our Soldiers. This includes improvements to the electrical utilities which will allow for more electrical outlets in the barracks; replaced ventilation systems; and better latrine facilities in our barracks buildings.



**BG Donald Currier  
Army Commander**

A lot of the work to this point, has been on infrastructure; underground water, sewer, electrical grid, etc. As I said, we are now moving into those things that directly affect Soldier morale and comfort.

Also starting this year, the empty, dilapidated buildings that often come to mind when we think about Camp Roberts will begin to come down. It is my intent that Camp Roberts continue moving toward the goal of becoming one of the premier Army National Guard training camps in the United States.



# Provost Marshal's Office (PMO)



"Soldiers at every echelon need an avenue to report criminal misconduct with the assurance that their complaint will be investigated and tracked. Prior to the establishment of the PMO, criminal misconduct was sometimes tracked, sometimes investigated and sometimes resulted in the identification and prosecution of criminal violators - depending on who reported it, who the alleged perpetrator was and who it was reported to. My intent is to establish a fair, credible, doctrinal and efficient system of rooting out criminal misconduct in our ranks."

BG Donald Currier, Army Commander

Army Headquarters is in the process of establishing PMO operations at the State Military Department in Sacramento as well as Joint Force Training Base - Los Alamos, Camp San Luis Obispo and Camp Roberts.

The Provost Marshal Office [PMO] functions as the primary staff proponent on all issues related to: Force Protection, Law Enforcement, Antiterrorism, Physical and Domestic Threats.

**The Provost Marshal's Office Mission:** Serves as principal advisory office to Army National Guard (ANG) Commander, and all senior ANG leadership. Functions as primary advisory office on all issues related to: Force Protection, Law Enforcement, Antiterrorism, Physical Security and Domestic Threats.

#### Directives:

1. Manage and track all criminal investigations and administrative investigations involving allegations of misconduct.
2. Provide technical oversight of law enforcement and force protection operations at all installations. Ensure the PMO at each installation provides doctrinally sound advice to their commanders and relevant Army Regulations are being complied with.
3. Provide Operational oversight of all state level and Title 32 criminal investigations.
4. Assist the 49<sup>th</sup> MP Brigade Commander in establishing coherency with Military Police Officer and NCO assignments throughout the state.
5. Serve as the Joint Force Headquarters PM during Civil Support Exercises and times of State Emergencies.

<b>Provost Marshal</b>
<b>LTC Howard W. Zimmerman</b> The Provost Marshal serves as the commander's senior law enforcement representative and as a special staff officer responsible for the daily operations and functional management of the PMO.
<b>Provost Sergeant</b>
<b>MSG Arne F. Eastlund</b> The Provost Sergeant serves as the senior enlisted staff advisor to the Provost Marshal and provides staff supervision, prepares plans, procedures and operational orders.

Criminal related behavior of a **none emergency nature** should be reported to the State Provost Marshal's Office (PMO):  
Phone No. 916-854-3346  
Email: [ngcapmo@ng.army.mil](mailto:ngcapmo@ng.army.mil)

This number is **NOT** for reporting any "in-progress" crimes or suspicious activities. These do not connect to a police dispatch and are solely for administrative purposes.

The PMO does not have first responder capability. If you come across a crime or other suspicious activity in progress, **call 9-1-1** and then notify the PMO.

\*This reporting requirement does not negate the current IR, SIR, CCIR reporting requirements to the State JOC.

# The CSM's Corner

## by Command Sgt. Major London

Recently I sent out my NCO Expectations and Standards for our California Army National Guard NCOs. I trust that all Soldiers have had a chance to read this document. I have been asked several times why I left the document with questions raised unanswered. I have used this document to get our NCO Corps to look within itself and start asking those questions of themselves. The feedback I have received indicates to me that this has worked.

I receive the Army Times magazine and if you have read it, you will find the Sergeant Major of the Army, SMA Chandler, is on the same campaign that I am with our NCO Corps reinforcing standards. We have the finest, qualified, war hardened NCO Corps that has ever served our State and Nation in the California Army National Guard. It is our job to reinforce the very basics of leadership and Soldier care through our NCO Corps. I know that we have a way to go but just identifying some of the basics will get our focus back where it needs to be.

