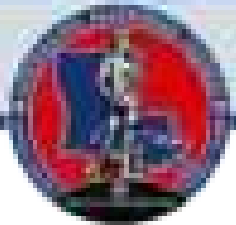




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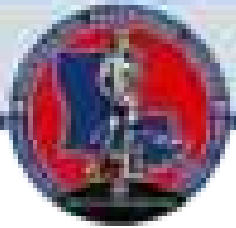
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THE COMMANDER'S UNIT STATUS REPORT (CUSR)



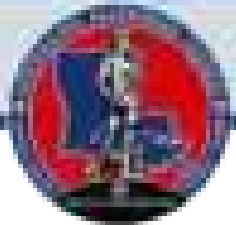
Purpose

This brief provides an [overview](#) specific to [commanders](#) and their requirements, per AR 220-1, to submit a [monthly](#) Commander's Unit Status Reporting ([CUSR](#)). Upon completion; the commander should have a general understanding of the frequency and key metrics for CUSR as well as a guide to enhancing the commanders understanding of his/her role in CUSR and how it [correlates to improving readiness](#) of the organization.



CUSR BLUF

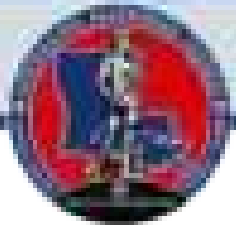
- CUSR is a monthly requirement
 - [Quarterly full reports](#)
 - Validation reports [unless](#) assigned mission or [measured areas change](#)
- These reports are [delivered and briefed at the highest echelons](#) in the ARMY
 - Up to the Director ARNG and VCSA
- Commanders must be able to convey their unit's readiness in a clear, concise and timely manner.
 - Timely reporting period is 15-19 of each month
 - Reports are due to [DA by the 19th](#)



Report Frequency

The Commander's Unit Status Report is a Monthly requirement!

“In accordance with 10 USC 117 and per Joint Staff requirements, measured units must submit an assessment of their current readiness status on monthly basis or within 24 hours of a change. Commanders of Army reporting units are required to report their unit's status as of the 15th of each month, and these monthly reports are due to HQDA (DAMO-ODR) within 96 hours of “as of” date and time of the report or not later than 2400 hours “Juliet” (local time) of the 19th of each month.” DA PAM 220-1 Paragraph 3-2 f (3) (a).



Types of Reports

- **Regular Report:**

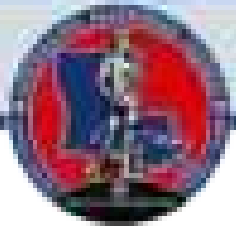
- *Full report submitted **quarterly** by nondeployed RC units.*

- **Validation Report:**

- A report submitted by designated ARNG units that are not mobilized or on active duty.
- *May be submitted by the unit only if no changes to the measured area levels, overall readiness levels, the YQN METL assessments, have occurred since the last report.*

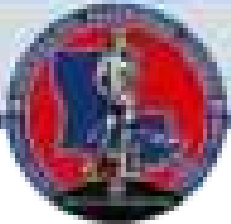
- **Deployed Report:**

- Abbreviated report meeting the minimum information and status reporting requirements that is routinely submitted monthly by a deployed unit.



Key Metrics of the CUSR – “P” Rating

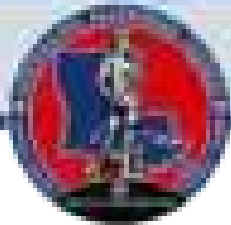
- P-Level assessment is measured against a units required strength established in its formal requirements and authorization document. Once measured, each subordinate calculation is given a P-Level (Level:1-4). The **overall P-level** is determined by the worst case (**lowest measured area**) of the **three subordinate personnel measurements** and cannot be subjectively upgraded or downgraded by the commander.
- The NetUSR Software auto-calculates this data based on data imported from authoritative sources. **However the deployable data can be modified by the unit commander.**
- **Units that are not P-1 must enter a reason code and comments identifying the reason the unit is not P-1.**



Key Metrics of the CUSR – “P” Rating

Step 1: Assigned Strength is entered into CUSR, used as a data point in Step 2		Step 2: Calculations must be performed for all three personnel categories below:					
Personnel Category	Assigned Strength	A) Deployable Strength		B) Assigned MOS Skills Match		C) Deployable Senior Grade	
Personnel Status Calculations	(Assigned Strength ÷ Required Strength) x 100	(Deployable Strength ÷ Required Strength) x 100		(Assigned MOS Skills Match ÷ Required DMOSQ) x 100		Sum of Sr Grade P-Level s ÷ Sum of the applicable Sr Grade P Levels	
Step 3: Unit P-Level is based on the <u>lowest</u> (worst case) personnel status percentage calculation. (e.g., If a unit is P1 for deployable, strength and P2 for Assigned MOS Skills Match, and P3 for deployable senior grade strength, then the unit is P3)		P Level	Deployable Strength%	P Level	Assigned MOS Skills Match %	P Level	Deployable Sr Grade Composite
		P1	100-90%	P1	100-85%	P1	1.54 or less
		P2	89-80%	P2	84-75%	P2	1.55-2.44
		P3	79-70%	P3	74-65%	P3	2.45-3.34
		P4	69% or less	P4	64% or less	P4	3.35 or more

NOTE: Table may not reflect the most updated % ranges used within the NETUSR program.



CUSR PERSONNEL (P) COMMENT EXAMPLES

Who, What, When, Where, How and Why

(Unit name) is currently reporting P4, with the **primary challenge** being “category” (Deployable, Assigned Skills Match or Deployable Senior Grade). The BN has XX Personnel assigned out of XX required. The BN requires xxx deployable Soldiers to reach P3, xxx to reach P2, and xxx to reach P1.

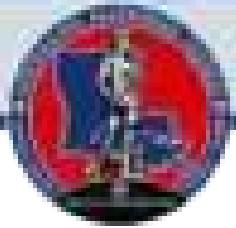
- Deployable example: The BN requires xxx deployable Soldiers to reach P3, and xxx to reach P1
- Assigned Skills Match example: The BN has xxx Soldiers in the training pipeline with xx returning by the end of third quarter FYXX. The BN requires all xxx to reach P1.
- Deployable Senior Grade example: The BN struggles to fill warrant officer positions, with currently only xx of xx filled, the BN requires xx to reach P1.

(Example Statement)

The primary challenge to achieving this goal are the lack of MOS qualified, deployable Soldiers. The greatest gap exists in warrant officer positions with xx of xx filled. Currently xxx enlisted and xx officers are in the training pipeline. Two elements of the BN will deploy 1ST QTR FY2020, xxx Soldiers will mobilize (will this lower P one level?). The BN continues to improve retention and MRC rates through SRP, leader engagement and other initiatives.

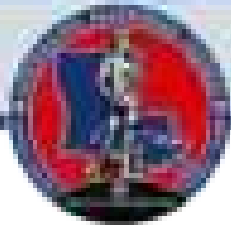
The BN **expects to achieve P3 as Soldiers return from training pipeline in 3rd QTR FY20xx.**

To reach P1, I **need national level assistance** retaining and recruiting company grade officers, and low density senior grades.



Key Metrics of the CUSR – “S” Rating

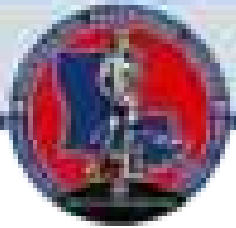
- Primary business rules in determining the available quantities of EOH:
 - Equipment is considered to be “on hand” and available if:
 - It is currently in possession of the reporting unit
 - Currently controlled by the reporting unit and/or can be made available to it for operation within 72 hours
 - It is 90% serviceable (ie, Equipment is not missing more than 10% of its SKO)
 - Authorized substitutions may be applied as available EOH
 - In lieu of items may be applied as available EOH if the unit commander wants to apply it, the item performs as required by the measured units core design, it is supportable, it can be used in coordination with other equipment, and it is approved by an O6 commander



Key Metrics of the CUSR – “S” Rating

Determine S-level based on criteria below (both criteria apply):	
S1	1) All ERC P LINs are S1
	2) 90% or more of all ERC A/P LINs are S1
S2	1) No ERC P LIN is less than S2
	2) Some LINs are less than S-1, but the percentage of LINs that are S1 or S2 is greater than or equal to 80%, when considering all ERC A/P LINs
S3	1) No ERC P LIN is less than S3
	2) The percentage of LINs that are S1, S2 or S3 is greater than 65%, when considering all ERC A/P LINs
S4	1) Any ERC P LIN is S4
	2) The percentage of LINs that are S1, S2 or S3 is less (worse) than 65% (or the percentage of ERC A/P LINs that are S-4 is greater than 35%, when considering all ERC A/P LINs

NOTE: Table may not reflect the most updated % ranges used within the NETUSR program.



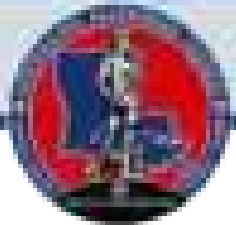
CUSR EQUIPMENT on HAND (S) COMMENT EXAMPLE

Who, What, When, Where, How and Why

- Tell us what's wrong—not just “I'm S3” but “S3 due to xx ERC P and yy ERC A items below S2”
- Tell us why this condition presents a problem (i.e., what can't you do because of the shortfall?)
- Tell us what you're doing about it
- Tell us what you need us to do about it
- Tell us when you will be S1

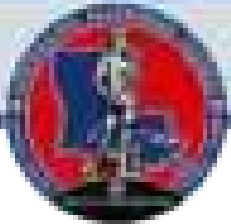
Example S Level Comment:

“S3 due to 3 ERC A items short. Currently have 77 ERC A/P items filled to S2 level and need 3 more to meet minimum required for unit to be S2. **ERC P items green/100%**. 23 ERC A items are short but need to fill only three to be S2. Our plan is to stock funded purchase one LIN (S12345), cross level one LIN from [UIC] (within BDE, etc). **All other shortages are entered in GCSS-A for external assistance. Mission critical items (preferred) to fill core MTOE is LIN(s) P98152, S60278,....etc. We expect to receive xx equipment by Jan 13th and will likely be reflected on property book in time to improve to S2 in February CUSR.**



Key Metrics of the CUSR – “R” Rating

- Primary business rules in determining the equipment readiness R-Level:
 - Equipment is determined to be operationally ready if it meets the Fully Mission Capable (FMC) standards in the applicable technical manual (TM)-10/20 series
 - Equipment items that are reportable for maintenance are those designated as such on the most current version of the Master Maintenance Data File (MMDF) projection report maintained by LOGSA
 - Use DD Form 314 (Preventative Maintenance Schedule and Record) or Army Material Status System (AMSS) to retrieve available hours/days
 - Authorized substitute and in lieu of (ILO) equipment will be included as long as the required LIN is maintenance reportable (these items will not be on AMSS report Soldier would have to know to add the hours into the calculation manually)
 - Units that have a mix of equipment rated in hours and days will convert the available hours to available days
 - Calculate possible days using a thirty (30) day window



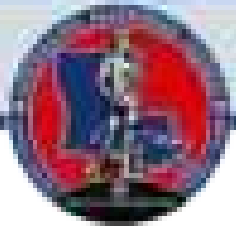
Key Metrics of the CUSR – “R” Rating

Step One: Identify all maintenance reportable LINs (all ERCs) IAW AR 700-138 and determine possible time and available time for each in hours or days

Step Two: Identify any ERC P LINs not in AR 700-138 and determine possible time and available time for each in hours or days

R1	1) Availability of each ERC P LIN is 90% or greater (75% or greater for aircraft)
	2) Availability (aggregate) of all reportable LINs is 90% or greater (75% or greater for aircraft)
R2	1) Availability of each ERC P LIN is 70% or greater (60% or greater for aircraft)
	2) Availability (aggregate) of all reportable LINs is 70% or greater (60% or greater for aircraft)
R3	1) Availability of each ERC P LIN is 60% or greater (50% or greater for aircraft)
	2) Availability (aggregate) of all reportable LINs is 60% or greater (50% or greater for aircraft)
R4	1) Availability of each ERC P LIN is less than 60% (less than 50% for aircraft)
	2) Availability (aggregate) of all reportable LINs is less than 60% (less than 50% for aircraft)

NOTE: Table may not reflect the most updated % ranges used within the NETUSR program.



CUSR EQUIPMENT READINESS (R) COMMENT EXAMPLE

Who, What, When, Where, How and Why

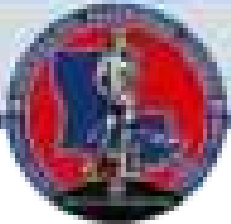
(Unit name) is currently reporting R4 and has not met its projected readiness level of R1 for the reporting period.

The primary challenge to achieve **R1 is continuing maintenance backlogs** from SOUMS, MWOS, and usage of pacing items such as M1151A1 ECV HMMWVS, M997 Ambulances, and M119A3 Howitzers. When LIN T1111 is repaired, **projected for MAR 1st, it will need 27 days of "FMC" time to change the R level of my unit.**

I am projecting my unit will not achieve R1 for the next reporting period due to the age of our M997 Ambulances.

The FIRO is in coordination with program managers at NGB-RMQ to field the newest ambulances in the next year.

We require no additional **assistance from NGB or HQDA at this time.**



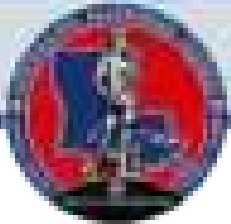
Key Metrics of the CUSR – “T” Rating

The T–Level is determined as follows:

- When all Core METL tasks are assessed as either “trained” (T) or “needs practice” (P) and no Core METL task is assessed as “untrained” (U), then the T–Level is determined by applying the TMETL percentages.
- When one or more of the unit’s Core METL tasks is assessed as untrained (U) and the TMETL percentage for all Core METL tasks is 55 percent or higher, then the T–Level will reported as T–3
- When one or more of the Core METL task is assessed as untrained (U) and the TMETL percentage for all Core METL tasks is less that 55 percent, then the T–Level will reported as T–4

T1	1) T-METL is 85% or higher (i.e., T-METL = 1)
	2) No METL task currently is assessed as “U” (untrained)
T2	1) T-METL is 70% or higher (i.e., T-METL = 1 or 2)
	2) No METL task currently is assessed as “U” (untrained)
T3	1) T-METL is 55% or higher (i.e., T-METL = 3)
T4	1) T-METL is less than 55% (i.e., T-METL = 4)

NOTE: Table may not reflect the most updated % ranges used within the NETUSR program.



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METL Assessments to Determine “T” Rating

Plan and Prepare		Execute					Assess		
Operational Environment	Training Environment (LAWC)	% Leaders present at training/authorized	% Personnel at training/authorized	Overall evaluation	Performance measures	Overall performance measure	Leaders performance measures	Evaluation observed (not published)	Commander's assessment
SOO and FIT	High	100%	100%	100	100%	100%	100%	T	T
		75-99%	75-99%	75	75-99%	75%	75%	T-	T-
Static Sample (threshold)	Low	75-99%	75-99%	75	75-99%	75%	75%	P	P
		50-74%	50-74%	50	50-74%	50%	50%	P-	P-
		1-49%	1-49%	1	1-49%	1%	1%	U	U

HTH: High
 CH: Contingent
 O: Operational
 CO: Contingent
 L: Low

100%: 100% of leaders present
 75-99%: 75-99% of leaders present
 50-74%: 50-74% of leaders present
 1-49%: 1-49% of leaders present

100: 100% of personnel at training/authorized
 75: 75% of personnel at training/authorized
 50: 50% of personnel at training/authorized
 1: 1% of personnel at training/authorized

100%: 100% of overall performance
 75%: 75% of overall performance
 50%: 50% of overall performance
 1%: 1% of overall performance

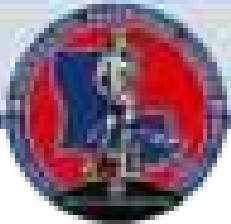
100%: 100% of leaders performance
 75%: 75% of leaders performance
 50%: 50% of leaders performance
 1%: 1% of leaders performance

T: To Standard
 T-: To Standard (Marginal)
 P: Proficient
 P-: Proficient (Marginal)
 U: Unacceptable

Note: The percentages used in this figure are for illustration only. See the collection book's published training and evaluation outline for applicable percentages.

- Unit Commander assesses if the unit can perform the tasks to standard
- Proficiency is measured objectively against T&EO Task Criteria Matrices
- Observed evaluations of training inform the commander's assessment of unit proficiency
- Through Commander to Commander Dialogue, Commanders can objectively upgrade or downgrade one level

- ❖ Units count leaders as present for training when attending PME listed in AR 350-1, Chapter 3
- ❖ MET Training and Evaluation Outline has proponent approved metrics and caveats



METL Calculation to Determine “T” Rating

ASSESSING MISSION ESSENTIAL TASKS

- Commanders will continue to use proponent developed Training and Evaluations Outline (T&EOs) to assess each Mission Essential Task (MET)
- Commander to Commander dialogue will determine final MET assessment. Commanders can, through dialogue, subjectively upgrade/downgrade proficiency level of METs by one level.
- Units record each MET assessment of T, T-, P, P-,U in the Digital Training Management System (DTMS) to determine T-Level.

Mission Essential Task (MET) Proficiency (AR 220-1 dtd 15APR2010)	
T-Level	T-METL Percentage (%)
T1	85% or greater -AND- No U METs
T2	70% to 84% -AND- No U METs
T3	55% to 69%
T4	Less than 55%

Calculating T-METL:

- The number of “**T**”, “**T-**” assessments are multiplied by **3**; the number of “**P**”, “**P-**” assessments are multiplied by **2**; and the number of “**U**” assessments are multiplied by **1**; these results are summed and become the numerator.
- Multiply total # of METs by **3** and this becomes the denominator.
- T-METL percentage is calculated by dividing the numerator by the denominator

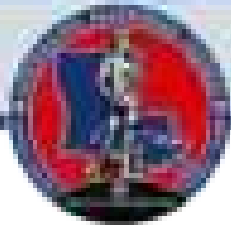
T & T- = 3 Points, P & P- = 2 Points, U = 1 Point.

Example for unit with 5 METs

Mission Essential Task List	Prof.
07-XX-1028 - Conduct an Area Defense	T
07-XX-1072 - Conduct a Movement to Contact	T-
07-XX-1092 - Conduct an Attack	P
07-XX-1272 - Conduct Area Security	P-
55-XX-4830 - Conduct Expeditionary Deployment Operations	P-

Assessment	Qty	Mult.	Total
T and T-	2	3	6
P and P-	3	2	6
U	0	1	0
# METs = 5 x 3 = 15			12

T-METL % = 12 / 15 = 80% = **T2**

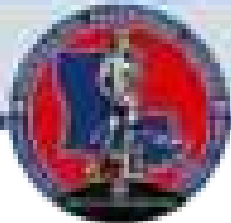


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TRAINING (T) Comment Example

Fundamental Component*	Quality Comment
<p>Articulate a precise explanation of the unit's current training proficiency and reported readiness level.</p>	<p>Unit is currently reporting T4. FY18 is the unit's Prepare Year (PY) 2 of a 5 year strategy to achieve C2.</p>
<p>Provide a concise explanation of recent and upcoming events that build readiness. The input must be specific and include training dates and training locations.</p>	<p>Last year's unit training plan focused on individual qualifications and PME school completion. For collective training, last year's focus was on the squad level and below. During last year's AT the unit completed squad level STX and achieved a "P" assessment in 2 METs. The unit is scheduled conduct unit Annual Training at Fort Riley 3-17JUL18 and will focus on Movement to Contact and Conduct Attack.</p>
<p>Describe when and how the commander expects to achieve the next higher T-level.</p>	<p>Unit expects to increase to T3 following AT18.</p>
<p>Highlight ongoing state actions that support increased unit readiness.</p>	<p>To meet the objective standards of having Soldiers and leaders present for training, the unit expects to fill 8 additional crews, prior to AT18, by cross leveling Soldiers throughout the state. Unit expects to increase to P2/R2 prior to AT18 in order to enable T-level progression. Recent state level promotion boards have identified Soldiers to fill 7 senior grade NCO vacancies that are currently impacting training.</p>
<p>Specify actions that could be taken by the ARNG and HQDA staffs to increase unit readiness.</p>	<p>No assistance is currently required from the national level for this unit to achieve readiness objectives.</p>

*Comments for the reported training level must contain the above fundamental components IAW Annex C.3.C.3 Commanders Unit Status Report (CUSR) Training Comment Card Format.



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TRAINING (T) Comment Example

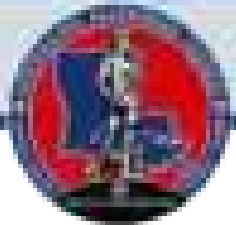
- **Example Comment:**

Unit is assessed as a T3 because of Objective-T collective live fire gates. To reach T2 unit requires a collective live fire exercise to pass next gate.

- Unit Current Readiness
- Get Well Plan
- Get Well Date
- State Resourcing
- NGB/ HQDA Assistance

- **Quality Comment:**

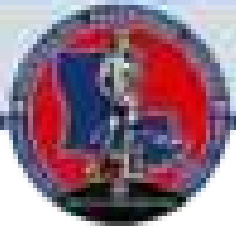
"Unit is currently reporting T3. FY18 is the unit's Prepare Year 3 (PY3) of a 5 year strategy to achieve C2. FY17's unit training plan focused on individual qual and PME schools completion. Collective training during AT 12-26 July was limited to the squad level and below. The unit completed squad level STX and assessed to METs as a "P". The unit is scheduled to conduct unit Annual Training at Fort Riley 3-17 July 18 and will focus MET assessments on Movement to Contact, Conduct an Attack. Unit expects to increase to T2 following AT18. Before AT18 the unit to fill 8 additional crews by cross leveling soldiers throughout the state. Unit expects to increase to P2/R2 prior AT18. Recent promotion boards have identified Soldiers to fill 7 senior grade NCO vacancies that current impacts training. No assistance is currently required from the national level for this unit to achieve readiness objectives."



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Commander's Overall Comments

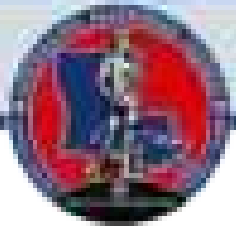
- List “Top 3” significant issues in priority
 - Recommended for all “AA” level reports”
- Remember the Audience (DARNG, CSA, CJCS....)
 - Identify problems NGB / HQDA can influence
- Written comments must be consistent with Readiness numbers
- Stronger comments / “ Bottom Line Up Front”
 - Focus on resources and talk to those issues
 - State the **impact of the unit ability to perform its mission**
 - Who, what, when, where, how and why
 - **Propose the solution**



Key Metrics of the CUSR – “C” Rating

The following “C” ratings are units possessing the required resources and is trained to:

- **C-1** undertake its full **wartime mission(s)**.
 - **C-2** undertake **most** of its **wartime mission(s)**.
 - **C-3** undertake many, but not all **portions**, of its **wartime mission(s)**.
-
- **C-4** The unit **requires additional resources** or **training** to undertake its **wartime mission**.
-
- **C-5** The unit is **undergoing a service-directed resource action** and is NOT prepared, at this time, to undertake its wartime mission. **Activations/De-Activations**.



Commander's Overall Comments

Good Commander's Comments:

POINT OUT THE ISSUE: SHORTAGE OF AVAILABLE SOLDIERS.

WHY IS IT AN ISSUE: CURRENT RESOURCED LEVEL OF MEDICAL FUNDING RESULTS IN MEDICAL ISSUES ONLY BEING RESOLVED ONCE UNITS ARE SOURCED FOR A MISSION.

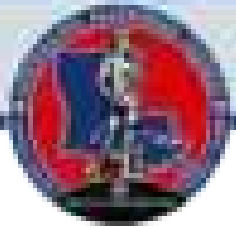
GET WELL PLAN: ANTICIPATE INCREASING C RATING TO C2 ON 16 SEP 21 AFTER WE HAVE RECEIVED MEDICAL FUNDING AND CAN ADDRESS AVAILABILITY SHORTFALL.

CDR's TOP THREE CONCERNS:

1) 11 AND 13 SERIES MOS – NOT ENOUGH TRAINING SEATS AVAILABLE IN TRADOC. 2) LACK OF STABILIZATION POLICY RESULTS IN 30% TURNOVER BY MOB DATE. 3) SHORTFALL IN FUNDING OF: OPTEMPO MILEAGE, TDY AND 5.56, .50CAL TRAINING AMMUNITION. Format for Example: Issue, Effect:, Fix:,

Insufficient Commander's Comments:

OVERALL THE UNIT IS C3 DUE A SHORTAGE OF SOLDIERS. NEED ADDITIONAL RESOURCES IN INCREASE C RATING



Commander's Overall Comments

OVERALL THE UNIT IS C3 DUE TO A SHORTAGE OF AVAILABLE SOLDIERS. CURRENT RESOURCE LEVEL OF MEDICAL FUNDING RESULTS IN MEDICAL ISSUES ONLY BEING RESOLVED ONCE UNITS ARE SOURCED FOR A MISSION. ANTICIPATE INCREASING C RATING TO C2 ON 16 SEP 13 AFTER WE HAVE RECEIVED MEDICAL FUNDING AND CAN ADDRESS AVAILABILITY SHORTFALL.

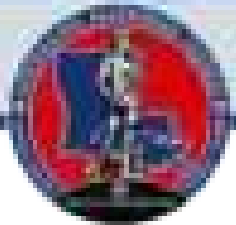
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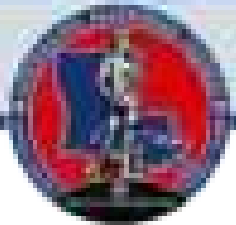
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ARMY SUBSTANCE ABUSE PROGRAM
(ASAP)



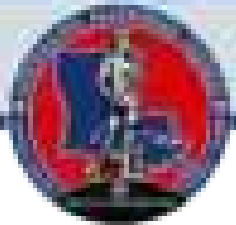
Army Substance Abuse Program

Purpose: The purpose of the Army Substance Abuse Program is to deter substance abuse by providing prevention education and referral sources to ARNG Soldiers and random drug testing, as well as provide commanders with the tools to assess the readiness of their unit.



Overview

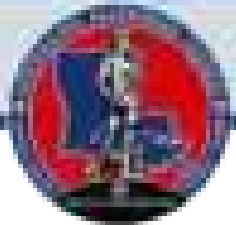
- Why is the Substance Abuse Program a priority?
 - Training Distractor or Readiness Tool
- How can I understand what puts my Soldiers at risk?
 - The Unit Risk Inventory (URI)
- Why do we need more mandatory training?
 - Risk Mitigation
- How can I deter drug use in my unit?
 - Drug Testing, Policy, Communication
- What should I do to implement an effective Substance Abuse Program?
 - Unit Prevention Leader (UPL)
- My Soldier tested positive, now what?
 - 4856 and referral process
- How can I protect myself and my Soldier?
 - Privacy Act Guidance



Why use the Unit Risk Inventories?

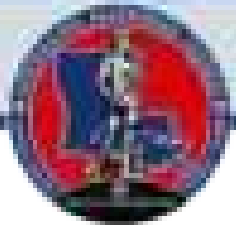
PPOM 15-002 signed by NGB G1 on 29 Jan 2015:

- Survey results aid in targeting education and early intervention strategies...'
- States will utilize their Alcohol and Drug Control Officer (ADCO) and/or Prevention Coordinator (PC) to ensure unit risk mitigation plans are disseminated and applied at the unit level...'
- States must ensure all ARNG units complete the URI annually, or 60 days prior to deployment, IAW G-1 directive.'
- States will administer the R-URI 60-180 days following return from deployment.'



Unit Prevention Leader

- ***REQUIREMENT: Two certified UPLs per UIC with 20< Soldiers.***
- Appointed by the commander, trained and certified by the Drug Testing Coordinator.
- In coordination with the Prevention Coordinator, deliver education and training to all Soldiers assigned to the unit.
- Assist in briefing all new unit personnel regarding ASAP policies and services.
- Advise the commander and unit leaders on all matters pertaining to the ASAP, implement the company Substance Abuse Program SOP, and prevention plan.



Who is Tested?

- Army Directive 2016-15 dated 22 APR 2016:

REQUIREMENT: All Soldiers will be tested every fiscal year.

10% of assigned strength monthly.

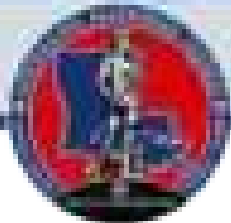
100% of assigned strength annually.

100% by name tape annually.

100% by name accountability of Soldiers not tested.

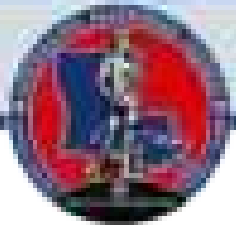
UPLs should utilize MFR template monthly.

- Soldiers not selected randomly during the first 3 quarters of the year will be tested during the 4th quarter using the Inspection Other (IO) test code.



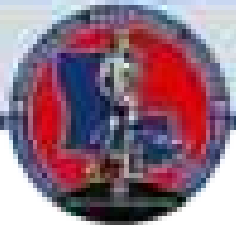
Drug Testing Codes

TABLE 10-1 (AR 600-85)			
Use of a Soldiers' confirmed positive test result			
	Usable in disciplinary proceedings	Usable as basis for separation	Usable for characterization of Service
Search or seizure			
Member's consent (VO)	Yes	Yes	Yes
Probable cause (PO)	Yes	Yes	Yes
Inspection			
Random sample (IR)	Yes	Yes	Yes
Unit (sweep) (IU)	Yes	Yes	Yes
Other (command policy) (IO)	Yes	Yes	Yes
Medical			
General diagnostic purposes (MO)	Yes	Yes	Yes
Fitness for duty			
Command directed (CO)	No	Yes	No
Mishap/safety investigation (AO)	No	Yes	No
Other			
Rehabilitation testing (RO)	No	Yes	No
Entrance testing (NO)	No	Yes	No



Alcohol Testing

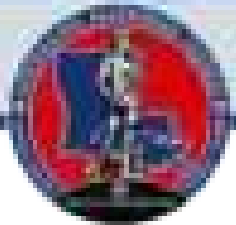
- Impairment of Soldiers on duty is equal to or greater than 0.05% BAC (blood alcohol concentration).
- No state-wide alcohol testing program, units should have memorandum of agreement with local police.
- Soldiers will be processed for separation if involved in two (2) serious incidents of alcohol-related misconduct within a 12 month period.
- Soldiers convicted of 2 DUI/DWI's in career will be processed for separation.
- **CONSULT WITH JAG and ASAP team.**



Alcohol Consumption Policy

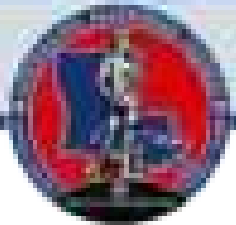
REQUIREMENT: MUST be posted in all barracks and/or sleeping areas

- Intended to mitigate SHARP incidents
- Assist Commanders in shifting the culture around drinking.
- Encourage Soldiers to engage in other



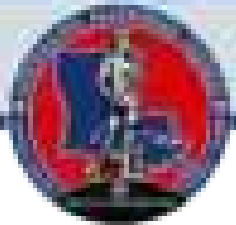
The Limited Use Policy

- The Limited Use Policy protects a Soldier who self-refers before the credible knowledge of a future UA. If they are processed for separation, they will be released with an honorable characterization of service.
- If a Soldier tests positive through an alcohol/drug test or by law enforcement, rather than self-referring, they could:
 - Lose incentives.
 - Be discharged or separated for misconduct with an unfavorable characterization of service.
 - Experience stress/consequences in Family, friendships, relationships, unit, and community.



