

The Fort Huachuca Scout



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Scout reports

e-mail: thescout@hua.army.mil
 website: huachuca-www.army.mil/USAG/PAO

Widowed Support Center

The Widowed Support Center is located at the corner of Buffalo Soldier and Fry Boulevard. It is open 9 a.m.-3 p.m., Mondays-Fridays and welcomes any and all widowed, military and civilian alike.

Monthly meetings are held at 3 p.m. on the second Tuesday of each month and are open to all. The center is staffed exclusively with volunteers and offers help with overcoming the grief of losing a spouse and in meeting and making new friends.

The center is a place where you always receive a warm welcome, a cup of coffee, a shoulder to lean on and understanding. Come to visit or to offer a hand with various activities.

There is a Wednesday Craft Group where you can work to refurbish stuffed animals/dolls for distribution to various Service Organizations in the area, or you may bring your own craft. Come visit us or call 533-3807 for more information.

ID Card Section reduces hours

Due to an extreme shortage of personnel, the ID Card Section, Adjutant General Directorate in Building 41420, will be closed daily from noon to 1 p.m. until further notice. For more information, call Deborah McWhorter at 533-1608.

Green to Gold briefing

Interested in becoming an officer? Attend the next "Green to Gold" Briefing Friday, 11 a.m.-noon at the Post Education Center, Building 52104.

Recycle your BDUs

Don't know what to do with all those old BDUs? Steven Nieto, of Boy Scout Troop 432, is recycling BDUs (especially shirts) into duffle bags for the children at the Cochise County Childrens Center as his Eagle Scout project. Leave any old BDUs at your front door and he will pick them up on Saturday beginning at 1 p.m.

AFTB Level I Training set

The next Army Family Team Building Level I Training is set for 9 a.m.-4 p.m., Saturday in Murr Community Center. Class size is limited. Registration is required. Register in advance with the AFTB Coordinator, Karla Grosinsky at 533-3686, or at Army Community Service.

Tax Center open Saturday

This Saturday the Fort Huachuca Tax Center will be open from 9 a.m. to noon to help with your state and federal tax returns. All military ID card holders are entitled to free tax assistance and electronic filing. Get your taxes over with and your refunds back quickly. For more information, call 533-1070.

Yearly awards breakfast set

The Fort Huachuca 2001 Soldier, Non-commissioned Officer and Civilian of the Year breakfast is set for 6:30 a.m., Wednesday at La Hacienda. Brig. Gen. James A. Marks, commanding general, is the host and Command Sgt. Maj. Lawrence Haubrich, is the guest speaker. Tickets can be purchased at Rodney Hall Administrative Office, call 533-3295 or 533-5520. The breakfast is open to the public. Cost is \$8. No tickets will be sold at the door.

Got news?

Call the Scout at 533-1987.



Photos by Staff Sgt. Tim Volkert

Sgt. David Velat from Company D, 40th Signal Battalion, uses a chemical agent monitor to ensure a protective mask has been decontaminated during the battalion's Nuclear, Biological and Chemical training Feb. 21.

40th Sig. Bn. soldiers MOPP up NBC competition

By Staff Sgt. Tim Volkert
 11th Sig. Bde. PAO

Soldiers donned their protective gear and learned chemical decontamination procedures during the 40th Signal Battalion's Nuclear, Biological and Chemical training week.

After learning the procedures to detect and react to chemical agents during company-level training, the soldiers spent Feb. 21 learning the proper way to decontaminate their personal equipment and vehicles at 11th Signal Brigade Training Area 1.

On Friday, the soldiers then put their skills to the test during a battalion training competition in which companies in the 40th Sig. Bn. went through NBC lanes covering all procedures the soldiers learned and refined during the week.

This training is a critical skill for 11th Signal Brigade soldiers because they most likely will not be deployed near a chemical company, said Sgt. 1st Class Ivor Griffiths, 40th Sig. Bn. NBC noncommissioned officer.

"When we deploy, we will not see a chemical company. It will just be us," Griffiths said. "We are demonstrating to the battalion that if we have to, we can do it by using our own people, our own equipment, our own know-how."

This training is giving the battalion soldiers the knowledge base to decontaminate their equipment and gear so they can continue on with their mission, he said.

During the training Feb. 21, the soldiers went step by step through the process of decontaminating their personal gear and then watched as two vehicles went through the decontamination process.

During the competition, five teams of 15 soldiers, each representing their respective company, competed against each other by using land navigation skills to move to different areas where they faced various NBC tasks, Griffiths said. The teams received points for successfully completing each task and also for the time it took them to navigate the course.

In addition to earning bragging rights by winning the competition, which went to Company C, Griffiths said the competition also helps motivate soldiers to continue to become more proficient at NBC skills; and it shows the NCO and officer leadership that the soldiers can apply the skills they have learned.

The competition lets the platoon sergeants and platoon leaders see how the team interacts and helps them evaluate the soldiers' strengths and weaknesses, Griffiths said.



A 40th Signal Battalion soldier decontaminates a humvee during the unit's Nuclear, Biological and Chemical training Feb. 21. During the training, the battalion troops learned the proper way to decontaminate their personal gear, equipment and vehicles.

First Cochise County-wide emergency response exercise set

By Tanja M. Linton
 Media Relations Officer

Twenty-seven communities, including Fort Huachuca, will participate in a Cochise County-wide emergency response exercise March 9, from approximately 8 a.m. to 5 p.m.

The exercise is the first of its kind in Cochise County and is designed to test the coordination and support capabilities of federal, state, city and county assets in response to a mass casualty crisis.

The exercise is the culmination of months of intense coordination and close cooperation be-

tween various agencies and organizations throughout Cochise County.

Emergency response teams throughout the county will actually deploy helicopters and ambulances to respond to situations and volunteers will be realistically made up to simulate casualties and injuries.

Community members may experience some traffic delays in Sierra Vista or restricted access to post.

Normal emergency services will be available throughout the county during the exercise.

The primary focus of the training exercise is to practice joint incident command, control and

communications; hospital procedures and protocols; health department procedures and protocols; and public information.

The exercise was conceived after the Sept. 11 attacks to test the county's readiness and ability to respond to a crisis event.

The following communities are involved in the exercise: Benson, Bisbee, Douglas, Fort Huachuca, Huachuca City, Sierra Vista, Tombstone, Willcox, Bowie, Cascabel, Cochise, Dos Cabezas, Dragoon, Elfrida, Hereford, Kansas Settlement, McNeal, Naco, Palominas, Pirtleville, Pomerene, Portal, San Simon, St. David, Sunizona, Sunsites and Whetstone.

Community members are asked not to interfere with the exercise and obey the directions of on-scene personnel if they encounter exercise scenarios.

Community members may experience some traffic delays in Sierra Vista or restricted access to post March 9.

Lifelong Learning

Distance learning education delivers

By Robert P. Campbell
Education Service Specialist

Distance learning is the delivery of educational programs to off-site students through the use of technologies such as cable or satellite television, video and audiotapes, fax, computer modems, computer and video conferencing, and other means of electronic delivery. It should not be confused with "independent study." Independent study in the form of correspondence study is sometimes called distance learning. But while correspondence study has been offered by colleges and universities for more than a 100 years, distance learning today is not the same educational experience as independent study. New communication technologies enable learning to take place beyond the classroom - in the workplace, car, or home. Increasing numbers of colleges and universities now offer courses electronically. As a consequence, someone pursuing a degree or struggling to keep pace with new developments in a profession can often obtain the required learning without needing to enroll in a conventional campus-based course. Remaining occupationally competent in today's knowledge economy necessitates continual learning. Use of technology often makes it easier to acquire new learning. Technology can provide highly individualized instruction and enhance communication between faculty members and students. When an individual chooses to pursue learning through an electronic course, this also tends to expand the person's knowledge of how to use technology and the person's capacity to draw upon the resources of the Internet. Distance learning offers a multitude of programs, for example: Professional certification - certification programs often focus on employment specialization, such as hazardous waste management or electronic publishing, and can be helpful to those seeking to advance or change careers. Degree programs - individuals can earn degrees at a distance at the associate, baccalaureate and graduate levels. Continuing Education Units - is a nationally recognized system to provide standardized measures for accumulating, transferring,

and recognizing participation in Continuing Education programs. It is important to assess the quality of distance education before enrolling in a program. Taking a course from an institution accredited by one of the six U.S. regional accrediting associations is an assurance of quality in term of the curriculum and the instruction you receive. When assessing an institution the student should ask the institution:— the percentage of student/teacher interaction;— the objectives of the program;— the success rate of graduates;— the completion rate;— how many graduates are placed in their field of training. If a student has questions or doubts about an institution, they should contact an education advisor prior to committing to a course and/or program. The costs vary from course to course and from one college or university to another. Each institution sets its own price structure. In general, you can expect direct charges for tuition, textbooks, and other necessary course materials and equipment as well as for any postage and handling. There are several sources of financial aid available for distance education such as: Federal programs - although most federal programs providing grants and loans are directed to the resident student, some are applicable to the distant learning student as well. Under certain conditions, Pell Grants may be available to a person studying at a distance. Veterans' benefits - can be used to fund distance education programs. The amount and type of assistance may vary. Individual should contact the local Veterans Administration office for details. Tuition Assistance - use of military tuition assistance is authorized for distance learning programs. There are some restrictions and limitations. Contact your local Education Center for details on using tuition assistance for distance education. Other sources of financial aid are available through employers, labor unions, Vocational Rehabilitation, institutional aid, and state supported education programs. For more information about distance education programs or other educational opportunities, visit the Buffalo Soldier Education/Training Center at Building 52104 or call 533-3010 or 533-2255.



