



THE RALLY POINT

The official newsletter of the California Army National Guard

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A Message from the Army Commander

Upholding the Standard

Discipline is the essence of what it means to be a Soldier. Good order and discipline is the essence of a healthy unit command climate. When an organization lacks discipline, standards fall by the way side, productivity drops and morale suffers. In combat, Soldiers die needlessly. The examples are far too plentiful to mention here. Selfless service and servant leadership are the hallmarks of strong unit leadership. As we have seen, failing to do your duty as a leader can have catastrophic effects not only on your own career, but the image and reputation of your unit, the California Army National Guard and the United States Army.

Upholding the standard means more than simply watching for fraud, waste and abuse. It also means adhering to the standards laid out in our customs, courtesies, orders, and regulations. Basic Soldier skill involves more than "shoot, move, and communicate." Professional competency means that a Soldier must demonstrate the discipline to train hard and meet the Army Standard, even when it may not be convenient. It is the discipline to display common courtesies like giving the greeting of the day to a superior and rendering a salute to an officer when outdoors. It is the personal discipline of ensuring your uniform fits properly, is clean and serviceable, and all of your badges and patches are placed correctly. Its doing PT in order to both pass the APFT but also to stay in shape and to stay current on the technical competency of your duty position.

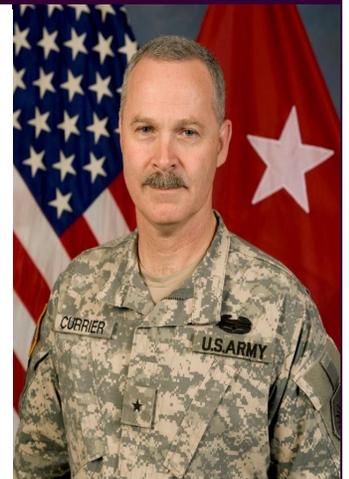
For traditional Guardsmen, it means professional development outside of drill.

I don't expect you to do it alone. We must work as a team in all things. Encourage your subordinates and your peers to help you maintain the discipline that gives you your professional edge. Show your team members the respect they deserve by letting them know when their conduct falls below the standard. I recently attended a meeting where a peer leaned over and quietly informed me of a minor discrepancy in my uniform. Horrified, I discreetly adjusted my uniform - thankful that my buddy didn't let me walk around like that for the rest of the day. Watch your buddy. Enforce the standard!

A professional force is a disciplined force.

Civil Support

I would like to commend the Soldiers of the 49th Military Police Brigade and all of the supporting units and staff that took part in the Homeland Response Force (HRF) Validation, for FEMA Region 9. As National Guard Soldiers, our first responsibility is to our communities and our State. That is what makes the HRF and all of our civil support training of such great im-

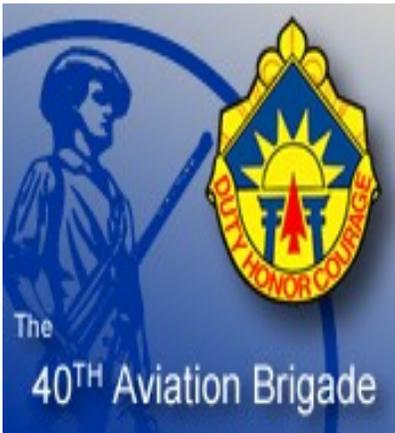


**BG Donald Currier
Army Commander**

portance. I had the opportunity to witness some of the validation training, and I believe we stand ready to answer the call during times of man made or natural calamity.

Our brigade commanders recently briefed the Adjutant General on their readiness to implement their civil support missions. I'm proud of the work our units have done to prepare for civil support during times of disaster. We will continue to focus our training on the combat tasks that better prepare us to respond to civil emergencies.

The Adjutant General has made it clear that civil support is our most important mission. Unit readiness for this mission is my highest priority.



HHC 40TH Combat Aviation Brigade

Federal Mission Statement

Aviation Brigade conducts essential pre-mobilization operations to achieve readiness standards. On order, conducts post mobilization training, deploys and conducts command and control, staff planning, logistics support and supervision of aviation brigade operations. On order, redeploys.