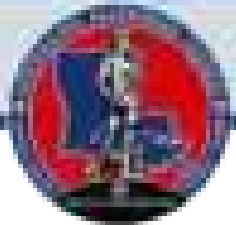
Packet Process - Illicit Use

1. Lab reports positive – illicit use.
2. ASAP office notifies unit of positive – illicit use.
 - **Unit must flag SM (U/drug abuse).**
3. Company commander notifies SM.
 - SM must contact PC within 7 days to schedule initial assessment.
 - SM must complete assessment within 30 days.
4. Unit makes recommendation – *retain and rehab* or *discharge*.
5. Packet submitted to ASAP office.
 - **ASAP will not forward packet to Ebranch if the SM does not have a U flag.**
6. ASAP office forwards packet to Enlisted/Officer Branch.
7. Retain or discharge approved, unit notified of results.



Referral Process

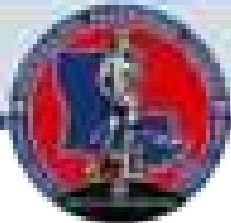
1. Soldier is identified for assessment after testing positive on a drug test or self refers/invokes Limited Use Policy.
2. Commander conducts counseling/notification and ensures SM enrolls and schedules first appointment with Prevention Coordinator.
3. PC conducts initial intake of required information from Soldier.
4. PC schedules Soldier for appointment with Mr. Kendrick Hill, ASAP Social Worker.
6. Soldier attends appointment and assessment is conducted.
7. Mr. Hill conducts assessment and submits recommendation..
8. Soldier completes intervention and completes admin requirements with ASAP.
9. Mr. Hill and Soldier submit documentation to ASAP for review and PC will send completion info to the Soldiers Unit
10. ASAP will ensure documentation is included in separation packet.



Privacy Act Guidance

AR 600-85, 10-15

- The release and/or discussion concerning a Soldier's use of alcohol and other drugs is governed by Army Regulations and HIPAA.
 - ASAP counseling records are protected.
 - Leaders seeking information must specify their need to know.
 - The ASAP is a command program which involves the client, their commander, and counseling staff. Normally, there is no reason for other individuals to learn of a Soldier's substance use.



Substance Abuse Program Team



SSG Todd Royer
Drug Testing Coordinator
504-278-8625
todd.m.royer.mil@army.mil

Jeremy Jeanfreau
Prevention Coordinator
504-278-8099

Victoria Fletcher
Alcohol and Drug Control Officer
504-278-8099
victoria.r.fletcher4.ctr@army.mil

SGT Michelle Nguyen
Drug Testing Coordinator
504-278-8465
michelle.nyuyen.mil@army.mil

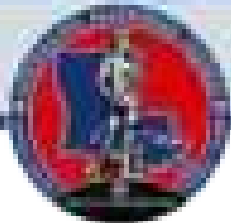
Kirk Smith
Prevention Coordinator
504-278-8711



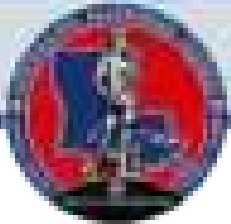
LOUISIANA NATIONAL GUARD

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DIGITAL TRAINING MANAGEMENT SYSTEM
(DTMS)



ATN Landing Page



DTMS



DTMS Live Site



Enter Live Site

DTMS Practice Site

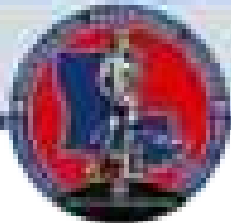


Enter Practice Site

NOTICE:

YOU ARE ACCESSING A U.S. GOVERNMENT (USG) INFORMATION SYSTEM (IS) THAT IS PROVIDED FOR USG-AUTHORIZED USE ONLY. By using this IS (which includes any device attached to this IS), you consent to the following conditions: -The USG routinely intercepts and monitors communications on this IS for purposes including, but not limited to, penetration testing, COMSEC monitoring, network operations and defense, personnel misconduct (PM), law enforcement (LE), and counterintelligence (CI) investigations. -At any time, the USG may inspect and seize data stored on this IS. -Communications using, or data stored on, this IS are not private, are subject to routine monitoring, interception, and search, and may be disclosed or used for any USG authorized purpose. -This IS includes security measures (e.g., authentication and access controls) to protect USG interests -not for your personal benefit or privacy. -Notwithstanding the above, using this IS does not constitute consent to PM, LE or CI investigative searching or monitoring of the content of privileged communications, or work product, related to personal representation or services by attorneys, psychotherapists, or clergy, and their assistants. Such communications and work product are private and confidential. See User Agreement for details.)

Use of this system constitutes consent to monitoring for all lawful purposes.



Find The Correct UIC

Select Organization Association

User Associated With Multiple Organizations

The system indicates that the currently logged in user is associated with the following organizations:

- 285-000-0000
- 285-000-0000
- 285-000-0000
- 285-000-0000
- 285-000-0000
- 285-000-0000
- 285-000-0000
- 285-000-0000
- 285-000-0000
- 285-000-0000

Scroll to find UIC



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Training Dashboard

Company Training and Readiness Dashboards

The Company Training Readiness process provides easy access to training readiness information and data.

Training Dashboard | Training Readiness Report | Administration | Training Dashboard

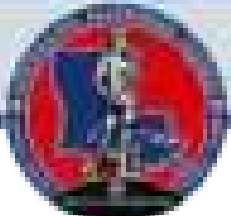
Training Dashboard

10/24/2023

10/24/2023

Test Name	Test Date	Number	Answer Type	Score
10/24/23	Business Field Maintenance	8	100000	7/8
10/24/23	Company Security Policy Awareness	8	100000	7/8
10/24/23	General Security Course	8	100000	7/8
10/24/23	General Security Awareness	8	100000	7/8
10/24/23	Business Field Security	8	100000	7/8

1/1 View 0



Training Dashboard

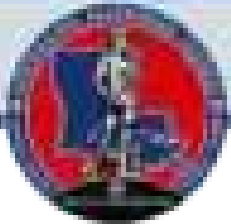
Home | My Profile | Training | MyCE | Tools | Job Information | CAS | Create | Course Manager | Learning | My | Administration | Log Out



Collective Live Fire			
Unit	Exposure Date	Proficiency Date	
186773223 MP Co (WPC21A)			/Edit

Collective Live-Fire Task Proficiency

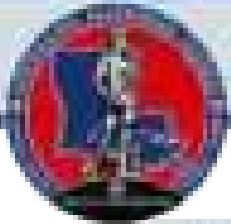
Proficiency is based on evaluation of one or more collective live-fire tasks which are selected and approved by the commander two levels above. The selected task(s) are trained to standards during the unit's collective live-fire gate and evaluated under live-fire conditions. The evaluation and assessment determines the proficiency rating and subsequent progression from one exposure gate to the next. The task conditions and standards are defined by the task(s), training and evaluation outline (T&EO). Refer to the Leader's Guide to Objective Assessment of Training Proficiency, chapter 2, section II, and appendix D. The and other supporting resources are available on ATN at <https://ah.army.mil/ahp-content/live-fire-liv-fire-liv-fire-liv-fire>



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Training Dashboard





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Weapons Management

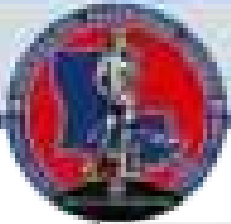
Home / Gunnery / Weapons Management

Manage Gunnery Settings for Crew-Served Weapons and Weapon Systems

This page displays the unit's required MTOC weapon system as of 02/16/2022 10:09:31.

1. Use the tabs and links below to assign Soldiers to each individual, Crew Served and Platform weapon and then to record qualification/gunnery results.
2. Brigade and Battalion roll-ups are based on task organization for training.
3. Crew Served and Platform Weapon Reports are based on qualifications standards established by the system proponent which are generally 12 months.
4. For some units, the organization may be different than their readiness reporting organization.
5. PER HDA EXORD 341-10, BEGINNING 01 OCTOBER 2020, EXECUTION OF INDIVIDUAL WEAPONS QUALIFICATIONS THAT ARE NOT IN ACCORDANCE WITH (MAY) THE STANDARDS OUTLINED IN TC 3-20.40 ARE NOT AUTHORIZED FOR RECORD.
6. Qualification where legacy forms were used for a range prior to 1 Oct 2020 can still be put into DTMS but only through the Individual Training Record (ITR).

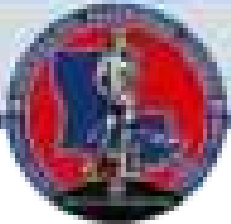
Individual					Special Purpose					Crew Served					Platform					Collective Use Fee									
										Expert					Release					Export to Excel					Add System/Weapon				
System										Required					On Hand					Assigned					Qualified				
MOSMAN										44					47					12					0				
• Pistol										127					146					203					10				
• Rifle & Carbine										110					114					186					107				
• Shotgun										0					16					0					0				



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Weapons Management

Individual									
Special Purpose									
Case Served									
Platform									
Collective Use Fire									
Expand Collapse Export to Excel Add System/Platform									
System	Required	On Hand	Assigned	Qualified					
• Pistol	137	140	203	93					
• Rifle & Carbine	110	114	188	107					
System	Order	Required	On Hand	Assigned	Qualified				
• M16A2 5.56mm Semiautomatic Rifle	TC 3-22.8	0	0	0	0	Manage	Edit	Delete	
• M4A1 5.56mm Carbine	TC 3-22.8	110	114	181	107	Manage	Edit		
Name	EDPH	Rank	MOB	Qualification	Qualified D	Form N			
				SHARPSHOOTER	06060021	DA FORM 7801	Manage		
				SHARPSHOOTER	06060021	DA FORM 7801	Manage		



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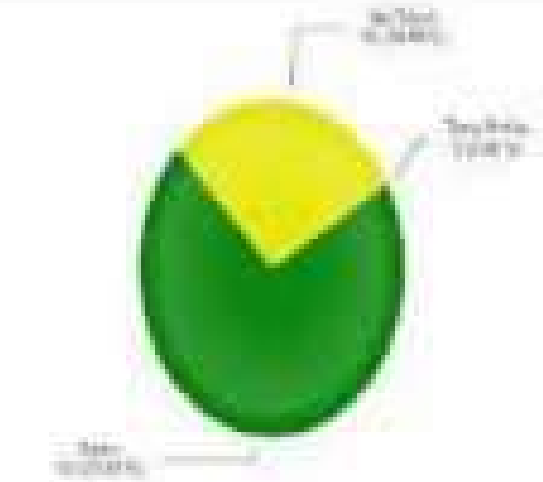
Training Dashboard

View: 10/22/2022 10:49 AM, User: [Name], Role: [Role], Org: [Org], Date Range: [Date Range], Status: All, Refresh: [Icon]

Required Training Data

ACT 833/84

See Chart above for number of courses that have taken a Diagnostic ACT in the last 12 months.



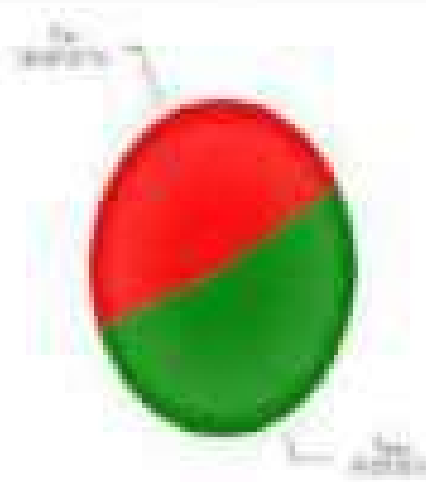
Course	Not Taken	Temp Profile
100	0	0

Course Level: ACT 833/84 | Course: ACT 833/84
 Record Status: ACT | Diagnostic ACT (Pass)
 Diagnostic (ACT) ACT (Pass) | Good

Note: There is a Warning icon in the column listing ACT and the chart.

ACT 833/84

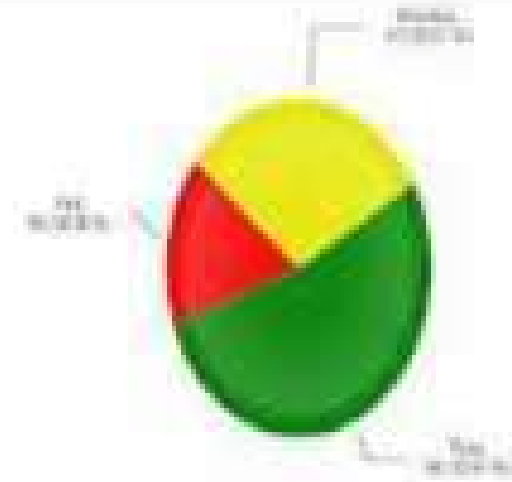
See Chart above for number of courses that have taken a Diagnostic ACT in the last 12 months.



Course	Not Taken
100	0

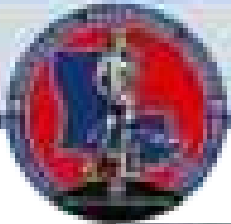
Note: Any required ACT results processed by 10/22/2022 and if your DTI can be made in the column's not about Training (Status: All).

ACT 833/84



Course	Not Taken	Temp Profile
100	0	0

Course Level: ACT 833/84 | Course: ACT 833/84



PROTECT WHAT MATTERS™

Administrative

Home | My Profile | My Alerts | My Dashboard | My Reports | My Settings | My Account | My Help

Company Training and Readiness Dashboards

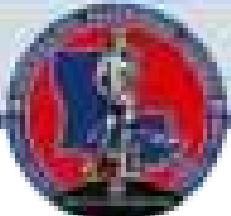
The Company Training and Readiness dashboards allow you to view training data for your company and site. [?] Details on the supporting resources and available data [?] [?] [?] [?] [?] [?] [?] [?] [?] [?] [?] [?]

Company Dashboard | Training Dashboard | **Administrative** | Training Dashboard

Summary

Item	Value	Unit	Color
Personnel	100	Count	Blue
Items Assigned	10	Count	Green
Items Attached	5	Count	Red
Accountable Strength	100	Count	Yellow

* Detachments are not included in the "Accountable Strength" count.



PROTECT WHAT MATTERS™

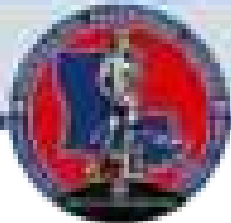
Training Schedules

Home - TRAC - Training - HTL - Test - Schedule - CTS - Center - Schedule - Reporting - Help - Administration - User

Training Schedules

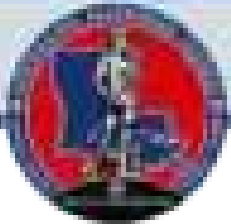
View [Download Excel](#)

Form	No	Status	Start Date			
11/01/2021	11/01/2021	APPROVED	11/13/2021	<input type="button" value="View"/>	<input type="button" value="Edit"/>	<input type="button" value="Print"/>
12/01/2021	12/01/2021	APPROVED	11/13/2021	<input type="button" value="View"/>	<input type="button" value="Edit"/>	<input type="button" value="Print"/>
01/01/2022	01/01/2022	APPROVED	11/03/2021	<input type="button" value="View"/>	<input type="button" value="Edit"/>	<input type="button" value="Print"/>
02/01/2022	02/01/2022	APPROVED	11/03/2021	<input type="button" value="View"/>	<input type="button" value="Edit"/>	<input type="button" value="Print"/>
03/01/2022	03/01/2022	PENDING APPROVAL	03/01/2022	<input type="button" value="View"/>	<input type="button" value="Edit"/>	<input type="button" value="Print"/>
04/01/2022	04/01/2022	NOT SUBMITTED		<input type="button" value="View"/>	<input type="button" value="Edit"/>	<input type="button" value="Print"/>
05/01/2022	05/01/2022	NOT SUBMITTED		<input type="button" value="View"/>	<input type="button" value="Edit"/>	<input type="button" value="Print"/>
06/01/2022	06/01/2022	NOT SUBMITTED		<input type="button" value="View"/>	<input type="button" value="Edit"/>	<input type="button" value="Print"/>
07/01/2022	07/01/2022	NOT SUBMITTED		<input type="button" value="View"/>	<input type="button" value="Edit"/>	<input type="button" value="Print"/>
08/01/2022	08/01/2022	NOT SUBMITTED		<input type="button" value="View"/>	<input type="button" value="Edit"/>	<input type="button" value="Print"/>



DTMS Reports





DTMS Reports

Reports

NOTE: Reports may contain personally identifiable information (PII) covered under the Privacy Act of 1974 or organizational/institutional information designated as Critical Information by your commander per AR 133-1. Additionally, unclassified training products such as Training & Evaluation Outcomes may have Distribution Restrictions as determined by the Army proponent. In accordance with AR 25-2, you, as the authorized user, are responsible to ensure reported or downloaded reports are stored and processed on IT hardware and explicitly authorized for the classification level, currency, and sensitivity of the information, in accordance with DODM 5200.01 and DODD 5200.11.

Report Categories

Name	Description
Collective Task Proficiency	This report displays the collective tasks a unit has executed and assessed in DTMS for a specific date range.
Event Report	Report pertaining to scheduled events including venue names, scheduled locations, scheduled/completed tasks, participating units, etc.
Flown Report	This report returns a list of planes and below units based on filter selections.
Resource Report	Resource Report by Organization.
Unit Report	This report returns a list of companies and above units based on filter selections.
Weapons Management	This report rolls-up the content in the weapons management module.

Page 1 of 1 20 items per page 1 of 1 items



Height & Weight Report

Height/Weight Report

Print this report or view all resources

Name: Gender:

DOB: Race:

Sex: Ethnicity:

Height: Weight:

Height Unit: Weight Unit:

Print Report

Summary:

Labels:

Print:

Report:

Print Report

Print Labels

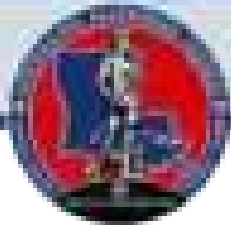
Print Summary

Print All

1 2

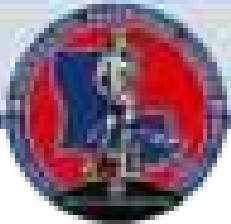
Summary:

Label	Value	Unit	Label	Value	Unit
Height	5'0"	ft	Weight	150	lb
Weight	150	lb	Height	5'0"	ft



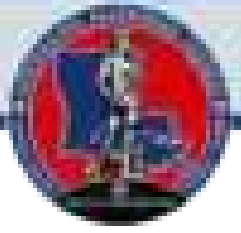
Height & Weight Report Example

LastName	MiddleName	FirstName	RankShort	HeightWeightDate	Height	Weight	HeightWeightPass	BodyFatPercentage	BodyFatPass
AXXXX	MIDDLE	FIRST	SPC	2/7/2021	69	193	FALSE	25	FALSE
BXXXX	MIDDLE	FIRST	PFC	11/6/2021	66	142	TRUE		
CXXXX	MIDDLE	FIRST	SGT	5/17/2021	71	216	FALSE	20	TRUE
DXXXX	MIDDLE	FIRST	SPC	10/24/2021	61	158	FALSE	39	FALSE
EXXXX	MIDDLE	FIRST	SGT	11/7/2021	69	222	FALSE	28	FALSE
FXXXX	MIDDLE	FIRST	PFC	1/18/2022	63	165	FALSE	32	TRUE
GXXXX	MIDDLE	FIRST	SPC	10/24/2021	70	150	TRUE		
HXXXX	MIDDLE	FIRST	PFC	10/24/2021	66	189	FALSE	23	FALSE



Weapons Qualification Report Example

LastName	MiddleName	FirstName	RankShort	QualificationDate	WeaponType	Weapon	QualificationRating	ScoreCard	HitsOrPoints
AXXXX	MIDDLE	FIRST	SPC	6/5/2021	INDIVIDUAL	M4A1 5.56mm Carbine	SHARPSHOOTER	DA FORM 7801	33
BXXXX	MIDDLE	FIRST	PFC	8/26/2021	INDIVIDUAL	M4 5.56mm Carbine	EXPERT	DA FORM 7801	36
CXXXX	MIDDLE	FIRST	PFC	9/24/2021	INDIVIDUAL	M9 9mm Beretta Pistol	MARKSMAN	DA Form 7820-1	44
DXXXX	MIDDLE	FIRST	PFC	1/30/2022	INDIVIDUAL	XM-17 PISTOL, MODULAR	EXPERT	DA Form 7820-1	48
EXXXX	MIDDLE	FIRST	SGT	6/5/2021	INDIVIDUAL	M4A1 5.56mm Carbine	SHARPSHOOTER	DA FORM 7801	30
FXXXX	MIDDLE	FIRST	SGT	1/29/2022	INDIVIDUAL	XM-17 PISTOL, MODULAR	EXPERT	DA Form 7820-1	49
GXXXX	MIDDLE	FIRST	SPC	1/30/2022	INDIVIDUAL	XM-17 PISTOL, MODULAR	MARKSMAN	DA Form 7820-1	40
HXXXX	MIDDLE	FIRST	SPC	6/5/2021	INDIVIDUAL	M4A1 5.56mm Carbine	SHARPSHOOTER	DA FORM 7801	31



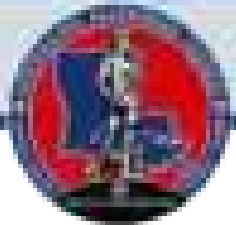
Questions ?



LOUISIANA NATIONAL GUARD

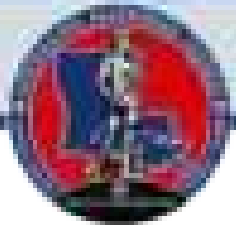
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MASTER FITNESS TRAINER PROGRAM
(MFT)



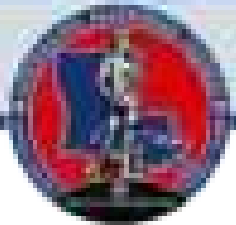
WHAT CAN WE DO FOR THE SOLDIERS?

- Customized Fitness Programs
- Diet Coaching
- ACFT/APFT Coaching
- Private One-on-one Training Sessions
- Yellow Ribbon Health lectures



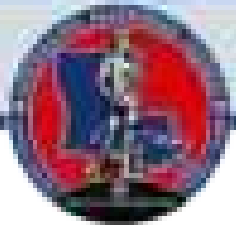
UNIT VISIT'S FROM MFT

- Command Brief
- Performance Nutrition Class
- ACFT Coaching
- Individual Fitness and Nutrition Counseling For Soldiers Who Have Not Passed an ACFT
- Create a Plan for Short and Long-term Goals for Soldiers Utilizing Remedial PT Program
- Soldier Measurement Calibrations (Scales)
- 2-mile Track Layout



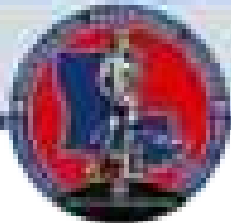
WHY ARE MFT'S IMPORTANT

- Trained and Proficient in the Standards of PRT
- Asset to Soldiers Having Difficulty Maintaining ACFT Standards
- Aid in Promoting the Importance of Health and Fitness Long Term
- Trained in ht/wt Measurement Procedures
- AR 600-9, FM 7-22
- Advise Commanders on Physical Training Plans



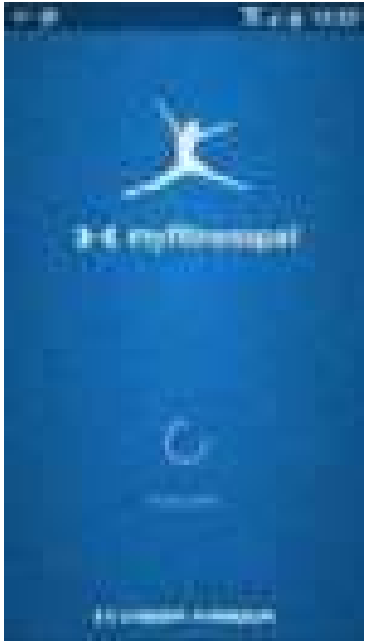
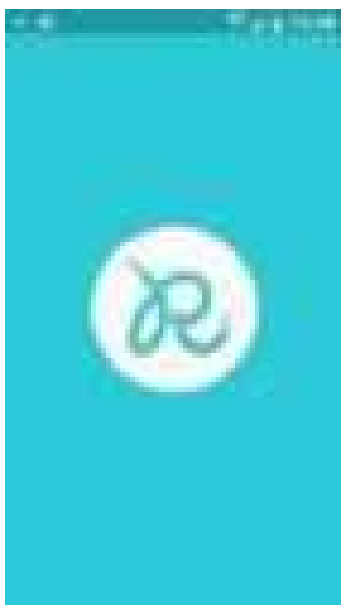
QUALIFICATIONS FOR THE MFT PROGRAM:

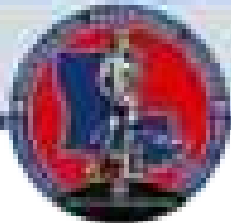
- E-5 or Above
- Must Score a Minimum of 70% in Each Category of APFT
- College-level Course Work
- Three Exams
- Instruction from Expert Fitness Professionals



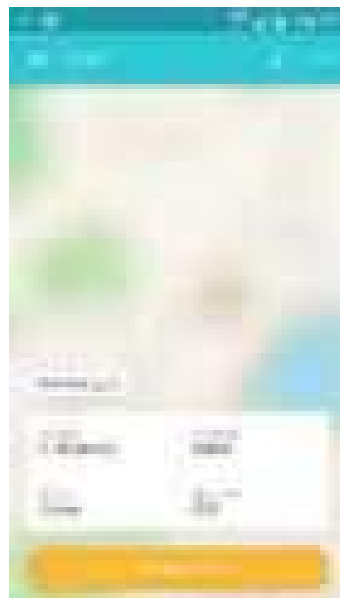
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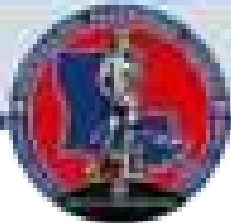
FITNESS APPS FOR COMMANDERS



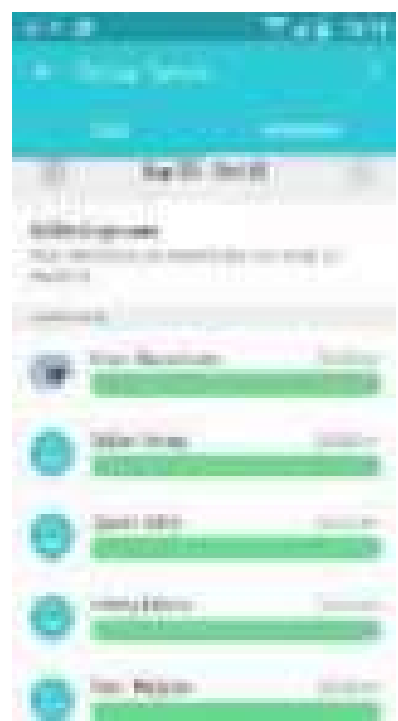
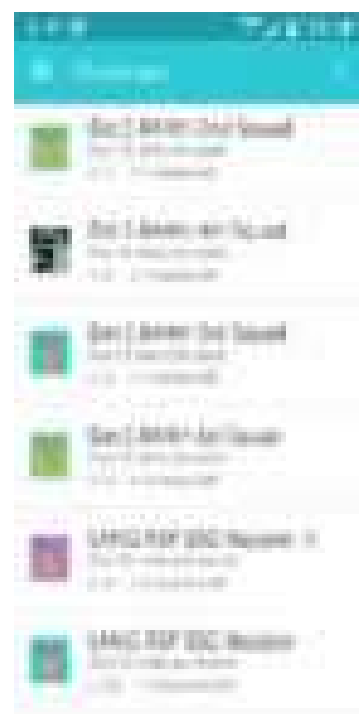


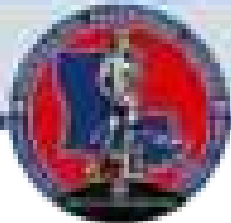
PROTECT WHAT MATTERS™ FEATURES



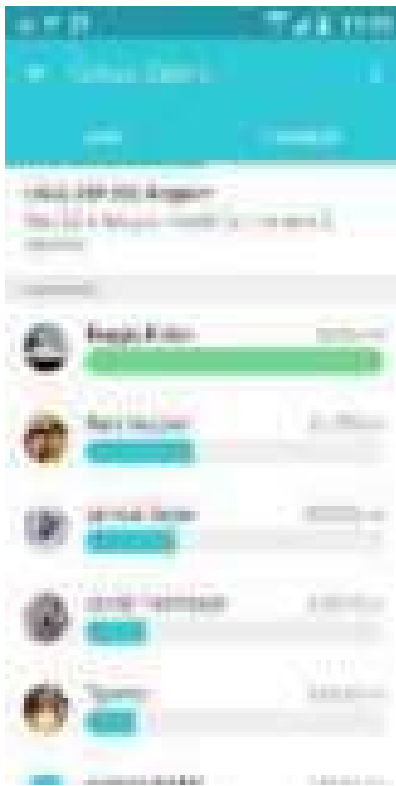


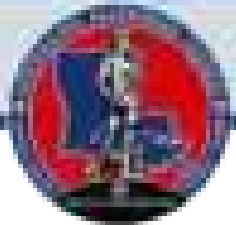
PROTECT WHAT MATTERS™ FEATURES





PROTECT WHAT MATTERS™ FEATURES





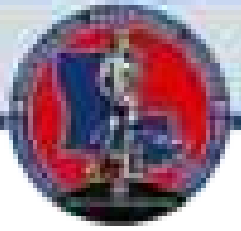
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CONTACT INFORMATION

STATE MFT (Jackson Barracks)

SSG Marino, Kevin 985-264-1119

kevin.j.marino.mil@army.mil



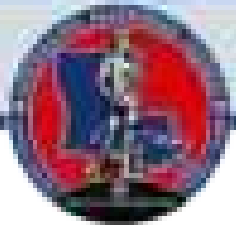
QUESTIONS?