Commissary photo

Store director retires

The Fort Huachuca Commissary employees and staff bid a fond farewell to Rollo D. Fischer, store director on Friday. Fischer served in the U.S. Navy from September 1951 to August 1971. He is also a 30-year Defense Commissary Agency employee serving worldwide. He was presented with the Superior Civilian Service Award in recognition of outstanding performance and accomplishments as store director of the Fort Huachuca Commissary from February 2000 to March 2002. He is retiring in the Sierra Vista area with his wife, Juanita.

Soldiers' Lawyer

I am looking to rent a home, but the landlord wants a hefty deposit. How much can they legally charge me for a security deposit, and how can I be sure I'll get it back?

Under Arizona law, the maximum amount allowed as a security deposit is one and one-half months rent. However, landlords are also permitted to collect the first month's rent at the same time. This of course can be a hefty total sum. There is good news nonetheless. If you maintain the premises in good condition and pay the rent, within fourteen business days after termination of your lease, landlords must refund all of the security deposit. If deductions are taken and the full security deposit is not returned, the landlord must then provide a written itemized list of such deductions. To avoid conflicts over the security deposit, protect yourself by thoroughly noting all existing damage to the premises at the time

of move-in. This is your right under Arizona law, and it may prove to be great evidence in court should you need that avenue to recover a security deposit. Ultimately, if the landlord wrongfully withholds a security deposit, a tenant who successfully sues can receive damages in an amount equal to twice the amount wrongfully withheld. For more advice on landlord/tenant issues, speak with a Legal Assistance Attorney. (Editor's note: The Soldiers' Lawyer is provided by your JAG Legal Assistance Office. Visit us on the web at <http://huachuca-www.army.mil/usag/sja/legalassistance/> or contact us at 533-2009 for an appointment. Legal advice may not be given over the phone.)

Have we got news for you!
Read it online, click on huachuca-www.army.mil/USAG/PAO

Scout on the Street

What issue did you raise at the AFAP conference?



All active duty and retired military should be exempt from income tax. Housing, uniform and food allowances for subsistence should be included in basic pay in an equalized manner for single and married personnel.
Lionel Williams, military pay technician

Reservists need access to legal benefits from JAG when called-up. The Reserve legal officers are called at different times and places from the rest of the Reservists.
Spc. Chrystal Cunningham, U.S. Army Reserves

Disability payments should not be subtracted from military retirement payments. They are two separate issues in civilian life and need to be the same for the military. Retirees need mandatory TRICARE briefing to properly understand their healthcare benefits.
Marie & Charlie Balzarini, retired Army

When maintenance is done on housing, in addition to signing-off on a work order, a quality action questionnaire needs to be added so that the housing office can check the quality of contractor's work.
Air Force Senior Master Sgt. Brian Dudding, 314th Training Squadron

Fort Huachuca needs more visibility, publicity, marking and shelter for bus shuttle stops... Servicemembers need global access to Channel 97 for command information from cable satellite and broadcast television no matter where you live.
Janie A. Stier, MWR animal caretaker

School cafeteria food needs to be contracted out to pizza and hamburger concessionaires - we need more variety. Youth Services fees need to be lowered. Military youth need a summer/ weekend job program.
Whitney L. Weathersby, Richard Kim & Recharde A. Johnson, Smith Middle School students

The Fort Huachuca Scout®

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DENTAC, OCSC give youth something to smile about

By Sgt. Sharron L. Stewart
Scout Staff

Thanks to over \$1,000 donated by the Officers' and Civilians' Spouses' Club, six staff members from the U.S. Army Dental Activity examined over 1,200 elementary, kindergarten and preschool age children Feb. 12-20.

DENTAC staff members visited the elementary schools on post and the Child Development Center to do the dental examinations.

Col. Terry Murphy, DENTAC commander said February is National Children's Dental Health Month.

"We've seen much better dental health this year. Looks like the children and the parents are really getting the message. There has been a dramatic improvement. There are less new cavities this year and old cavities have been fixed," Murphy said. "Screening the kids are some of the best days of my work year. They are so much fun to be around. Some of them have the most amazing stories when it comes to how they lost a tooth," he said laughing.

Murphy commended parents, teachers and school nurses for the good job they have been doing practicing oral hygiene. "The school nurses pretty much run this program year around. They schedule follow up visits. Parents are also increasing their efforts by taking the time to make sure their children are brushing properly," he said.

He went on to say that parents might have to brush their children's teeth for them until they learn how to brush the hard to reach spots. Regular dental visits and proper brushing are important when it comes to dental hygiene. Murphy also said good dental hygiene includes avoiding sugary snacks and sugary drinks.

According to Carol Docktor, OCSC disbursement co-chair,

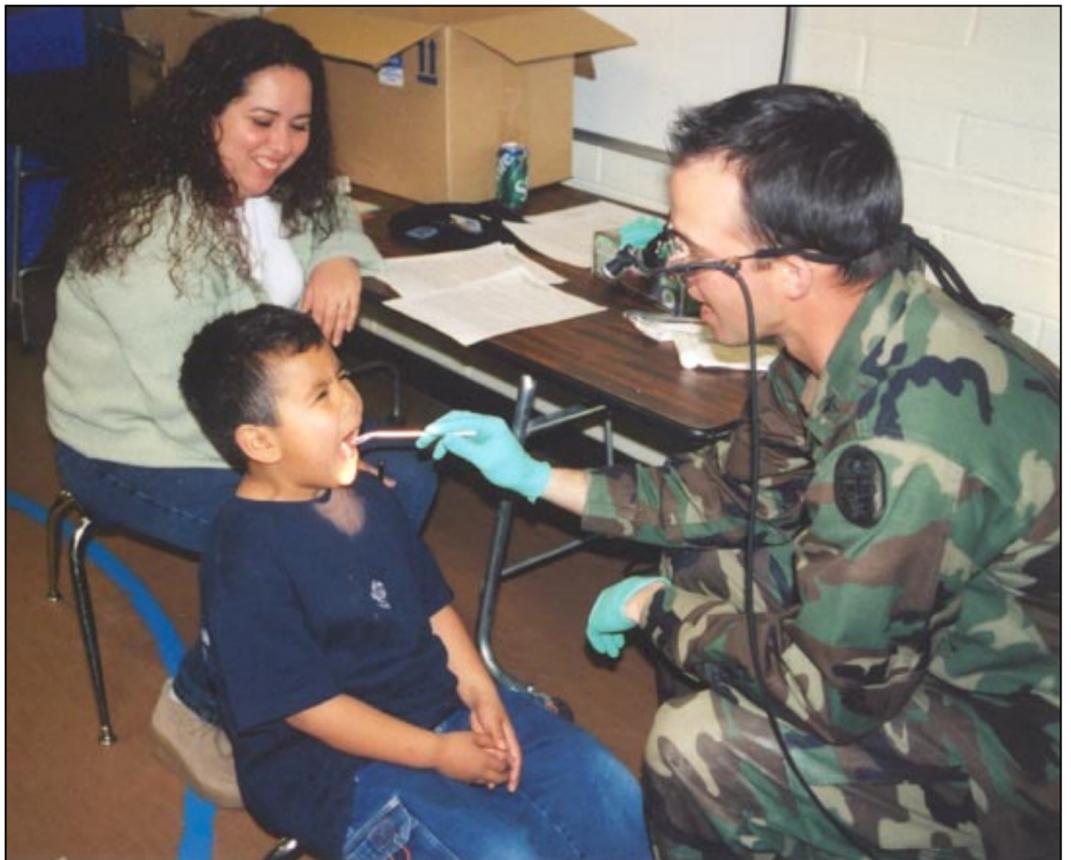


Photo by Sgt. Sharron L. Stewart

Sofia Lopez and Capt. Justin Bordlemay, Dental Activity Command, perform a dental screening on Cesar Ceja, Feb. 20 at the New Beginnings Child Development Center. Lopez advised the children of the Multi Age 4 classroom to brush gently in order to take care of their gums.