State Mission Statement

Protect the public safety of the citizens of California by providing military assistance to civil authorities during national disasters and other emergencies on order of the Governor of the State of California.

Greetings from the 40th Combat Aviation Brigade (CAB). The HQ 40th CAB, 1-140th Assault Battalion and 640th Aviation Support Battalion recently proudly returned from deployments to Iraq.

The brigade is currently preparing the 3-140th Security and Support Battalion for mobilization to Kosovo and B/1-126th for deployment to Afghanistan.

Since 2003, elements of the CAB have been virtually deployed with overlapping deployments. When not deployed, elements of the CAB are frequently called to support state emergencies ranging from search & rescue missions to aerial firefighting.

Have you ever wondered what it takes to get a helicopter in the air? In a lot of ways, it is similar to preparing a ground vehicle for a mission but it can take 2 to 2 and ½ hours mission preparation to launch. Like the rest of the Army, we perform Preventive Maintenance Checks and Services (PMCS), though we repeat that task twice by two different individuals to ensure nothing is missed, like making sure the aircraft fuel tanks are full. However, our tanks are much larger.

A Black Hawk typically burns 200-300 gallons of fuel per mission! The crew prepare for a mission by planning the route and ensuring we have the most accurate weather and airport data available. Each mission is briefed and approved by the chain of command, followed by a thorough crew and passenger briefing prior to departure. By the time the aircraft arrives at your landing zone, the crew has often been on duty for half the day or longer.

It is not well known outside of the Aviation community, but our aviation training requirements and standards for aircraft maintenance readiness in the National Guard are identical to those in the active component. To achieve these high standards, our crewmembers and maintenance personnel train between drill weekends, funded by what we call additional flight training periods.

This means that in addition to training with you on our own drill weekends, there are some opportunities for California National Guard units to incorporate aviation support into your training plans on other days.

The 40th CAB and State Aviation Office are interested in supporting you and requesting support is easier than

you think. For opportunity training in your short-term horizon that is not integral to your plans, direct coordination from at least the Battalion level in your chain of command to our State Operations Officer, POC MAJ Daniel Anderson.

MAJ Anderson will coordinate your request between the 40th CAB and the State Aviation Office so you do not have to. For example, Medevac training, sling load training, Brigade soldier recognition flights, and limited air movement less than 120-days out.

If you want to write Aviation support into your ATMS process and the support is integral to the success of your plans, submit requests through normal channels to the G3 for inclusion into the ATMS process. As always, we will provide the best level of support we can based on our own annual requirements and resource constraints, but we are here to support our own first.

(POC: MAJ Daniel Anderson, daniel.anderson@us.army.mil; 916-854-

TYII RW Statics

Total Flight Hours = 1,366 Total Missions = 140

PAX 3,58 Personnel
Cargo 426,996 pounds



The CSM's Corner by Command Sgt. Major London

This article is targeted towards you, the Soldier. What do I need to do to be promoted? Army Regulation 600-8-19 (Chapters 3, 4, and 7), CAARNG Pamphlet 600-8-19, and CAARNG Pamphlet 600-200.

You may ask why I answered the question with regulations. I stated in my expectations memorandum that we as NCOs, as well as all Soldiers, must be students of our profession. To be the best qualified and ensure that your personal records are accurate, you must read and understand the applicable regulatory guidance provided to each and every Soldier.

As I travel around our formations, I discuss with Soldiers their minimum requirements for promotions. You might be surprised that most do not know their minimum Time in Service (TIS) or their minimum Time in Grade (TIG).

We are getting down to the wire for our FY12 EPS Cycle. Most of our units have already asked for all of your documents to include a review of your 4100. If your NCO has sat down with you and reviewed your 4100, discussed what you need to do to improve your standing on the OML, then this NCO is the caliber of NCO that I expect in all of our formations.