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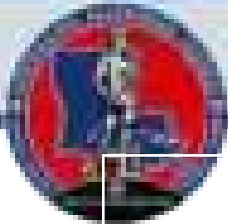
HOLISTIC HEALTH AND FITNESS PROGRAM
(H2F)



Holistic Health and Fitness

Why the Army is making the switch to H2F:

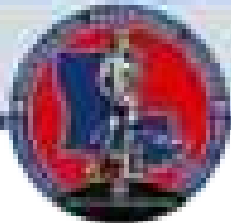
- Improve Deployable Numbers
 - Investment with the desired end state of more deployable/usable personnel
 - Address issues preventing deployments, from MSKIs to chronic sleep issues leading to mental health deterioration
- Save on healthcare costs due to preventable injuries/ailments
 - LOD claims from weaker muscles/incorrect form
 - Work/training hours lost
 - Future capabilities deteriorated
- Training Standardization
 - Readily available forces = readiness improvements across the board
 - Improve readiness, morale, physical abilities
 - Fully invests in the “warrior athlete”
 - Replaces PRT/one size fits all approach
 - Shift from expecting remote individual to independently develop performance training
 - Use unit-level experts, facilities, and equipment



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FY21 Physical Training Metrics – 1st QTR

DRU	# Required (DTMS)	# Admin.	% Admin	Total Pass	Total Fail	Total % Pass	Ht/Wt Pass	Ht/Wt Reportable	%Pass
225 EN BDE	1986	1983	99.8%	1241	742	62.58%	1140	2034	56%
225 EN HHC	111	150	135.1%	90	60	60%	65	125	52%
205 EN BN	613	648	105.7%	399	249	61.57%	414	647	64%
527 EN BN	705	737	104.5%	494	243	67.03%	443	702	63.1%
528 EN BN	557	448	80.4%	258	190	57.59%	218	560	38.9%
256 IN BDE	3352	2281	68%	1299	982	56.95%	1697	3306	51.3%
256 IN HHC	178	33	18.5%	19	14	57.58%	42	152	27.6%
2-156 IN BN	727	507	69.7%	350	157	69.03%	279	711	39.2%
3-156 IN BN	559	325	58.1%	226	99	69.54%	239	567	42.2%
1-141 FA BN	538	351	65.2%	191	160	54.42%	323	557	58%
2-108 CAV SQDN	498	396	79.5%	203	193	51.26%	256	492	52%
769 BEB	507	427	84.2%	209	218	48.95%	338	496	68.1%
199 BSB	345	242	70.1%	101	141	41.74%	220	331	66.5%
139 RSG	1845	1271	68.9%	660	611	51.93%	1287	1915	67.2%
139 RSG BN	120	123	102.5%	83	40	67.48%	59	126	46.8%
415 MI BN	480	175	36.5%	92	83	52.57%	223	506	46%
773 MP BN	577	570	98.8%	299	271	52.46%	401	588	68.2%
165 CSSB	668	403	60.3%	186	217	46.15%	523	695	75.3%
204 TAOG	644	331	51.4%	217	114	65.56%	532	697	76.3%
204 TAOG BN	298	150	50.3%	84	66	56%	229	336	68.2%
1-244 AVN REG	346	181	52.3%	133	48	73.48%	303	361	83.9%
61 TRP CMD	282	143	50.7%	87	56	60.84%	216	297	72.7%
RRC	282	143	50.7%	87	56	60.84%	132	1060	12.5%
199 REG (RTI)	129	41	31.8%	26	15	63.41%	32	136	23.5%
JFHQ	400	157	39.3%	76	81	48.41%	231	412	56.1%
Total	9874	6320	64%	3307	2613	58.66%	5267	9857	53.4%



Holistic Health and Fitness

► Louisiana

Army National Guard

Profile (2019)

End-Strength: 11,000 (20% Female) - AGR/MI Techs: 14%
State Population: 4,700,000 (1 ARNG Soldier per 1,000 population)
ARNG Health Index Ranking: 54 / 54
Change in Ranking from FY18: **Down 1**



ARNG HEALTH INDEX MEASURES™

MEASURE	VALUE	AVERAGE ARNG VALUE	ARNG VALUE RANGE
Medical readiness classification (% ready)	52	89	57-91
Dental readiness classification (% ready)	81	83	60-87
Hearing (% with significant threshold shift)	8.2	5.9	1.4-8
FTSD (% with self-reported symptoms)	8.3	5.4	1.9-8.3
Depression (% with self-reported symptoms)	20	4.1	1.7-20
Tested positive for illegal drug use (%)	1.9	1.8	0.65-4.3
Hazardous alcohol use (%)	8.8	5.5	2.4-8.5
Smoking tobacco use (%)	28	18	1.9-21
Smokeless tobacco use (%)	19	18	1.6-27
Obesity (%)	25	21	11-28
Dropped fat weight (%)	4.8	4.8	1.3-7.5
ADT failure (%)	28	18	4.3-28
Hypertension (%)	5.8	6.2	2.4-8

Domains

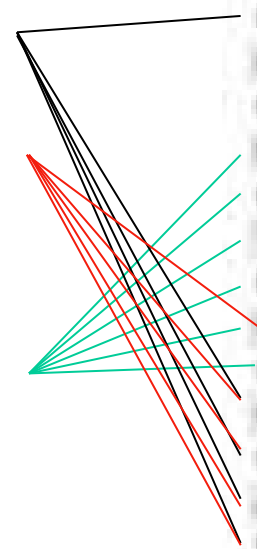
Physical

Nutritional

Sleep

Behavioral

Spiritual



Initiatives

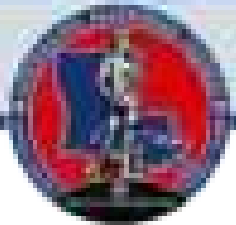
MFT Program

Nutrition Program

MRT/CR2C Program

Wellness Events

ARNG health index score™ is 10th percentile



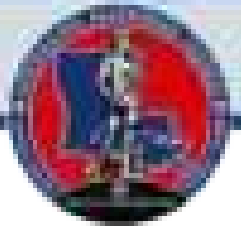
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CONTACT INFORMATION

H2F Officer (Jackson Barracks)

CPT Klebba, Daniel 985-237-9369

daniel.p.klebba.mil@army.mil



QUESTIONS?



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Officer Evaluation Report Business Practices
Company Commander / 1SG Course
7 – 9 December 2022



Agenda

- References
- Manage Delegates
- Shells & Reports
- ACFT / APFT / HT&WT Guidance
- Contact Information



References

- AR 623-3, Evaluation Reporting System, 14 June 2019
- DA Pam 623-3, Evaluation Reporting System, 27 September 2019
- ADP 6-22, Army Leadership, 31 July 2019
- MILPER Message 22-333, ACFT Entry/Evaluations, 1 September 2022
- Army Directive (AD) 2022-05, ACFT, 23 March 2022
- ETP to AR 600-8-2, ACFT Diagnostic Pass to Lift Flag, 13 Jun 2022
- PPOM 22-023, Execution of ACFT, 15 June 2022

- Links:
 - <http://www.hrc.army.mil/>
 - EES: <https://evaluations.hrc.army.mil/index.html>
 - [https://arngg1.ngb.army.mil/v3/Portal/ \(Personnel Division/Personnel Actions/Evaluations/All Site Content/ Sites and Workspaces-OER training files\)](https://arngg1.ngb.army.mil/v3/Portal/)
 - <https://armypubs.army.mil/>



Manage Delegates

<https://evaluations.hrc.army.mil/index.html>

Need IT Assistance?

Need Policy Assistance?

Evaluation Tools

Welcome to the HRC Evaluations Entry System
Please select an action below:

QER	NCQER	TOOLS
Create QER Support Form	Create NCQER Support Form	Create Profile Sheet (with Attach)
NCQER Support Form	NCQER Support Form	Profile Sheet (with Attach) Draft
Create New QER	Create New NCQER	Signature Services
Instructions Army QER	Instructions Army NCQER	Request Form Signature Service
	Request Form DTRC & JMT NCQER	Request DTRC Access
		Request Management Tools (Personnel, Health, Special DTRC)
		Manage Delegates
		Download Requested (Draft Tool)
		Request Signature
		Help Page

246



Shells & Reports

- **Shell Best Practices**

- Create annual OER for upcoming year (adjust as necessary base on COR, COD, etc.)
- Creating shells help with your tracking in EES
- Don't lock evaluations because only HRC can unlock an evaluation to update rank in case of promotion

- **Reports**

- Unit Data folder has delinquency and projected reports updated monthly at minimum
- Reports incorporate transfers, reassignments, etc.
- Email OER mailbox with discrepancies in reports



APFT / ACFT / HT & WT Guidance

- **Thru Date of 30 Sep 2022 or earlier –**
 - If officer has a passing APFT 1 April 2019 or later, entry “*No APFT IAW Army Directive 2022-05*” is authorized
 - If officer has not taken and passed APFT 1 April 2019 or later or officer, officer should be flagged and OER is referred; above entry not authorized
 - **M-Day:** Passing diagnostic ACFT is authorized to remove existing flag



APFT / ACFT / HT&WT Guidance

- **Eval Thru Date 1 Oct 2022 or later –**
 - **AGR:** record ACFT status must be indicated on OER
 - **M-Day:**
 - record ACFT status must be indicated on OER with a “Thru Date” < 1 Apr 2023
 - “*No ACFT IAW Army Directive 2022-05*” entry for evaluations with a thru date \geq 1 Apr 2023 for officers with passing APFT after 1 April 2019
 - Reference to “APFT” is not authorized (AGR & M-Day)
- **Height & Weight –**
 - Data entry required for all evaluations
 - Must comment IAW DA Pam 623-3 if standard is not met



DA Form 67-10 series OER Examples



Forex Location:
Part IV, block a

If Subject "NO ACFT" from the OER does show metric exception for when pregnant / postpartum

ACFT = PASS

PART IV - PERFORMANCE EVALUATION, PROFESSIONAL OR TECHNICAL, AND ATTITUDE (OER)

4. ACFT (Final grade) Pass Marginal Fail No ACFT No ACFT

Comments required for "Fail" OER or "Marginal" when it provides performance data, and "No" for any other category: **UNRECORDED/UNRECORDED**

ACFT: PASS (0000)

- 1 Note: Mandatory entry in the RECORD ACFT (pass) and ACFT (fail) entry box. The appropriate ACFT information is provided.
- 2 Note: Optional ACFT comments are provided when indicated. ACFT codes and other information should be used.
- 3 Note: NO ACFT cannot be entered. ACFT is not longer the best of record.

ACFT = FAIL

PART IV - PERFORMANCE EVALUATION, PROFESSIONAL OR TECHNICAL, AND ATTITUDE (OER)

4. ACFT (Final grade) Pass Marginal Fail No ACFT No ACFT

Comments required for "Fail" OER or "Marginal" when it provides performance data, and "No" for any other category: **UNRECORDED/UNRECORDED**

ACFT: FAIL (0000)

- 1 Note: Mandatory entry in the RECORD ACFT (pass) and ACFT (fail) entry box. The appropriate ACFT information is provided.
- 2 Note: Optional ACFT comments are provided when indicated. ACFT codes and other information should be used.
- 3 Note: NO ACFT cannot be entered. ACFT is not longer the best of record.

ACFT = PROFILE

Source will determine profile of the final of the unit's record OER address "PROFILE" and the date the profile was awarded. The date will be profile must be within 90 days prior to the "OER" date.

PART IV - PERFORMANCE EVALUATION, PROFESSIONAL OR TECHNICAL, AND ATTITUDE (OER)

4. ACFT (Final grade) Pass Marginal Fail No ACFT No ACFT

Comments required for "Fail" OER or "Marginal" when it provides performance data, and "No" for any other category: **UNRECORDED/UNRECORDED**

ACFT: PROFILE (000100)

- 1 Note: Mandatory entry in the RECORD ACFT (pass) and ACFT (fail) entry box. The appropriate ACFT information is provided.
- 2 Note: Optional ACFT comments are provided when indicated. ACFT codes and other information should be used.
- 3 Note: NO ACFT cannot be entered. ACFT is not longer the best of record.

ACFT = NO ACFT

PART IV - PERFORMANCE EVALUATION, PROFESSIONAL OR TECHNICAL, AND ATTITUDE (OER)

4. ACFT (Final grade) Pass Marginal Fail No ACFT No ACFT

Comments required for "Fail" OER or "Marginal" when it provides performance data, and "No" for any other category: **UNRECORDED/UNRECORDED**

ACFT: NO ACFT (0000)

- 1 Note: Mandatory entry in the RECORD ACFT (pass) and ACFT (fail) entry box. The appropriate ACFT information is provided.
- 2 Note: Optional ACFT comments are provided when indicated. ACFT codes and other information should be used.
- 3 Note: NO ACFT cannot be entered. ACFT is not longer the best of record.

When "Pregnant/Post Partum" from the OER does show metric

ACFT = Pregnant / Post Partum

PART IV - PERFORMANCE EVALUATION, PROFESSIONAL OR TECHNICAL, AND ATTITUDE (OER)

4. ACFT (Final grade) Pass Marginal Fail No ACFT No ACFT

Comments required for "Fail" OER or "Marginal" when it provides performance data, and "No" for any other category: **UNRECORDED/UNRECORDED**

ACFT: NO ACFT (0000)

- 1 Note: Mandatory entry in the RECORD ACFT (pass) and ACFT (fail) entry box. The appropriate ACFT information is provided.
- 2 Note: Optional ACFT comments are provided when indicated. ACFT codes and other information should be used.
- 3 Note: NO ACFT cannot be entered. ACFT is not longer the best of record.



Frequently Asked Questions (FAQs)

Q1) Can I choose to take the APFT and put that on my evaluation?

A1) No, you cannot enter any APFT information (AW MILPER II Message 20-099). After 1 OCT 2022, the APFT is not a valid Fitness test. The effect we dates for full implementation of the ACFT are 1 October 2022 for US and USAR (A3 24) and 1 April 2023 for USAR (less ACFT). The ACFT can only be taken in certain unique and unusual instances between 1 OCT 2020 and before 31 MAR 2022, but it is no longer a valid entry on the evaluation forms. Valid APFT/ACFT scores must be within 12 months of the THRU date on the evaluation forms.

Q2) I took a diagnostic ACFT in August and chose to convert it to a record ACFT. I have an NCOER coming due mid-October. Can I enter that ACFT information on it even though I took the test before it became the standard?

A2) Yes. The date of the diagnostic ACFT becomes the date of the record ACFT even though it was taken before 1 OCT 2022. However, that date can only be entered on your evaluation if the THRU Date is 1 OCT 2022 or later.

Q3) Do I have to input the ACFT score on the evaluation in the APFT block?

A3) No. Scores are optional and can be included at the discretion of the rater in the APFT comments section.

Q4) The evaluation forms still have APFT and not ACFT. When will this change?

A4) DA Form 67-10 series Officer Evaluation Reports (OERs), DA Form 21 600 series Non-Commissioned Officer Evaluation Reports (NCOERs), and DA Form 1054 series Academic Evaluation Reports (AERs) are not currently scheduled for changes. However, HQDA Evaluations Policy Branch is reviewing the new ACFT requirements and may adjust the forms in the future. When a decision is made to adjust the forms, they will be modified in conjunction with AR and DA PAM 623.3 scheduled revisions.

Q5) I haven't taken an APFT since 2019. MILPER Message 22-099 says to use Army Directive 2022-05 as a reason for not taking it. I am not scheduled to take the ACFT until December with my unit but my evaluation is due 1 NOV 2022. What do I put in the APFT block for a reason for not taking a record Fitness test?

A5) The rater will select "NO APFT" from the drop-down menu and will indicate "No ACFT" in the comments block along with an appropriate explanation as to why you haven't taken the ACFT yet (e.g. unit has not scheduled a record ACFT, or Soldier has not completed a record ACFT). You could request through your unit to take a record ACFT prior to your evaluation THRU date if you want to have a valid fitness test on your evaluation.



Questions?



POC

SSG Clifford Anderson

clifford.s.anderson5.mil@army.mil

504-278-8694

SFC Laquanna Blanchard

laquanna.m.blanchard.mil@army.mil

504-278-8016

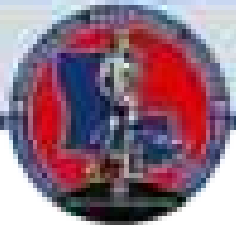
ng.la.laarng.mbx.officer-evaluation-reports@army.mil



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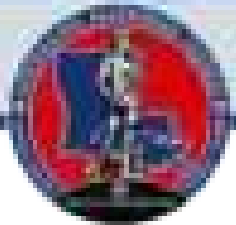
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NON-COMMISSIONED OFFICER EVALUATION REPORT (NCOER)



References and Links

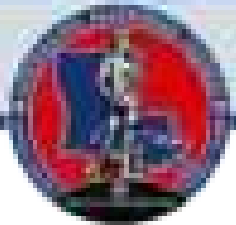
- Army Regulation 623-3, Evaluation Reporting System, 14 June 2019.
- Department of the Army Pamphlet 623-3, Evaluation Reporting System, 27 September 2019.
- Army Doctrine Publication 6-22, Army Leadership, 31 July 2019.
- Noncommissioned Officer Evaluation Report(NCOER) Submission Procedures Memorandum, 1 April 2020.
- <http://www.hrc.army.mil/>
- <http://www.apd.army.mil>
- EES: <https://evaluations.hrc.army.mil/index.html>



Outline

The next slides will cover things to remember and anticipate when completing the Revised NCOER:

- NCOER DA Form 2166-9 Series
- Senior Rater Grade Requirements
- Supplementary Reviewer
- Rater Tendency Label/Rater Tendency Report
- Senior Rater's Managed Assessment
- Profile Management
- NCOERs Most Common Errors
- **Current Guidance APFT/ACFT and HT&WT**
- NCOER Process Flow
- Company Level Business Rules
- Delinquent Reports

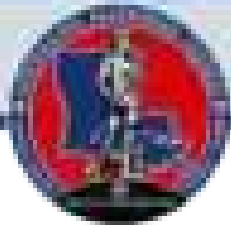


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DA Form 2166-9- Series

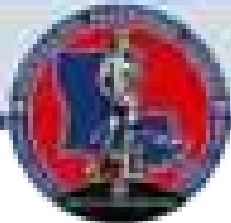
Support Form and 3 NCOER forms aligned with Army Leadership Doctrine (ADP 6-22)

- DA Form 2166-9-1A NCO Evaluation Report Support Form
- DA Form 2166-9-1 SGT (Direct Level)
- DA Form 2166-9-2 SSG/MSG/1SG (Organizational)
- DA Form 2166-9-3 CSM/SGM (Strategic)



DA Form 2166-9-1A

- Part I – SSD and NCOES requirement met for next grade
- Part II – Senior rater annotates counseling dates
- Part II – Supplementary reviewer, if required
- Part IV – Rated NCO provides goals and expectations
- Data transferable between the support and evaluation forms within EES
- Facilitates the rater's ability to easily complete future NCOERs



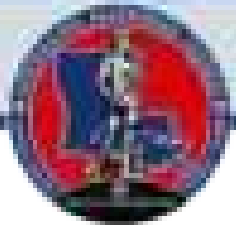
DA Form 2166-9-1A cont.

- Part V – Attributes and Competencies (ADP 6-22)

- Attributes:
 - Character
 - Presence
 - Intellect

- Competencies:
 - Leads
 - Develops
 - Achieves

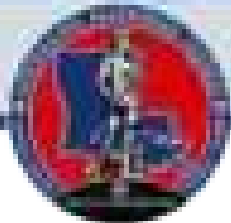
- Part VI – Senior rater provides comments



DA Form 2166-9-Series Front Page

- Administrative data is the same for all reports
- Supplementary reviewer required when the senior rater is a 2LT-1LT, WO1-CW2, or SFC-1SG/MSG; and in certain situations
- Part II, block d2 – Rated NCO's signature verifies seeing the report and the accuracy of administrative data in Part I, rating chain and counseling dates in Part II, duty description in Part III, and APFT and HT/WT data in Part IV
- Part IV
 - Bullet comments for Direct- and Organizational-level reports
 - Narrative comments for Strategic-level report

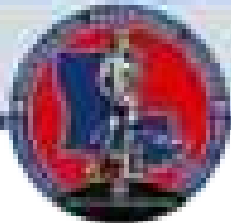
The image shows a scan of the DA Form 2166-9-Series Front Page. The form is a complex grid with multiple columns and rows, containing various administrative and performance data fields. The text is somewhat blurry, but the structure is clear, with sections for administrative data, performance ratings, and comments. The form is divided into several main sections, with the top section containing administrative data and the bottom section containing performance ratings and comments.



Direct-level Report (SGT) – Page 2

- Focuses on proficiency and is developmental in nature; aligns with Army Leadership Doctrine
- Assessment based on 2-box scale
 - “MET STANDARD”
 - “DID NOT MEET STANDARD”
- Rater – bullet format
- Unconstrained senior rater box check
- Senior rater – narrative format

The form is a Direct-level Report (SGT) for a Senior Rater. It includes a header with 'PERFORMER' and 'RATER' information. The main body is a table with columns for 'PERFORMER' and 'RATER'. The table contains several rows of performance categories, each with a 'PERFORMER' and 'RATER' column. The 'RATER' column contains a 2-box scale: 'MET STANDARD' and 'DID NOT MEET STANDARD'. Below the table, there is a section for 'PERFORMER' and 'RATER' information, including a box for 'PERFORMER' and 'RATER' information, and a section for 'PERFORMER' and 'RATER' information.



Senior Rater Grade Requirements

Policy Change:

Updates and clarifies minimum grade requirements to serve as senior raters for evaluation reports.

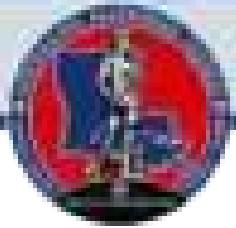
Policy Clarification: Anticipate changes to unit rating scheme based on minimum grade requirement for senior raters (i.e., Table 2-1); prohibit pooling:

Table 2-1
Minimum grade requirements for senior raters on DA Form 57-10 series and DA Form 2166-9 series

Rank of rated officer/NCO	Minimum rank or grade of military senior rater	Minimum grade/schedule and pay grades of civilian supervisor senior rater (MeritGS pay grade)
O-1/O-2/P	E-7 (MSG)	GS-9 equivalent
E-8/E-9/P	E-8 (MSG)	GS-9 equivalent
SFC/SFC-P	E-8 (SGM)	GS-9 equivalent
MSG/MSG-P/MSG-1/SGP/SGM/SGM	Senior to the rater	GS-9 equivalent

Effective 1 JAN 2016

Note: All senior raters of Reserve and National Guard NCOs must serve a minimum of 90 calendar days versus the minimum 60 calendar day requirement for Active Component.



Supplementary Reviewer

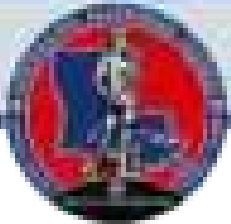
Policy Change:

Updates and defines supplementary review policy to incorporate DA Form 2166-9 series NCOERs.

Policy Clarification:

- Mandatory supplementary reviews are required for: 1) all NCOERs having senior raters in the rank of 2LT-1LT, WO1-CW2, or SFC-1SG/MSG; 2) when no uniformed Army-designated rating official in the rank of CSM/SGM, CW3-CW5, or CPT and above is in the rating chain for the rated NCO; and 3) “Relief for Cause” evaluation reports when the senior rater or an individual outside of the rating chain directs the relief.
- The supplementary reviewer will be senior to the senior rater and a uniformed Army-designated rating official in the rank of CSM/SGM, CW3-CW5, or CPT and above. The individual will be designated as a Uniformed Army Advisor to monitor evaluation practices and provide assistance/advice needed to rating officials (as required) on matters pertaining to Army evaluations.

BLUF: Not all NCOERs will need a Supplementary Reviewer. In most case you will not need one.



Rater Tendency Label

- Key information includes the following:
 - Rater tendency (i.e., rating history) – the value below each box equals the overall history of those ratings in this grade
 - Rater tendency label will be imprinted on the NCOER and viewable within the Evaluation Entry System (EES) by the rater's rater and senior rater

SELECT ONE BOX REPRESENTING RATED NCO'S OVERALL PERFORMANCE COMPARED TO OTHERS IN THE SAME GRADE WHO YOU HAVE RATED IN YOUR CAREER. I CURRENTLY RATE:

6 Army NCOs in this grade

FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MEET STANDARD	DID NOT MEET STANDARD
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
2	3	6	1

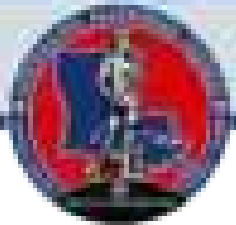
COMMENTS: Total Ratings: 12

43 of 6 SFCs that I currently rate

executed every assignment and tasking with minimal guidance from the command

strong performance from an outstanding NCO

- Tracks the rating history for each rater of NCOs (SSG-CSM/SGM) for all components (Regular Army, Reserve, Guard)



Senior Rater's Managed Assessment

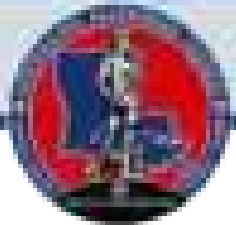
Policy Change:

Includes a new senior rater's managed assessment for DA Form 2166-9-2 (SSG – 1SG/MSG) and DA Form 2166-9-3 (CSM/SGM) reinvigorating the importance of the senior rater to the overall assessment process and reinforcing accountability.

Policy Clarification:

Senior raters have a constrained profile which limits the senior rater's profile for "MOST QUALIFIED" ratings to 24%. For senior raters first establishing a profile (separated by grade), only one of the first four NCOERs received for processing at HQDA for any given grade may be rated as "MOST QUALIFIED."

Note: As each NCOER is rendered, the Evaluation Entry System (EES) will automatically calculate the senior rater profile. If the profile does not support a "MOST QUALIFIED" selection, then EES will display the above warning notification and the "MOST QUALIFIED" option will be grayed out.



Profile Management

Based on the profile limitation of 24%, a senior rater can render a “MOST QUALIFIED” assessment for a particular grade (SSG through CSM/SGM) as follows:

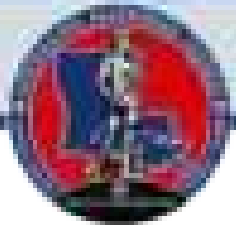
Any one of the first four reports (Silver bullet).

The second “MOST QUALIFIED” assessment no earlier than the ninth report ($2 / 9 = 22.2\%$)

The third “MOST QUALIFIED” assessment no earlier than the thirteenth report ($3 / 13 = 23.1\%$)

The fourth “MOST QUALIFIED” assessment no earlier than the seventeenth report ($4 / 17 = 23.5\%$)

The fifth “MOST QUALIFIED” assessment no earlier than the twenty first report ($5 / 21 = 23.8\%$)



Profile Management

Based on the profile limitation of 24%, a senior rater can render a “MOST QUALIFIED” assessment for a particular grade (SSG through CSM/SGM) as follows:

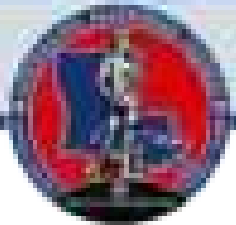
The sixth “MOST QUALIFIED” assessment no earlier than the twenty fifth report ($6 / 25 = 24\%$)

The seventh “MOST QUALIFIED” assessment no earlier than the twenty first report ($7 / 30 = 23.3\%$)

The eighth “MOST QUALIFIED” assessment no earlier than the thirty fourth report ($8 / 34 = 23.5\%$)

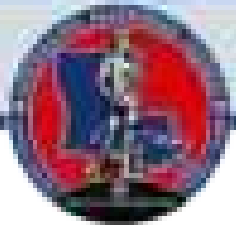
The ninth “MOST QUALIFIED” assessment no earlier than the thirty eighth report ($9 / 38 = 23.7\%$)

The tenth “MOST QUALIFIED” assessment no earlier than the forty second report ($10 / 42 = 23.8\%$)



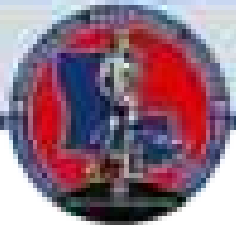
NCOERs Most Common Errors

- PMOS & DMOS – must be at least a five-digit military occupational specialty
- From Date – must use the correct date (date after last Evaluation Report)
- Missing counseling date - the senior rater will enter a statement explaining why counseling was not accomplished
- Nonrated codes – improperly used for Annual Evaluations and Extended Annual Evaluations
- Signature Sequence – must be signed in sequence by Rater, Senior Rater, Rated Soldier, and Supplementary Reviewer (if required)
- Bullet too long – bullet will not be longer than two lines



NCOERs Most Common Errors

- Missing Rated Soldier's Signature – Senior Rater must state reason why Rated Soldier did not sign (refused, unable, unavailable)
- Signed more than 14 days prior to Thru date
- ~~- APFT Data / Ht/Wt Data – date must be during rated period or up to 12 months prior to Thru Date (cannot be after Thru Date) also need comment~~
- Current ACFT Guidance IAW Army Directive 2022-05 and MILPER Message Number 22-333
- Missing Mandatory SHARP comments – must be in Character block
- Unauthorized Potential comments by Rater – Raters can only assess performance



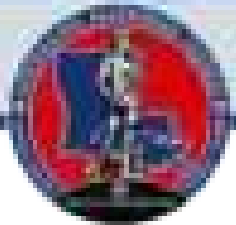
Current Guidance APFT/ACFT

Army Directive 2022-05 (Army Combat Fitness Test – 23 March 2022)

MILPER Message Number 22-099 - Army Combat Fitness Test (ACFT) on Evaluation Reports, DA Form 67-10 series (OER), DA Form 2166-9 series (NCOER) and DA Form 1059 series (AER) ...Issued:[3/28/2022]

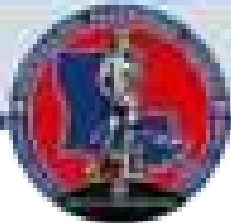
PPOM 22-023 - Execution of Personnel Actions for the Army Combat Fitness Test - 15 June 2023

MILPER Message Number 22-33 - Army Combat Fitness Test (ACFT) Entry Guidance on Evaluation Reports, DA Form 67-10 series (OER), DA Form 2166-9 series (NCOER) and DA Form 1059 series (AER) ...Issued: [1 Sep 22]