DENTAC does not have any funding at all for dental prevention. "OCSC is very involved in supporting activities that support service members and their families, so we are very proud that we could help out," she said.

Proceeds from the Thrift Shop OCSC's other fundraisers are used to support a variety of activities that have an impact on the military community and their families, to include retirees, Docktor said.

OCSC has made donations to the Boys and Girls Club of Sierra Vista, the Army Emergency Relief Fund and even the Ronald McDonald House in Tucson. "Even though it's in Tuc-

son, Fort Huachuca families have had to use its services," she said.

"This would not have been possible without the Officers' and Civilians' Spouses' Club," Murphy said. "Because of budget regulations none of the items could be purchased out of DENTAC's appropriated budget. OCSC totally funded everything, they bought the toothbrush kits and pamphlets for kids in the community," he said.

Docktor said OCSC supports activities on a year round basis. For more information contact her at 458-1807 or fellow fund disbursement co-chair Wendy Breen at 378-1763.



DENTAC photo

Staff members of DENTAC examined over 1,200 children Feb. 12-20.

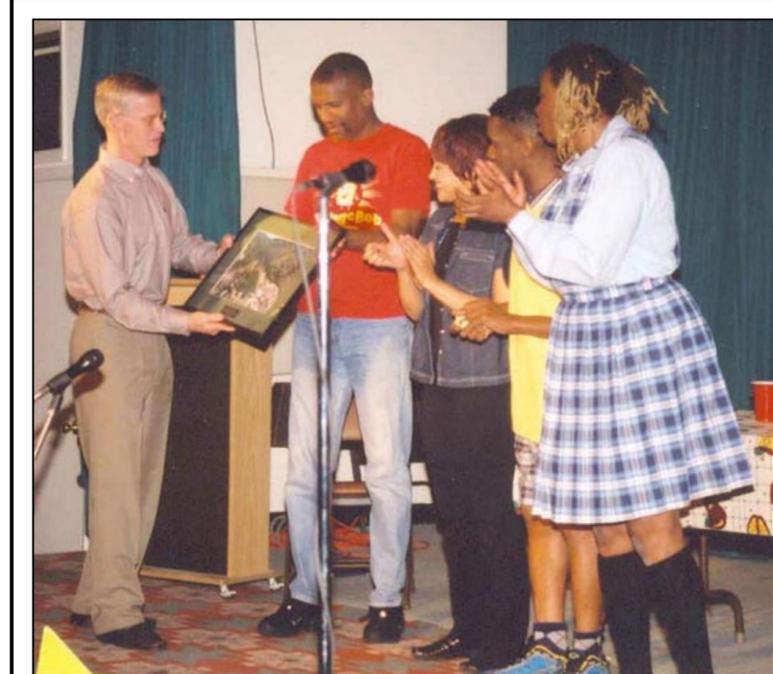


Photo by Sgt. Sharron L. Stewart

Informative entertainment

Brig. Gen. James Marks, commanding general, U.S. Army Intelligence Center and Fort Huachuca, present cast members of the play 1001 Black Inventions with a CG's coin and a picture of Fort Huachuca. Members of Pinpoints Theatre include (from left) Ersky Freeman, founder of Pinpoints Theatre, Justine Hall, Darrell R. Rogers and Linda Evans. The play highlighted the inventions of African Americans including the dustpan by L.P. Ray, the hairbrush by Lyda D. Newman and the heating furnace by Alice Parker. Over 500 people attended the play hosted by the Fort Huachuca Equal Opportunity Office. The event included a food sampling and exhibits.

Commander's Hotline

Call

I see that work on the parking lot at the Main Post Exchange is nearly finished. My question is how many of the parking spaces will be reserved for the privileged few who are sergeants major, colonels and generals? I figure the PX has lost at least a third of the parking spaces due to the requirements now imposed since 9-11. Also, are those spaces for the active duty or retired officers and senior NCOs or does this include their spouses (we called them dependents in my day)? Finally, since so much parking space has been lost, why not "unreserve" all the spaces except those for the handicapped?

Response

The Directorate of Installation Support would like to thank the caller for the opportunity to address the parking at the Post Exchange. In an

effort to provide Force Protection Security measures, the installation has engaged in many projects that involve the execution of vehicular parking standoff distances. Obviously, the project at the main Post Exchange will decrease the number of parking spaces by a total of 54 spaces.

However, the new parking arrangement should have minimal effect on customer convenience and will provide a much safer environment for the patrons to enjoy their shopping experience. The current plan for the type of "reserved" parking spaces is derived from JOINT AR-190-5 and Fort Huachuca Reg. 420-11.

We can assure the patrons that the reserved parking will only be to the minimum extent necessary to accommodate the requirements of the above listed regulations.

**Thomas E. Borer, Executive Officer
Directorate of Installation Support**

Signal soldier named NCO of year

By Spc. Jessica Inigo
Scout Staff

For Sgt. Frank A. Lett, being named the non-commissioned officer of the year came just by doing what an NCO does — training soldiers.

As Lett busied himself preparing his soldier, Spc. Jeremy Johnson, for the board, he became board savvy as well.

Lett quoted the Drill Sergeant's Creed of never asking a soldier to do what he has not attempted to do himself and said, "Now I've been through it. I can be a role model and set the example for those I work with. When I ask a soldier or NCO to go before the board I will have been in their shoes and now they can attempt to achieve what I've achieved."

Lett currently is the acting platoon sergeant for Company A, 86th Signal Battalion. "The sky's the limit now," he said, as he just recently became promotable and will be inducted into the Sergeant Audie Murphy Club Feb. 8.

This is just the beginning for Lett, as he has dreams of becoming a drill sergeant, recruiter, and even a command sergeant major one day.

"Now I just have to decide what I want to do first — be a recruiter or a drill sergeant," Lett said, who is originally from Los Angeles.

Lett has been in the military for just over four years and hopes he can continue to fast track through the rest of his career. "That the great thing about the military. You decide when you get promoted. That's what I always tell my soldiers — 'If you want to be the one in charge, get yourself promoted. It's all up to you,'" Lett said.

He continues to achieve above and beyond as an NCO to one day reach his goal as a com-

mand sergeant major, he said. "As soon as I get looked at for E-8, I want to be picked up."

Lett said he was continuously encouraged by his first sergeant, 1st Sgt. Tyrone Powell, to make it to NCO of the year.

"Being named the NCO of the Year meant a lot to me because I am a representative of my

brigade and practically the entire signal family. I show the type of soldiers the Signal Corps carries. I beat out the military intelligence and medical command soldiers. This just proves signal has top quality soldiers and NCOs."

Lett also said that he wouldn't have been able to make it far without the support of his wife, Monelle, and two daughters, Jenyka,



Sgt. Frank A. Lett, NCO of the Year

12, and Mia. 7.

"They put up with a lot of late hours. My wife really helped me to reach what I've achieved," he said.

Lett is currently working toward a degree at Cochise College. His awards include an Army Achievement Medal, Good Conduct Medal and NCO Professional Development ribbon.

Lett will officially be recognized at the Fort Huachuca 2001 Soldier, Noncommissioned Officer and Civilian of the Year breakfast set for 6:30 a.m., Wednesday at La Hacienda. Brig. Gen. James A. Marks, commanding general, is the host and Command Sgt. Maj. Lawrence Haubrich, is the guest speaker.

Tickets can be purchased at Rodney Hall Administrative Office, call 533-3295 or 533-5520. The breakfast is open to the public. Cost is \$8. No tickets will be sold at the door.

Frequent flyer miles: are they taxable?

JAG release

The IRS recently issued a Tax Announcement advising it will generally not assert tax liability for promotional travel benefits, including frequent flyer miles, received by federal employees as a result of official travel.