I recently spent some quality time with the SMA at Camp Roberts reviewing the efforts of our Camp Roberts MTC Leadership team and California Facilities office to improve the temporary living quarters for our Soldiers. We both realized the passion, momentum and solid hard work of the Soldiers at Camp Roberts who are making the improvements that all our Soldiers deserve. We still have a long way to go but it is my opinion we are on the right path. The following is BG Jones', Camp Roberts Installation Commander report of our Tour to JFHQ:

"Following breakfast, we drove around the parade field route, and covered the impending completion of the land fill and the commitment of the initial \$5M this TY to start the deconstruction of the 658 buildings scheduled for demo in the 1000, 2000 and 3000's block. We also discussed the recent utility upgrades and the importance of the upcoming \$34M utility MILCON project, our ongoing

energy initiatives (solar farm and funded energy study), and TAG's redirection of the top priority for MILCON from a long Standing, new JFHQ to an ORTCI for Camp Roberts.

We stopped and visited one of the standard (5000 block) barracks to give the SMA a baseline of our non-refurbished barracks stock, and then visited one of the three troop laundry facilities (re-purposed mess halls), then proceeded to visit two of the barracks that are currently undergoing refurbishment. COL (R) Walt Goodwater and CSM Menard did a great job explaining the process and progress. SMA appeared to be impressed with the progress being made. He offered to bring our interest in achieving cost free wireless internet in our Laundry Rooms and troop areas for our Soldiers to the AFEEES board that he sits on.

We next visited an ongoing communications class with CPT Magnuson and the TF Warrior NCO leadership. SMA interacted with and coined the students, and walked Soldier Field with TFW leadership talking about TFW and their support to 20 other states, and the Western Region COE for Pre-mobilization Training.

Next stop was RTSM, where he was met by CW4 Walton and the RTSM staff. He got a quick orientation and then visited a 91B MOSQ and 91B ALC course in the RTSM maintenance bays. Took a student brief on HMMWV engine replacement and interacted and photographed with the two classes....and coined the Soldiers, and RTSM Staff.

We did a drive-by of the High Water Bridge site and discussed the ongoing (preliminary) plans to replace the bridge with a (1/3 cost) suspension-panel bridge (similar to the low-water bridge). Discussed the potential cost savings from the original (\$10-15M) version....and discussed the importance of HW Bridge for quick access to ranges (especially for emergency medical ground evac).



**CSM Harold London**  
**Army Command Sgt Major**

Next stop was Range Central where the SMA took a quick but comprehensive brief from MSG Black on the range complex and training areas.

We discussed the growing importance our restricted air space, supportive of multiple component UAV programs, coalition services and the ongoing partnership with the Naval Post Graduate School, talked more about the integration of range and MILCON Master Planning in the context of the FHL/CR MOA initiative, and discussed TAG initiative of Bde FSO training in the context of inviting XCTC's to CR and FHL.

We did a drive-over of the new Low Water bridge, demonstrating the collaborative work done by our Facilities Branch, Environmental and Installation staffs, and he got a mental picture of what may be (albeit a smaller version of) an affordable solution to our High Water bridge challenge.

In route to club Phoenix we did a drive by of the SRP site and discussed its importance to our pre-mob Soldier prep, and passing the Division Detachment HQ's covered the operations aspect of TAG initiative for the Central Coast Center for Domestic Operations and Training, our integrated EOC plan, and it's relationship with CalEMA's Congregate Care mission for CR. **(continues on page 5)**

## EQRB, EPM and 360 Evaluations

The Enlisted Qualitative Retention Board (EQRB) will convene 13 - 17 February 2012 to recommend the retention of the "best qualified" Soldiers who have attained 20 years of service. This years' EQRB will review the Official Military Personnel Files (OMPFs) of nearly 600 Enlisted Soldiers. The board is comprised of disinterested members, from other states to ensure an impartial board is conducted. Each OMPF is evaluated on its own merits and the board members vote on each individuals potential for continued service. Contrary to popular belief, the EQRB does not have a selection objective. The Adjutant General does not establish a number of Soldiers to be retained or non-retained. This years' EQRB differs from EQRBs of past years, The Adjutant General has declared that Soldiers who are currently mobilized and Soldiers who have a mobilization order will not go before the EQRB until they have demobilized.