CSM Harold London
Army Command Sgt. Major

Table 7-1
Time In Grade, Time in Service and Civilian Education System for promotion

Rank	Time In Grade (TIMIG)	Time In Service (TIS)	CES	NCOES
PV2 E-2	n/a	6 months TIS from *PEBD or *IET	NA	NA
PFC E-3	4 months	12 months from PEBD or IET	NA	NA
SPC E-4	6 months	24 months from PEBD or IET	NA	NA
	(MOSQ or enlisted with a bachelors degree)			
SGT E-5	12 months	NA	NA	NA
SSG E-6	18 months	NA	NA	WLC
SFC E-7	24 months	9 years	6 years	ALC
MSG E-8	24 months	13 years	8 years	SLC
SGM E-9	24 months	16 years	10 years	USASMA
CES	Civilian Education System			
NCOES	Non Commissioned Officer Education System			
*PEBD	Pay Entry Basic Date			
*IET	Initial Entry Training			

The Decentralized Board for Grades SGT and SSG will be held the month of April at the Battalion and Brigade levels. Centralized Boards will be held the first week of June for Board Grades SFC, MSG, and SGMs. SSGs, SFCs, and MSGs/ISGs are boarded solely through their Official Military Personnel File (OMPF) in iPERMS.

There is no pure science to promotions. Soldiers need to know what it takes to get to their next promotion and leaders need to mentor and counsel their subordinates. All leaders need to follow the regulatory guidance provided and fill your vacancies with promotable Soldiers!!!

Mission First, Soldiers Always!

Command Sgt. Major Harold London

MOS VACANCIES

OPNS CO (-) 40TH INF DIV
 Sacramento
 POC SFC Silva (916) 854-1205

E7	25U	SIGNAL SUPPORT SYSTEMS SPECIALIST	1
E6	35F	INTELLIGENCE ANALYST	1
E8	19Z	ARMOR SENIOR SERGEANT	1
E7	91X	MAINTENANCE SUPERVISOR	1
E7	27D	PARALEGAL SPECIALIST	1
E5	25N	NODAL NETWORK SYSTEMS OPERATOR-MAINTAINER	1
E7	14G	AIR DEFENSE BATTLE MANAGEMENT SYSTEM OPERATOR	1

DET I OPNS CO (-) 40TH INF DIV
 Camp Roberts
 POC SFC Silva (916) 854-1205

E7	31E	INTERMENT/RESETTLEMENT SPECIALIST	1
E6	25U	SIGNAL SUPPORT SYSTEMS SPECIALIST	1
E5	68W	HEALTH CARE SPECIALIST	1
E7	94W	ELECTRONIC MAINTENANCE CHIEF	1
E6	88N	TRANSPORTATION MANAGEMENT COORDINATOR	1
E7	25U	SIGNAL SUPPORT SYSTEMS SPECIALIST	1
E7	13F	FIRE SUPPORT SPECIALIST	1

INTEL & SUST CO 40TH INF DIV
 Los Angeles
 POC SFC Gonzales (562) 795-2426

E6	14G	AIR DEFENSE BATTLE MANAGEMENT SYSTEM OPERATOR	2
E7	25E	ELECTROMAGNETIC SPECTRUM MANAGER	1
E7	35F	INTELLIGENCE ANALYST	1
E7	15Q	AIR TRAFFIC CONTROL OPERATOR	1
E7	37F	PSYCHOLOGICAL OPERATIONS SPECIALIST	1
E7	38B	CIVIL AFFAIRS SPECIALIST	2
E9	13Z	FIELD ARTILLERY SENIOR SERGEANT	1
E7	46Z	CHIEF PUBLIC AFFAIRS NCO	1
E7	13F	FIRE SUPPORT SPECIALIST	1
E5	13D	FIELD ARTILLERY AUTOMATED TACTICAL DATA SYSTEM SPECIALIST	1
E8	89D	EXPLOSIVE ORDNANCE DISPOSAL SPECIALIST	1
E7	12B	COMBAT ENGINEER	1
E9	37F	PSYCHOLOGICAL OPERATIONS SPECIALIST	1