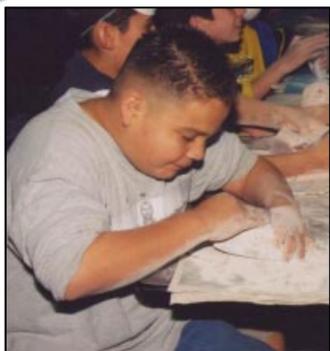
The IRS announcement warns, however, that promotional benefits that are converted to cash or compensation paid as travel benefits are taxable. The announcement also states should the IRS position regarding the taxability of travel benefits change, such guidance will

be applied prospectively.

As reported in the Jan. 17 edition of *The Fort Huachuca Scout*, government employees may now retain for personal use frequent flyer miles travel benefits received as a result of official travel. Call the Fort Huachuca JAG Office for details on restrictions on the use of this new benefit.

For more information, call (202) 622-4605. Taxpayers may e-mail the IRS at Notice.Comments@irs.counsel.treas.gov. Include "Announcement 2002-18" in the subject line of any electronic communications.

Sculpting Session



Photos and graphics by Angelica Pequeño

Susan Zalkind (middle) and Edna McCarty (left), artists from Camp Verde, explain to seventh-grader Terrance Jackson about the beginning techniques of sculpting alabaster.

Tyler Goodman doesn't mind getting his hands dirty sandpapering his alabaster stone to make it as smooth as possible.

The second step in sculpting alabaster is dipping it in water, as Aaron Black is doing, which gives the stone a nice and shiny texture.

Voila!, finished products courtesy of the featured artists, Edna McCarty and Susan Zalkind.

By Angelica Pequeño
Scout Staff

The entire seventh-grade class of General Smith Middle School were treated to a fun and exhilarating morning of using their artistic abilities.

Two renowned artists, Susan Zalkind and Edna McCarty traveled from Camp Verde, Arizona to give a four-hour teaching/recreational session in sculpting the world of stones' best kept secret-alabaster. Alabaster is a very soft mineral, derived from gypsum, which can be found in sedimentary rock. The class was sponsored by Project GRAPE, a gang prevention program. Zalkind has been featured in various maga-

zines, such as in the August 1996 issue of Lapidary Journal. If you are interested in learning more of this wondrous mineral, or are interested in buying a sculpture uniquely designed by Zalkind or her husband, Paul Hawkins, you can find them on the internet at www.alabaster.net. You can also email them at rockhead@sedona.net.

Fort teacher wins Arizona's gifted teacher of the year award

By Spc. Jessica Inigo
Scout Staff

The Arizona Association for the Gifted and Talented recently named a Colonel Johnston Elementary schoolteacher, Cecilia Gross, Arizona's gifted teacher of the year. "I was totally surprised," Gross said, who believes she received the award because of the multiple duties she performs with the gifted students at all three on-post schools.

Gross teaches gifted students in kindergarten through eighth-grade who have shown proficiency in certain areas through standardized testing. In the mornings Gross teaches reading and fast-paced pre-algebra and algebra, while in the afternoon she conducts critical thinking activities. "This program is designed to serve the top three percent of the students," Gross said. "It is most beneficial to students who are so bright they just drift through regular classes. The bad thing about that is later in life they've developed no good study habits. Gifted students sometimes are terrible college students because they don't have the right habits and were not properly challenged."

Because of this, Gross has named the program she has implemented for gifted students, Challenge. Having not only been a talented student, but also raising three gifted children of her own, Gross realized schools had to do something more for children who excelled at a faster rate.



Photo by Spc. Jessica Inigo

Cecilia Gross, Arizona's 2002 gifted teacher of the year, speaks with two of her gifted students.

"Parents have been very pleased with the results we've been getting," Gross said, who considers education to not just be school business, but a family affair.

Gross acknowledges that the school systems have changed dramatically in the last 30 years. "We're dealing with a lot more challenging issues. Not only do we have to meet the demands the state has to put on us, but provide for the emotional side of the student's needs." This is done with both teacher and parent cooperation, she said.

Gross has been a teacher since 1968 and has worked in the Fort Huachuca school district since 1974 and she says she has no plans of stopping any time soon. "I'm very dedicated to the military community," she said. Of all her years teaching only two have been outside of military communities while her husband was deployed to Vietnam. At that time she went back to her hometown of Lynch, Ky.

Gross said a person must keep a young mind in order to be a successful teacher. "The hardest thing I have to deal with is keeping up with them. I'm never a week ahead of them when preparing material. They're always right at my heels. These kids know a lot about a lot so I have to read a lot just to keep up with them. Their interests are so varied so I have to always keep learning." Gross said that regardless of the fact these students are in faster paced classes the workload is no more than the average student. "The work may be more difficult, but no more for them than what regular students go through with regular classes. It's made to be a challenge."



The award Gross received for her enthusiastic, exceptional performance. She was recognized by the Arizona Association for Gifted and Talented

Pets of the Week



"Tiger" is a beautiful, gray/white brindle spayed female lab/pitbull mix. She is three years old and is very sweet and would make a great addition to any family. Her adoption fee is only \$22, which includes a microchip, a heartworm test, all vaccinations, and deworming.



"Crista" is a 13 month-old female rottweiler/chow mix. Don't let the breed fool you — Crista is very sweet and cute! Her adoption fee is \$42, which includes a spay, a microchip, a heartworm test, all vaccinations and deworming.



#1: "James" is a red, short-haired, young adult male chow mix. He is very friendly and would love a new family to spend time with. His adoption fee is 42, which includes a neuter, a microchip, a heartworm test, all vaccinations, and deworming.



#2: "Lady" is a female, white, young adult mixed-breed dog. She is very friendly and rambunctious and loves to play. Her adoption fee is \$52, which includes a spay, a microchip, a heartworm test, all vaccinations, and deworming.

These and several other dogs and cats are available at the Fort Huachuca Veterinary Treatment Facility from 8 a.m. to 4 p.m., Mondays through Fridays. The facility is now open through lunch. For information, call 533-2767.

Lion attack on urban dog in Tucson serves as reminder for Fort Huachuca

AGFD release

A lion attack on a dog in a residential yard in Tucson serves as a reminder for Arizonans to be lion and bear aware this season, especially considering the dry conditions. "There is typically an increase in all human-wildlife encounters when conditions are dry and natural food stuffs aren't available. The comparatively lush habitats we have around our homes, parks and golf courses can attract a wide assortment of wildlife. There are some simple steps people can take to help lessen the possible conflicts," said Gerry Perry, the Tucson regional supervisor for the Arizona Game and Fish Department. When conditions are dry, lions can extend their territories into marginal habitat — urban-wildlife fringe areas. Young, inexperienced lions have the highest possibility of ending up in an urban

area. According to Sheridan Stone, Fort Huachuca wildlife biologist, the same conditions, risks, precautions and recommendations mentioned in this article apply to Fort Huachuca residences, picnic areas, riding and hiking trails and other outdoor recreation sites. Wildlife officials also expect human-bear encounters in the high country to be on the increase this year as well.

Please be bear aware. Keep in mind that wild animals aren't just found on the urban/wild land fringe areas. Wild animals routinely use washes and canals as roadways into urban areas. Golf courses and parks can provide a magnet for wild animals, especially predators looking for small prey like rabbits and ducks. Here are some basic steps to take to reduce wildlife encounters: Do not intentionally feed wildlife. By feeding deer, javelina, raccoons and other wildlife, you

can also attract mountain lions that feed on those species. In higher elevations, bears can also be attracted to such food sources. Concentrating wildlife at feeding stations can increase the incidence of disease such as rabies and distemper.

Store garbage securely. If you live in bear country, do not put your garbage out until the day it is being picked up. Do not leave pet food out. Feed your pet only what it will eat at one time, then remove the food or food container so it is not an attractant. Skunks, coyotes, bobcats, raccoons, javelina and other wild animals can be attracted to pet food.

Take pet precautions. Whether at home or in the wild, don't let your pets be free roaming. Keep them under your control as much as possible. Don't leave your pets outside at night.

Walk, jog or hike in groups. Even when hik-

ing in wild lands adjacent to major metropolitan areas, you can encounter a wide-ranging mountain lion.

Make noise to reduce your chances of surprising a lion or bear. A sturdy walking stick is a good idea - it can be used to ward off a lion or bear.