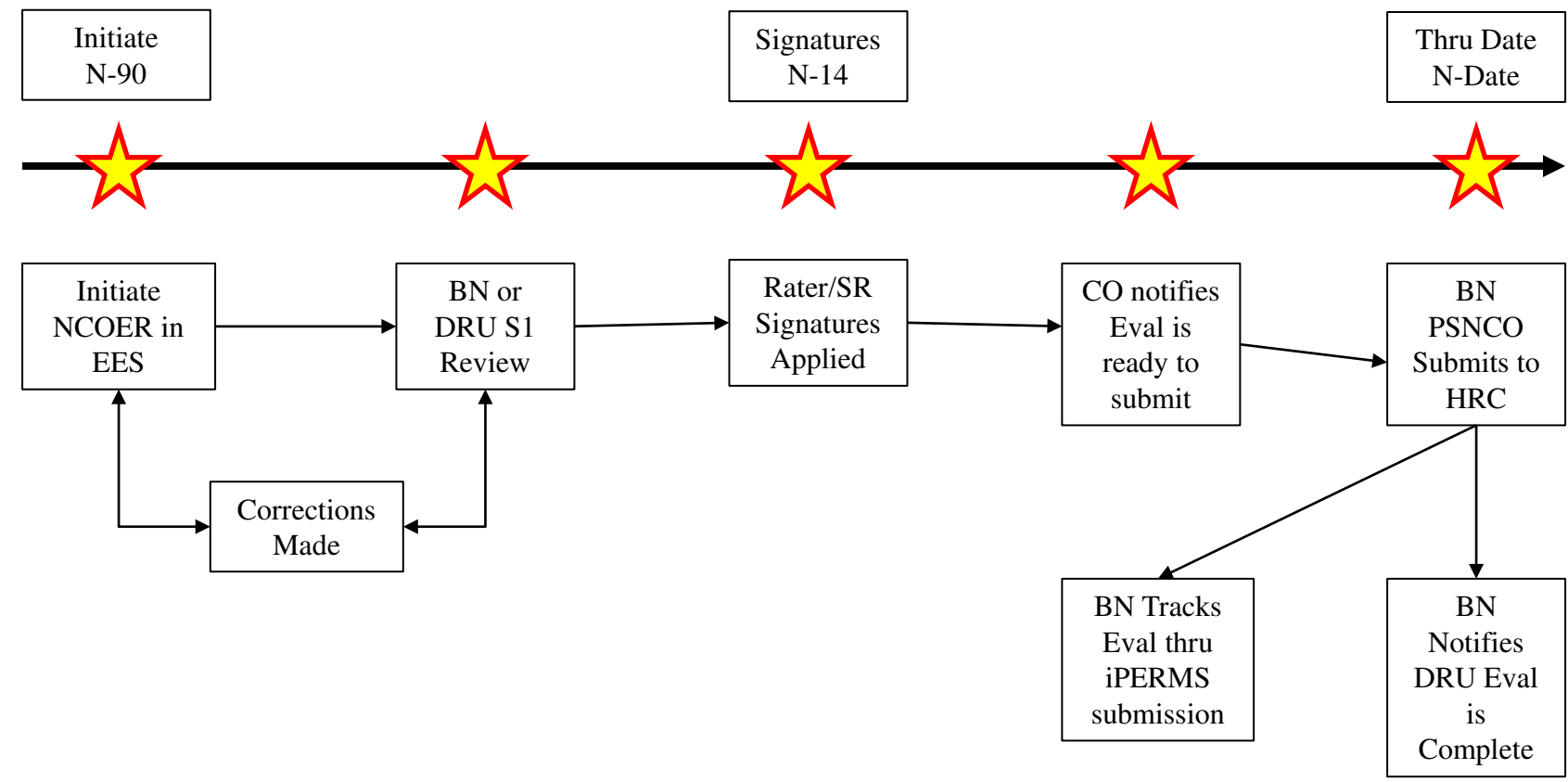


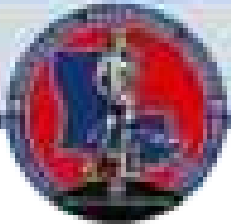
CO Level Business Rules

1. This applies to any NCOER that the SR resides within the CO (PSG, PL, or CO CDR)
2. CO Initiates Evaluation in EES NLT -90 from thru date
3. CO submits Evaluation to BN S1 for review
4. BN S1 will review for completion and errors
 - a. If corrections are needed, the BN will send back to company
 - b. Company will resubmit the evaluation back to the BN S1 once all corrections are made
5. BN S1 will send notification to CO that the evaluation is ready for signatures
6. Rater, Senior Rater and Rated NCO will sign the evaluation NET -14 days from thru date
7. Once all signatures are captured, the CO will notify the BN S1 it is ready for submission to HRC
8. The BN S1 will submit the evaluation to HRC
9. The BN S1 will notify their DRU S1 that the evaluation has been submitted for tracking purposes
10. On a monthly basis the CO will provide status update on current, and any delinquent evaluations with the BN
11. CO will monitor ERS for any returned evals from HRC



NCOER Process Flow





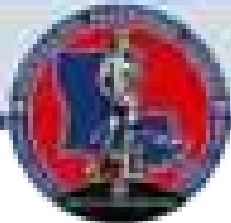
Delinquent Report

FY 2021

2020-2021	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Delta	NCOs	% Delinq
JFHQ	83	88	97	96	109	68	58	52	52	47	10	10	0	99	10%
RRC	18	18	11	12	17	10	8	6	11	14	18	16	-2	146	11%
MEDCOM	17	15	13	16	16	5	5	5	4	3	4	6	2	31	19%
TNG SITE	25	26	28	40	46	48	35	26	6	6	2	2	0	66	3%
139 RSG	93	85	85	112	70	65	49	37	17	14	12	12	0	567	2%
204 TAOG	28	27	19	34	22	21	19	13	12	5	2	1	-1	230	0%
225 EN BDE	114	111	100	108	121	118	78	55	35	30	38	30	-8	599	5%
256 INF BDE	40	44	55	77	77	47	22	15	11	27	12	14	2	1060	1%
61 TRP CMD	20	19	5	5	7	43	47	38	46	47	25	26	1	93	28%
199TH REG (RTI)	4	5	2	3	5	5	4	3	4	5	2	2	0	94	2%
LA ARNG Total	442	438	415	503	490	430	325	250	198	198	125	119	-6	2985	4%

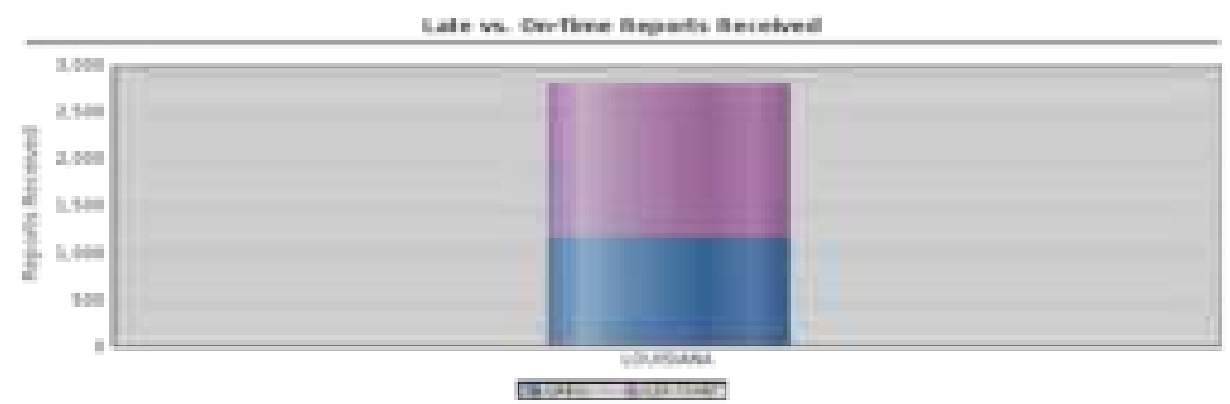
FY 2022

2022	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Delta	NCOs	% Delinq
JFHQ	4	5	7	3	4	5	10	13	13	9	2	5	3	97	5%
RRC	9	5	6	4	0	1	1	3	3	1	0	1	1	149	1%
MEDCOM	3	2	2	0	6	0	2	1	0	3	0	1	1	34	3%
TNG SITE	1	1	3	2	3	3	4	5	6	5	3	1	-2	67	1%
139 RSG	6	8	22	12	23	21	13	17	12	13	6	9	3	613	1%
204 TAOG	6	10	12	12	20	19	11	12	11	13	14	12	-2	246	5%
225 EN BDE	29	41	60	63	55	53	55	42	29	23	22	30	8	599	5%
256 INF BDE	13	18	62	56	72	50	51	57	42	54	45	33	-12	966	3%
61 TRP CMD	15	10	6	9	13	4	2	0	0	1	0	0	0	113	0%
199TH REG (RTI)	6	6	13	7	3	1	1	0	3	8	1	0	-1	94	0%
LA ARNG Total	92	106	193	168	199	157	150	150	119	130	93	92	-1	2978	3%

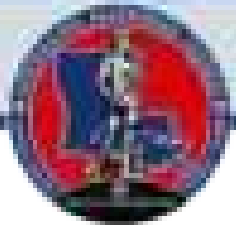


Delinquent Report FY 2023

2022	Oct	Nov	Delta	NCOs	% Delinq
JFHQ	7	2	-5	96	2%
RRC	1	1	0	153	1%
MEDCOM	3	5	2	34	15%
TNG SITE	2	1	-1	64	2%
139 RSG	5	5	0	614	1%
204 TAOG	15	19	4	244	8%
225 EN BDE	26	29	3	591	5%
256 INF BDE	45	39	-6	960	4%
61 TRP CMD	1	1	0	111	1%
199TH REG (RTI)	1	3	2	94	3%
LA ARNG Total	106	105	-1	2961	4%



	LATE	ON TIME	% LATE	% ON TIME	Total Received
LOUISIANA	1,187	1,637	42.0%	58.0%	2,824
Grand Total	1,187	1,637	42.0%	58.0%	2,824



Questions?

POC: SFC Bergeron

Work Number: 504-278-8507

E-mail: bobby.m.bergeron.mil@mail.mil

Enlisted Branch Mailbox:

NG LA LAARNG Mailbox Enlisted Branch
<ng.la.laarng.mbx.enlisted-branch@mail.mil>



LOUISIANA NATIONAL GUARD

PROTECT WHAT MATTERS™

Enlisted Administrative Separations



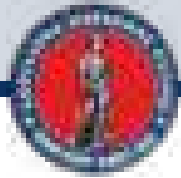
Purpose

To assist units in processing requests for discharge promoting a high level of personnel readiness that facilitates quality training and mission accomplishment while ensuring Soldiers are processed for discharge IAW regulatory requirements and guidelines.



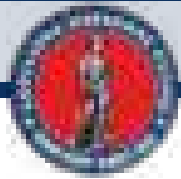
References

- **AR 135-178, Enlisted Administrative Separations, 30 November 2020**
- **AR 135-91, Service Obligations, Methods of Fulfillment, Participation Requirements, and Enforcement Procedures, 14 March 2016**
- **AR 600-8-19, Enlisted Promotions and Reductions, 16 May 2019**
- **AR 600-85, The Army Substance Abuse Program, 23 July 2020**
- **AR 601-280, Army Retention Program, 16 June 2021**
- **AR 600-8-2, Suspension of Favorable Actions (FLAG), 5 April 2021**
- **NGR 600-200, Enlisted Personnel Management, 25 March 2021**
- **NGR 680-1, Personnel Assets Attendance and Accounting, 15 April 2019**
- **NGR 350-1, Army National Guard Training, 23 June 2021**
- <https://www.ngbpmc.ng.mil/ngr/>
- <https://armypubs.army.mil/>



Reasons for Separation AR 135-178

- Expiration of Service Obligation – *Chapter 4*
- Selected Changes in Service Obligations – *Chapter 5*
- Convenience of the Government - *Chapter 6 (para 6-3, 6-6 - Medical exam is required)*
- Defective Enlistment and Reenlistment - *Chapter 7*
- Entry Level Performance and Conduct – *Chapter 8*
- Unsatisfactory Performance – *Chapter 9*
- **Substance Abuse Rehabilitation Failure – Chapter 10**
- **Misconduct (ASAP) – Chapter 11**
- **Unsatisfactory Participation – Chapter 12**
- Secretarial Plenary Authority – *Chapter 13*
- Other Reasons – *Chapter 14*
- Failure to Meet Body Composition Standards – *Chapter 15*



Counseling and Rehabilitation

Chapter 2, AR 135-178

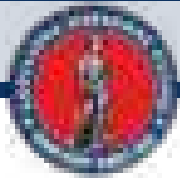
- **Counseling.** When a Soldier's conduct or performance approaches the point where a continuation of such conduct or performance would warrant initiating separation action for one of the reasons above, the Soldier will be counseled by a responsible person about his or her deficiencies at least once before initiating separation action.
 - Counseling will include, but not be limited to, the following:
 - Reasons for counseling.
 - The fact that continued behavior of a similar nature or additional misconduct may result in the Soldier's separation.
 - The characterization of service that may be issued and the effect of each type if such action is taken and separation accomplished.
 - Counseling will be recorded in writing and delivered either in person or via certified mail



Types Characterization of Service

Chapter 2, AR 135-178

- **Honorable.** *Soldier's service generally has met the standards of acceptable conduct and performance*
- **General (under honorable conditions).** *Negative aspects of the Soldier's conduct or performance of duty outweigh positive aspects of the Soldier's military record*
- **Under other than honorable conditions (OTH).** When the reason for discharge is based upon a pattern of behavior, or one or more acts or omissions that constitutes a significant departure from the conduct expected of Soldiers



Types of Notification Procedures

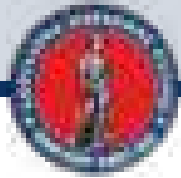
Chapter 3, AR 135-178

- ***Notification Procedure***

- **use when cited under a reason for separation indicated in AR 135-178**
- Soldier's with less than 6 years of service **are not** entitled to an administrative separation board
- Soldiers with more than 6 years of service **are** entitled to administrative separation board
- format for Notification of Separation Proceedings, *Fig 3-2*
- format for Soldier's Response to Notification of Separation Proceedings, *Fig 3-3*

- ***Administrative Board Procedure***

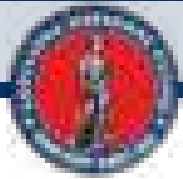
- **use when cited under a reason for separation indicated in AR 135-178**
- ***all Soldiers*** are entitled to an administrative separation board
- format for Notification of Separation Proceedings, *Fig 3-5*
- format for Soldier's Response to Notification of Separation Proceedings, *Fig 3-6*
- format for Conditional Waiver of Administrative Board Proceedings, *Fig 3-7*
- Soldier may submit conditional waiver after afforded the opportunity to consult with counsel



Notification Procedures

Chapter 3, AR 135-178

- **Reminders:**
 - Refer to checklist when determining which notification procedure to use
 - Notification requirements vary by recommended
 - characterization of service (OTH requires the use of Admin Board Procedure)
 - Notification requirements vary by reason for discharge (i.e. misconduct, unsat performance, convenience of the government, etc...)
 - Characterization of service at separation is affected by which memo was sent to the Soldier (i.e. if Soldier with less than 6 yrs svc pending discharge for misconduct sent memo using notification procedure; OTH discharge not authorized)



Soldier's Rights Admin Bd Procedure

Chapter 3, AR 135-178

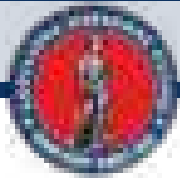
- ***Soldier's Rights:***
 - Must be notified of immediate commander's recommended characterization of service upon discharge (***least favorable characterization of service authorized for proposed separation***)
 - To a separation physical if PTSD or mTBI diagnosis/claims contributed to undesirable act(s) when recommending OTH
 - Request a hearing before an administrative separation board regardless of years of service for OTH discharge
 - Submit a conditional waiver of right to a hearing before an admin separation board ILO recommended characterization of service



Conditional Waiver

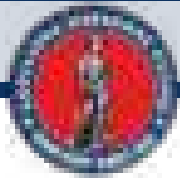
Chapter 3, AR 135-178

- Soldier offers to waive administrative separation board ILO an upgrade to the characterization of service that the commander recommended
- Serves as an option **only if** Soldier is entitled to or has elected an administrative separation board
- Soldier must have opportunity to consult with counsel
- Figure 3-7, AR 135-178 is the required format
- Separation authority can either approve or disapprove the conditional waiver
- If approved, the higher characterization of service will be authorized
- If disapproved, the administrative separation board will be held (this is delegated to the DRU level per SJA)



Letter of Instruction (Unexcused Absence) Chapter 4, AR 135-91

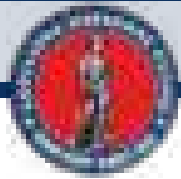
- **Unexcused Absences:**
 - Unless an absence is authorized, a Soldier failing to attend a scheduled single or multiple unit training assembly (MUTA) will be charged with an unexcused absence.
 - When absence involves a MUTA (or any portion of a MUTA), the charge will be one unexcused absence for each 4-hour period not attended, but not to exceed four unexcused absences
 - ***If absent from a MUTA 5 or MUTA 6, the maximum number of unexcused absences charged is four***
 - Soldiers will be charged with unsatisfactory participation when without proper authority they—
 - Accrue in any one-year period a total of nine or more unexcused absences from scheduled inactive duty training (IDT)s. (In the case of IMAs who are required to perform fewer than 48 inactive duty training (IDT)s per year, see paragraph 4-7b(2).)
 - Fail to attend or complete AT
- **Notice of unexcused absence.**
 - *A prescribed letter of instructions—unexcused absence (fig 4-1) will be delivered to the soldier. Delivery will be either in person or by U.S. mail, as provided in paragraphs (1) and (2) below*
 - If U.S. mail is used in lieu of delivery in person, the notice will be mailed during or immediately following the unit training assembly (UTA) or multiple unit training assemblies (MUTA) from which absent



Suspension of Favorable Action (FLAG)

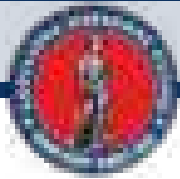
Chapter 2, AR 600-8-2

- **Purpose** - to prevent and/or preclude execution of favorable actions to a Soldier who may be in an unfavorable status
- **Types of FLAGS:**
 - Nontransferable. The flagged Soldier may not be transferred to another unit (except as provided for in para 2–8)
 - Transferable. The flagged Soldier may be transferred to another unit
- **Review of FLAGS:**
 - Active Flag cases will be reviewed at least monthly. Unit level commanders will review and validate Flag reports monthly
 - BN level commanders will review and validate all Flags over 6 months old monthly
 - ***A Flag will be removed within 3 working days after the Soldier's status changes from unfavorable to favorable***



Bar to Reenlistment

- **Purpose:**
 - The BAR is a non-punitive probationary device intended to serve notice that a Soldier is not a candidate for reenlistment, immediate reenlistment or extension and may be discharged if the circumstances that led to the bar are not overcome
 - A BAR should not be used for Soldiers pending discharge for which an RE3 or RE4 will be issued
- **Procedure:**
 - A BAR should not be used for Soldiers pending discharge for which an RE3 or RE4 will be issued (court-martial, non-judicial punishment or other administrative action)
 - Normally, a BAR will normally not be initiated against a Soldier within 90 days of ETS; is acceptable if Soldier will reach ETS date prior to completion of involuntary separation action
 - NGB Form 602-R BAR will be prepared in original and two copies.
 - Total service will be computed as of the ETS, not the date the BAR was prepared.
 - The commander will refer the BAR certificate to the Soldier concerned for a statement on their behalf, if the Soldier so desires. The Soldier will be allowed a period of 30 days for the preparation of a statement and collection of any documents and/or pertinent materials. The Soldier's unit commander may grant an extension to this period.
 - For Soldiers with **less than ten years** of qualifying service for retired pay at ETS, the approval/disapproval authority is the first commander, Lieutenant Colonel (O-5) or above, in the Soldier's normal chain of command. No delegation of authority is authorized.



Bars to Reenlistment

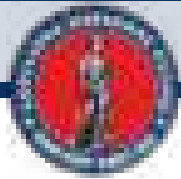
- **Procedures (cont):**

- For Soldiers with **at least ten but less than 18 years** of qualifying service for retired pay at ETS, those with more than 20 years of service at ETS, and those when action is taken to extend the Soldier to complete 20 years of service, the approval/disapproval authority is the first commander, Colonel (O-6) or above, in the Soldier's normal chain of command. No delegation of authority is authorized.
- Soldiers, who upon ETS, **will have at least 18 but less than 20 years** of qualifying service, will be allowed to extend to the point where they could attain 20 years. They may, after the extension is executed, be barred. The approval/disapproval authority for this bar is TAG. These Soldiers may be processed for separation before they attain 20 years of service but will not be separated before that point without approval of Chief, NGB.

- **Review of Bars to Reenlistment:**

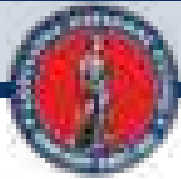
- An approved BAR will be reviewed by the appropriate unit commander every six months (for M-Day Soldiers) or every three months (for AGR Soldiers) after the date of approval and 30 days before the Soldier's scheduled departure from the unit of discharge from service.

Note: If Soldier is AWOL, Bar to Reenlistment will be mailed by certified mail to the Soldier's home of record. Bar will not become effective until 30 days following date of signature on Certified Mail Receipt or date of Unclaimed notice; DRU's will ensure Bars to Reenlistment are scanned into iPERMS and entered into IPPS-A. 290



Enlisted Branch Requirements

- If Soldier is AWOL, Bar to Reenlistment will be mailed by certified mail to the Soldier's home of record. **Bar will not become effective until 30 days following date of signature on certified mail receipt or date of unclaimed notice**
- If Soldier is AWOL, Notification of Intent to Reduce will be mailed by certified mail to the Soldier's home of record. Reduction will become effective on date of delivery. DRU will process E2-E3 reductions
- State will process E4-E9 reductions; unit will submit request for reduction to MSG Richard at the EPS mailbox [\\nglaa7-cbj8-fsa\J1\Unit Data\ EBranch\2023 EPS\REDUCTIONS](#)
- All documents mailed via certified mail will have certified mail receipt number annotated on unit copies submitted with discharge packets.
- **Use of code A - Excused Absence on DA Form 1379 is not authorized after unit has submitted discharge packet for unsat participation. Units will continue to code Soldier AWOL if appropriate and continue to notify the Soldier of his AWOL status via U.S. mail**
- Battalions/DRUs will ensure all DA Forms 268, Suspension of Favorable Action entered into IPPS-A
- DRUs will ensure all Bars to Reenlistment are uploaded into iPERMS and entered into IPPS-A, if applicable



Separations Overview

- Every type of separation has a checklist
 - <\\nglaa7-cbj8-fsa\J1\ Public Folder\Enlisted Branch>
Follow the Checklist
- Commanders' Report is crucial
- Notification Memos are KEY to ALL <\\nglaa7-cbj8-fsa\J1\ Public Folder\Enlisted Branch\DISCHARGE PACKET SAMPLE DOCUMENTS>
- Characterization of Service
 - Depends upon type of Separation
 - Make Sure Soldier is properly counseled
- <https://arngg1.ngb.army.mil/v3/Portal/RibbonMenu.aspx?ProviderName=DSROProvider>



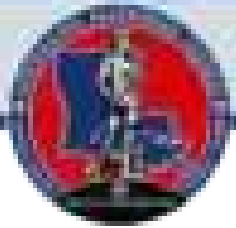
QUESTIONS?



LOUISIANA NATIONAL GUARD

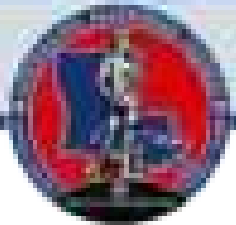
PROTECT WHAT MATTERS™

READY UNIT TARGETS (RUT)
READINESS COORDINATION MEETING (RCM)
& BATTALION RCM PROGRAM
-FISCAL YEAR 2022



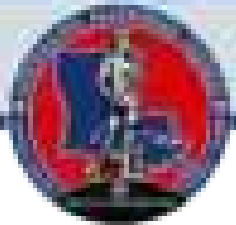
Agenda

- FY22 RUT
- BN-Level RCM Backbriefs
- Readiness Coordination Meeting
- Knowledge Management Website



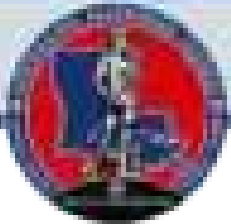
BN-Level RCM Backbrief

- Completed all 13 TOE BNs as of February 2022
- Will start again in May 2022 and add 61TC
- Hosted by the BN FTUS to the DJS
- AOs manage the brief but the Full Time BN Staff are the primary briefers
- M-day command teams may attend to receive but not to brief
- DRUs may attend to receive but not to brief
- The RCM serves as the base briefing
- The BN must also discuss best practices where they are excelling and be prepared to discuss their needs where there are challenges
- This is professional development and face time with the DJS



Readiness Coordination Meeting

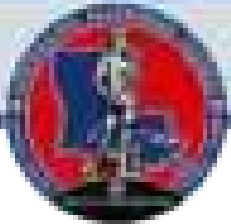
- 1st Wednesday of every month
- Briefers: J1, J2, J3, J4, J8, SSO, RRC
- DJS sends notes to AOs usually the Monday following
- Saved on LAKO:
https://gko.portal.ng.mil/states/LA/J3/J3Files/015_Conferences_And_Boards/Meetings/DJS_STAFF_MTG/Readiness_Coordination_Meeting



Evaluations Delinquent NCOERs

(Goal ≤ 5%)

2021-2022	Nov	Dec	Jan	Delta	NCOs	% Delinq
JFHQ	5	7	3	-4	103	3%
RRC	5	6	4	-2	153	3%
MEDCOM	2	2	0	-2	31	0%
TNG SITE	1	3	2	-1	68	3%
139 RSG	8	22	12	-10	599	2%
139 RSG BN	8	13	6	-7	56	11%
415 MI BN	0	3	3	0	175	2%
773 MP BN	0	1	2	1	160	1%
165 CSS BN	0	5	1	-4	208	0%
204 TAOG	10	12	12	0	246	5%
204 TAOG BN	9	11	12	1	117	10%
1-244 AVN REG	1	1	0	-1	129	0%
225 EN BDE	41	60	63	3	607	10%
225 EN BDE BN	2	3	2	-1	45	4%
205 EN BN	24	31	28	-3	189	15%
527 EN BN	3	9	11	2	227	5%
528 EN BN	12	17	22	5	146	15%
256 INF BDE	18	62	56	-6	973	6%
256 BDE BN	3	10	16	6	60	27%
199 SPT BN	8	17	14	-3	100	14%
1-141 FA BN	2	10	4	-6	164	2%
2-108 CAV REG	3	9	9	0	139	6%
2-156 INF BN	0	5	1	-4	209	0%
3-156 INF BN	2	8	10	2	168	6%
769 BEB BN	0	3	2	-1	133	2%
61 TRP CMD	10	6	9	3	101	9%
199TH REG (RTI)	6	13	7	-6	97	7%
LA ARNG Total	106	193	168	-25	2978	6%
ANG	244	276	200	-76	1326	15%
State Total	350	469	368	-101	4304	9%



MRC 4

Goal < 2%

2021/2022	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	MRC4%
JFHQ	80	52	65	65	58	52	49	46	55	66	85	98	15.63
JFHQ	43	30	36	41	43	37	36	31	34	39	57	58	21.4
RRC	14	12	13	15	8	6	7	9	11	13	16	25	15.06
MEDCOM	4	4	8	5	5	6	4	4	3	4	1	4	4.26
TNG SITE	19	6	8	4	2	3	2	2	7	10	11	11	11.46
139RSG	99	116	122	147	86	66	63	58	89	107	96	103	6.02
139 RSG BN	6	6	11	15	10	10	9	4	3	4	5	7	6.31
415 MI BN	19	36	24	28	19	17	16	16	21	36	19	26	6.84
773 MP BN	50	30	41	43	20	10	12	11	33	22	21	22	4.01
165 CSS BN	24	44	46	61	37	29	26	27	32	45	51	48	7.15
204 TAOG	54	62	58	48	36	18	21	18	21	38	54	54	8.63
204 TAOG BN	39	40	28	32	26	9	11	8	12	30	35	35	12.37
1-244 AVN REG	15	22	30	16	10	9	10	10	9	8	19	19	5.54
225 EN BDE	129	100	108	94	117	73	71	80	83	75	79	139	7.93
225 EN BDE BN	8	6	4	5	7	4	4	2	3	4	5	6	5.5
205 EN BN	36	42	32	22	18	17	14	20	12	20	22	85	13.41
527 EN BN	74	32	55	52	78	42	39	37	46	34	36	34	5.7
528 EN BN	11	20	17	15	14	10	14	21	22	17	16	14	3.39
256 INF BDE	155	220	203	197	153	130	150	137	176	164	346	326	10.42
256 BDE BN	8	9	26	17	8	8	8	8	8	8	16	16	14.41
199 SPT BN	14	19	21	14	10	8	7	9	14	13	22	21	6.34
1-141 FA BN	49	53	26	24	24	18	25	13	19	23	33	41	7.27
2-108 CAV REG	10	13	28	25	16	16	16	15	19	24	27	22	5.82
2-156 INF BN	21	62	30	20	23	21	19	19	21	19	111	61	9.87
3-156 INF BN	31	43	36	58	38	38	43	43	62	37	65	78	13.47
769 BEB BN	22	21	36	39	34	21	35	30	33	40	72	87	13.09
61 TRP CMD	13	11	5	8	12	3	3	7	9	17	17	20	7.25
199TH REG (RTI)	5	3	4	3	3	0	1	2	8	3	3	0	0
TOTALS	535	564	565	562	465	342	358	348	441	470	680	740	8.98

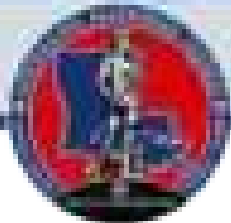
Medical Readiness

Codes:

- **MRC4** – Medically Intermediate (Expired PHA/ Dental Exam)/ Deployable

Analysis/Key Points

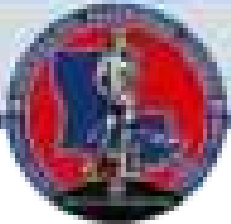
- **Highlighted Light Green:** Tier 1 PHA event during reported month
- **Highlighted Light Blue:** SRP event during reported month



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OCS Metrics

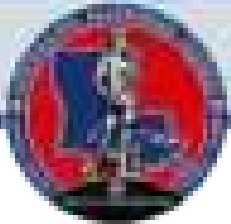
	FY22 Goals		Current Candidates						Total Current Candidates	EIS Banner Accelerated			EIS Traditional			Total Projected Candidates	FY23 Shipped		FY23 Graduate	
	FY22 Ship Date	FY22 Grad Date	EIS Traditional Candidate Status			EIS Banner Accelerated Candidate Status				EIS Banner Accelerated Project Status			EIS Traditional Project Status				FY23 Ship Date	FY23 Grad Date	FY23 Ship Total	FY23 Grad Total
			FY22 Shipped	Current Projected	FY22 Grad	FY22 Shipped	Current Projected	FY22 Grad		E	A	R	E	A	R					
354 IN BDE	14	8	0	0	0	2	2	0	10	0	0	2	0	0	0	10	2	-14	0	-8
REC	1	1	1	1	1	0	0	0	1	0	0	1	0	0	0	1	1	0	0	0
2-150	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2-150	1	1	0	0	0	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0
1-141	1	1	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0	0	0
100-008	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
100-003	1	1	0	0	0	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0
323 EN BDE	0	3	0	0	0	4	4	0	7	0	0	1	0	0	1	2	4	-3	0	-3
REC	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
009	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
001	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
003	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
134 REG	0	3	0	0	0	0	0	0	5	0	0	1	0	0	3	4	0	-4	0	-3
040	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
000	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
073	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
003	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BAC	0	1	0	0	0	1	1	0	1	0	0	1	0	0	0	1	0	-1	0	-1
0004	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
EI TRP CMD	0	1	0	0	0	1	1	0	1	0	0	1	0	0	0	1	0	-1	0	-1
JPHO-LA	1	1	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	-1	0	-1
100 REG	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	-1	0	-1
TOTAL	43	18	23	10	0	8	8	0	24	0	0	4	1	0	13	19	0	-28	0	-18