HSC (-) 40TH INF DIV
 Los Alamitos
 POC SFC Gonzales (562) 795-2426

E6	35G	GEOSPATIAL INTELLIGENCE IMAGERY ANALYST	1
E8	12Y	GEOSPATIAL ENGINEER	1
E5	12Y	GEOSPATIAL ENGINEER	1
E7	12H	CONSTRUCTION ENGINEERING SUPERVISOR	1
E9	27D	PARALEGAL SPECIALIST	1
E9	35X	INTELLIGENCE SENIOR SERGEANT/CHIEF INTELLIGENCE SERGEANT	1
E7	92M	MORTUARY AFFAIRS SPECIALIST	1
E6	92G	FOOD SERVICE SPECIALIST	1
E5	92G	FOOD SERVICE SPECIALIST	3
E7	91K	ARMAMENT REPAIRER (del 1310 / 1110 - 28)	1
E6	88M	MOTOR TRANSPORT OPERATOR	1
E9	68Z	CHIEF MEDICAL NCO	1
E6	68W	HEALTH CARE SPECIALIST	1
E8	46Z	CHIEF PUBLIC AFFAIRS NCO	1
E7	35F	INTELLIGENCE ANALYST	2
E5	46Q	PUBLIC AFFAIRS SPECIALIST	1
E5	35F	INTELLIGENCE ANALYST	2
E7	35N	SIGNALS INTELLIGENCE ANALYST	1
E6	35N	SIGNALS INTELLIGENCE ANALYST	2
E5	35N	SIGNALS INTELLIGENCE ANALYST	1
E5	35M	HUMAN INTELLIGENCE COLLECTOR	1
E7	35L	COUNTER INTELLIGENCE AGENT	1
E7	35G	GEOSPATIAL INTELLIGENCE IMAGERY ANALYST	1
E5	35G	GEOSPATIAL INTELLIGENCE IMAGERY ANALYST	1
E6	35F	INTELLIGENCE ANALYST	3
E7	46Z	CHIEF PUBLIC AFFAIRS NCO	1



Enlisted Promotion Board System Checklists

Decentralized Promotion Packet Checklist (SPC to SGT and SGT to SSG)	
Name _____ Unit _____ Grade _____ PMOS _____	
This Checklist _____	
NGB Form 4100-1 _____	
Biographical Sketch _____	
All NCOERs of past 3 yrs OR SPC Performance Evaluation Form _____	
DA Form 1059 of most recent NCOES course _____	
DA Form 705 of past 3 years with Supporting 5500-R/5501-R if applicable _____	
Certificates for Awards and Memorandums of Commendation and Certificates of Appreciation Of past 3 years _____	
Approved CPMOS Waiver _____	
Instructions: Submit photocopies on bond paper. Items with a blank, lined space under the NA above may not apply to each nominee. All other items are mandatory.	
First Sergeant Signature, Date _____	I have reviewed the entries above. Errors were corrected in accordance with the current Memorandum of Instruction for Enlisted Promotion Board process for this cycle. I understand that if I do not properly document the entries above I will not receive points for these items. Nominee signature and date: _____
Unit Commander Signature, Date _____	
BN CSM Signature, Date (as applicable) _____	
Figure A-2 Promotion Packet Checklist	

Senior Centralized Promotion Packet Checklist (SFC to SGM)	
Name _____ Unit _____ Grade _____ PMOS _____	
1. Your Official Military Personnel File located in iPERMS will be loaded into the Automated Board System (ABS) for review and evaluation by the Centralized Promotion Board.	
2. It is your sole responsibility to ensure that at a minimum the below listed items are uploaded into your iPERMS record.	
All NCOERs _____	
Transcripts for Civilian Education _____	
Current Weapons Qualification Score card _____	
NGB Form 4100-1B-RE _____	
Biographical Sketch _____	
DA Form 1059 of most recent NCOES course _____	
DA Form 705 of past 3 years with Supporting 5500-R/5501-R if applicable _____	
Certificates for Awards and Memorandums of Commendation and Certificates of Appreciation Of past 3 years _____	
Letters to the board _____	
Current DA Photograph _____	
<i>Note: This checklist is intended to assist Senior Enlisted Soldiers prepare their iPERMS OMPF for review by the promotion board.</i>	

Promotions/Assignments

O6 Assignments/Promotions

COL Mitchell K. Medigovich
Commander, 40th CBT AVN Bde
will transfer to the Chief of Staff position
Joint Staff, JFHQ; effective 1 Mar 12