Supervise children. When in lion or bear country, keep children close and in sight. Make sure they are indoors before dusk and not outside before dawn. Make sure they know what to do - and not do - if they encounter a lion or bear. Trim the vegetation around your home to lessen the amount of hiding cover animals have. Keep in mind that wild animals can be unpredictable. Every encounter has its own set of circumstances and can be different — you must exercise your own judgment.

Have we got news for you!

Read it online, click on huachuca-www.army.mil/USAG/PAO

Community Updates

2002 post phonebooks available

The 2002 Thunder Mountaineer phone books/guides and CD-Roms are now available at the Public Affairs Office (Building 21115) on Brown Parade Field across from the gazebo. Unit or office representatives should call Pat Dillingham, editorial assistant, at 533-1850 with the number of copies desired.

Apply for scholarships

Applications are now available at the Fort Huachuca Main Post Library for scholarships from the Noncommissioned Officer, Enlisted and Civilian Spouses' Club. Application deadline is March 31. For more information, call Sharon Bell at 459-8797.

AG functions move

The Adjutant General Directorate has moved the Strength Management Division from Building 41420 to the second floor of Building 41421. The temporary numbers are 533-9559 or 533-9563. Personnel Operations Division and Enlisted/Officer Promotions has also moved and is now located in Rooms 9 and 10 of Building 41330. The temporary number is 533-1503. AG apologizes for any inconvenience. For more information, call Dan Obeso, chief of Personnel Services Division, at 533-5242.

Immunization hours change

Effective immediately, all immunizations and injections provided by the Adult Family Care Clinic of Raymond W. Bliss Army Health Center will be provided on Mondays, Wednesdays and Fridays from 1 to 3 p.m. only. Patients should direct questions or concerns to the nursing staff of the Adult Family Care Clinic.

Reservists wanted for local unit

The 6402nd Reserve Training Unit (Intelligence) is located here at Fort Huachuca. This is a points only unit. We have no paid slots or IMA training funds.

This unit is open to all ranks with any Military Occupational Specialty. Our unit meets at 6:30 p.m. on the first three Tuesdays of the month at Building 31122. The meetings are either seminars on variety of military subjects or administrative support of your reserve career. Each meeting provides an opportunity to earn one retirement point.

There is also an opportunity to volunteer for various projects to earn additional points. Even if your civilian job requires a lot of travel that would prevent you from regularly attending the meetings, do not hesitate to contact us. We may be able to work with you on a special project. We have a carpool from Tucson.

For more information, call Maj. Mary Spellman at 601-636-3417 or e-mail mary.spellman@us.army.mil.

Range closures

Today AF, AG, AH, AK, AM, AN, AR, AU, T1, T1A, T2

Friday AF, AK, AM, AN, AU, AW
Saturday AL, AM, AU, AV, T1, T1A and T2
Sunday AU
Monday AL, AU, AW, T1, T1A, T2
Tuesday AF, AG, AL, AM, AW, T1, T1A, T2
Wednesday AF, AG, AL, AM, AW, AY, T1, T1A, T2
March 7 AF, AG, AM, AW, T1, T1A and T2
March 8 AF, AG, AM, AW, T1, T1A and T2
March 9 AF, AG, AU, AW, AY, T1, T1A, T2
March 10 AF, AG, AU, AW, T1, T1A and T2

For more information, call Range Control at 533-7095.

Candlelight ball plans

The Sierra Vista Auxiliary & Foundation will host its 14th annual ball March 9 at the LakeSide Activity Centre. The theme is The Liberty Ball, black tie optional. The casino will open at 6 p.m., dancing to the great music Clayton, Sallee & Co. and dinner by candlelight. Reservations are \$75 each and deadline for reservations is Friday. For more information, call the foundation office at 417-4502.

Combat Lifesaver courses set

There have been program changes made to the Combat Lifesaver Course on Fort Huachuca. FH Regulation 40-2 covers training of Combat Lifesavers and tasks authorized to be performed on the installation. The publication can be found on the Fort Huachuca Homepage at <http://huachuca-www.army.mil>.

The schedule for courses for fiscal year 2002 is as follows:

Combat Lifesaver Correspondence Course (for new personnel): March 4-6, 2002; June 3-5, 2002; and Sept. 9-11, 2002.

Combat Lifesaver Recertification Course (for expired personnel): March 7-8, 2002; June 6-7, 2002; and Sept. 12-13, 2002.

Combat Lifesaver Refresher Course (for current personnel): March 8, 2002; June 7, 2002; and Sept. 13, 2002.

Requests for slots with all documentation required in FH Reg. 40-2 should be sent through battalion and/or brigade S-3 channels to the post G-3 schools NCO. Questions on course content can be directed to Staff Sgt. Jose Lupian or Staff Sgt. Daniel Traver at Raymond W. Bliss Army Health Center at 533-4758/3727.

Federal Jobs Workshops

Federal Jobs Workshops are offered to explain subjects such as What is Federal Government Employment, How To Use the Internet To Find Out Where Government Jobs Are Located, Federal Jobs Benefits, Federal Pay Scales, Interpreting a Federal Job Advertisement, Federal Applications, How to Apply for a Government Job, Veteran's Preference, The

Selection Process, RESUMIX Procedures, and Outlook on Opportunities. The public is invited to attend. All Federal Jobs Workshops are held in Building 22420 from 8 to 10 a.m. No reservation required. The public is invited to attend. Workshops are set for March 8, April 12, May 10, June 7, July 12, Aug. 16, Sept. 13, Oct. 18, Nov. 15 and Dec. 6. For more information, call Thomas L. Haggood at 533-7314.

Retirement dinner planned

The Directorate of Installation Support invites the Fort Huachuca community to farewell Nancy Small during a retirement dinner March 29. Small is retiring after 45 years of government service. The social hour begins at 6 p.m. with dinner at 7 p.m. at The Grill in the Pueblo Del Sol Country Club.

Dinner menu includes choice of char-broiled flank steak or chicken piccata, with roasted garlic whipped potatoes, fresh vegetable, gourmet salad, rolls, dessert, coffee and tea. Anyone wishing to order fish may do so with advanced notice. Cost is \$20 per person including gratuity. RSVP to Terri at 533-3349 or Suzi at 533-3896 by March 20. All reservations must be paid for by March 20.

Cost is \$20 per person including gratuity. RSVP to Terri at 533-3349 or Suzi at 533-3896 by March 20. All reservations must be paid for by March 20.

JITC hosts annual conference

The Joint Interoperability Test Command will host the 12th Annual Interoperability Conference April 8-11 in Building 61801, Greely Hall Auditorium (Room 1215). The conference attracts about 300 attendees from across DOD and is an important forum for identifying critical interoperability issues that influence and impact our support to the warfighters. Maj. Gen. Daniel M. Dick, Director for Strategy, Requirements and Integration (J8), US Joint Forces Command, is the conference keynote speaker. This year's theme is "Current Interoperability Initiatives."

The conference fee is \$15, if registration as well as payment is received by March 22. If payment is not received by this date, the conference fee will be \$20. In addition to the conference, JITC will host an Icebreaker Social 6-9 p.m. on April 8 costing \$10 per person; a Dinner Social 6-9 p.m. on April 9 costing \$20 per person; and a golf tournament 8 a.m.-1 p.m. on April 11, costing \$25 per person.

Additional conference details and registration information can be found on the JITC Web page at http://jitc.fhu.disa.mil/iop_conf/2002/iop_con.htm. For more information, call Ma-

rine Master Gunnery Sgt. Tom Fredericks at 538-4367 or Elaine Perkins, JITC visitor support, at 538-5429.

VA Benefits briefings set

Veterans Benefits Briefings are given by representatives of the VA Regional Office, VA Hospital and Tucson Vet Center. Representatives cover VA Benefits such as education and training, health care, home loan guarantees, disability compensation, pensions, life insurance, burial, and vocational rehabilitation.

It is important for all soldiers who are submitting claims for medical conditions to come to this briefing. The forms necessary for the submission and an explanation of how to complete the forms is provided.

The public is invited to attend this briefing. All VA benefits briefings are held in Building 22420.

General information is provided from 8 a.m. to noon, and assistance in filing claims is done from 1-3 p.m. No reservation required.

Briefings for 2002 are set for March 21, April 18, May 23, June 20, July 18, Aug. 21, Sept. 19, Oct. 17, Nov. 21 and Dec. 19.

Scholarship applications due

The Shirley Hinkley Scholarship will be presented to a local high school senior who lives in the local area. To be considered, students must have a grade point average of 2.5 or higher during the last two years of high school, and demonstrate having a financial need, a willingness to serve and provide self-help.