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139th RSG Retention Update

139 REGIONAL SUPPORT GROUP										
RETENTION RATE as of:			28-Jan-22	OVERALL RETENTION STATUS FY22				EXT REQUIRED TO ATTAIN 78% as of:		28-Jan-22
	# ELIGIBLE REENLIST FYTD	# EXTENDED FYTD	CURRENT RETENTION RATE		TOTAL # ELIGIBLE FY22	TOTAL # REENLIST FY22	REENLIST PERCENT FY22		# ELIGIBLE NOT REENLISTED	# REQUIRED TO MEET 78%
139 RSG	153	112	73.2%	139 RSG	506	253	50.0%	139 RSG	212	142
HC 139 SUPPORT GROUP	6	6	100.0%	HC 139 SUPPORT GROUP	11	9	81.8%	HC 139 SUPPORT GROUP	2	0
156 ARMY BAND	3	3	100.0%	156 ARMY BAND	9	3	33.3%	156 ARMY BAND	6	5
DET 1 156 ARMY BAND	3	3	100.0%	DET 1 156 ARMY BAND	5	3	60.0%	DET 1 156 ARMY BAND	2	1
415th MI BN	39	31	79.5%	415th MI BN	145	73	50.3%	415th MI BN	64	41
HHD 415 MI BN (I)	0	0	0.0%	HHD 415 MI BN (I)	10	2	20.0%	HHD 415 MI BN (I)	8	6
415 MI CO	1	1	100.0%	415 MI CO	5	1	20.0%	415 MI CO	4	3
DET 1 415 MI CO	3	3	100.0%	DET 1 415 MI CO	9	6	66.7%	DET 1 415 MI CO	3	2
415 MI DET	1	1	100.0%	415 MI DET	7	4	57.1%	415 MI DET	3	2
CO B 136 EXP SIG BN (-)	9	6	66.7%	CO B 136 EXP SIG BN (-)	24	14	58.3%	CO B 136 EXP SIG BN (-)	7	5
T 1 CO B 136 EXP SIG BN	1	0	0.0%	T 1 CO B 136 EXP SIG BN	13	6	46.2%	T 1 CO B 136 EXP SIG BN	6	5
756 MED CO (AREA SPT)	8	7	87.5%	756 MED CO (AREA SPT)	28	17	60.7%	756 MED CO (AREA SPT)	10	5
3673 MAINT CO (-)	11	9	81.8%	3673 MAINT CO (-)	31	16	51.6%	3673 MAINT CO (-)	13	9
DET 1 3673 MAINT CO	5	4	80.0%	DET 1 3673 MAINT CO	18	7	38.9%	DET 1 3673 MAINT CO	10	8
773rd MP BN	49	33	67.3%	773rd MP BN	165	75	45.5%	773rd MP BN	74	54
HHD 773 MP BN	3	1	33.3%	HHD 773 MP BN	11	4	36.4%	HHD 773 MP BN	5	5
39 MP CO (-)	18	12	66.7%	39 MP CO (-)	44	23	52.3%	39 MP CO (-)	15	12
DET 1 39 MP CO	1	1	100.0%	DET 1 39 MP CO	1	1	100.0%	DET 1 39 MP CO	0	0
239 MP CO (-)	11	7	63.6%	239 MP CO (-)	38	22	57.9%	239 MP CO (-)	12	8
DET 1 239 MP CO	4	2	50.0%	DET 1 239 MP CO	13	6	46.2%	DET 1 239 MP CO	5	5
2228 MP CO (-)	9	7	77.8%	2228 MP CO (-)	45	13	28.9%	2228 MP CO (-)	30	23
DET 1 2228 MP CO	3	3	100.0%	DET 1 2228 MP CO	13	6	46.2%	DET 1 2228 MP CO	7	5
165 CSSB	53	36	67.9%	165 CSSB	171	90	52.6%	165 CSSB	64	44
HHC 165 CSS BN	3	3	100.0%	HHC 165 CSS BN	12	9	75.0%	HHC 165 CSS BN	3	1
1083 TRANS CO (-)	8	8	100.0%	1083 TRANS CO (-)	32	23	71.9%	1083 TRANS CO (-)	9	2
DET 1 1083 TRANS CO	4	4	100.0%	DET 1 1083 TRANS CO	14	10	71.4%	DET 1 1083 TRANS CO	4	1
1084 TRANS CO (-)	15	9	60.0%	1084 TRANS CO (-)	35	13	37.1%	1084 TRANS CO (-)	16	15
1086 TRANS CO (-)	8	4	50.0%	1086 TRANS CO (-)	23	9	39.1%	1086 TRANS CO (-)	10	9
DET 1 1086 TRANS CO	0	0	0.0%	DET 1 1086 TRANS CO	4	1	25.0%	DET 1 1086 TRANS CO	3	3
DET 2 1086 TRANS CO	3	1	33.3%	DET 2 1086 TRANS CO	12	3	25.0%	DET 2 1086 TRANS CO	7	7
1087 TRANS CO (-)	7	4	57.1%	1087 TRANS CO (-)	27	17	63.0%	1087 TRANS CO (-)	7	5
DET 1 1087 TRANS CO	5	3	60.0%	DET 1 1087 TRANS CO	12	5	41.7%	DET 1 1087 TRANS CO	5	5

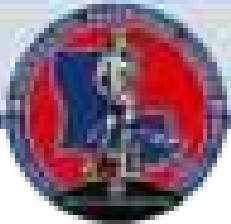


J2 Security Clearance Readiness (95%)

Currently: 92% State

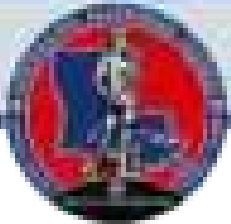
SEC CLR	Reporting	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	% DELQ	
JFHQ	232	6	8	8	8	7	7	6	6	6	4	3	3	99%	
TRN CTR	89	8	8	9	10	12	11	10	9	8	8	7	7	92%	
MEDCOM	91	8	9	8	8	10	9	8	9	9	10	10	10	89%	
RRC	1060	4	4	4	5	4	3	3	3	2	154	149	117	89%	
139TH	1915	185	208	207	211	217	198	193	197	188	156	159	164	91%	
	139	126	9	9	9	8	7	6	7	12	13	5	4	4	97%
	415	506	48	48	59	59	58	58	64	56	51	48	50	52	90%
	773	588	34	34	33	35	40	38	37	38	38	35	36	38	94%
	165	695	103	126	115	109	112	96	85	91	86	68	69	70	90%
204TH	697	46	46	55	50	51	46	51	46	44	32	31	33	95%	
	204	336	18	18	20	18	21	15	19	20	15	10	10	10	97%
	1-244	361	28	28	35	32	30	31	32	26	29	22	21	23	94%
225th	2034	245	249	239	214	229	217	215	218	206	176	178	169	92%	
	HHC 225	125	4	1	0	1	4	4	4	9	13	1	2	3	98%
	205	647	122	109	93	86	93	97	93	91	87	71	73	68	89%
	527	702	61	68	80	69	74	68	68	68	61	63	62	62	91%
	528	560	58	71	66	58	58	48	50	50	45	41	41	36	94%
256TH	3306	203	257	272	264	302	308	303	308	293	246	255	249	92%	
	HHC 256	152	5	5	5	5	6	6	6	8	6	8	9	9	94%
	199	331	24	24	24	24	25	25	26	27	26	22	23	20	94%
	1-141	557	53	53	61	59	66	64	61	64	61	45	48	49	91%
	2-108	492	44	47	50	46	46	48	47	46	43	46	46	46	91%
	2-156	711	50	51	55	54	67	69	67	66	64	54	55	55	92%
	3-156	567	0	49	50	47	54	57	52	53	54	43	45	40	93%
	769	496	27	28	27	29	38	39	44	44	39	28	29	30	94%
61	297	24	23	22	23	29	26	27	25	26	21	22	22	93%	
199	136	14	13	13	14	13	12	12	11	11	11	10	11	92%	
TOTAL	9857	743	825	837	807	874	837	828	832	793	818	824	785	92%	

Legend	
No Change	
DECREASE READINESS	
INCREASE READINESS	



ACFT

DRU	Reportable	# Taken	% Admin	Total Pass	Total Fail	Total % Pass	Female			Male		
							# Admin.	# Pass	% Pass	# Admin.	# Pass	% Pass
225 EN BDE	1986	1,983	99.8%	1241	742	62.58%	379	121	31.9%	1604	1120	69.8%
225 EN HHC	111	150	135.1%	90	60	60.00%	36	14	38.9%	114	76	66.7%
205 EN BN	613	648	105.7%	399	249	61.57%	125	41	32.8%	523	358	68.5%
527 EN BN	705	737	104.5%	494	243	67.03%	130	45	34.6%	607	449	74.0%
528 EN BN	557	448	80.4%	258	190	57.59%	88	21	23.9%	360	237	65.8%
256 IN BDE	3352	2281	68.0%	1299	982	56.95%	503	125	24.9%	1778	1174	66.0%
256 IN HHC	178	33	18.5%	19	14	57.58%	13	3	23.1%	20	16	80.0%
2-156 IN BN	727	507	69.7%	350	157	69.03%	91	25	27.5%	416	325	78.1%
3-156 IN BN	559	325	58.1%	226	99	69.54%	42	14	33.3%	283	212	74.9%
1-141 FA BN	538	351	65.2%	191	160	54.42%	91	26	28.6%	260	165	63.5%
2-108 CAV SQDN	498	396	79.5%	203	193	51.26%	45	8	17.8%	351	195	55.6%
769 BEB	507	427	84.2%	209	218	48.95%	125	36	28.8%	302	173	57.3%
199 BSB	345	242	70.1%	101	141	41.74%	96	13	13.5%	146	88	60.3%
139 RSG	1845	1271	68.9%	660	611	51.93%	343	93	27.1%	928	567	61.1%
139 RSG BN	120	123	102.5%	83	40	67.48%	33	9	27.3%	90	74	82.2%
415 MI BN	480	175	36.5%	92	83	52.57%	52	16	30.8%	123	76	61.8%
773 MP BN	577	570	98.8%	299	271	52.46%	124	34	27.4%	446	265	59.4%
165 CSSB	668	403	60.3%	186	217	46.15%	134	34	25.4%	269	152	56.5%
204 TAOG	644	331	51.4%	217	114	65.56%	51	13	25.5%	280	204	72.9%
204 TAOG BN	298	150	50.3%	84	66	56.00%	26	5	19.2%	124	79	63.7%
1-244 AVN REG	346	181	52.3%	133	48	73.48%	25	8	32.0%	156	125	80.1%
61 TRP CMD	282	143	50.7%	87	56	60.84%	31	8	25.8%	112	79	70.5%
RRC	1236	113	9.1%	101	12	89.38%	20	31	155.0%	93	70	75.3%
199 REG (RTI)	129	41	31.8%	26	15	63.41%	5	2	40.0%	36	24	66.7%
JFHQ	400	157	39.3%	76	81	48.41%	45	8	17.8%	112	68	60.7%
Total	9874	6320	64.0%	3707	2613	58.66%	1377	401	29.1%	4943	3306	66.9%



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Food Service Actions

FEB 22 (60)							
256 IBCT	HQ 256	HHC					
	1-141	HFB	A	B	C	F 199	
	2-108	HHT	A	B	C	D 199	
	2-156	HHC	A	B	C	D	G 199
	3-156	HHC	A	B	C	D	H 199
	769	HHC	A	B	C	D	E 199
	199	HHC	A	B	C		

225 BN BDE	HQ 910	HHC 225	1020	844	DET 1 B 1-244	F 1-171	G 2-238	DET 1 C 1-114	DET 2 B 834	
	DET 1 910	HHC 205	1021	843	FSC 205	DET 1 843	DET 1 2225			
	DET 2 910	HHC 527	FSC 527	DET 1 844	DET 1 1022					
	DET 3 910	HHC 528	FSC 528	1023	DET 1 1023	DET 2 1023	1022	DET 1 1020	830	*DET 1 39
	DET 4 910	922	DET 1 922	832						
	DET 5 910	DET 1 1021	1-244	HHC 204	DET 7 A 2-641	DET 1 D 2-151	F 1-169			

139 RSG	HQ 916	HHD 139	DET 1 239	DET 1 415	3673	DET 1 1087	*2225				
	DET 1 916	HHD 415	756	B 136	1087	239	1084	DET 1 2228	A 415	B 415	DET 1 B 415
	DET 2 916	HHD 773	2228	DET 1 3673	DET 1 1083	1086	DET 1 1086	DET 2 1086			
	DET 3 916	HHC 165	156	39	DET 1 39	DET 1 B 136	1083	DET 1 139			

RRC	RRB	DET 2 A	DET 3 A	DET 5 B	DET 6 B	DET 7 B	DET 9 C	DET 10 C	DET 11 C
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61 TC	HQ 61	HHD	926	927	241	178
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199 REG	HQ 199	HHD	
	2 BN	OCS	MOD

JFHQ -LA	JFHQ	JFHQ	JFHQ DET
	TNG SITE	TNG CTR	DET 2
	MEDCOM	DET 1	DET 2

MAR 22 (90)							
256 IBCT	HQ 256	HHC					
	1-141	HFB	A	B	C	F 199	
	2-108	HHT	A	B	C	D 199	
	2-156	HHC	A	B	C	D	G 199
	3-156	HHC	A	B	C	D	H 199
	769	HHC	A	B	C	D	E 199
	199	HHC	A	B	C		

225 BN BDE	HQ 910	HHC 225	1020	844	DET 1 B 1-244	F 1-171	G 2-238	DET 1 C 1-114	DET 2 B 834	DET 1 769
	DET 1 910	HHC 205	1021	843	FSC 205	DET 1 843	DET 1 2225			
	DET 2 910	HHC 527	FSC 527	DET 1 844	DET 1 1022					
	DET 3 910	HHC 528	FSC 528	1023	DET 1 1023	DET 2 1023	1022	DET 1 1020	830	*DET 1 39
	DET 4 910	922	DET 1 922	832						
	DET 5 910	DET 1 1021	1-244	HHC 204	DET 7 A 2-641	DET 1 D 2-151	F 1-169			

139 RSG	HQ 916	HHD 139	DET 1 239	DET 1 415	3673	DET 1 1087	*2225				
	DET 1 916	HHD 415	756	B 136	1087	239	1084	DET 1 2228	A 415	B 415	DET 1 B 415
	DET 2 916	HHD 773	2228	DET 1 3673	DET 1 1083	1086	DET 1 1086	DET 2 1086			
	DET 3 916	HHC 165	156	39	DET 1 39	DET 1 B 136	1083	DET 1 139			

RRC	RRB	DET 2 A	DET 3 A	DET 5 B	DET 6 B	DET 7 B	DET 9 C	DET 10 C	DET 11 C
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61 TC	HQ 61	HHD	926	927	241	178
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199 REG	HQ 199	HHD	
	2 BN	OCS	MOD

JFHQ -LA	JFHQ	JFHQ	JFHQ DET
	TNG SITE	TNG CTR	DET 2
	MEDCOM	DET 1	DET 2

APR 22							
256 IBCT	HQ 256	HHC					
	1-141	HFB	A	B	C	F 199	
	2-108	HHT	A	B	C	D 199	
	2-156	HHC	A	B	C	D	G 199
	3-156	HHC	A	B	C	D	H 199
	769	HHC	A	B	C	D	E 199
	199	HHC	A	B	C		

225 BN BDE	HQ 910	HHC 225	1020	844	DET 1 B 1-244	F 1-171	G 2-238	DET 1 C 1-114	DET 2 B 834	
	DET 1 910	HHC 205	1021	843	FSC 205	DET 1 843	DET 1 2225			
	DET 2 910	HHC 527	FSC 527	DET 1 844	DET 1 1022					
	DET 3 910	HHC 528	FSC 528	1023	DET 1 1023	DET 2 1023	1022	DET 1 1020	830	*DET 1 39
	DET 4 910	922	DET 1 922	832						
	DET 5 910	DET 1 1021	1-244	HHC 204	DET 7 A 2-641	DET 1 D 2-151	F 1-169			

139 RSG	HQ 916	HHD 139	DET 1 239	DET 1 415	3673	DET 1 1087	*2225				
	DET 1 916	HHD 415	756	B 136	1087	239	1084	DET 1 2228	A 415	B 415	DET 1 B 415
	DET 2 916	HHD 773	2228	DET 1 3673	DET 1 1083	1086	DET 1 1086	DET 2 1086			
	DET 3 916	HHC 165	156	39	DET 1 39	DET 1 B 136	1083	DET 1 139			

RRC	RRB	DET 2 A	DET 3 A	DET 5 B	DET 6 B	DET 7 B	DET 9 C	DET 10 C	DET 11 C
-----	-----	------------	------------	------------	------------	------------	------------	-------------	-------------

61 TC	HQ 61	HHD	926	927	241	178
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199 REG	HQ 199	HHD	
	2 BN	OCS	MOD

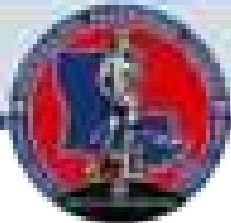
JFHQ -LA	JFHQ	JFHQ	JFHQ DET
	TNG SITE	TNG CTR	DET 2
	MEDCOM	DET 1	DET 2

APPROVED (30-60) DAYS

NO REQUEST ENTERED

PENDING FUNDS

APPROVAL NOT REQUIRED

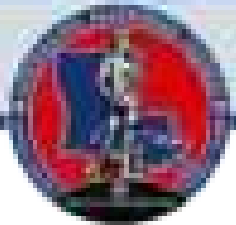


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Turn-Ins (60 and 90 Days Past Suspense Date)

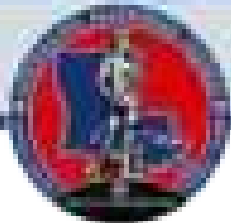
Turn-Ins 60 Days Past Suspense Date													Turn-Ins 90 Days Past Suspense Date												
FY 2022	21 Feb	21 Mar	21 Apr	21 May	21 Jun	21 Jul	21 Aug	21 Sep	21 Oct	21 Nov	21 Dec	22 Jan	FY 2022	21 Feb	21 Mar	21 Apr	21 May	21 Jun	21 Jul	21 Aug	21 Sep	21 Oct	21 Nov	22 Jan	
JPHJLA	0	0	0	0	0	0	0	0	0	0	0	0	JPHJLA	0	0	0	0	0	0	0	0	0	0	0	0
LAMB JR	0	0	0	0	0	0	0	0	0	0	0	0	LAMB JR	0	0	0	0	0	0	0	0	0	0	0	0
TRNG SITE	0	0	0	0	0	0	0	0	0	0	0	0	TRNG SITE	0	0	0	0	0	0	0	0	0	0	0	0
133 PEG	0	0	0	0	0	2	0	0	0	0	0	0	133 PEG	0	0	0	0	0	0	2	2	1	1	5	3
K10P25	0	0	0	0	0	0	0	0	0	0	0	0	K10P25	0	0	0	0	0	0	0	0	0	0	0	0
48 P25	0	0	0	0	0	1	0	0	0	0	0	0	48 P25	0	0	0	0	0	0	0	1	0	1	1	3
70N25	0	0	0	0	0	0	0	0	0	0	0	0	70N25	0	0	0	0	0	0	0	0	0	0	0	0
200N25	0	0	0	0	0	1	0	0	0	0	0	0	200N25	0	0	0	0	0	0	2	0	0	0	0	0
200 LAMB	0	0	0	0	0	0	0	0	0	0	0	0	200 LAMB	0	0	0	0	0	0	0	0	0	0	0	0
H10P25	1	1	1	1	1	1	1	1	1	1	1	1	H10P25	1	1	1	1	1	1	1	1	1	1	1	1
100P25	1	1	1	1	1	1	1	1	1	1	1	1	100P25	1	1	1	1	1	1	1	1	1	1	1	1
225 CN DOC	0	0	0	0	0	0	0	0	0	0	0	0	225 CN DOC	0	0	0	0	0	0	1	1	1	1	0	0
K10P25	0	0	0	0	0	0	0	0	0	0	0	0	K10P25	0	0	0	0	0	0	0	0	0	0	0	0
48 P25	0	0	0	0	0	0	0	0	0	0	0	0	48 P25	0	0	0	0	0	0	0	0	0	0	0	0
50N25	0	0	0	0	0	0	0	0	0	0	0	0	50N25	0	0	0	0	0	0	0	0	0	0	0	0
500N25	0	0	0	0	0	0	0	0	0	0	0	0	500N25	0	0	0	0	0	0	1	0	0	0	0	0
260 H10	0	0	0	0	0	1	4	2	1	1	0	0	260 H10	0	0	0	0	0	0	4	1	4	0	2	2
H10P25	1	1	1	1	1	1	1	1	1	1	1	1	H10P25	1	1	1	1	1	1	1	1	1	1	1	1
K10P25	1	1	1	1	1	1	1	1	1	1	1	1	K10P25	1	1	1	1	1	1	1	1	1	1	1	1
100P25	1	1	1	1	1	1	1	1	1	1	1	1	100P25	1	1	1	1	1	1	1	1	1	1	1	1
200P25	1	1	1	1	1	1	1	1	1	1	1	1	200P25	1	1	1	1	1	1	1	1	1	1	1	1
300P25	1	1	1	1	1	1	1	1	1	1	1	1	300P25	1	1	1	1	1	1	1	1	1	1	1	1
300N25	1	1	1	1	1	1	1	1	1	1	1	1	300N25	1	1	1	1	1	1	1	1	1	1	1	1
300P25	1	1	1	1	1	1	1	1	1	1	1	1	300P25	1	1	1	1	1	1	1	1	1	1	1	1
61 TRP CMD	0	0	0	0	0	0	0	0	0	0	0	0	61 TRP CMD	0	0	0	0	0	0	0	0	0	0	0	0
133 PEG (NTI)	0	0	0	0	0	0	0	0	0	0	0	0	133 PEG (NTI)	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	2	4	2	1	1	0	0	Total	0	0	0	0	0	0	4	4	0	2	2	

- 00 Days Past Suspense Date
- 60 Days Past Suspense Date
- State Total Past Suspense Date



Knowledge Management Website

- Updated monthly with the RCM
- Provided by the Staff
- By name rosters for the RCM slides
 - Sort by name, UIC, etc.
- Saved on LAKO:
<https://gko.portal.ng.mil/states/LA/Readiness/SitePages/Home.aspx>

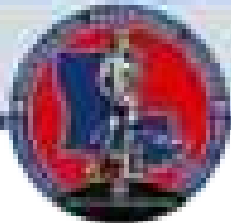


Knowledge Management Website

The screenshot shows a SharePoint site titled "Readiness". The main content area is titled "Louisiana National Guard Readiness Overview". Below this is a "Readiness Sites" section containing a grid of 12 tiles. The tiles are arranged in three rows and four columns:

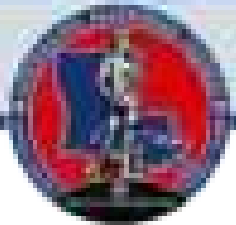
- Row 1: RUT, J1 (circled in red), J2, J3
- Row 2: J4, J6, J8, JRC
- Row 3: J50, J10/CI, J20, ACT

Each tile includes a title, a brief description, and a "View" link. The J1 tile is highlighted with a red circle.



Knowledge Management Website

The screenshot shows a web browser window displaying a document titled "Documents - NOVAL Pay". The browser's address bar shows a URL starting with "http://". The page has a sidebar on the left with a list of items, and a main content area on the right. The main content area includes a search bar, a list of items with columns for "Name", "Date", and "Action", and a "Refresh" button at the bottom. The text is somewhat blurry, but the layout is typical of a knowledge management system interface.



Websites

Readiness Coordination Meeting

https://gko.portal.ng.mil/states/LA/J3/J3Files/015_Conferences_And_Boards/Meetings/DJS_STAFF_MTG/Readiness_Coordination_Meeting

Knowledge Management Website

<https://gko.portal.ng.mil/states/LA/Readiness/SitePages/Home.aspx>

Joint Strategic Plan (RUT) & OPORDERS

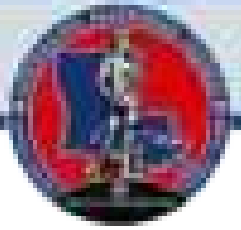
https://gko.portal.ng.mil/states/LA/J3/J3Files/310-010_Operations_Orders/JFHQ-LA



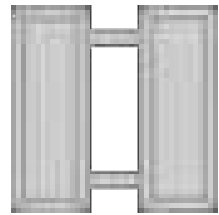
LOUISIANA NATIONAL GUARD

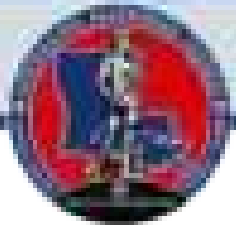
PROTECT WHAT MATTERS™

UNIT PAY ACTIONS



Commander Responsibilities -Finance-

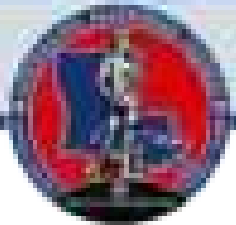




Responsibilities

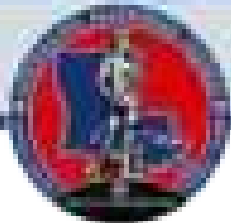
Commanders will:

- Ensure that documents and actions affecting their Soldiers' military pay are accurate.
- Review the Unit Commander's Pay Management Report (UCPMR) for their unit's soldiers on a monthly basis.
- Review the monthly Master Military Pay Account (MMPA) of their soldiers to verify changes have processed.
- Annually perform a review with each soldier of their MMPA to ensure accuracy. Changes must be sent to SIDPERS to update the MMPA. Soldier will inform their commander of anything that would affect their entitlement to pay and allowances.
- Use published guidance, regulations, and training material provided on the Military Pay to ensure soldiers are paid accurately and all payments are legal and proper.

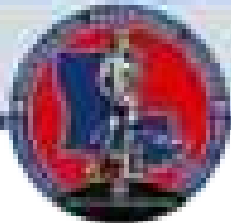


Requirements to USPFO

- **577 Signature Cards and Assumption of Command Memorandums** – When a new commander is appointed, the previous signature card along and assumption of command memo must be terminated. Then a new version of each must be sent with a Transmittal Letter to MILPAY.
- **Commander or Authorized Representative signature required on all pay documents** - Ensure Unit Pay Officer and/or Authorized Representatives are trained, in compliance with policies, and have access to all guidance, regulations, and training material.
- **DA Form 1379** – Signed & submitted 5 working days after last IDT period of the month.
- **Certificates of Performance** - Signed & submitted NLT 10 days after the end of every order to verify performance.



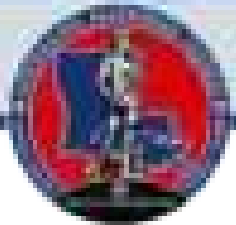
Example ~DD Form 577~



Example

~Assumption of Command Memo~



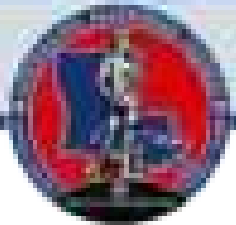


SIDPERS & Military Pay

The Military Pay System relies on the data in SIDPERS to process pay actions. If a soldier has pay issues, please ensure that SIDPERS has the most current information before contacting Military Pay.

The following SIDPERS information feeds to the Military Pay System:

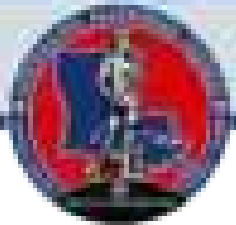
- Date of Gain
- Social Security number
- Name
- Sex
- Pay grade (Rank)
- Mailing address (address used by the postal service for mail delivery to the soldier)
- Marital status
- Dependent status
- State tax location code
- Federal income tax withholding exemptions
- SGLI enrollment/disenrollment
- Unit personnel accounting symbol (PAS)
- Attachment code (PAS of the unit to which attached and the reason for attachment).
- Incentive pay codes. (Aviation Service Entry Date for rated officers and flight surgeons in aviation service.)



What can the Military Pay Office action?

The following items can be submitted directly to the Military Pay Office:

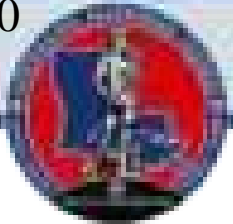
- Miscellaneous pay, collect, and adjustment actions
- Officer uniform allowance payments
- Meals collections & erroneous collections
- SF1199A (Direct Deposit)
- Statement of charges ready for debt establishment
- Any debt Inquiries
- Debt payments (Pay & Allowance, SGLI, FLIPL's, & Statement of Charges)



Commander's Reports

- DA1379 – Verify Attendance Coding of Soldiers
- Master Military Pay Account (MMPA)
- Unit Commander's Pay Management Report (UCPMR)

“Review and Reconcile reports monthly to ensure timely and accurate payments. It is the right thing to do for YOUR SOLDIERS!”



Important Pay Related Links

My Unit Pay – <https://ngrcc2-unitpay.ng.ds.army.mil/>

Unit Commander Pay Management (UCPMR) & Master Military Pay Account (MMPA) Reports - <\\nglaa7-cbj8-fsb\Comptroller Unit Data>

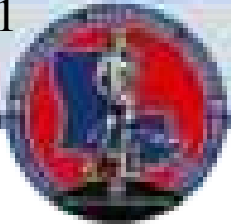
DFAS My Pay - <https://mypay.dfas.mil/#/>

DFAS Pay Tables - <https://www.dfas.mil/militarymembers/payentitlements/Pay-Tables/>

DFAS Basic Housing Allowance Calculator- <https://www.defensetravel.dod.mil/site/bahCalc.cfm>

Defense Travel System- <https://dtsproweb.defensetravel.osd.mil/dts-app/pubsite/all/view/>

Citi Government Travel Charge Card- <https://home.cards.citidirect.com/CommercialCard/login>



Assistance and Information

Military Pay Technician

(318) 290-5958/5081/5929

*Call to speak to a Finance Technician directly.

Mailbox

ng.la.laarng.mbx.j8-financial-services@army.mil

*Send all pay inquiries, requests, and supporting documentation here. Unless instructed differently, never send emails directly to Finance technicians; all correspondence must go through this designated box for control.