COL Keith G. Tresh
J5, Joint Force Headquarters
assumes command of the 115th RSG
effective 1 Mar 12

COL Sharon R. Horton
Commander, 115th RSG
will transfer to the Deputy USPFO
Camp San Luis Obispo; effective 1 Mar 12

COL Robert K. O'Connor
transferred to the J7, JFHQ position
promoted to COL; effective 1 Mar 12

COL Jeffrey D. Smiley
transferred to J3, JFHQ effective
and promoted to COL; 1 Jan 12

COL Andrew R. Flynn
transferred to Chief of Staff
HSC (-) 40th ID position
effective 1 Jan 12

COL Daniel T. Monaghan
transferred to the J2, JFHQ position
promoted to COL; effective 1 Jan 12

COL Kurt A. Schlichter
transferred to the Deputy Commander
79th IBCT position
promoted to COL; effective 1 Jan 12

Senior NCO Promotions

ISG Walters R. Renwick
Promoted to CSM and
transferred from 40th ID HSC
to 1113 TC Co MDM TRK FWD 4

SGM David Budek
promoted to CSM and
Transferred from 79th IBCT HHC
to 1-18 CAV HHT

CSM Joe Derma III
Transferred from 79th STB HHC
To 79 IBCT HHC

CSM James Norris
Transferred from 40 ID HSC
To Camp Roberts MTC

CSM Walter Claude-Murray
Transferred from 1-18 CAV
To 79 IBCT HHC (Ops)

Army News You Can Use

MEDICAL

LINE OF DUTIES (LOD)

All LODs that do not meet the time limits set forth in AR 600-8-4, Para 4-4 and tables 3-1 (Informal LOD time limit is 45 days from the incident date) and 3-2 (Formal LOD time limit is 75 days from the incident date) must have comments made on the DA Form 2173 and/or the DD Form 261 stating why the LOD was not completed within the given time.



FOLLOW UP CARE for (LOD)

Treatment on any day after the date of the initial treatment (follow-up) must be completed at a military treatment facility (MTF). In certain instances, due to the distance to the nearest MTF, follow-up treatment from a civilian physician may be approved.

Requests must be submitted through the California Army National Guard G1, Medical Services Branch (CAAD-G1-MSB). Failure to obtain pre-authorization may result in the Soldier being responsible for any civilian medical bills. Unit representatives and commanders do not have authority to grant this authorization or to contact MMSO/TRICARE directly. If a soldier is referred to a civilian provider by their treating MTF then the treating MTF is responsible for any medical bills.

If a Soldier does not receive civilian medical treatment within 24 hours after the initial injury, or receives follow-up treatment from a civilian physician without prior approval from CAAD-G1-MSB or their treating MTF, the Soldier's commander must provide a letter of explanation. The bills cannot be submitted for payment without the commander's letter. This delay could result in an adverse impact on the soldier's credit rating if the bills are not paid in a timely manner.



EDUCATION

GOARMYED FOR TUITION ASSISTANCE

GoArmyEd is the virtual gateway to request Tuition Assistance (TA) online, anytime for classroom, distance learning, and eArmyU online college courses. GoArmyEd is a dynamic online portal that automates many of the paper-based processes you historically conducted with your Army Education Counselor.

Soldiers must have an active account in GoArmyEd in order to obtain TA. Soldiers complete a short registration process on the GoArmyEd.com website and receive a login and password. After completing the required online registration steps, Soldiers contact an Army Education Counselor and request to have their account activated.

CALIFORNIA NATIONAL GUARD EDUCATIONAL ASSISTANCE AWARD PROGRAM-CNGEAAP

The CNGEAAP issues financial awards to qualifying members of the California Army or Air National Guard and State Military Reserve. This State Grant can pay for up to 100% of fees at the Universities of California, California State Universities and California Community Colleges, and eligible California non-public institutions. See the website for Frequently Asked Questions (FAQs), Fact Sheet, Deadlines, and Application Steps. For more information, visit www.calguard.ca.gov/education; POC is Ms. Katrina Beck, (916) 854-4255

Army National Guard Educational Services Officer

CPT Raymond Allard (562) 795-2486

Educational Services NCOIC

SFC Tracy Snyder (916) 854-4412

State Military Reserve

CW5 Michael Ellis (916) 267-5943

Family Readiness..where to go for help

Your spouse needs a new ID card, but doesn't know how to get one. Where do they start? You're deployed and your family needs to get an emergency message to you. How can they reach you? The day after you left for AT the water heater back home broke. What do you do?