Enlisted Promotion Boards are scheduled to be held during the months of April and May. Commanders recommend Soldiers for promotion based on feedback they receive from First Line Leaders, First Sergeants, and Command Sergeants Major. The Enlisted Promotion System is designed to fill authorized enlisted vacancies with the "best qualified" Soldiers who clearly exhibit the potential to serve at the next higher grade. Additionally, the system precludes the promotion of Soldiers who are not productive or not the best qualified to serve at the next higher grade. Enlisted Promotion Boards evaluate each Soldier's potential for promotion using the "whole Soldier" concept. The "whole Soldier" concept takes into consideration a Soldier's entire record of qualities, qualifications, and accomplishments, as well as the failures. Senior Enlisted Soldiers going before the Centralized promotion board are reminded that their OMPF must be current (accurately reflecting their service).

Junior Enlisted Soldiers going before De-Centralized promotion boards are reminded to submit a complete promotion packet. Incomplete personnel files or promotion packets portray an inaccurate

reflection of a Soldier's service which may result in the Soldier receiving lower board scores.

### 360 EVALUATIONS AND WHY OFFICERS NEED IT

The Multi-Source Assessment and Feedback (MSAF) 360 program is designed to enhance leader adaptability and self-awareness and to identify Army Leaders' strengths and developmental needs. Assessments are made by the leader and from those who surround the leader: subordinates, peers and superiors.

The 360-degree assessment builds on the Army's standard practice of conducting after action reviews for units. MSAF will provide all Army leaders information that will benefit them in current and future leadership positions. It requires candid and honest assessment by those asked to participate in the process. Leaders who have been assessed must expend serious effort to understand their feedback and work diligently to use it for their continued development and for the good of the Army.

Coaching has been made available through a capability of the Combined Arms Center – Center for Army Leadership. A coach will assist the leader in interpreting the leader's individual feedback report and in generating an individual development plan. The Army leader will have access to a pool of virtual coaches to initiate a scheduled call. In the past a typical performance appraisal and developmental counseling was limited to feedback from a superior to a subordinate in the rating chain. This program is a formal process where the leader receives facilitated and analyzed information concerning his or her leadership effectiveness from self, subordinates, peers and superiors.

The primary purpose of the MSAF is to provide self-awareness through feedback from multiple sources across multiple levels providing leaders with a holistic means to compare their perception of their leadership competence and behaviors to that of others.

This benefits operational units because it identifies leadership performance gaps within the unit, allows commanders to target their leader development efforts, creates opportunities for unit leaders to engage in more frequent, open and candid communication regarding leadership and increases unit performance.

## Deployment Update

Despite the draw-down of Operation New Dawn (Iraq), several units within the California Army National Guard continue to deploy forward in support of Operation Enduring Freedom in Afghanistan. This past week, Soldiers with the 2668th Transportation Company left for the next phase of their deployment and are in Texas prior to heading overseas.

In the next few weeks, Soldiers with the 140th Chemical Company and the 132nd Multi-Role Bridge Company (MBRC) will wrap up their state-side preps and move to their staging locations as they begin the next phase of their movement overseas.

If you'd like to volunteer for a deployment, go to the California National Guard's website and under the photo of the F-16, click on the link entitled: "Looking for a Deployment?" Once there, look for the volunteer for a mobilization link and once you click it, you will see how you can submit your name to mobilize.



## 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.**

## CSM's Corner (continued from page 3)

The last stop was Club Phoenix where we hosted a quick sandwich lunch. We took the opportunity to talk about our interest in providing a better arrangement for food court service to our soldiers in the vicinity of Club Phoenix."