Supervisory Financial Specialist (Mrs. Dionne P. Branton)

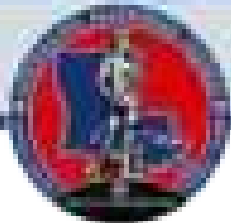
(318) 290-5739/dionne.p.branton.civ@army.mil



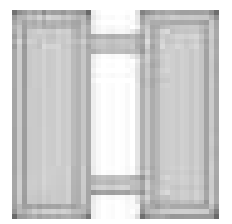
LOUISIANA NATIONAL GUARD

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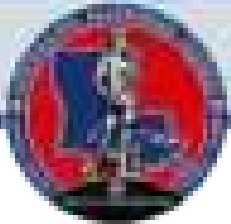
SOLDIER MEDICAL READINESS



Medical Readiness



State Surgeon's Office

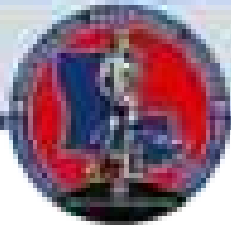


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Medical Readiness Statistics

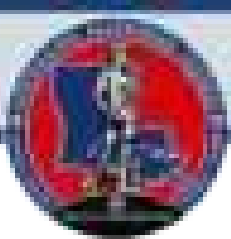
NGB MRC : 81.90%

MRC by DRU as of 11 Feb 2022	256 IBCT	225 EN	139 RSG	SAC	199 RTI	61 TC	JFHQ	LANG
DEPLOYABLE	95.53%	94.04%	95.15%	96.15%	87.61%	95.29%	90.21%	94.67%
MRC 1 - 2	2570	1450	1637	530	93	231	472	6983
MRC 1 - 2 %	82.66%	83.05%	87.26%	84.94%	82.30%	83.70%	75.76%	83.46%
MRC 3	271	207	157	45	20	21	80	801
MRC 3%	8.72%	11.86%	8.37%	7.21%	17.70%	7.61%	12.84%	9.57%
DL1 (Temp > 14)	86	75	65	17	11	10	47	311
DL2 (Dental)	142	99	64	19	6	9	20	359
DL3 (Pregnant)	11	3	8	3	1	1	3	30
DL4 (MAR 2)	3	5	1	0	0	0	1	10
DL5 (MEB)	24	16	10	1	1	1	8	61
DL6 (ND-PEB)	16	15	8	4	1	1	1	46
DL7 (PERM)	5	5	5	2	0	0	2	19
MRC 4	268	89	82	49	0	24	71	583
MRC 4%	8.62%	5.10%	4.37%	7.85%	0.00%	8.70%	11.40%	6.97%
Adjusted Strength	3109	1746	1876	624	113	276	623	8367
Deployable	2970	1642	1785	600	99	263	562	7921



MRC

MRC	Short Definition	Medical Definition	Commander Deployability Personnel Determination
MRC1	Medically Ready / Deployable	MRC 1 Meets all Medical Readiness Requirements and Dental Readiness Class 1 or 2 - Temp Profile for 7 days or <	Not Required
MRC2	Partially Medically Ready / Deployable, unless changed per Commander for SM's with temp profile duration of 15-30 days	MRC 2 <i>Soldier is deficient in one of the following:</i> - Temp profile between 8 and 30 days inclusive - Hearing Readiness Class 4 (current within 13 months) - Vision Readiness Class 4 (current within 15 months) - DNA (Drawn/on file with DoD Repository) - HIV (Drawn/Validated with DoD Repository) - Immunizations current or valid exception (Routine Adult Immunization Profile) - HepA, HepB, TDAP, MMR, Polio, Varicella, (Influenza seasonal) - Individual Medical Equipment (1MI, 2 pairs of eye glasses, MCEP-1, MWT, and Hearing Aid w/batteries if required)	Soldiers with temporary profiles of 15-30 days in duration, Commanders may use the Commanders Portal to change status to Non-deployable if deemed so
MRC3	Not Medically Ready / Non-Deployable (CDR determines Deployability for): Temp Profile > 30 days (DL 1) Dental Readiness Class 3 (DL 2)	MRC 3 <i>Soldier is deficient in one of the following:</i> DL 1 - Temp profile > 30 days DL 2 - Dental Readiness Class 3 DL 3 - Pregnancy or Post-Partum DL 4 - Permanent profile indicating a MOS Administrative Retention Review (MAR-2) needed DL 5 - Permanent profile indicating a MEB action is needed DL 6 - Permanent profile indicating a Non-Duty Related action is needed DL 7 - Permanent profiles with a deployment / assignment restriction code (F,V, or X)	Deployment Limiting Condition DL 1/2 is Not Medically Ready / Non-Deployable and Commander determines Deployability DL 3/4/5/6: Soldier cannot be deemed as deployable by Commander and by policy DL 7: Soldier cannot be deemed as deployable by the Commander. Upon receipt of assigned mission, may request COCOM waiver
MRC4	Soldier is deemed as deployable in Unit Status Report but PHA and Dental exams remain as annual requirements	MRC 4 <i>Status is unknown</i> <i>Soldier is deficient in one of the following:</i> Periodic Health Assessment (PHA) (Current within 15 months) Dental Readiness Class 4 (Current within 15 months)	Not Required



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Medical Readiness Smart Card

Deployable (Goal 95%)		Medical Readiness Codes	
MRCGo (MRC1 & MRC2) + DL2 + MRC4		MRC 1	Medical Ready / Deployable
		MRC 2	Partially Medically Ready / Deployable
		MRC 3 (DL1, 3-7)	Not Medically Ready / Non-Deployable
		MRC3 (DL2)	Partially Medically Ready / Deployable
		MRC 4	Medically Indeterminate (Expired PHA / Dental Exam) / Deployable
Medically Ready Deployable	Not Medically Ready Non-Deployable	Partially Medically Ready Deployable	Medically Indeterminate Deployable

Medically Ready (Goal 10%)		MRC3 Deployment Limitation (DL) Codes Explained	
MRCGo (MRC 1 & MRC2)		DL 1	Temp Profile 30 days+ (Deployable with Commander Determination)
		DL 2	Dental Treatment Required (DRC3)
		DL 3	Pregnancy
		DL 4	MAR2 Board (MOS Retention Board)
		DL 5	Medical Evaluation Board (MEB)
		DL 6	Non-Duty Physical Evaluation Board (ND-PEB)
		DL 7	PERM Profile with Deployment/Assignment Restriction Codes (F.V.X) <small>Possible COCOM Waiver</small>
			Fluible
			Hard Down
			Deployable with Commander Determination



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SR. CDR View of the Company CDR Dashboard

SR. CDR View of the Company CDR Dashboard

Performance Overview: 87% Availability (Target: 90%)

Readiness Bar Chart:

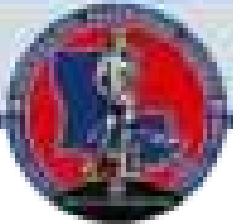
System	Readiness	Target
System 1	100%	100%
System 2	100%	100%
System 3	100%	100%
System 4	100%	100%
System 5	100%	100%
System 6	100%	100%
System 7	100%	100%
System 8	100%	100%
System 9	100%	100%
System 10	100%	100%
System 11	100%	100%
System 12	100%	100%
System 13	100%	100%
System 14	100%	100%
System 15	100%	100%
System 16	100%	100%
System 17	100%	100%
System 18	100%	100%
System 19	100%	100%
System 20	100%	100%

Message Queue: 2 of 10 unread messages

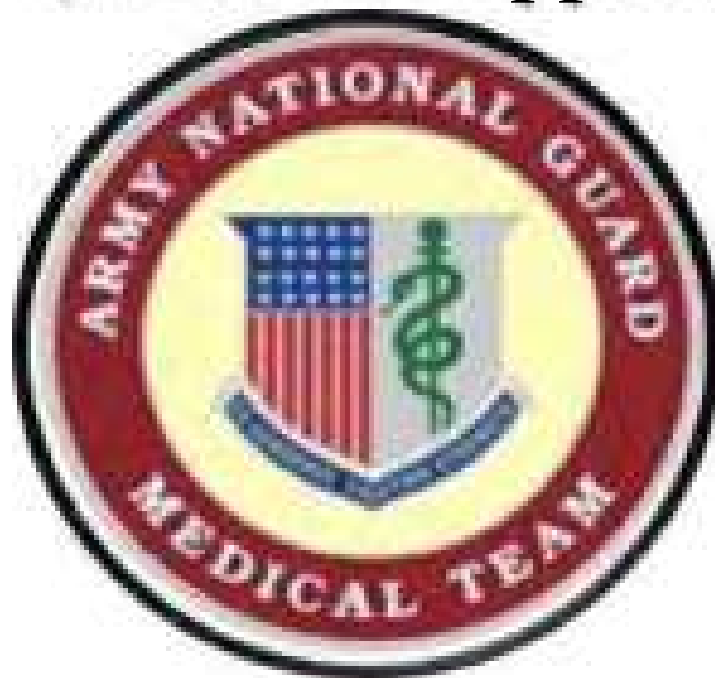
- Message 1:** [Details]
- Message 2:** [Details]

System Alerts:

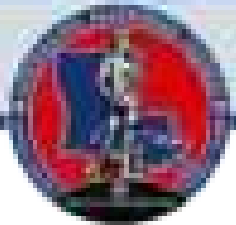
ID	Alert	Severity
1	System 1	Info
2	System 2	Info
3	System 3	Info
4	System 4	Info
5	System 5	Info
6	System 6	Info
7	System 7	Info
8	System 8	Info
9	System 9	Info
10	System 10	Info
11	System 11	Info
12	System 12	Info
13	System 13	Info
14	System 14	Info
15	System 15	Info
16	System 16	Info
17	System 17	Info
18	System 18	Info
19	System 19	Info
20	System 20	Info



Medical Readiness Updates (Medical Support)



State Surgeon's Office

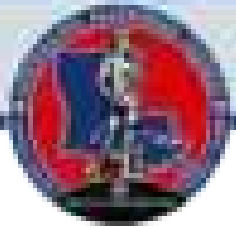


Individual SM Responsibility

Key Requirements IAW AR 40-501:

Unit Commanders and ISGs must understand it is the individual SM's responsibility to maintain medical readiness and report changes to command.

1. Maintenance of physical and medical fitness is an individual military responsibility, particularly with reference to preventable conditions and remediable defects.
2. SMs have an obligation to maintain themselves in a state of good physical condition so that they may perform their duties efficiently.
3. SMs are responsible to seek medical care and report such medical care to their unit commanders. This reporting includes civilian health care. Civilian health records documenting a change which may impact their readiness status will be placed in the reserve component Soldier's military health record.
4. Non-duty related medical cases are the SM's responsibility and he/she **must** provide the appropriate medical consults from his/her civilian physician (for Medical Readiness Determination (MRD)/Physical Profiles).



LANG 68W Distribution

Louisiana ARNG has 360 68W's

68W Distribution by DRU

256 IBCT – 191 Medics

139 RSG – 50 Medics

225 EN – 43 Medics

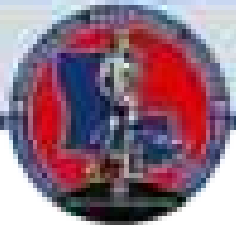
SAC – 22 Medics

JFHQ – 39 Medics (MED-DET – 31 Medics)




61 TC – 11 Medics

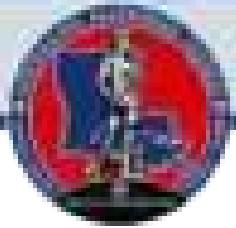
199 REGT – 4 Medics

Unclassified



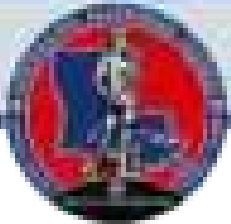
Periodic Health Assessments

- Annual Requirement
 -  Green = completed within 12 months – meets the standard
 -  Amber = completed within 12-15 months – meets the standard
 -  Red = completed greater than 15 months – DOES NOT meet the standard
- Monitor Unit Medical Readiness to prevent delinquencies
 - MEDPROS scrub 30-60-90 days out
- Purpose of a PHA is to serve as a preventative screening tool used to identify and increase visibility of a SMs Individual Medical Readiness
 - Profiles may be created through the PHA process, including Case Management, to further identify SMs with significant medical limitations or issues
 - Commanders and Readiness NCOs are encouraged to obtain e-Profile access to maintain full visibility of current profiles



Dental Readiness

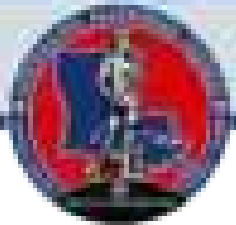
- Annual Requirement
- Dental Readiness Classes:
 - ■ DRC 1
 - Completed within 12 months – meets the standard
 - No anticipated dental issues within the next year
 - Available/Deployable
 - ■ DRC 2
 - Completed within 12-15 months – meets the standard
 - Non-urgent treatment requirements
 - Available/Deployable
 - ■ DRC 3
 - Completed within 12-15 months, but urgent/emergent treatment is required – DOES NOT meet the standard
 - Severe pain, trauma or active infection
 - Asymptomatic condition that will likely be emergent within 12 months
 - Unavailable/Non-deployable
 - ■ DRC 4
 - Completed greater than 15 months ago – DOES NOT meet the standard
 - Unknown Status – requires exam
 - Unavailable/Non-deployable



Dental Readiness

Jan 2022	Class 1 & 2	%	Class 3	%	Class 4	%	AVS Vouchers	LHI Review	LHI WKG scheduled	No Contact SM need to access LHI care	Pending Set Up Appt	Appt Scheduled	Total
JFHQ	526	83.90	18	2.87	83	13.20		1	0	0	1	2	4
225 th EN BN	1592	90.80	99	5.65	62	3.50		1	0	3	0	2	6
256 th IBCT	2751	88.60	155	4.95	199	6.40		0	0	1	0	2	3
139 th	1754	92.90	60	3.51	73	3.90		0	0	0	0	1	1
204 th	560	89.50	20	3.19	46	7.30		0	0	0	0	1	1
199 th REG	106	93.80	6	5.31	1	0.90		0	0	0	0	0	0
61 st	254	92.00	10	3.62	12	4.30		0	0	0	0	1	1
AGR	701	89.20	22	2.80	63	8.00							

Medical Events							
Event	Class 3s	Converted to DRC2	Remained Class 3	Voucher Issued	Using Own Insurance	Refusals	Attending Next Event
165 th CSSB North/Army Band/ 1022nd PHA 8-9 Jan 22	51	15	36	6	29	0	0
2-156/256 HHC BDE PHA 8-9 Jan 22	17	0	17	2	5	0	1



Dental Readiness

Options to Correct Dental Deficiencies:

1st Option: DD Form 2813 completed by civilian dentist

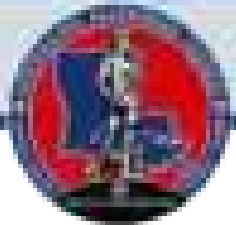
- Submit completed form and xrays to BN MRNCO or SSO to upload into DENCLASS NLT 30 days prior to PHA/Dental Readiness Event

2nd Option: Army SELRES Dental Readiness System (ASDRS) Vouchers

- Coordinate with BN MRNCO or SSO to create voucher
- Each voucher created allocates \$87 per exam and/or \$618 per treatment – unused or expired vouchers cause allocated money to be lost

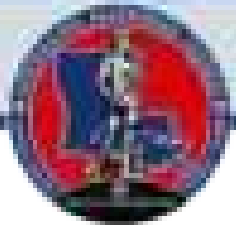
3rd Option: Attend unit PHA/Dental Readiness Event

4th Option: SSO Direct Pay for emergency use only



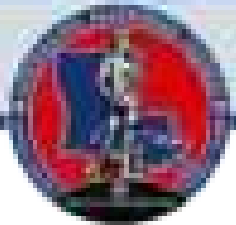
Annual Training Support

- Troop Medical Clinics (TMC) and SSO/MEDCOM medical staff are available to support unit annual training with advanced notice and coordination
 - TMC Facility Request Only – NLT 60 days prior to requested dates
 - Staff and TMC Facility Request – NLT 90 days prior to requested dates
 - Units **must** use all available internal medical assets prior to requesting additional support
 - Service members suspected of COVID infection will be processed for quarantine by unit command in coordination with SSO; they will not report to the TMC
 - TMC SOP will be provided to unit leadership prior to requested dates
- TMCs are not staffed for day to day operations
- Units must request any medical support required for annual training through their BN-DRU who will coordinate with SSO Operations



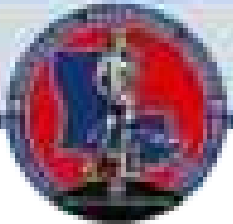
LODI

- **LODI:** Line of Duty Investigation.
- Requested from the SSO to the SM's Unit.
- Requested for any medical condition that fails to meet AR 40-501 Ch. 3 standards if the condition appears duty related with no previous LOD completed.
- Requesting LODI memo, medical documents, and temporary profile sent to the unit to input into the LOD (eMPPS) module.
- 45 day time frame given to initiate the LOD for the SM.
- Once completed and determination is made, SSO can continue preparation for the medical board process.



Soldier Treatment Records

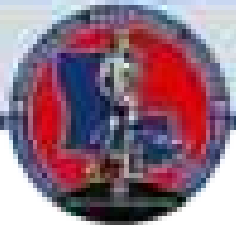
- When medical records received, it should immediately be scanned into HRR. Once scanned, document should be stamped, “Scanned into HRR” with the initials and date of person that completed the scanning.
- When the medical record is turned in to SSO records, all loose paperwork should be secured into the folder.
- When entering documents into HRR, please note the date of the document, NOT the date you are scanning them in.
- Each MRNCO will sign for HRR Stamp and MOI



Medical Readiness Updates (Behavioral Health)

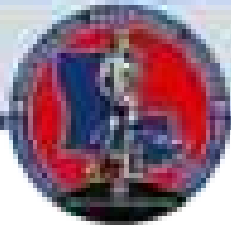


State Surgeon's Office



Behavioral Health Program

- Provide Behavioral Health assessments, evaluations, individual and family intervention and referrals for LANG Soldiers and families
- Provide 24/7 on call Behavioral Health crisis service
- Makes recommendations to unit commanders for courses of action for available services and resources
- Provide clinical case management for compliance with plans of care
- Provide critical incident event management services
- Provide bereavement services to LANG units
- Assist in Behavioral Health training for LANG units



LANG BEHAVIOR HEALTH PERSONNEL

COL Katrina E. Lloyd, LANG Deputy State Surgeon

katrina.e.lloyd.mil@mail.mil

(318) 290-5528 Office / (318) 613-7553 Mobile
Camp Beauregard: Tue-Fri 0700-1730 hrs

LTC Page Brooks (CH), LANG State Chaplain

page.m.brooks.mil@mail.mil

(504) 913-5029

MAJ Angela Huval, State Behavioral Health Officer

angela.d.huval.mil@mail.mil

(318) 290-0772 Office (337) 852-4747 Mobile

CPT Gregory Hebert, Behavioral Health Officer

gregory.m.hebert3.mil@mail.mil

(318) 290-5361 Office (318) 623-5416 Mobile

Ms. Laurel Mitchell, LPC, SSC Contracting

laurel.l.mitchell5.ctr@mail.mil

318-290-6011

Camp Beauregard: Tue-Fri 0700-1730

Katelynn Mire, SSC Contractor BH Administrative

katelynn.e.mire.ctr@mail.mil

(318) 290-5208

Camp Beauregard: Tue-Fri 0700-1730

Mike Miller, LCSW, 159th FW, LAANG

Director of Psychological Health

(504) 391-8577; DSN 457-8577 / (504) 810-5693 BB

(504) 920-4133 Mobile

New Orleans: Tue-Fri 0700-1730

bonnie.schultz3.civ@mail.mil

MAJ Baris Konur, (M-Day) HHC 225th

baris.b.konur.mil@mail.mil

MAJ David Williams, (M-Day) LA MED-DET

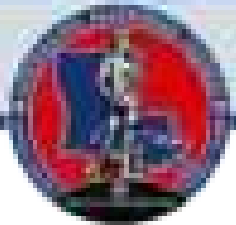
david.z.williams11.mil@mail.mil

CPT Maisa Shelmire, LCSW (M-Day) LA MED-DET

maisa.shelmire.mil@mail.mil

LT. Roshanda Tolbert, LCSW (M-Day) C. Co. 199/256th

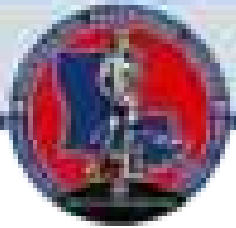
roshonda.m.tolbert3.mil@mail.mil



Behavioral Health Awareness

- First line leaders may be the first to recognize symptoms and/or risk factors that indicate a SM may need referral to behavioral health care
- Risk Factors include:
 - Expresses hopelessness
 - Persistent symptoms of depression or anxiety
 - Loss and/or absence of support within family or intimate relationships
 - Excessive use of alcohol or drugs
 - Loss of physical health capacity, especially resulting in potential separation of the military
 - Loss or lack of social support
 - Presence of multiple negative life events
 - Giving away items of significant emotional value
 - Exposure to significant physical or psychological trauma during deployment
- If risk factors are present:
 - ASK the SM calmly and directly, “Are you having thoughts of killing yourself or someone else?”
 - Intervention is required if the SM indicates **any** type of affirmative answer, to include passive or evasive answers.

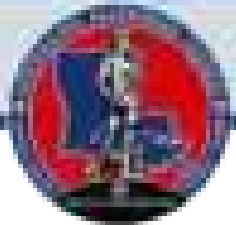
** Intervention steps are located in the “Information Binder” **



LANG Suicide Attempt and Completion Rate

- CY 2016: 11 total – 5 attempt, 6 completions
 - 5 completion by gun shot wound
 - 1 completions by hanging
 - 2 attempt by hanging
 - 2 attempts by overdose
 - 1 attempt by chemical ingestion
- CY 2017: 5 total – 2 attempts, 3 completion
 - 2 completions by GSW
 - 1 completion by hanging
 - 1 attempt by cutting
 - 1 attempt by overdose
- CY 2018: 0 attempts, 4 completions
 - 3 completions by GSW
 - 1 completion by overdose
- CY 2019: 0 attempts, 1 completions
 - 1 completions by GSW
- CY 2020: 0 attempts, 3 completions
 - 3 completions by GSW

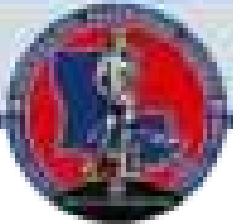
*Data received from Suicide Prevention Program



Serious Incident Reporting

In the event of any emergent

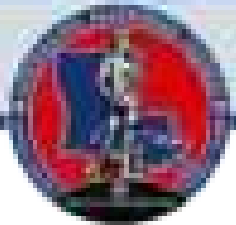
Behavior Health referral: Unit leadership, after contacting the on-call Behavioral Health Officer, will initiate a Serious Incident Report (SIR) and notify JFHQ Line of Duty State Administrator for assistance.



Medical Readiness Updates (Traumatic Brain Injury)

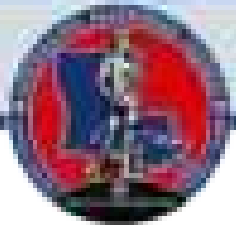


State Surgeon's Office



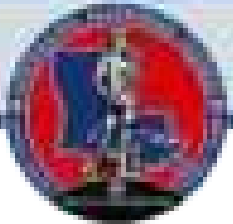
Traumatic Brain Injury

- A traumatic brain injury (TBI) can be classified as mild, moderate, severe or penetrating. The severity is determined at the time of injury.
- A TBI is a blow or jolt to the head that disrupts the normal function of the brain. It may knock you out briefly or for an extended period of time, or make you feel confused or “see stars” (alteration of consciousness).
- Not all blows or jolts to the head result in a TBI.
- The most common form of TBI in the military is mild. Concussion is another word for a mild TBI.
- In the military, the leading causes of TBI both deployed and non-deployed are (in no particular order):
 - Blasts
 - Bullets
 - Fragments
 - Falls
 - Motor vehicle – crashes and rollovers
 - Sports
 - Assaults
- In the deployed setting, blasts are the leading cause of TBI.



Traumatic Brain Injury

- First line leaders may be the first to recognize symptoms and/or risk factors that indicate a SM may have a TBI
- Ensure that all SMs are wearing protective devices, including helmet and eye protection when there is risk for head injury
- In the event of a serious head injury or blast exposure, ensure that the SM is referred for appropriate medical evaluation – early screenings may mean the difference of life or death.
- The following are signs that an immediate referral is warranted:
 - Loss of consciousness, even if only briefly
 - Any period of amnesia, or loss of memory for the event
 - Feeling dazed or confused
 - Headache
 - Vomiting
 - Seizure

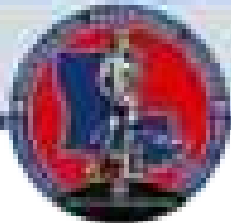


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Medical Readiness Updates (HIV Program)

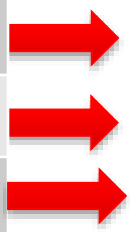


State Surgeon's Office

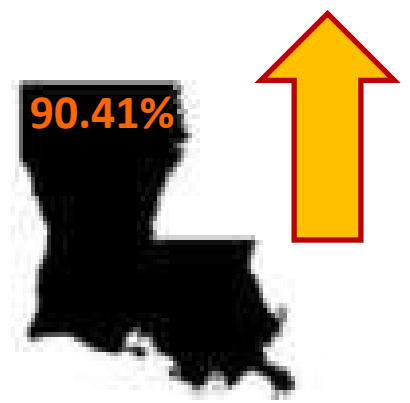


LAARNG HIV TESTING SURVEILLANCE

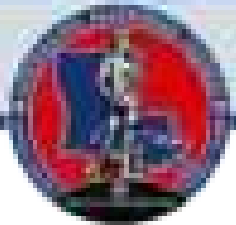
CD4 STATISTICS	
< FY 2012	2
FY 2013-2014	8
FY 2015-2016	15
FY 2017-2018	5
FY 2019-2020	13



FY 2015: 5
FY 2016: 10
FY 2017: 4
FY 2018: 1
FY 2019: 5
FY 2020: 8

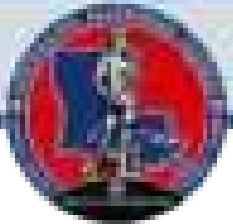


Grand Total of CD4 Cases: 43
Total # of Active Cases: 13
36 Discharged
1 Deceased



HIV Positive Test

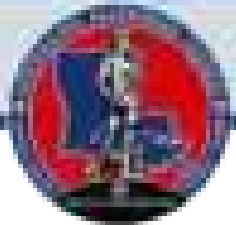
- HDRL notifies the Deputy State Surgeon and HIV program manager with a copy of the initial results or service member self reports findings
- HIV Director/Manager and the Company CDR is identified and demographic information is verified on the results
- Program Manager contacts the SM's CDR to coordinate a face to face notification w/ the SM and Deputy State Surgeon
- HIV confirm draw kit is ordered by the HIV program manager in order to complete a confirmatory draw during face to face notification
- Counseling forms are prepared by the program manager and a notification appointment is scheduled for the CDR & service member with the Deputy State Surgeon; SM and CDR must be on official military orders at the time of notification
- Confirmatory draw, face to face consult, and behavioral evaluations are conducted during confirmatory consult; specimen is sent to lab for testing
- After confirmatory draw results are received, the service member is notified of the result and counseling's are sent to J-1 Health Services for administrative action
- IAW Regulations:
 - AR 600-110 Identification, Surveillance, and Administration of Personnel Infected with Human Immunodeficiency Virus



Medical Readiness Updates (68 W's & Training)



State Surgeon's Office



Sustainment Training Update

How to Register for DHA Medical Readiness Transformation Courses on JKO

- Step 1: Log into JKO
- <https://jkodirect.jten.mil/Atlas2/faces/page/login/Login.seam>
- Step 2: Click on Course Catalog
- Step 3: Type in the Course Number in the “Partial Course #” or Course Title in the “Title Key Word” field and click “Search”. Go to Step 6.
- Step 4: (If you do not know the course number) - Open the “ALL” drop down box below the word “Search” and select “DHA” from list of choices
- Step 5. Click “Search”
- Step 6. Locate course, then select “Enroll”

DHA-US062: Personnel Readiness Transformation Training

DHA-US063: Healthcare Team Readiness Transformation Training

Commander’s Portal Access Authority (CPAAs):

256 IBCT: WO1 Lanclos

225 EN: CW2 Nomey

139 RSG: CPT Fitzner

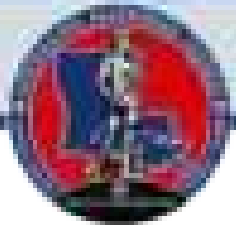
SAC: WO1 Kirby

199 REGT: MSG Groh

61 TC: MAJ Wilson

JFHQ: CPT A. Jones

Master Trainers: COL K. Lloyd / SFC Bushey



Medical Readiness Portal Training

COMMANDER/SENIOR NCO PORTAL TRAINING – training grants access to the Commander Portal

- **Course: DHA-US062 Medical Readiness Commander Portal Training**
- View and take action on Soldiers requiring medical deployable determinations
- Track and manage communication with Providers regarding Soldiers on profile
- Access links to unit Medical Readiness Assessment Tool (MRAT) and IDES

SENIOR LEADER/CSM PORTAL TRAINING – training grants access to the Senior Leader Portal

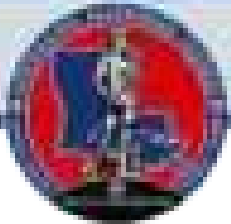
- **Course: DHA-US062 Medical Readiness Commander Portal Training**
- Provides deployable summary and shows Soldier pending deployable decision
- View Soldiers on profiles, medically deployable, and non-ready Soldiers
- View messages between Company Commanders and Providers

HEALTHCARE PORTAL TRAINING – training grants access to the Healthcare Portal

- **Course: DHA-US298 Medical Readiness Healthcare Portal Training**
- View Soldier IMR data, profiles, and Medical Health Assessments
- Communicate with Commanders: initiate and receive messages
- Provides a categorized list of items (e.g. profile conditions) requiring action