The answer to these and hundreds of other scenarios facing CNG Soldiers is only a phone call away when you contact a member of your unit's Family Readiness Team. This team is made up of Family Readiness Support Assistants (FRSAs), Family Assistance Coordinators (FACs) and unit specific Family Readiness Groups (FRGs). All of these individuals work together to provide a coordinated and comprehensive approach to Soldier and Family readiness. FRSAs and FACs are full-time contractors, and FRG leaders serve as volunteers.

Every BDE Commander and some MACOM units have FRSAs assigned to them. FRSAs work in support of the Commander, serving as a conduit for information and unit Family Readiness coordination. FRSAs also provide training, hands-on assistance, and information to subordinate unit commanders and unit Family readiness groups. They also pro-

vide referrals for Soldiers and Families in need.

In contrast, FACs work regionally to provide support and guidance, coordinating community resources to aid Soldiers and Families. The FACs can assist with ID Cards and DEERS enrollment, TRICARE, financial and legal services, ESGR (civilian employment) issues and crisis intervention. FACs are also mandated by NGB to conduct monthly Outreach Calls to Deployed Families to offer support, guidance and assistance.

Finally FRG Volunteers work to provide support and assistance at the unit level. Frequently FRGs will host social gatherings, holiday parties, and educational outreach events. They connect with families through phone trees, social media and newsletters. Often FRG volunteers have loved ones in the unit and they are passionate about what they do. They are trained by FRSAs and donate countless hours in support of Families. They are excellent problem solvers and utilize FRSA and FACs to help guide Soldiers and Families to solutions.

Still not sure who to contact? Feel free to call your Army Guard Family Readiness Volunteers, Valerie Claude Murray at (951) 805-3348 or Debby Mendelsohn at (909) 641-5758. They will be happy to introduce you to your FRSA, FAC and unit FRG volunteers.

CA ARNG Family Readiness Team at a Glance

FRSA

Family Readiness Support Assistant

- Assigned to BDEs and MACOMS; Provides training, coordination and information to units and FRGs
- Provides training, coordination and information to units & FRG's
- Work with units to implement Commander's Intent for Family Readiness

FAC

Family Assistant Coordinator

- Assigned to regions throughout the State to provide support and guidance on issues such as DEERS, Tricare, ESGR, financial and legal; Conduct outreach calls to families of deployed service members

FRG

Family Readiness Group

- Made up of volunteers at the unit level who bring together families to support one another and Soldiers. Led by trained volunteers, hosts social and educational programs for units.





Army Disciplinary Actions

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

*Rec Sep—Recommended Separation

The California Military and Veterans Code (CMVC) establishes the level of non-judicial punishment any 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 would receive the punishment. The range of punishment authorized within the CMVC varies depending upon whether the individual is an officer or enlisted Soldier. Also, it is important to remember that every set of circumstances is different.

Not all cases which contain the same charges, contain the same facts or circumstances. If found guilty, a commander is then required to consider all the assembled evidence, weigh it against the service member's record and performance and consider any matters in mitigation.

Thus, since every case is viewed independently, it can result in different punishments, where cases would otherwise appear to be similar.

MORE EDUCATION—Montgomery GI Bill For CNG

There are four main MGIB's for Soldiers to use for California National Guard Soldiers Chapter 1606, 1607, 30, 33 the two listed below are the two that the majority of Soldier use and qualify for in the CA ARNG.