The complete text of this visit was important to share with you so that you know that your Commanding General, BG Carrier, is doing everything he can to improve the Soldiers environment at Camp Roberts. This above shows you in detail what has taken place and what is still to come.

EPS is just around the corner. I have one solid bit of advice to all Soldiers who are eligible:

"This is your promotion and therefore it is your responsibility to know the regulation, AR 600-8-19, to



**Sgt. Major of the Army Raymond Chandler III talks to SFC Blatz of TFW.**

ensure that your iPERMS is up to date." It is my responsibility to ensure that you are boarded fairly across the board and that all of our boards are completed within regulatory guidance to ensure a fair and equitable process.

HOOAH!

## Spotlight on the 100th TC

The 100th Troop Command has initiated a new Combat Skills Enhancement Program designed to improve and reinforce basic Army combat training skills in two areas--Modern Army Combatives (at Level 1, a 40 hour course), and in special weapons training, as developed by the 100th Troop Command staff and Alpha Company 5/19 Special Forces Group. This course is designed to increase Soldier familiarization and proficiency in weapons used by foreign armies and by opposing forces.

Thousands of traditional California Guard Citizen-Soldiers have deployed continuously to multiple theaters of war since 9/11, and the 100th Troop Command is currently preparing Soldiers for upcoming deployments to Afghanistan, Kuwait, and Kosovo. In addition, the command has responsibilities to support State Partnership Program training missions in Ukraine and Nigeria, as well as other missions in Thailand, India, Korea, and Croatia. As a result of this high operational tempo, the commander of the 100th Troop Command, COL John N. Harnalis, has made it a top commander's priority that every deployable Soldier has the opportunity to better prepare themselves for combat by enhancing these important skills.

### Special Weapons Training

What if your M-16/M4 is disabled, but you have an AK Series weapon available, would you be able to use it proficiently in a combat situation?

This two day training course will be conducted for the first time this spring. Soldiers in the course will be taught the specific characteristics of each weapon, and will learn to properly handle, disassemble, assemble, identify component parts, and employ the AK Series Rifle, the M249 SAW, optical systems, and other non-standard weapons. Soldiers will understand and become familiar with the workings of these weapon systems in order to increase their combat skills and effectiveness. Upon completion of the first day of training in a "hands-on" classroom setting, a range session with live fire will be conducted on AK Series weapons. The course is designed to ensure that the Soldier gains basic proficiency and confidence in the use of different weapons that may prove extremely valuable in the not-so-distant future.

### Army Combatives Program

What if you must engage the enemy, but for some reason cannot employ your primary weapon? US Military history is filled with examples of close quarter hand-to-hand fighting against enemy combatants. To support this critical skill, the 100th Troop Command is conducting regular Modern Army Combatives Level 1 training courses. **(continues on page 9)**

# Army News You Can Use

## FAMILY and SOLDIER TIP LINE

The Family and Soldier Tip line (FAST line) has been set up to provide Soldiers and their families an additional means to resolve Soldier and Family related issues and assist in the prevention of fraud, waste, and abuse in the California Army National Guard. The purpose of the hotline is three-fold:

- 1) To solve pay related problems and assist with family assistance and support issues.
- 2) To offer wounded, injured, or ill Soldiers and their family members a way to share concerns on the equality or level of Soldier's care.
- 3) To allow Soldiers an additional means to report violations of regulation, harassment, fraud, waste, and/or abuse within the California Army National Guard.

Units should encourage and support Soldiers and their families utilizing the FAST line in an effort to resolve any issues that need assistance. The FAST line has not been established to circumvent the chain of command, but instead reinforce it. All matters will be reviewed to ensure that the chain of command is aware of the issue and or has attempted to remedy the situation. Any form of retribution from the chain of command directed towards those who use the hotline will not be tolerated.

All directorates and commands will consider FAST Line issues brought to them a priority and will assist the Army Headquarters in order to bring an immediate resolution to the matter.