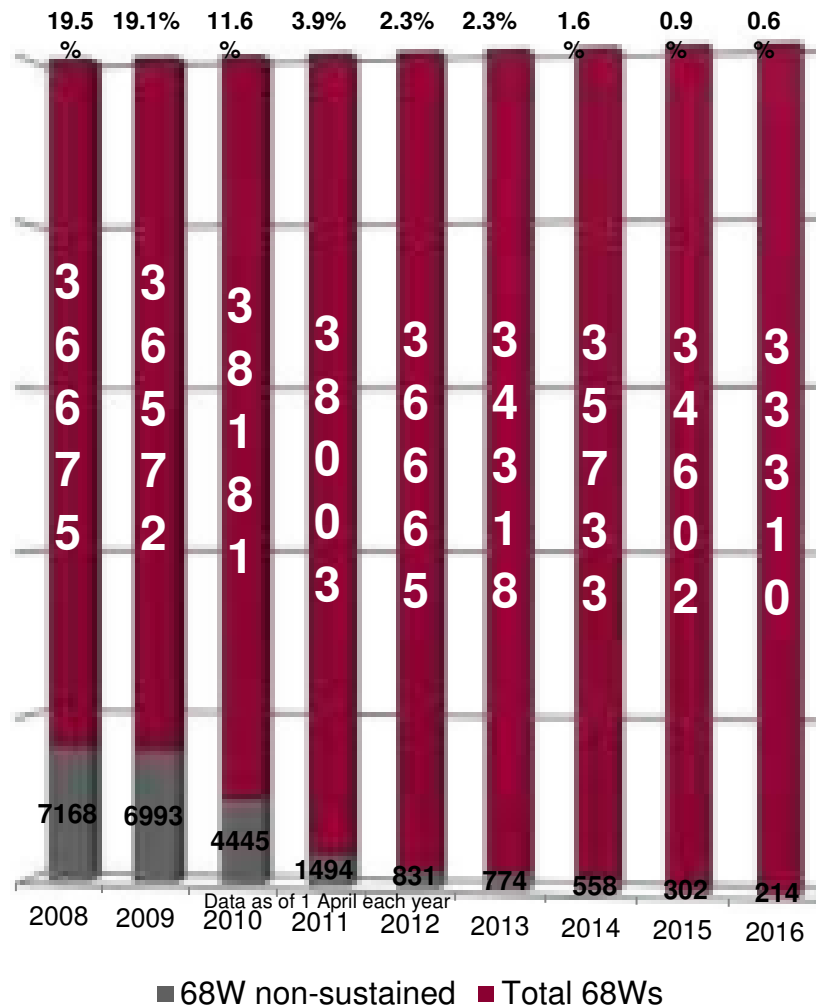
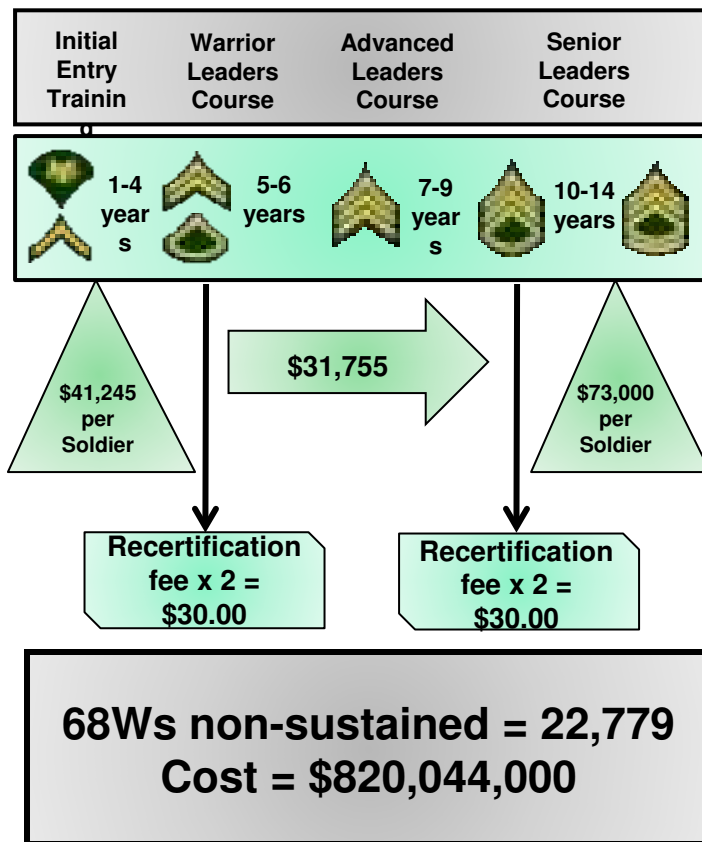
ADMIN PORTAL TRAINING – training grants access to the Admin Portal

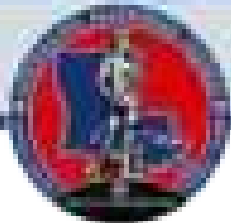
- **Course: DHA-US299 Medical Readiness Administrative Portal Training**
- Provides overview of Action Items and quick links to reports
- Provides categorized lists of items needing action (e.g. MAR2 adjudication)
- Create and manage “Task Forces” in the Admin Portal



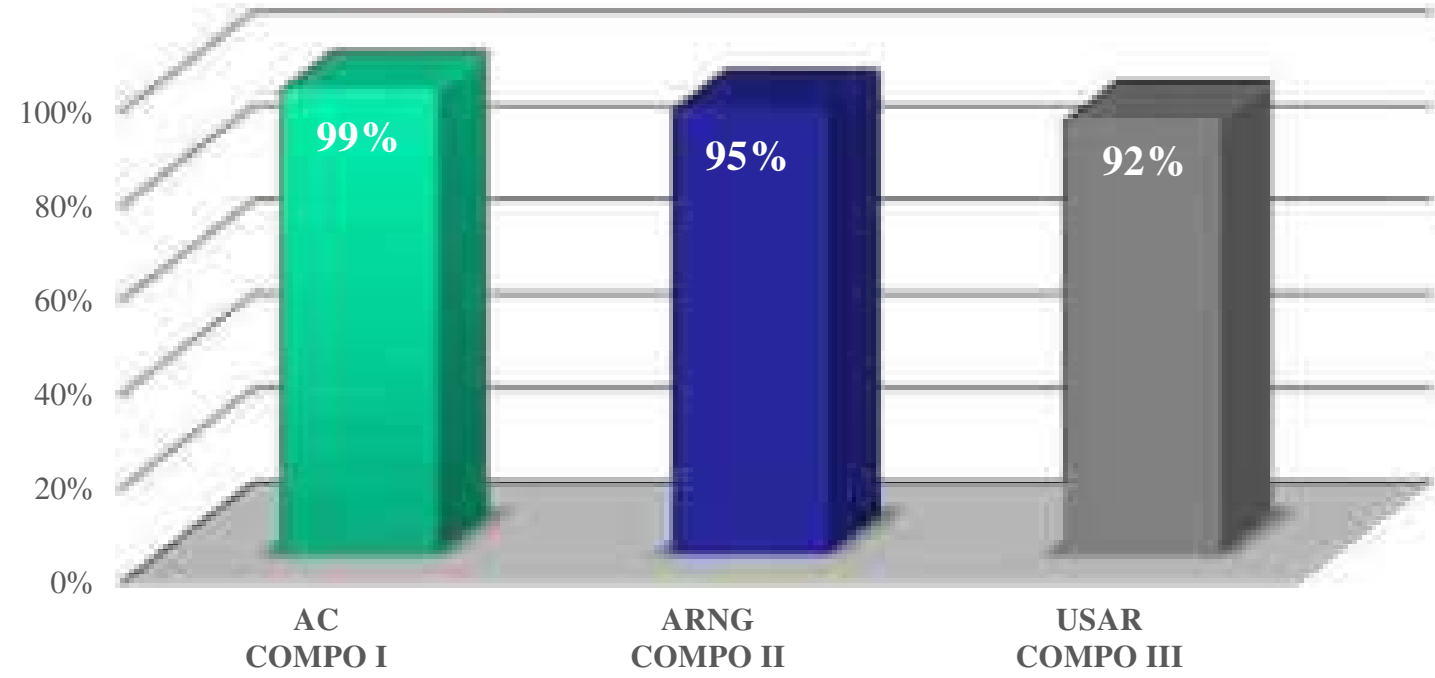
PROTECT WHAT MATTERS™

US Army EMS



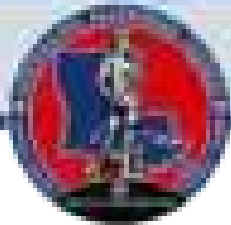


2018 NREMT Recertification Results 2018 Recertification Stats



Due 2018	6550	5479	2382
Complete	6478	5195	2202
Remaining	72	284	180

Data Source: MODS
As of 22 April 2018



PROTECT WHAT MATTERS™

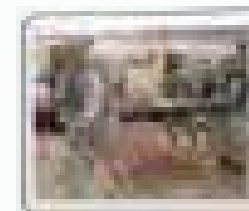
68W RECERTIFICATION REQUIREMENTS

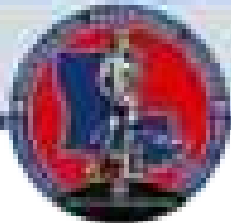
You must complete Army approved continuing education through TC 8-800 (48 hours). You may count education received in lectures, standardized courses (ACLS, PEPP, PALS, PHTLS, ITLS, college courses) once approved by Army EMS for additional CE hours. Up to 24 of the additional hours may be completed through Distributive Education with Relias Health. Advanced EMTs and Paramedics have additional requirements.

68W Recertification Requirements	EMT	AEMT	Paramedic
TC 8-800 MEDIC	X	X	X
BLS	X	X	X
Skills Validation	X	X	X
24 Additional Hours	X	X	X
PEPP /PALS		X	X
ACLS			X

68Ws (regardless of ASI) are to remain Tactical Combat Casualty Care (TC3) proficient and demonstrate Combat Casualty Care skills proficiency by completing 68W Training Circular 8-800 (TC 8-800), Medical Education and Demonstration of Individual Competence (MEDIC) annually.

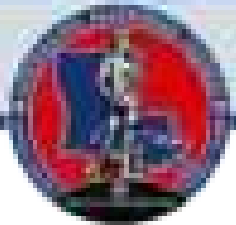
TC 8-800 has been cross walked by Army EMS to fulfill NREMT refresher requirements and fulfills the Combat Casualty Care skills proficiency requirement. The Advanced Level EMT must also meet additional requirements. ACLS completes the NRP Airway, Breathing and Circulation requirements. PEPP or PALS meet the additional Obstetric and Pediatric requirements for both AEMT and Paramedic.





NREMT Felony Policy





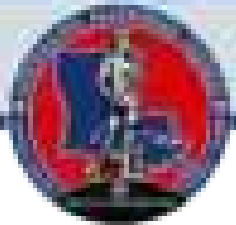
Access

- Commanders Portal

- e-Profile

- Medical Events

<https://gko.portal.ng.mil/states/LA/State%20Surgeon%20General/SitePages/Home.aspx>



Medical Readiness

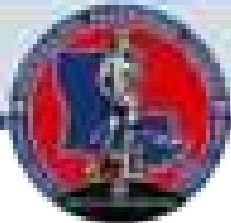




LOUISIANA NATIONAL GUARD

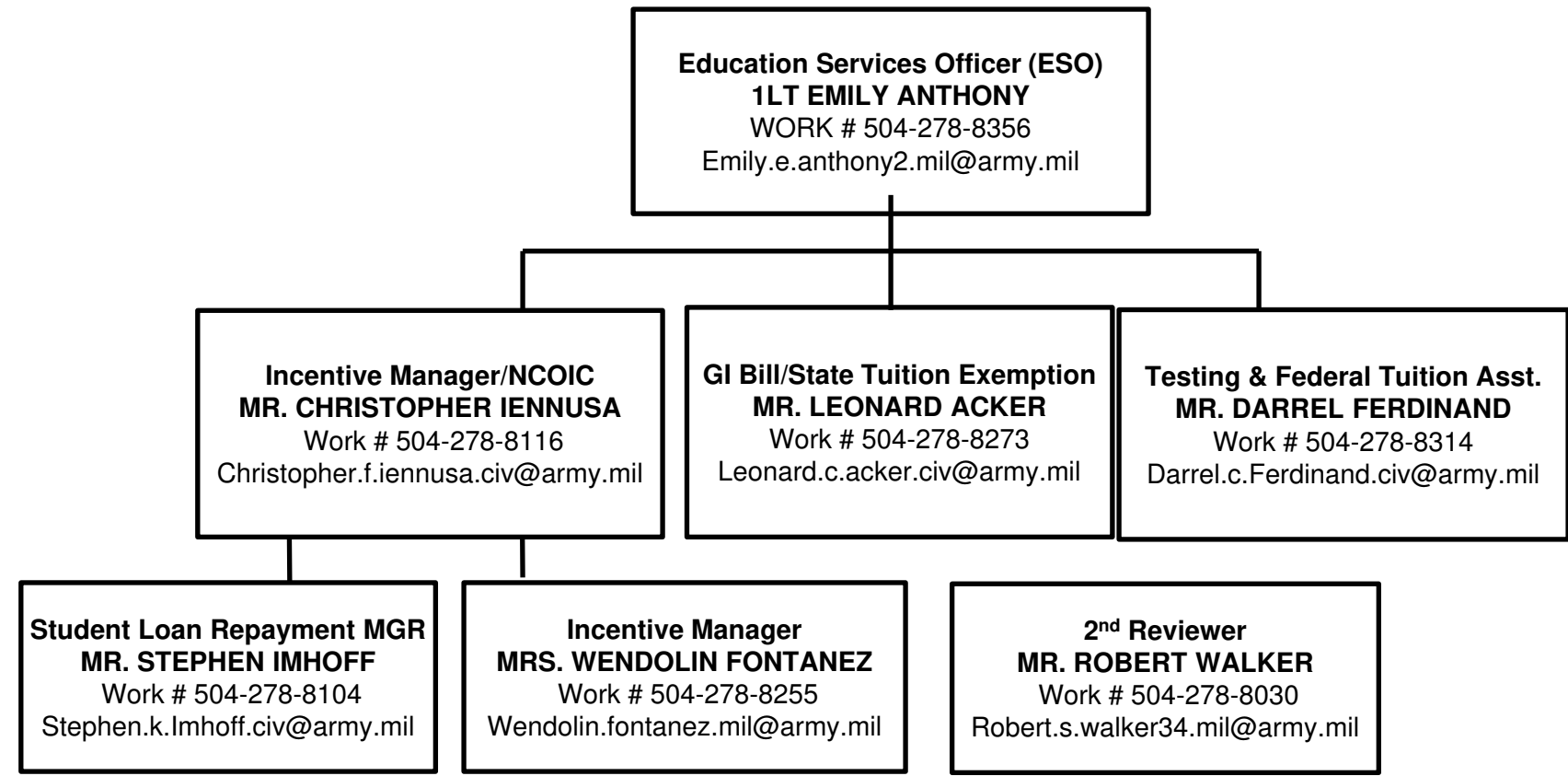
PROTECT WHAT MATTERS™

EDUCATION SERVICES

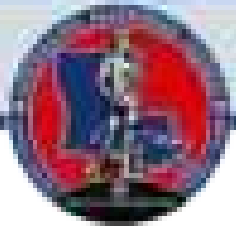


EDUCATION BRANCH

As of 22NOV22

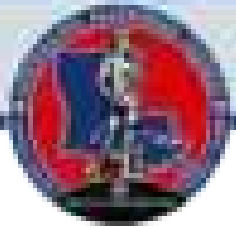


NG LA LAARNG Mailbox Incentives Dept
ng.la.laarng.mbx.incentives-dept@army.mil



Current Incentives

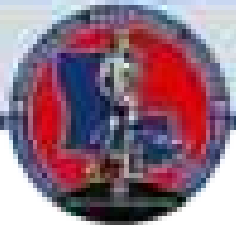
- Non-Prior Service Enlistment Bonus (NPSEB)
 - \$20,000
- Re-enlistment Bonus (REB)
 - 6 YR - \$20,000
 - 4 YR - \$12,000
 - 2 YR - \$5,000
- Student Loan Repayment Program (SLRP)
 - Can be issued upon enlistment OR re-enlistment for \$45,000
 - Additional \$5,000 in repayment available with 6YR extension
- Chaplain Loan Repayment Program (CLRP)
- Enlisted Accession Bonus (EAB)
- GI Bill Kicker
 - \$200-\$350 per month stipend while attending school, depending on rank (can be issued at enlistment, re-enlistment, or within 1 year of commission)
- **Unavailable at this time:**
 - Officer Retention Bonus (ORB)
 - Warrant Officer Retention Bonus (WORB)



Education

- Ch. 1606 GI Bill
- Post 9/11 GI Bill
 - Earned through qualifying Active-Duty service
 - COVID orders, Federal Deployments, etc.
- State Tuition Exemption Program (STEP)
 - Free tuition at all in-state, public schools in LA (This does NOT cover fees)
- Federal Tuition Assistance (FTA)- \$4,000 per year to pay for school
- Credentialing Assistance (CA)- \$4,000 per year for job training & licensing. Go to www.armyignited.army.mil to learn more.
- Army Personnel Testing
 - SIFT, AFCT, DLPT, DLAB
 - Offered at Jackson Barracks, Carville, and Camp Beauregard
 - GT Score Enhancement Course offered year-round

Contact Mr. Ferdinand for FTA, CA and Testing
Contact Mr. Acker to discuss GI Bill and STEP.

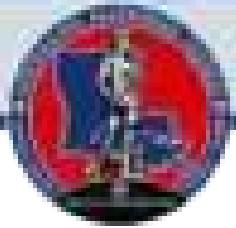


(STEP) Eligibility Requirements

1. Be an actively drilling member of the Louisiana National Guard
2. Live in the state of Louisiana
3. Must be in good standing with the Louisiana National Guard
4. Must be seeking an Associate's, Bachelor's or Master's Degree
5. Must maintain good academic standing with school
6. Must pay all additional fees applied to bill (LA STEP only covers tuition, not the fees)

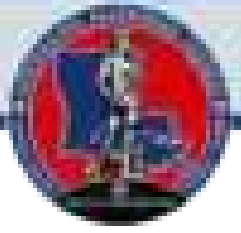
Note: If a Soldier loses eligibility, they do have the ability to earn it back by getting back in good standing with that school.

STEP & TOPS: If a Soldier qualifies for both, they will get STEP and the TOPS Stipend (not the full TOPS amount).



We would love to come to your unit on a drill weekend and brief your Soldiers on the Education Benefits available to them.

Reach out to 1LT Emily Anthony at emily.e.anthony2.mil@army.mil to schedule a visit!



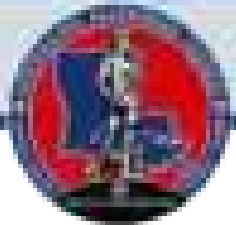
Questions?



LOUISIANA NATIONAL GUARD

PROTECT WHAT MATTERS™

THE INSPECTOR GENERAL
(I.G.)

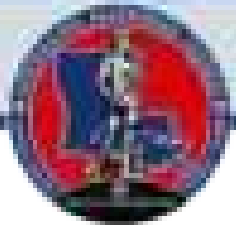


The Inspector General

“The one who goes in after the battle and bayonets the wounded.”

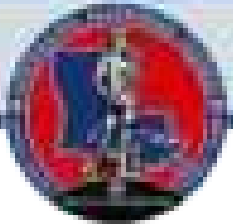


- Anonymous



Agenda

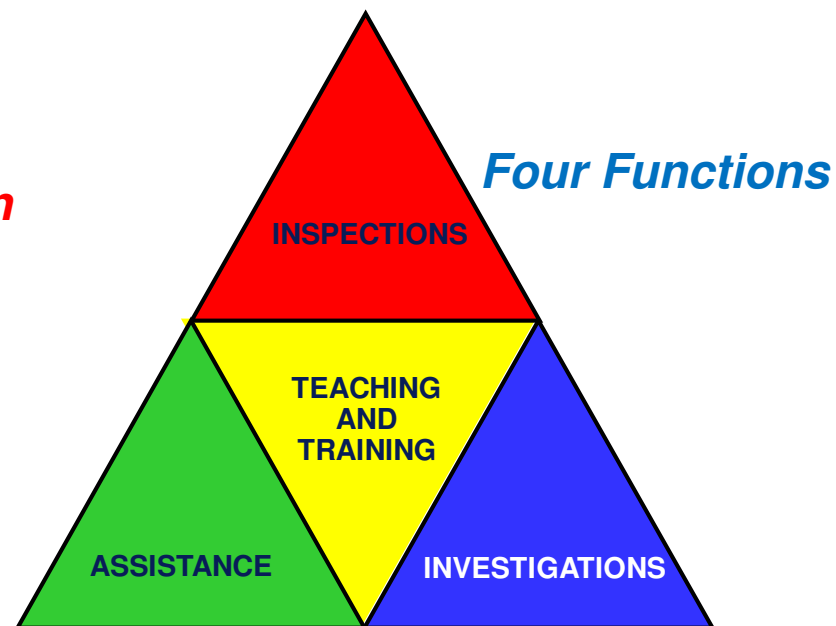
- Mission, Role and Functions of the IG
- Assistance and Investigations
- IG Appropriateness
- Reprisal/ Restriction
- Inspections
- FY 21 Trends
- What can the IG do for you?
- Closing

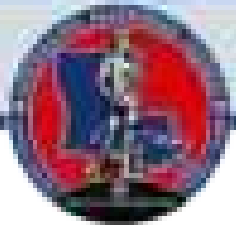


Mission of the IG

MISSION: The Inspector General serves as an extension of the Commanding General by **providing impartial advice and independent assessments of the efficiency, economy, morale, welfare, and discipline** of the command through assistance, inspections, investigations, and training in order to improve the command's mission readiness.

Role: *The Inspector General is an extension of the eyes, ears, voice, and conscience of the Commander. Everything the Commanding General is responsible for is in the IG's lane.*

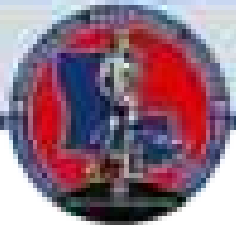




Inspector General Authority

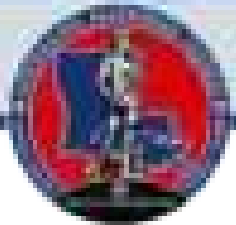
The authority of the IG comes from TAG!

- IGs have no directive authority outside the IG System and **cannot inspect or investigate** without TAG's written approval
- IGs do not establish policy except for AR 1-201 and AR 20-1
- IGs have access to all needed materials and records (paragraph 1-8a) except where law or statute authorizes the nondisclosure of records and/or documents, *or as specified in paragraph 7-1h (material related to the lawyer-client relationship, communications with clergy, husband-wife communications, psychotherapist-patient communications, etc.)*



Roles of the IG

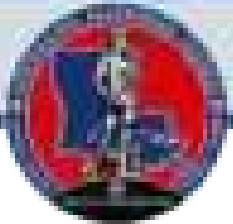
- Reinforce the Chain of Command
- Educate the formation (Leaders and Soldiers)
- Remain Impartial Fact-Finders / No Conflicting Duties
- Maintain Confidentiality When Possible
- Represent the Commander / Advise the Commander (*The IG cannot make Commanders take a certain course of action*)
- Verify IG Appropriateness and/or Refer if Necessary
- Validate Information, Remain Fact Focused
- Report Violations of Standards (Laws, Regulations, Policies)
- Access to documents, records, evidence and other data
- Never Abuse Access
- Never Manage Programs, Always Provide Oversight
- *Are Never Off Record*
- Secretary of the Army and TIG Only are Approval Release for IG Records
- **Emphasize that leaders will not prohibit communication or take retribution against a Soldier for communicating with the IG, Members of Congress, or Commanders**



IG Credibility

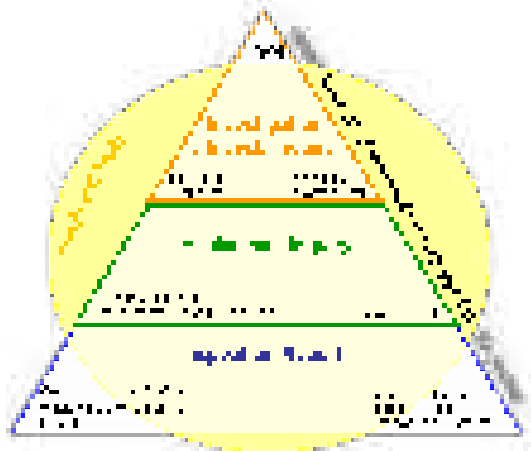
Credibility directly impacts our effectiveness!

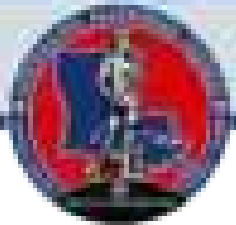
- IGs must adhere to and be advocates of the Army Values and the Warrior Ethos
- IGs do not shoot from the hip (Droit et Avant)
- **IGs are never off the record**
- Integrity is essential



Assistance & Investigations

- Support the entire Louisiana National Guard and Community
 - Encourage Soldiers to first use their chain of command – [IG reinforces the chain of command](#)
 - Resolve issue at the lowest level feasible
 - Use other agencies when appropriate
 - Adverse action [may not](#) be taken against an individual for registering a complaint or requesting assistance
 - Complainant may request confidentiality
- IG is required to respond to an allegation or impropriety that is a violation of law, policy, or regulation
 - ***CCIR: IG immediately reports any allegations against senior leaders (COL(P) above/ SES) to DAIG w/ 2 days.***
 - ***In addition the CG requires to be notified of any allegations against warrant/commissioned officers, MSG and above (pending approval)***
 - Typically, allegations are referred to the appropriate commander for inquiry/investigation; IG requires a copy of the final command product to complete their findings (CS or CN in IG system)
 - **[IG is the only office that can investigate Whistle Blower Reprisal allegations](#)**
 - Results from an IG Inquiry/Investigation cannot be used for adverse administrative or disciplinary action unless approved by The Inspector General





IG Appropriateness

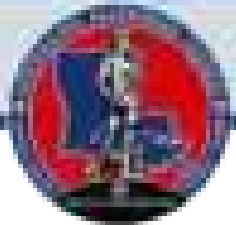
IG Appropriate

- Special Inspections
- Congressional Inquiries
- Improper Mental Health Evaluations
- Violation of a Standard, Law, or Policy
- Command Climate
- Need for Confidentiality
- Fraud, Waste and Abuse
- Whistleblower Reprisal
- Restriction

Not IG Appropriate

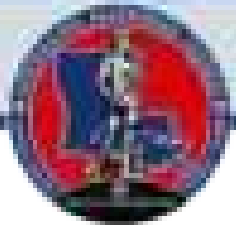
- Criminal Behavior
- Sexual Harassment and EO related Issues
- Issues with Redress Available Through Other Means (AR 20-1, para 6-3g)
- **Dependent Non-support / Private Indebtedness**
- Professional Misconduct of SJA, Chaplain, or Physician
- Hazardous Work Conditions
- Civilian Employment Issues
- ***Senior Leader Allegation(s)**

* DODIG and DAIG are proponent for investigating senior leader allegations



Family Non-Support

- #1 Issue dealt with by Inspectors General worldwide
- Defined as: Soldier who fails to provide adequate support to their dependents or family members IAW AR 608-99 (Punitive Policy/UCMJ/LCMJ – *Violation of a Direct Order*)
- **Leaders need to:**
 - Understand what dependents Soldiers have; how they are supporting them (To include checking entitlements!)
 - Ensure Soldiers are familiar with family support requirements outlined in AR 608-99
 - Understand what Leaders are required to do IAW AR 608-99, Chapter 3 (Command Responses to Inquiries)
 - Seek assistance from your Experts: LEGAL, HR

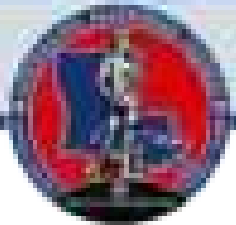


Why do Soldiers go to the IG

- They think **nothing** is being done to help them
- They believe the chain of command **does not care**
- They are not getting help **fast enough**
- They may feel they are a victim of **reprisal**
- They want to prevent a punishing action (**UCMJ**)
- They want to **scare** their leadership

REMEMBER

- ✓ Everyone has right to see the IG
- ✓ No allegation or request for assistance is ignored
- ✓ ***IG Records cannot be used as basis for adverse action nor commander comparisons***
- ✓ IG Records cannot be released to commanders



Confidentiality and IG Records

Confidentiality

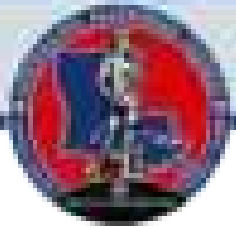
When visiting an IG Office all people can expect confidentiality:

- Of their visit to the IG Office
- Safeguarding of an individuals identity unless the complainant gives permission to use their name and information.
- An IG's duty is to PROTECT confidentiality

❖ ***Confidentiality is never guaranteed!
Sometimes IGs MUST release a persons name because it is necessary to resolve a case.***

IG Records

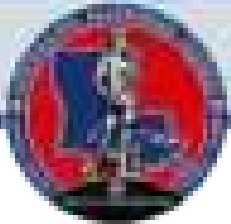
Any information you provide to an IG becomes an IG record. This information can be released to other parties with complainant's approval. IG records and results cannot be disseminated to units and without the approval of **The Inspector General in Washington D.C.** IG records cannot be used by **Commanders for punishment.**



Rights of Individuals

All Soldiers, Civilian employees, and Family members have the right to:

- See an IG to make a complaint.
- Expect reasonable confidentiality of their complaint.
- By law, you should not be reprimed against (or get into trouble) for reporting allegations/ issues to:
 - **A Member of Congress**
 - **An IG**
 - **An EO/ SHARP representative**
 - **A Member of your Chain of Command**
 - **Any Audit Agency**
 - **A Chaplain**



Whistle Blower Reprisal

What is a Whistle Blower?

A whistleblower is someone who believes they have evidence of a violation of law or regulation, including a law or regulation prohibiting sexual harassment or unlawful discrimination, gross mismanagement, a gross waste of funds or other resources, an abuse of authority, or a substantial and specific danger to public health and safety.

What is a Reprisal?

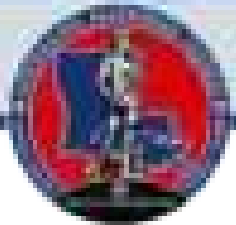
- Reprisal happens when a leader takes an unfavorable personnel action against a Soldier or withholds a favorable personnel action because that individual made a protected communication or disclosure.
- As leaders, we have a duty to ensure Soldiers are able to make protected communications without fear of reprisal.

What is a Personnel Action (PA)?

- Any action taken, threatened or withheld that affects, or has the potential to affect, the member's current position/career
- Actions include, but are not limited to:
 - Promotions
 - Disciplinary/corrective actions
 - Performance evaluations
 - Decisions on pay, benefits, awards, and training
 - Significant change in duties or responsibilities

What is a Responsible Management Official (RMO)?