Scholarship applications are available at Buena High School, Sierra Vista Public Library, Fort Huachuca Library and the Fort Huachuca Thrift Shop.

Applications are to be mailed to the Fort Huachuca Thrift Shop, P.O. Box 12772, Fort Huachuca, AZ 85670-2772 and must be post marked no later than April 1.

For more information, call 458-4606 on Tuesdays or Thursdays and ask for Lois or Diane.

Troops to Teachers needed

Military veterans have established a solid reputation as excellent teachers and exemplary role models for today's students.

If you're interested in becoming a teacher and need information about certification and finding a teaching position, contact the Arizona Troops to Teachers office at 1-800-830-2134.

Sunday

Monday

Tuesday

Wednesday

Thursday

Friday

Saturday

Community Events Calendar

To add items to the calendar, call the Central Community Coordinator at 533-

Thunder Mountain Marathon & Relays

March 23, 2002

Full & Half Marathons, 5K Fun Runs & Relay Teams

Call Michelle Kimsey at 533-3180 to register and for details.

3

• The Wild Bunch at the OK Tombstone beginning at 2 p.m.

4

• San Pedro Kiwanis meets at noon in the Crystal Room of Thunder Mountain Inn. Contact Nilda Townsend at 458-9647.
• Thunder Mountain Bridge Club meets at 12:30 p.m. at Thunder Mountain Inn. Call Dianna Smith at 432-3883.

5

• ACAP/TAP Three-Day Workshop at Bldg. 22420 from 8 a.m. - 4:30 p.m. Call Thom Haggood at 5337314 for details and reservations.
• Rickety Rockettes meets at OYCC at 10 a.m.
• National Association of Retired Employees Chapter 1400 meets at 11 a.m. at OYCC.
• Put Prevention Into Practice (PIPP) & Health Promotion Class meets from 2 - 3:30 p.m. at MCC. Call 533-2246 for additional info.
• Cochise Toastmasters meets at Landmark Café from 6:30 - 8:30 p.m. Call Toni Reeves at 538-7802.

6

• La Salida Del Sol Lions meet at Thunder Mountain Inn at 6:45 a.m. Call Lee at 378-1399 for details.
• ACAP/TAP Three-Day Workshop at Bldg. 22420 from 8 a.m. - 4:30 p.m. Call Thom Haggood at 5337314 for details and reservations.
• SV Chess Club meets at Peter Piper Pizza at 7 p.m.

7

• ACAP/TAP Three-Day Workshop at Bldg. 22420 from 8 a.m. - 4:30 p.m. Call Thom Haggood at 5337314 for details and reservations.
• National Association of Retired Employees Chapter 1400 meets at 11 a.m. at OYCC. Call 378-6605 for details.
• Huachuca Area Retired Teachers Association meets at OYCC at 10 a.m.
• Post Accommodation School early release schedule: 1:15 p.m. for Johnston, 1:20 for Myer Kindergarten, 1:30 p.m. for Myer 3rd & 4th Graders and 1:40 p.m. for Smith.

8

• ACAP/TAP is sponsoring a Federal Jobs Workshop from 8 - 10 a.m. Call Thom Haggood at 5337314 for details.
• Rollerskating at Youth Services, Bldg. 49013 from 6:30 - 8:30 p.m. Call 533-3205 for details.

9

• Latino Disco at La Hacienda from 10 p.m. - 4 a.m. Call 533-732 for details.

10

• The Vigilantes at the Helderado set in Tombstone beginning at 1 p.m.

11

• San Pedro Kiwanis meets at noon in the Crystal Room of Thunder Mountain Inn. Contact Nilda Townsend at 458-9647.
• Thunder Mountain Bridge Club meets at 12:30 p.m. at Thunder Mountain Inn. Call Dianna Smith at 432-3883.

12

• National Association of Retired Employees Chapter 1400 meets at 11 a.m. at OYCC.
• Put Prevention Into Practice (PIPP) & Health Promotion Class meets from 2 - 3:30 p.m. at MCC. Call 533-2246 for additional info.
• Cochise Chordsmen (SPERSQA) meets at SV Methodist Church at 7 p.m.
• Society for Creative Anachronism meets at OYCC at 7 p.m.
• Habitat for Humanity meets at 7 p.m. at SV United Methodist Church at Buffalo Soldier Trail & St. Andres. Call Nancy Wigmore at 803-0281 for details.

13

• La Salida Del Sol Lions meet at Thunder Mountain Inn at 6:45 a.m. Call Lee at 378-1399 for details.
• ACAP/TAP Three-Day Workshop at Bldg. 22420 from 8 a.m. - 4:30 p.m. Call Thom Haggood at 5337314 for details and reservations.
• SV Chess Club meets at Peter Piper Pizza at 7 p.m.

14

• SV Optimist Club meets at 6:30 a.m. at the Landmark Café. Call John Schirmer at 378-1062.
• National Association of Retired Employees Chapter 1400 meets at 11 a.m. at OYCC. Call 378-6605 for details.
• Huachuca Area Retired Teachers Association meets at OYCC at 10 a.m.
• Post Accommodation School early release schedule: 1:15 p.m. for Johnston, 1:20 for Myer Kindergarten, 1:30 p.m. for Myer 3rd & 4th Graders and 1:40 p.m. for Smith.

15

• Rollerskating at Youth Services, Bldg. 49013 from 6:30 - 8:30 p.m. Call 533-3205 for details.

16

• SV Parks & Leisure is hosting a St. Patrick's Day Celebration beginning at 7 p.m. at the Ethel Berger Center. Cost is \$12 per person (21 years & older).
• Latino Disco at La Hacienda from 10 p.m. - 4 a.m. Call 533-732 for details.

MCC = Murr Community Center

MPC = Main Post Chapel

OYCC = Oscar Yrun Community Center

Army Family Team Building classes and information at Murr Community Center, 533-4823 or 533-2330

AFAP holds conference to discuss solutions of community issues

The topics of discussion for Work Group 1 was Youth Services and Education. The spokesperson for this meeting was Dustin Cloos. The facilitator was Lisa Williams while Mary Boyles recorded the meeting.

Issue 1:

Coordination between child and youth services (CYC), education services and the exceptional family member program (EFMP).

Scope:

For an installation that is considered an EFMP post, the current program is lacking direction, support, and staff, there is insufficient staffing to provide appropriate support for exceptional family members. As a result of inadequate staffing, individual children, as well as families, classmates, and teachers, are at a disadvantage.

Recommendations:

- Allocate funding to fill existing Army Community Service (ASC) EFMP coordinator position
- Assign EFMP caseworker to each military unit

Issue 2:

Funding for Child and Youth Services (CYS)

Scope:

There is a shortage of child care providers and facilities to accommodate new children, hourly care, and after hours care due to the lack of appropriate funding. The lack of funding for child care and facilities on military installations is negatively impacting the military family.

Recommendations:

- Provide funding for expansion of Child Youth Services programs
- Better utilization or expansion of existing facilities
- Allocate funding to employ more child care providers.

Issue 3:

Child care subsidy

Scope:

Affordable child care must be made available to all military families. Lack of subsidized child care causes families to sacrifice quality for affordability. This shortage affects soldier readiness, retention, and quality of life.

Recommendations:

- Provide funding to subsidize all CYS child care programs

Workgroup 2 discussed issues related with medical and dental services. The spokesperson was Henry Karl, the facilitator was Linda Moseley while Michelle Clark recorded the meeting.

Issue 1:

Raymond W. Bliss Army Health Center

Scope:

Raymond W. Bliss Army Health Center cannot adequately support the emergency and full medical needs of the soldiers, family members and retirees of Fort Huachuca.

Fort Huachuca AFAP



Brig. Gen. James Marks and his wife, Marty Marks listen attentively at the AFAP conference.

Recommendations:

- Reestablish a fully functioning hospital complete with an emergency room to accommodate the soldiers, family members and retirees by FY04.

Issue 2:

Tricare Contracted Services across the 8 Regions

Scope:

Services provided for Active Duty, family members and retirees are inconsistent across Tricare Regions are available in some regions not in others. Consistent medical services would improve retention, deployability and soldier and family readiness.

Recommendations:

- Enforce services in all regions whether they are provided on and off post for all beneficiaries.
- Establish consistent medical services to all regions by FY04.