To reach the Family and Soldier Tip line, call toll free 1-800-924-7782, in California, 916-854-3199 or via DSN CONUS 466-3199 or OCONUS at 312-466-3199.

## 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. 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.

## DTS Permission Levels and Separation of Duties Policies

In an effort to help prevent fraud and error, DTS was designed to enforce separation of duties and related internal controls. The system accomplishes this through the use of a combination of permission levels, roles and access levels that permit access to certain travel management functions, often referred to as actions. Additionally, the system has an added control that requires DTAs or other authorized users to be assigned a permission level in order to grant that same or lower permission level to other authorized users. Because the number of roles and related actions exceed the number of available permissions levels provide multiple actions, which may sometimes run counter to organizational policies about separation of duties. It is important to ensure that users have the appropriate permission and access levels, while at the same time abiding by organizational policies.

Organizational level policies should ensure that users are granted only the minimum permission levels, roles and access needed to allow them to perform their required DTS responsibilities. Further, these policies should be reviewed on a recurring basis. Recent component-level reviews have determined that in some cases, these policies are either not in place or are not being aggressively enforced or regularly reviewed. Not enforcing minimum permission level policies leaves the organization open to risk.

DTAs are encouraged to perform regular audits to ensure that users in their organization, run the "View Person Lists" (basic traveler info list) report using the DTA maintenance tool. It is recommended that this report be run on a routine basis to ensure that settings are kept-up-to-date. Coordinate with your service or agency DTS program office or consult your DTS business rules to determine how routine basis is defined. As a reminder, when assigning users the role of authorizing official (AO) or certifying officer (CO) ensure they have completed the necessary training as documented on a DD form 577.

To better control the ability to assign permission levels to an AO/CO, organizations should consider identifying an accountable official control DTA who would be responsible for overseeing the addition and or deletion of AOs/COs to the necessary DTS routing lists. This DTA would be assigned a permission level 2 but on a temporary basis would be assigned a permission level 5.

Depending on the AO/CO turnover within an organization, this could occur on a monthly basis or as needed. Once complete the permission level 5 would be removed and the DTA's permission level would return to 2. This would ensure that the DTA personnel are not routinely provided that capability to also perform the role of an AO/CO.

In some smaller organizations, it may not always be possible to separate the role of the DTA from that of an AO/CO. In these cases, higher level organizations may request ad-hoc reports to determine any payments approved by users with a permission level 5 to ensure the payments were correct and proper.

While DTS includes many safeguards to assist with internal control management, the additional measures discussed in this article can assist organizations in precluding potential erroneous or otherwise improper payments.

## Looking for a job?



## Dollar General Career Fair for Military & Military Spouses Bakersfield Armory

2800 Gateway Ave.

Bakersfield, CA 93307

Thursday, Feb 9<sup>th</sup> 2-6pm



## Why is an FRG important??

When our State or Nation needs the Army National Guard, we are “Always Ready, Always There.” Soldiers train throughout the year to prepare for critical missions. But who trains our Guard Families to carry on while their Soldier is away? The Family Readiness Group (FRG) does that and much more. Here are 10 reasons why an FRG is important:

- 1) **Mission Readiness** – with a robust command sponsored unit FRG, Soldiers can be assured that their loved ones are being taken care of at home, enabling them to fully focus on their mission.
- 2) **Communication** - FRGs provide avenues for units to share timely, accurate information so Families can embrace facts, not rumors. FRGs act as an extension of the unit to pass vital information on from the command team to Families and loved ones.
- 3) **Support Network** – FRG volunteers are Family members, friends and loved ones who can support one another because they truly understand what it’s like to be separated from their Soldier. They offer a safe environment for Families to share concerns and “best practices” for survival on the home front.
- 4) **Education** – FRGs have tremendous resources that they can tap into or refer Families and friends of Soldiers to help ease transitions (such as deployments and reunions), teach life skills (such as financial planning, exercise motivation or basic plumbing), and emotional development (including mental health resources).
- 5) **Resiliency** – FRGs help Families and Soldiers adjust and adapt to the rigors of deployment and monthly Guard activities by providing practical tools, advice, support and community resources to help Families to solve problems at the lowest level.
- 6) **Outreach** – FRGs reach out to Families and loved ones to let them know they are not alone and that they are part of and supported by the Guard.
- 7) **Team Building** – FRGs help to foster confidence, cohesion, commitment, and a sense of well-being among the unit’s Soldiers and their loved ones. Through FRG activities and programs Families become connected not only to the unit, but to one another.
- 8) **Benevolence** – FRGs often are the first point of contact for donations from community resources and they in turn pass along the generous support to support units and Families. FRGs are also there to help Soldiers and Families who find themselves falling on tough times, often helping to identify short term solutions to help Families get back on track.
- 9) **Knowledge**– FRG volunteers and contractors are trained to assist Soldiers and Families with issues such as ID Cards, Health Insurance, ESGR, and the like.
- 10) **Youth Programs** – the FRG helps connect Guard youths from throughout the State with one another through innovative and fun programs and activities.

To get in touch with a family readiness advisor with the California Army National Guard email Debby Mendelsohn at [debra.mendelsohn@us.army.mil](mailto:debra.mendelsohn@us.army.mil) or Valerie Claude-Murray at [valerie.claudemurray@us.army.mil](mailto:valerie.claudemurray@us.army.mil).

## Calendar of Events

**Jan 26-Feb 18: COBRA Gold (Thailand)**

**April 8-22 African Lion (Morocco)**

**Feb 6-22: Key Resolve (Korea)**

**April 14: Sentinel Ball**

**Feb 20: President’s Day**

**July 21-Aug 5: Rapid Trident (Ukraine)**

**March 1-16: Foal Eagle (Korea)**

**Aug 15-20: Ulchi Freedom (Korea)**

**March 17: 40th CAB Change of Command**

**Oct 2012: Soldier of the Year**



# Army Disciplinary Actions

Rank	Unit	Description of Charge	Action	Result
SFC	RRB	Violation of a Lawful Order/Regulation	Article 15	Reduction/Loss of FT-Employment
SFC	RRB	Inappropriate Relationship	Article 15	Reduction/Loss of FT-Employment
SSG	RRB	Inappropriate Relationship	Article 15	Resignation from FT-Time Employ.
SSG	RRB	Driving Under the Influence	*Rec Sep	Loss of Full-Time Employment
SFC	RRB	Driving Under the Influence	Rec Sep	Loss of Full-Time Employment
SSG	RRB	Violation of a Lawful Order/Regulation	Article 15	Forfeiture of Pay/Extra Duty
SFC	RRB	Violation of a Lawful Order/Regulation	Article 15	Letter of Reprimand

\*Rec Sep—Recommended Separation

Several questions have arisen regarding the apparent disparity between the level of punishment enlisted Soldiers receive compared to that of Officers, for what appears to be the similar misconduct.

The California Military and Veterans Code (CMVC) establishes the range of non-judicial punishment a California National Guard Commander is authorized to administer. The authority to punish is based upon the rank of the commander imposing the punishment as well as the rank of the individual who is to receive the punishment. The range of punishment authorized within the CMVC varies depending upon whether the individual is an enlisted Soldier or Officer. For example, the Army Guard Commander could potentially reduce an Enlisted Soldier up to two grades, impose a fine, assign extra duty and/or file a letter of reprimand. Whereas, to punish an officer with non-judicial punishment, the Army Guard Commander is only authorized to impose a fine and/or file a letter of reprimand.

Punishment for enlisted Soldiers is based upon the need for good order and discipline, as well as rehabilitation. Non-judicial punishment for enlisted Soldiers rarely ends a Soldier's career. The Enlisted Soldier, having rehabilitated, would most likely be promoted again in the future and have an opportunity to serve a full career. However, while an Officer can also receive non-judicial punishment for rehabilitative purposes, receiving non-judicial punishment makes it very difficult for an officer to further progress in their career. Depending upon the circumstances, an Officer who receives non-judicial punishment would most likely be removed from the service by a retention board, never receive another promotion, and is unlikely to obtain 20 years of service.