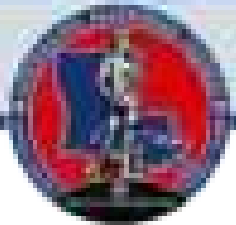
One who influences, recommends, decision authority, or one who approved, reviewed, or endorsed the personal action. RMO knowledge: They can personally receive the PC, heard rumors about the PC or suspicion or belief a PC was made



Whistle Blower Reprisal (WBR)

Four-question criteria:

- Did the individual make a protected communication? **YES**
- Was favorable personnel action withheld or adverse action taken? **YES**
- Did the person know about the protected communication? **YES**
- Would the action have been taken if the protected communication had not been made? **YES/NO**
 - ✓ Sending Soldier to Mental Health
 - ✓ UCMJ (ART 15)
 - ✓ Reassign the Soldier
 - ✓ Deny Awards/Promotion
 - ✓ Take Away Privileges
 - ✓ Details/Extra Duty



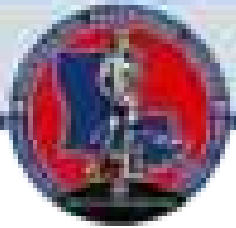
Inspections

Definition of Inspection

- An evaluation that measures performance against a standard and should identify the cause of any deviation. All inspections start with compliance against a standard.
- Commanders tailor inspections to their needs.
- A standard is the way things should be.

- IG's teach and train Unit Inspectors for ICI's, SAVs, SCI's
- Courtesy Inspection will be conducted by unit, **not** IG's
- IG Inspectors look for violations of the Standards
- IG Inspectors will look for the root causes:
 - Don't know, Can't Comply, Won't Comply
- IG Inspectors are there to help, teach and train, and assist the command
- IG Inspectors will try and provide positive feedback





Inspections

Organizational Inspection Program (OIP)

- Provides responsibilities & policies for planning and conducting unit assessments
- Includes Command, Staff Assistance, and IG Inspections

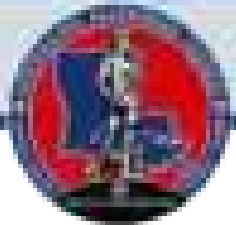
Command Inspections (AR 1-201)

- Scheduled, formal event - *It's required!*
- Led by the Commander; CSM supports, critical resource

Initial Command Inspection (ICI) for all Battalion and Company Level)

- ✓ **Within the first 90 days** of assumption of command
- ✓ Identifies unit strengths and weaknesses
- ✓ Comprehensive - Included on the training schedule
- ✓ Cannot be used to evaluate CDRs *or* compare units
- ✓ Helps commanders set a benchmark, establish goals, standards, and priorities





FY 22 Yearly Trends

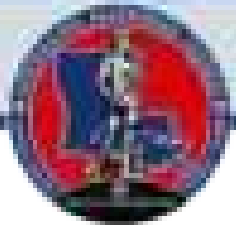
Total # of Cases = 150 (73 x Assistance, 64 x information, 13 x allegations)

- 73 x Assistance Cases (Top 3)
 - 39 x Personnel Management (Enlisted Promotions/Reductions, Enlisted/Officer Separations, LOD(s), MEB/PEB Process, Release from AD, Personnel Records, Retirement)
 - 17 Commander's Decisions (EO, Counterproductive Leadership, Failure to take appropriate action, Civilian matters)
 - 15 x Finance & Accounting (Misc. Travel Pay, Special Incentives Pay, Enlistment/Reenlistment Bonuses, BAH, Family Nonsupport)

- 64 x 18E/Information Only (Top 3)
 - 14 x Site visits & Staff Coordination Meetings (Joint Planning Work Group, LANG All Hazards, 159 FW SAV, J-Staff Coordination meetings)
 - 11 x IG led training events (NGB Enterprise Teach & Train, NGB J2 Intel Oversight Training, BN PCC)
 - 3 x Inspection (Medical Readiness, ANG Intel Oversight SAV, NGB J2 SAV)

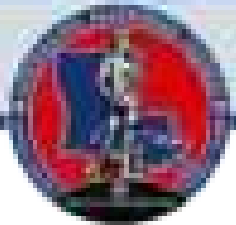
- 12 x Command Referred Allegations
 - 9 x referred as allegations to TAG
 - 3 x referred as allegations to DRU

- 1 x IG Led Investigation



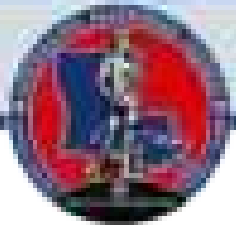
What can the IG do for you?

- Teach and Train (Informational Assistance, LPDs, etc.)
- Provide recommendations in accordance with the established standards
- Help **prevent issues** before they become problems
- *Provide trends observed (IG Bulletins)*
- Work with the command team whenever possible and when given consent by the complainant IOT resolve issues
- IG **Always** encourage complainants to use the chain of command first
- Normally offer allegations to subordinate Commanders for action rather than conduct an IG investigation
- Use **discretion** when passing information to the CG – **Confidentiality**
- Do not wear a 'black hat'
- **Are** here to help you



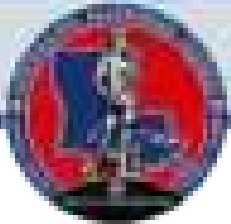
What the IG **does not** do!

- Establish command policy
- Recommend punishments
- Interpret the law – we cannot give legal reviews or advice
- CID/ Local Law Enforcement – we do not conduct criminal investigations
- Change established redress procedures
- EO/ EEO/ SHARP



In Closing

- Act as the Commanding General's eyes, ears and conscience while enhancing mission readiness and warfighting capability.
- The Inspector General is here to help any Soldier, Civilian or Family Members.
- Have direct access to Commanders and Soldiers.
- Reinforce the Chain of Command.
- Are a resource for Leaders.
- Teachers & Trainers.
- Do not provide/use data for adverse actions.
- We are one team!



Inspector General Points of Contact

COL Jeffrey T. Burgoyne

LANG State Inspector General

Jeffrey.t.burgoyne.mil@army.mil

JFHQ-Inspector General's Office
Jackson Barracks, Building #35
6400 St. Claude Avenue, New Orleans, LA 70117
Office: 504.278.8049 / Cell: 504.270.6103

LTC Thelma R. Piper

LANG Deputy Inspector General

Thelma.r.piper2.mil@army.mil

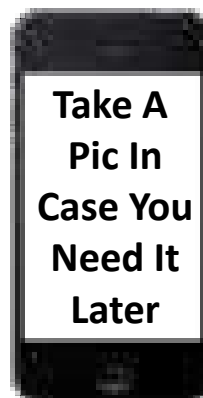
JFHQ-Inspector General's Office
Jackson Barracks, Building #35
6400 St. Claude Avenue, New Orleans, LA 70117
Office: 504.278.8471 / Cell: 337.962.5082

MSG Natasha L. Mczeal

LANG Inspector General NCO

natasha.l.mczeal.mil@army.mil

JFHQ-Inspector General's Office
Camp Beauregard, Building #496
3rd Street, Pineville, LA 71360
Office: 318.290.5088/ 318.787.4950



Department of Defense IG
Hotline:1.800.424.9098
Secretary of the Army IG
Hotline:1.800.752.9747
Secretary of the Air Force IG
Hotline:1.800.538.8429



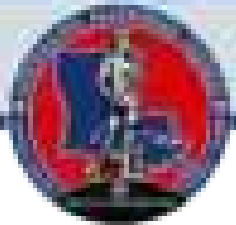
LOUISIANA NATIONAL GUARD

PROTECT WHAT MATTERS™

MILITARY JUSTICE AND ETHICS

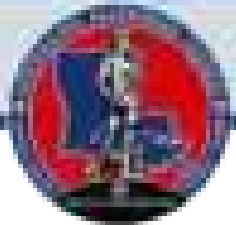


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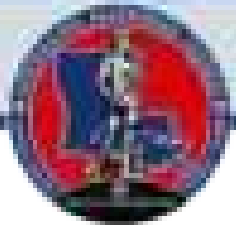
Agenda

- The Role of CDR in Military Justice
 - Investigations
 - The role of JA and Paralegals
 - Soldiers' Rights
 - Nonjudicial Punishment
 - Courts-Martial
 - Unlawful Command Influence
- Ethics



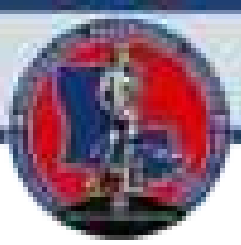
References

- Louisiana Code of Military Justice – R.S. 29:101, et seq.
- LANG Reg 27-10
- Manual For Courts-Martial, U.S. (Misc. Pub. 27-7)
- Legal Annex
- Command Investigation Program, 1 July 2014.



CDRs Role in Military Justice

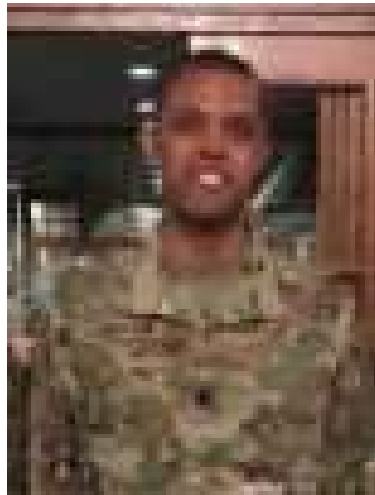
- CDR's Goal: Good Order and Discipline in the Unit
- Punishment is not the primary purpose, but an important tool
- CDR should act fairly, objectively, and calmly
- CDR should always consult with servicing Judge Advocate
- Use the paralegals for drafting of charge sheets and Article 15s!!!!

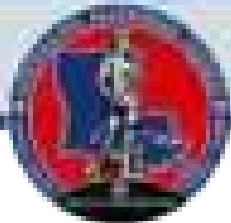


PROTECT WHAT MATTERS™

Command Judge Advocate

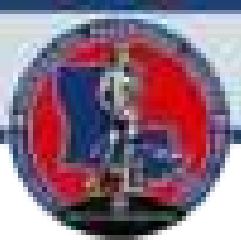
- Who is your Command Judge Advocate?
- The Role of the CJA.
- Each Commander should have their BJA in their speed-dial.





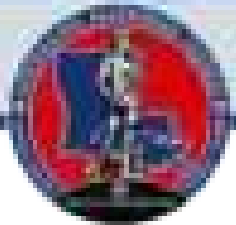
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Role of the Judge Advocate



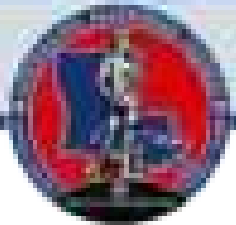
Role of the Paralegal

- Tip of the Spear on legal issues at the BN level
- Trained by the Army to draft charge sheets, Article 15s, and other legal documents
- Should be the only person authorized to draft legal documents, other than Judge Advocate
- Must be supervised by a Judge Advocate
- LANG Reg 27-10 authorizes SJA of DRU to consolidate all BN paralegals at the DRU



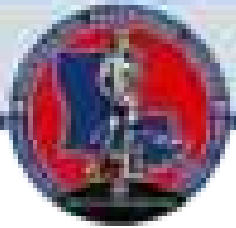
CDRs Role in Military Justice

- CDR has the primary role in the administration of Military Justice.
- Responsible for:
 - Enforcing Good Order and Discipline in his/her unit.
 - Protecting the Rights of the Accused Servicemember.



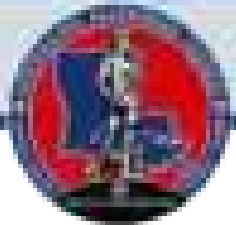
CDRs Role in Military Justice

- Tools in CDR's Arsenal to deal with Misconduct:
 - Counseling and Mentorship
 - Adverse Administrative Actions
 - Nonjudicial Punishment – Article 15, LCMJ
 - Judicial Punishment – Courts-Martial
- CDR has duty to:
 - Investigate the circumstances of possible misconduct
 - Determine the appropriate disposition level for the action



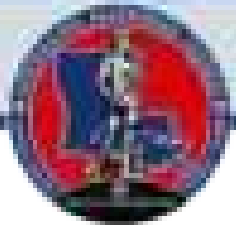
CDRs Preliminary Inquiry

- R.C.M. 303 and Chapter 4, AR 15-6.
 - When a member of the command is suspected of committing an offense triable by court-martial, the immediate CDR shall conduct a preliminary inquiry into the suspected offenses
- Purposes
 - Ascertaining the magnitude of a problem
 - ID witnesses and recording statements
 - Determine the need for an investigation
 - Help with determining scope of investigation



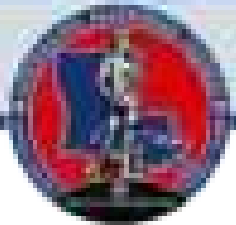
AR 15-6 Investigations

- Purpose:
 - Ascertain facts
 - Document and preserve evidence
 - Report facts and evidence to the approval authority
- Advice of Judge Advocate during entire process is key to success
- JA should help drafting of appointment memos
- Paralegals can help with witnesses and preserving evidence



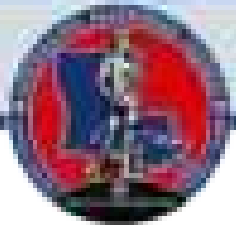
CDRs Duty to Investigate

- TAG Command Investigation Program (“CIP”)
- If misconduct falls within CIP, units will NOT undertake investigation unless TAG releases to unit
- Supersedes all local or “in-house” policies and programs.
- CCIR: TAG expects CDRs, staff, supervisors and directors to report issues up the chain.



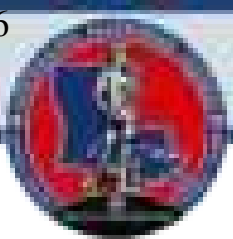
CDRs Duty to Investigate

- CIP used to investigate all allegations of:
 - Sexual assault/sexual harassment
 - Serious misconduct or loss – involving and Officer, Senior NCO (E7 or above), civilian employee, accident involving a injury, death, or suicide of Soldier/Airman, loss of sensitive item or arrest of any member of LANG/LMD
 - Significant financial issues – lost to Govt. of \$5,000 or more



Disposition of Misconduct

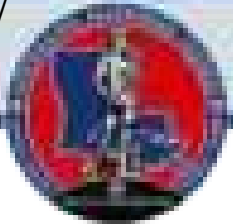
- After investigation, CDR has to determine proper disposition to ensure maintenance of good order and discipline of the unit
- Factors:
 - Seriousness of Offense
 - Intent or lack of intent
 - Age, experience, and any special qualifications of offender
 - Past performance and service record of offender
 - State of moral and discipline in unit



LCMJ vs. UCMJ

- What is the difference between the LCMJ and the UCMJ?
 - UCMJ applies to all Components of the Army while on Title 10 orders, including the National Guard in Federal Service.
 - LCMJ applies to all members of the state military forces in all places and all times.
 - LCMJ applies to members of NG in Title 10 status if the Federal Convening Authority declines to convene a court-martial.

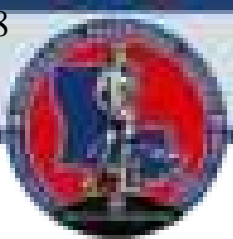




Soldier's Rights Under LCMJ

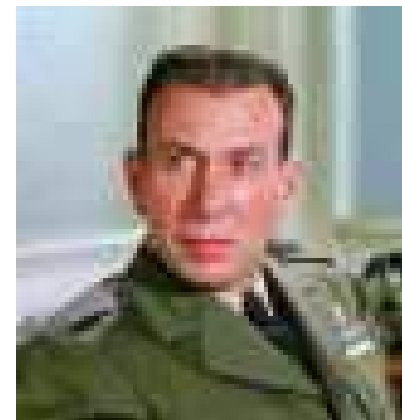
- **Presumption of Innocence**
- Under our legal system, everyone is presumed innocent until a court or commander find them guilty beyond a reasonable doubt. Even for Article 15 actions.
- A court or commander may make a fair and just decision only after hearing all of the evidence relating to the guilt or innocence of an accused.

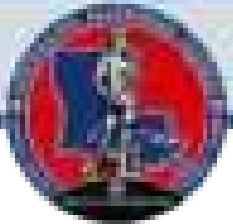




Soldier's Rights Under LCMJ

- **Right to Legal Counsel**
- Right against self-incrimination
 - Anyone suspected of committing a crime has the right to consult with a lawyer.
- No one may question a suspect without first determining that the suspect understands the nature of the offense, the right to remain silent, and the right to counsel.
- If interrogators violate these rights, the evidence obtained may not be used against the accused.
- Commanders must protect their unit member's rights and preserve the government's case by ensuring compliance with LCMJ Article 31 and the right to counsel requirements.

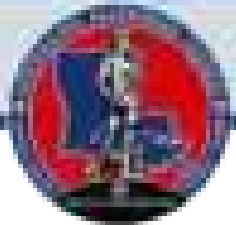




Right to TDS

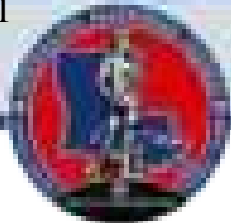
- Soldiers/Airmen have right to consult with TDS Counsel when facing Article 15 – Para. 4-8(b) of LANG Reg. 27-10
- Under the U.S. and Louisiana Constitutions, an accused has right to counsel for Special and General Courts-Martial – See also LCMJ Article 27



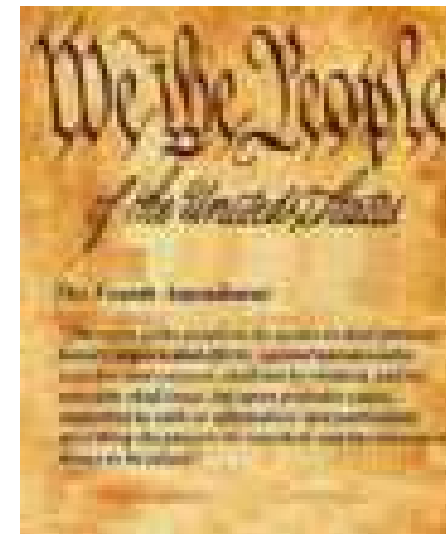


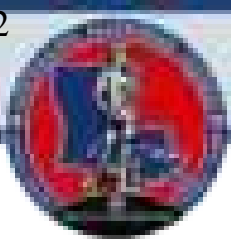
TDS Procedure

- TDS Attorneys are all M-day lawyers with a full-time practice
- Prior coordination is the key to successful and speedy disposition of actions
- Process: Soldier is given phone number to the TDS Paralegal (504-418-0814) and she takes basic information and then relays that information to a TDS attorney who then contacts the SM
- LANG Reg. 27-10, Para. 4-8(d) requires CDRs to give Soldiers a reasonable amount of time to consult with TDS for Article 15 proceedings
- The minimum amount of time is 48 hours, but more time may be necessary depending on the availability of TDS counsel and whether the consultation was coordinated in advance by the CDR or other unit personnel



Soldier's Rights Under LCMJ

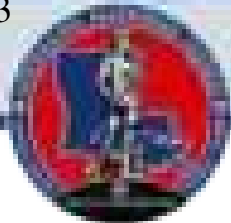




Arrest Warrants

- **Battalion Commanders** initiate requests for warrants by completing the warrant packet checklist which includes:
 1. A memo signed by BN CDR giving a summary of the soldier's overall performance include days absent from duty as well as any specific actions the unit has taken to secure presence of the soldier.
 2. DD Form 458 charge sheet (prepared by a Paralegal).
 3. Arrest Warrant.
 4. Written Order to Report.
 5. DA Form 3744, Affidavit Supporting Request for Authority to Search and Seize or Apprehend ("Who, What, Where, When, and Why").

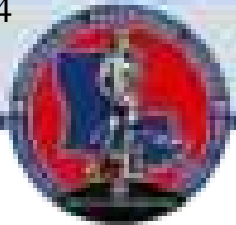




Arrest Warrants

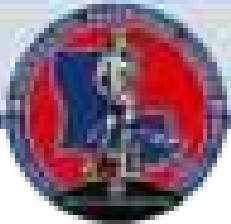
_____ cannot
initiate arrest warrants unless your unit
provides the information and support
needed.





NJP- Article 15

- Non-judicial punishment (NJP) is a disciplinary measure more serious than the administrative corrective measures, but less serious than trial by court-martial
- Article 15 exists to handle minor offenses committed under the LCMJ
- For Maximum Punishments, See Figure 4-1 of LANG Reg 27-10.
- **Rights of accused:**
 - Oral and written notification by Commander (DA Form 2627)
 - Right to demand trial by court-martial
 - Right to Remain Silent - LCMJ Article 31(b)
 - Right to consult counsel or representative. The SM should be given a reasonable amount of time, at least 48 hours, to consult with TDS (preferably 15 days) If the SM chooses not to avail himself to the right to counsel, then the commander may precede with the remainder of the Article 15 preceding.



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Appendix B: Enlisted Minimum Punishment Table

	Company Level	Battalion/Regiment Level	Brigade Level
Extra Duty	14 days	14 days	14 days
Restriction	14 days	14 days	14 days
Reduction	One pay grade (E1-E4)	One or more grades (E1-E4) Not more than two grades (E2-E4)	One or more grades (E1-E4)
			Not more than two grades (E2-E4) with TAG Release of Discipline
Forfeiture	\$20	\$100	\$100
Fine		\$25	\$25
Supplement	Yes	Yes	Yes

The TAG on His Designate - Officers See the Enlisted Minimum Punishment Chart

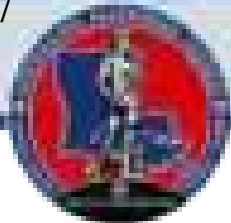
	Officers	ENLISTED MINIMUM PUNISHMENT
Extra Duty	None	14 days
Restriction	None	14 days
Reduction	None	Not more than two grades (Only TAG can reduce an EP)
Forfeiture	\$100	\$100
Fine	\$100	\$25
Supplement	Yes	Yes



Court-Martial Process

- Commanders are responsible for the entire process, including protecting the rights of the accused.
- Commanders are responsible for providing administrative support to judicial proceedings, including ensuring availability of TDS.
- In addition to ensuring that accused SMs appear at all proceedings in uniform, Commanders will be required to provide witnesses, vehicles, drivers, escorts, and bailiffs for those proceedings.



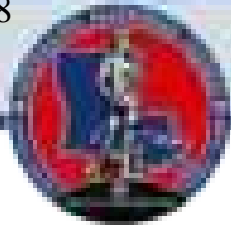


Court-Martial Process

three types of courts-martial:

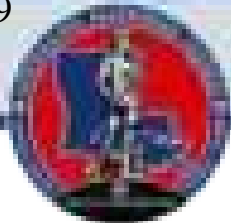
- Summary- Battalion level
- Special- Brigade level
- General- TAG level





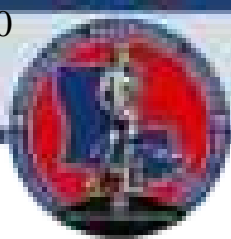
Summary Court-Martial

- A court composed of one officer (Usually O-4 or above) who may or may not be a lawyer.
- SCM exist for minor crimes of enlisted soldiers and utilizes simple and streamlined procedures.
- The maximum punishment is limited to:
 - (1) Confinement of not more than 30 days;
 - (2) Reduction of enlisted personnel to the lowest grade;
 - (3) Fine of not more than \$100;
 - (4) Forfeiture of up to one month pay and allowances;
 - (5) Reprimand; or
 - (6) Any combination of these punishments.



Special Court-Martial

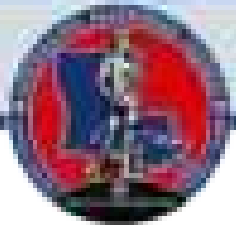




General Court-Martial

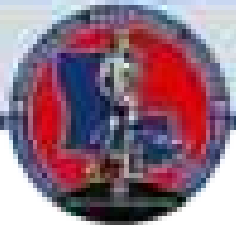
- A GCM exists to handle the most serious offenses.
- Consists of the military judge, at least six panel members (unless the accused elects to be tried by a military judge alone), a trial counsel, and a defense counsel.
- Unless waived by the accused, a Preliminary Hearing (an “Article 32 Hearing”) must occur before a general court-martial may try the case.
- The maximum punishment is limited to:
 - (1) A fine of not more than \$1,000;
 - (2) Forfeiture of pay and allowances;
 - (3) Reprimand;
 - (4) Dismissal, bad conduct, or dishonorable discharge;
 - (5) Reduction of a noncommissioned officer to the ranks;
 - (6) Confinement of not more than two years; or
 - (7) Any combination of these punishments.





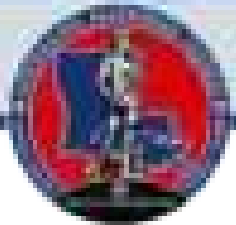
Unlawful Command Influence

- UCI is the improper use, or perception of use, of superior authority to interfere with the court-martial process.
- Accusatory (how the case is brought to trial) vs. Adjudicative (how the case is tried).
- Accusatory UCI includes issue related to preferral, forwarding and referral of charges.
- Adjudicative relates to interference with witnesses, judges, members, and counsel.



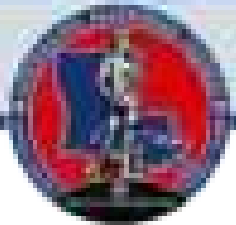
UCI

- Article 37 of the LCMJ prohibits UCI.
- No person subject to LCMJ may:
 - Attempt to coerce or, by an unauthorized means, influence
 - the action of a court-martial . . . or any member thereof,
 - in reaching the findings or sentence in any case, or the action of any convening authority, approving, or reviewing authority with respect to his judicial acts.



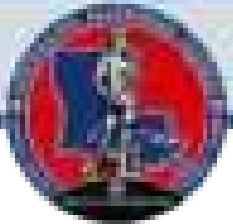
Who Can Commit UCI?

- Convening Authorities – prohibited from censuring members, the military judge, or counsel with respect to findings or sentence or the exercise of their functions in the proceeding (OERs).
- Anyone Subject to the Code – prohibited from attempting to coerce or improperly influence the CM or the members, or a convening, reviewing, or approving authority in respect to his judicial acts.



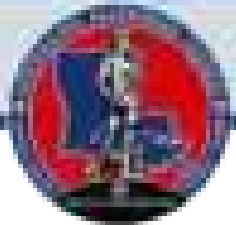
Who Can Commit UCI?

- SJAs
 - In order to avoid UCI, SJAs and legal advisors need to be clear when they are giving their personal legal views and when they are expressing the views of their commander.
- “Mantle of Authority”
 - Using rank or authority to try to influence action.
 - Friendship, neutral mentorship, or peer pressure not enough.



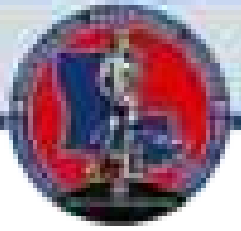
Final Takeaways

- Get to know your Command Judge Advocate
- Ensure that BN Paralegals are utilized when preparing Charge Sheets, Article 15s, and other legal documents
- If your JAG is always telling you “yes”, question him/her more about the issues at hand



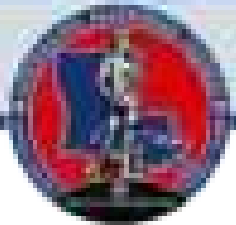
Final Takeaways

- Be objective and fair
- The manner in which you handle Military Justice will set the tone for good order and discipline in your unit
- The standard, even at Article 15, for guilt is “beyond a reasonable doubt”
- LANG Reg 27-10 (Annex S to OPORD) is the MJ Bible - Skim it and have it handy
- **WHEN IN DOUBT – CYA – CALL YOUR ATTORNEY**



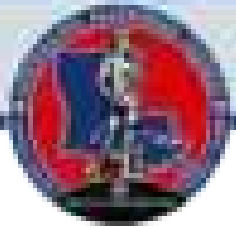
Ethics

- When does it apply?
- Gifts
- Fundraising
- Endorsements



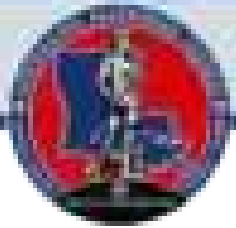
Joint Ethics Regulation

- DODD 5500.07-R
- Applies to NG Soldiers while performing official duties or functions under Titles 10 or 32, or while engaged in an activity related to the performance of such duties or functions
- AGR – all the time
- M-day – usually when in a status (IDT, AT, Orders)



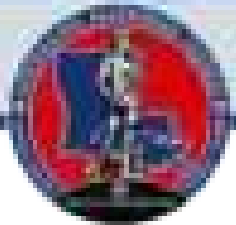
What is a Gift?

- Anything of value
- Does not include:
 - Coffee, donuts, modest refreshments
 - Greeting cards, plaques, trophies, and other items with little intrinsic value intended solely for presentation
 - Rewards & prizes for contest open to the public
 - Commercial discounts available to public or military
 - Anything for which an employee pays full market value



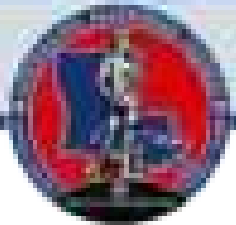
JER Gift Restrictions

- DOD employee may not accept a gift from a lower paid (or ranking) employee
- May not give a gift to a superior
- Exceptions:
 - Traditional gift giving occasions (birthdays, holidays) – less than \$10
 - Special, infrequent occasions (marriage, change of command, PCS, retirement)
 - \$300 per donating group
 - Employee may not “buy down” the value of the gift
 - Must be voluntary



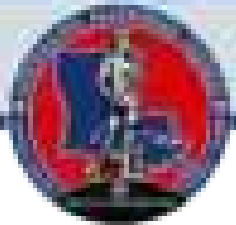
Gifts from Outside Sources

- You may not accept a gift given:
 - By a prohibited source
 - Because of your official position
- Exceptions:
 - \$20/\$50 Rule - \$20 per occasion/\$50 per year
 - Gifts given based on preexisting personal relationship
 - Widely attended gatherings



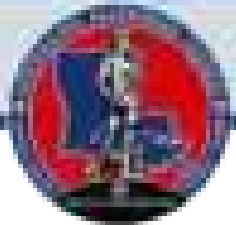
Prohibited Source

- Any person who is:
 - Seeking official action by DOD or LANG
 - Doing or seeking to do business with DOD or LANG
 - Regulated by DOD, or
 - Substantially affected by the performance of your official duties



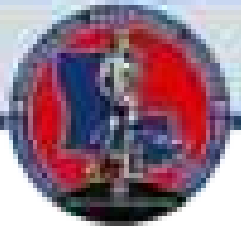
Fundraising

- Fundraising is not allowed in the Federal Workplace!
- Exceptions for Combined Federal Campaign and Army Emergency Relief Fund



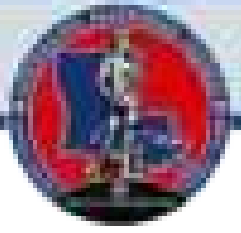
Endorsement

- Soldiers are prohibited from using their grades, titles, or positions in connection with any commercial enterprise
- No endorsement of commercial products
- Cannot suggest any official endorsement or preferential treatment of any non-Federal Entity



Ethics Takeaway

- WHEN IN DOUBT, ASK YOUR JAG FIRST



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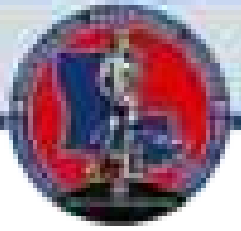
Questions?



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MSG B.J. GREEN
STATE RETENTION NCO

337-962-8210