Issue 3:

Family Member Dental Plan

Scope:

Exorbitant costs of dental care co-payments cause undue financial hardship on military families decreasing soldiers and family readiness. Inability to absorb the costs of dental care can contribute to deterioration of total health and

wellness.

Recommendations:

- Lower co-payments percentages by FY04.
- Change the existing co-payment scale from two categories to multiple categories based on pay grade.

Workgroup 3 discussed topics related to benefits and entitlements. The spokesperson was William Lux and the facilitator was Katrina Cobb. Allison Blake recorded the meeting.

Issue 1:

Tax Free Pay and Bonus

Scope:

Military members, active duty and retirees should be exempt from state and federal income taxes on pay and allowances to include bonuses. The exemption, implemented for all military members, would be an effective recruitment and retention incentive. It would quickly and significantly raise military incomes across the scale, reduce financial management overhead. It would help protect the fixed incomes of many military retirees.

Recommendations:

- Pass legislation to eliminate State and Federal income tax for military members to include Active - Duty, Reserves, and Retirees.

Issue 2:

Comprehensive and Free Medical and Dental Care

Scope:

Medical and dental care for military members, family members, and retirees should be comprehensive and free. Co-payments deductibles, fees, premiums, and "caps" should be eliminated. Currently benefits and procedures vary by location and status of the ID card holder, which makes the procedure confusing. A straight forward comprehensive and free. Medical and dental care programs will assist in recruitment, moral, readiness and retention.

Recommendations:

- ID card holders and Defense Eligibility Enrollment Reporting System enrollees, should suffice to receive both medical and dental care.
- Pass legislature to ensure highest quality comprehensive medical care and dental care are available free of cost for all military members, family members and retirees.

Issue 3:

Basic Allowance for Subsistence/Basic Allowance

Scope:

It is not fair for single soldiers and dual military to receive less pay than their counterparts who marry a civilian.

Recommendations:

- Add Basic Allowances subsistence and the Basic allowance for housing adjusted for taxes and overseas housing allowance to the basic pay and establish a locality pay to cover the difference in living expenses.
- Military members residing in government housing shall pay rent.
- Charge military members for subsistence and housing.

Workgroup 4 discussed housing and transportation issues. The spokesperson was Sherman McCaskey and the facilitator was Beth McGarry. The recorder was Elliot Olmstead.

Issue 1:

Quarters Cleaning Initiative

Scope:

According to Army Regulation 210-50, Section 7-18 "The government will not be a part to any contract agreement between resident and contractor". Because of above regulation residents are forced to negotiate with cleaning crews charging unreasonable high fees. This causes occupants added stress and exorbitant costs.

Recommendations:

- Require congress and Department of the Army to change present Army Regulation #7000.14R and 210-50 permitting optional* use of 3 days temporary living entitlement to cover cost of government contracted cleaning crews.
- * Not only would this option reduce significant stress and out-of-pocket expense to the resident but would permit more time to complete the mission.

Issue 2:

Housing Maintenance Contractors

Scope:

The lack of quality control for housing maintenance contractors directly effects the standard of living for the Ft. Huachuca residents. Jobs are not completed efficiently and effectively. Contractors are not held accountable for performance. At this point, there is no effective process in place to report customer feedback about these issues.

Recommendations:

- Add customer survey to work orders to be signed by occupant upon completion of job.



Brig. Gen. James Marks speaks to the audience attending the Army Family Action Plan conference.

Issue 3:

Proactive-vs- Reactive Appliance Replacement Program

Scope:

Many of the appliances in quarters are old and require regular or routine maintenance. Each maintenance work order costs the government \$45.00 per call plus cost of parts. Present housing policy calls for numerous maintenance calls before housing will authorize a replacement-not necessarily a new appliance. By replacing appliances with new ones on a programmed basis, the government will save money on maintenance costs. New appliances come with warranties of 1-2 years granting additional savings by eliminating present maintenance service calls at \$45.00 per work order. Occupants will be provided with newer, more reliable appliances requiring less maintenance and down time.

Recommendations:

- Implement a 5-7 year appliance replacement program. Programmed replacements would permit for purchase of appliances in bulk, saving on individual cost per unit.

Workgroup 5 discussed the topic of Soldier Support. The facilitator was Bob Caulfield while Chester Delf was the recorder.

Issue 1:

Child Care

Scope:

Training and Unit Mission time for military personnel is being lost due to conflicting parental responsibilities and unit requirements due to limited child care operating hours and increased duty-time requirements, concurrently financially penalizing military personnel in late fees.

Recommendations:

- Extend CDC operating hours from 0500 to 2000 hours and increase appropriated funds to support additional hours.
- Conduct a utilization survey of CDC to determine appropriateness of converting to a cost-based payment system to provide care from 0500 to 2000 hours

Issue 2:

In/Out Processing System

Scope:

The current installation in/out processing system is fragmented and excessively time consuming, allowing soldiers and other DOD personnel to arrive at their units not mission ready, and family members not fully processed/integrated into the installation.

Recommendations:

- Establish a one-stop in/out processing facility that ensures DOD personnel arrive/depart the installation mission ready.
- Mandate the facility to in/out process all family members.
- Prohibit assignment of active duty personnel to units until fully processed and mission ready.

Issue 3:

Post Shuttle Bus System

Scope:

Unit Readiness, Morale, Soldier Support, and Family Wellness are adversely affected by the lack of a Post Shuttle Bus System. Missions are negatively impacted by the absence of soldiers obtaining transportation for self and providing transportation for others. This significantly contributes to the underutilization of all post services by eligible personnel. Current transportation options cause inappropriate cost to utilize services.

Recommendations:

- Immediately implement a permanent free post shuttle system that supports all post facilities operating hours.
- Establish a multiple shuttle route system with service every 20 minutes that services housing areas (Troop and Family), work areas, and the Main Gate.

Workgroup 6 discussed family services. The spokesperson was Sherrell Pippen and the fa-

ilitator was Ryan Gist. The recorder was Vivian Bruns.

Issue 1:

Command support for Family Readiness Groups

Scope:

There is a serious lack of Command Support, oversight and accountability for Family Readiness Groups. There is no mandatory training for Commanders. Commanders are not required to report the status of Family Readiness Groups programs. FRG programs are not required to be the sponsorship program.

Recommendations:

- Require FRG training at all pre-comd, OES and NCOES courses, and insure FRG training includes awareness of all aspects of various military family structures, representatives from each of the following groups single soldiers, dual military, single parents, married with civilian spouse and EFMP families.
- Require company to enter information from family data sheets into a unit data base, at in processing thus creating a link between the sponsorship program and FRG's
- Include FRG status on QTB reporting

Issue 2:

Unsafe Condition(s) on Fort Huachuca

Scope:

Road conditions on Fort Huachuca are unsafe. Roads are in disrepair and there is inadequate lighting for pedestrian and traffic safety. Current restrictions increase unnecessary traffic flow through housing and barracks areas and schools. Currently traffic flows aren't uniformly enforced. These conditions create unnecessary safety hazards in housing and barracks area which endanger everyone that has access to Fort Huachuca.

Recommendations:

- Repair entire road surfaces post wide especially in housing and school areas. Install and repair all street lights in and around cross walks, playgrounds and housing areas
- Install turn lanes of traffic lights at Rucker and Hatfield. Make Irwin St. from Hatfield to Arizona St. thorough fare
- Enforce all traffic laws uniformly

Issue 3:

Child Development Services

Scope:

Child Development Services do not meet the needs of military families or the mission of CDS. CDS is required by Army regulation, but isn't sufficiently funded by the government to support various needs of military families, special needs care, availability, odd hours care and fee variations. Current CDS programs inhibit unit readiness and places undo stress on parents which affect all military families.

Recommendations:

- Standardized fees to child's age rather than the total house hold income
- Expand hours of operation to meet the needs of various military missions
- Provide more appropriated funding for CDS programs which will allow for increase staffing, to include providers qualified to care for special needs children and open more child care slots

Workgroup 7 discussed consumer services. The spokesperson was John Tucker, the facilitator was Kevin Mott and the recorder was Janine Stier.

Issue 1:

Goods and Services Provided at the Post Exchange

Scope:

Inconsistency, variety, and availability of goods and services at the post exchange has caused a gradual reduction in patronage and therefore critical MWR monies. In addition the PX is unable to physically expand which causes them to lose continuity with the needs of the soldiers their

See AFAP, Page 8

AFAP from Page 7

families, and the retired community. Left unattended, this can result in a decrease in revenue and an inability to sensibly increase and or expand services to meet the needs of their constituents. Paragraph explanation

Recommendations:

- Increase awareness of constituency needs.
- Expand services to better facilitate the constituency by eliminating archaic regulations which the size of PX to the size of the post.
- Increase the quantity and variety of goods and services.