Finally, it is important to remember that every punishment action is slightly different. Not all cases which contain the same charges, involve the same facts or circumstances. If someone is found guilty of wrongdoing, a commander is then required to consider all the assembled evidence and weigh it against the service member's record and performance, which can work for or against the service member, before punishment is imposed. Thus, since every case is viewed independently, it often results in different punishments where cases would otherwise appear to be similar.

## CNG Army Recruiter Saves Life

A California Army National Guard recruiter pulled a semi-conscious man from a burning car in early February after the vehicle rolled multiple times on the Prairie City Road overpass along Highway 50.

Staff Sgt. Robert Monforte was traveling westbound on Highway 50, heading toward Sacramento with a potential recruit, when he witnessed a vehicle roll-over accident overhead on the Prairie City Road overpass. Monforte pulled to the side of the interstate and instructed his potential recruit to stay in the car and call 911, while he ran

across the median and up the far embankment. Upon approaching the vehicle, which had come to rest on its passenger side, Monforte located the semi-conscious driver, who was still inside the vehicle and began to assess his injuries.

"I knew somebody was going to need help, I just didn't know to what extent," Monforte said. "At that point, it seemed like the only thing I could do was focus on keeping him calm until the EMTs showed up."

That's when another bystander who had approached from the other side of the vehicle alerted Monforte that the vehicle was on

fire and advised him to back away.

"I went around to verify the vehicle was on fire. There were flames and black smoke in the under carriage and I knew we didn't have a way to put it out," Monforte said. "That's when I knew I had to find a way to get him out of there."

With only his hands, Monforte pulled the car's sun-roof off, climbed inside, worked to free the man and pulled him through the vehicle's roof. Once clear of the flaming wreckage, Monforte carried the man a safe distance from the scene and stayed with him until first responders arrived.



***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.***

***This publication is authorized under AR 360-1.***

## **Brigade Spotlight: 100th Troop Command (continued from page 5)**

While every Soldier now receives professional Combatives training while preparing to mobilize, we are taking this one step further. We are integrating Combatives training as part of a daily physical fitness routine and training Soldiers to do the same. Combatives is designed to provide maximum training and realistic effects while minimizing the chances of injury. Combatives is designed so that the Soldiers can increase their self confidence, learn to defend themselves, and triumph over an adversary in any hand-to-hand combat situation. Reacting to man-to-man contact (Combatives) is an official Army Warrior Task, and our program will create the conditions for Soldier success each and every time they engage the enemy in this manner.

The first 100th Troop Command Combatives certification program was conducted in January, 2012. The course utilizes “strikers”, who are the primary testers for the “clinch drill”, and are at least Level One Combatives Instructor Certified. In addition, they must attend a striking class prior to becoming an official striker for the Brigade. This training covers technique, levels of intensity and purpose. Safety, realistic and tough training are top priorities for all of the instructors and strikers. Twenty two Soldiers successfully completed our first course and were certified as a Level 1 Army Combatives Instructors. Our goal is to certify 200 Soldiers in the brigade this year.

The 100th Troop Command may accept Soldiers from other units not affiliated with the 100th Troop Command, but on a space available basis only. If you are interested in joining us for class, the POC is First Sgt. Pickering at [ataustin.pickering@us.army.mil](mailto:ataustin.pickering@us.army.mil).

## **Remembering our fallen heroes: SGT Eugenio/SPC Walsh**



**SGT Carlo F. Eugenio  
756th Transportation Company**



**SPC Sean M. Walsh  
870th Military Police Company**

May we never forget the sacrifices made by SGT Carlo Eugenio and SPC Sean Walsh. Look for a tribute to both Soldiers coming up in the January/February issue of the California National Guard's Grizzly coming out very soon. With a grateful heart, we salute these two heroes who paid the ultimate price for their country.