Chapter 1606 Selected Reserve (MGIB-SR)

The Chapter 1606 is provided to any member of the Select Reserve and you may use this education assistance program for degree programs, certificate or countless others that are awarded through regionally and nationally accredited colleges, schools and universities. Eligibility will mean you must have a six year obligation to serve in the Selected Reserve. In meaning signed and serving in a 6 yr enlistment contract or extending into one. Also completed your initial active duty training (IADT). Meet a requirement to have received a High School Diploma or equivalency. Also remain in good standing (active drilling status) with the Select Reserve Unit you're currently drilling with. The current maximum rate for this MGIB if going to school full time at the school you're

attending will be \$345.00 a month. As these change and vary by Fiscal year and by the rate you go to school at meaning full time, half time and so on. I would advice to check the website below for up to date information as needed.

Chapter 33 Post 9/11

The new benefit includes full tuition coverage up to the highest tuition rates within each respective state, BAH (Housing Allowance) set at an E-5 with dependent rate, a book stipend that is based on semester hours up to one thousand dollars or 24 semester hours whichever comes first and both are based on the percentage in which you qualify at given to you by VA in a eligibility letter once you apply for the benefit. One of the most impactful pieces of the benefit, the ability for each veteran to transfer their GI Bill to their spouse or dependent.

There are two types of service that qualifies you for this benefit that starts from September 11th, 2001, and have qualifying Title 10 service or AGR to include Title 32 ADOS or ADSW service with

Operation Noble Eagle from 11 September 11th, 2001 –May 31st, 2002 with a honorable discharge. All other ADOS or ADSW Title 32 time will not count for this benefit. And the benefits are not just for bachelors or master's degrees; many troops have received on-the-job training, flight school, apprenticeship programs, vocational training and professional certifications under the this new GI Bill benefit. The Post 9/11 GI Bill is intended to facilitate each airman, sailor, soldier, and Marine into a career path that can best set each of them up for success.

Use all these benefits, and take advantage of a great opportunity for professional and personal growth.

Check the following website <http://www.gibill.com> to compare your service with that of which GI Bill applicable to you. Also you will be able to apply for the benefits listed above through this website.



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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.

Employment Opportunities

California National Guard
www.calguard.ca.gov/jobs

ARMY NATIONAL GUARD RECRUITERS

1-800-GO-Guard; 1-800-GO-GUARD.com

JOINT TASK FORCE DOMESTIC SUPPORT-COUNTERDRUG JOBS

Capt Natalie Rowell at natalie.takacs@us.army.mil
SFC Albert Kennedy at albert.kennedy1@us.army.mil.

ARMY GUARD RESERVE (AGR)

Check website for FAQs and application procedures

ARMY FEDERAL TECHNICIAN POSITIONS

Check website for vacancy announcements

STATE ACTIVE DUTY ANNOUNCEMENTS (SAD)

POC: SGM Shannon Baptiste (916) 854-3805

STATE OF CALIFORNIA, STATE CIVIL SERVICE (SCS) VACANCIES

POC: Ms. Salli Curchin (916) 854-3026

CIVILIAN EDUCATION USED FOR PROMOTION POINTS

As in AR 600-8-19 dated 27 December, 2011 states Civilian education valid for Promotion points are authorized for Civilian Education conducted at a U.S. Department of Education recognized nationally or regionally accredited institution. Recognized educational institutions are those listed in the American Council of Education published Accredited Institutions of Postsecondary Education Guide or those institutions listed on the U.S. Department of Education website at <http://ope.ed.gov/accreditation>.

Things you must keep in mind when submitting Civilian Education Transcripts:

1. They must be an Official Transcript, sealed and sent to:

Attn Civilian Education
9800 Goethe Rd (Box 26)
Sacramento, CA 95826

2. Transcripts must be in English and if you have multiple Transcripts have them consolidated into one or the most current transcript will be used.

3. For each semester hour of college credit will be awarded with 1.5 promotion points. And all college credit earned will have to be converted into semester hours.

- (a) Quarter hours will be converted by divide total quarter hours by 1.5; the result is the number of semester hours you have to be used to calculate promotion points.
- (a) Clock hours calculated by dividing total clock hours by 16 and the result will give you the number of semester hours you have to be used to calculate promotion points.

Please reference AR 600-8-19 Para 3-45 for additional information on Civilian Education and the Enlisted Promotions policies and procedures governing promotion for Army enlisted personnel.