Issue 2:

Shuttle Stops

Scope:

Insufficient distribution of current shuttle schedules and overall lack of awareness in location and availability of shuttle services has been compounded by stops where cover is not provided. This has resulted in a shortage in shuttle patronage and an ongoing days that such services may no longer be provided.

Recommendations:

Provide the comfort and safety of patrons by providing appropriate cover. Also sufficient shuttle stop signs and updated schedules should be provided at each stop. This plus an aggressive Public Relations campaign should increase the use of these vital services.

Issue 3:

Command Access Channel

Scope:

Pressing demands on the soldiers and their families, due in large to an increase in Force Protection measures, underscores the need for a continuous flow of information between the post command structure and the soldiers, their families and the surrounding community. The inability of the existing services to meet this critical need has resulted in sporadic confusion, misinformation and at times no information at all.

Recommendations:

- Ensure that all personnel residing in housing, the barracks and post facilities have access to the Command Information Channel.

Workgroup 8 discussed civilians employed on the fort. The spokesperson was Jeffrie Jessup, the facilitator was Liz Dillionaire and Bryan Douglas was the resorder.

Issue 1:

Service Requirement for Career Tenure

Scope:

Title 5, Section 315-201. Code of Federal Regulations (CFR) states Civil Service employee must complete a three year substantially continuous credible service to become a career status employee. Break(s) in service such as PCS move medical or in voluntary separation, etc. causes loss of accumulated time towards career status for all employees in career conditional tenure.

Recommendations:

Revise Office of Personnel Management (OPM) regulation to eliminate break in service loss of all accumulated time towards career tenure for all employees in career conditional status and retroactive to all current employees.

Issue 2:

Civil Service Employee Information Assistance

Scope:

Lack of centralized location for information on employment, benefits, retirement, etc. Existing WEB pages such as Army Benefits Center (ABC) Civilian Personnel Online (CPOL) cause mass confusion for many new and existing users. Personnel in transit, non-computer owners and those unable to access WEB pages have difficulty obtaining, critical information.



AFAP discuss issues concerning themselves and family members.

Recommendations:

- Re-establish and fill position(s) at Civilian Personnel Advisory Center (CPAC) to provide information and guidance on employment, benefits, retirement, WEB pages, etc...

Issue 3:

Compensation for Official Travel Time

Scope:

Under current regulations such as code of federal regulations, joint travel regulations fair labor standards act etc, exempt employees are not eligible for compensation for official travel time during non duty hours. Uncompensated time causes financial hardships and inequities for these employees.

Recommendations:

- Amend fair labor standards act and all implementing regulations to require compensation for official travel time for all employees.

Workgroup 9 discussed services for retirees. The spokesperson was Craig Brown and the facilitator was Wendy Breen. Joyce Hall recorded the meeting.

Issue 1:

Offset between Retirement and Disability Pay

Scope:

Military Retirees are being treated differently from other federal retirees. Disability Pay is presently being deducted from military retirement pay. Military retirees are paying their own medical disability thru this offset. Military retirement and Disability pay are two separate issues. The present situation penalizes soldiers for completing their military duty and will unfavorably impact retention.

All military retirees receiving a concurrent disability payment are affected by this situation.

Recommendations:

- Eliminate offset between Retirement and Disability pay

Issue 2:

Access to Directorate of Community Activities Services (DCA)

Scope:

Department of Defense (DOD) Active and Retired Civilian employee access to DCA services is inconsistent. Since civilian employees, and families are part of the Army family, access to DCA services should be available on a consistent basis at any and all DOD installations. This availability should be carried over to the DOD civilian retirees and their families who are ID card holders. This benefit stated as part of an employment package would help recruit and retain civilian employees, especially those in critical skill positions. It could be used as a recruiting incentive. This benefit would improve civilian employee morale by enhancing the feeling that they are truly part of the military family.

Recommendations:

- Provide full access to DCA services to Active and Retired civilian employees and their family members.
- Provide appropriate ID cards to Active/Retired briefing. There are several different types of Tricare plans available which results in confusion and a possible loss of benefits.
- Make Tricare briefings mandatory to all retiring military personnel.
- Mail information packets and updated information to service members who retired before Tricare was implemented.

Workgroup 10 discussed Reserve and National Guard soldiers. The spokesperson was Chrystal Cunningham and the facilitator was Ian Howard. Karen Jackson recorded the meeting.

Issue 1:

Training

Scope:

Active duty soldiers and civilians who handle in-processing are not trained on Reserve/National Guard benefits and entitlements once mobilized. This affects Reserve/National Guard soldiers and their families because they are not receiving all their benefits. I.E. Medical, Dental, Housing, and Finance.

Recommendations:

- Standardize in-processing and processing and personnel procedures for the incoming and mobilized Reserve/National Guard soldiers.
- Implement mandatory installations Personnel Service Centers training and annual mobilization exercises with active duty and civilians.

- Establish a DA inspection team to ensure units comply with the above recommendations.

Issue 2:

Military Occupation Specialty (MOS) Sustainment Training

Scope:

Training not easily accessible to Reserve Component/National Guard soldiers due to low density MOS' and lack of resources, i.e. time, equipment, and funds. Without proper training reserve component/National Guard soldiers are unprepared for real world missions hindering job performance, job retention, confidence, and re-



This group of ladies discuss their agenda for the next few days.

lationship between Reserve Component/National Guard and Active Duty soldiers.

Recommendations:

- Mandate every Reserve component/National Guard soldier receive annual training in their MOS via one of the following options: drill once a year with active duty soldiers doing MOS training, use - Mobile Training Team (MTT), Video teleconferencing (VTC), distant learning, training at respective school house, or a New Equipment Team (NET).
- Upgrade equipment to current field requirements.

Issue 3:

Legal

Scope:

Reserve/National Guard soldiers and family members have difficulties in receiving legal services, because Reserve/National Guard legal counterpart does not drill on the same weekend. Active duty legal service is not available to Reserve/National Guard.

Recommendations:

- Direct Active duty legal office to provide legal service to Reserve/National Guard at all times.
- Coincide the legal Reserve/National Guard drill weekend with the other Reserve/National Guard drill weekends.
- Mandate Quarterly legal services to Reserve/National Guard units.

The Fort Huachuca Army Teen Panel discussed issues surrounding the middle school. The spokespersons were Richard Kim, Whitney Weathersby and ReChard Johnson. The facilitator was Bob Caulfield and the recorder was Beth McGarry.

Issue 1:

Smith Middle School Does Not Meet the Needs of the Student Population

Scope:

Majority of students dislike quantity and quality of cafeteria food. Some youth are not eating some days. After school sports opportunities are not balanced.

Recommendations:

- Establish food supply/contract system similar to Buena High School.
- Increase variety of food.
- Establish specials, such as fast food, ethnic programs, etc.
- Re-establish Snack Shack.
- Offer Girls and Boys equal opportunity to join teams.

Issue 2:

Post Facilities

Scope:

Post facilities do not meet teen needs as to time, age, fees, routes, costs and equipment for physical fitness activities.

Recommendations:

- Transportation for teens
- Fee \$.50 City Bus fee with ID Card
- Routes: Shorter routes on week-ends and during the summer to locations such as Mall at Sierra Vista, City Park, Wal Mart and 2 or 3 other central points. Currently only option is one long route.
- Establish week-end and evening hourly schedules
- Physical Fitness Activities: Skating Rink: Extend hours to skate. Swimming Pools: More pool equipment. Lower

age to enter pool without parent to 13 years of age.

Gymnasiums: Lower age to enter without parent to 13 years of age, including the weight room.

Issue 3:

Youth Activities are too costly for teenage incomes and are not available at appropriate times on Fort Huachuca.

Scope:

Costs are too high for average teenage income.

Recommendations:

- Lower CY5 membership fee to \$10 per year or extend term to two years.

- Establish Food Discounts for membership card holders.
- Establish Activity Discounts or Specials for membership card holders.

The Fort Huachuca Army Teen Panel discussed issues regarding the High School. The panel consisted of 2 spokespersons: Nina Proctor and Allison Boss. The facilitator was Marty Marks and the recorder was Jo Reichter.

Issue 1:

Community High School Teen Center

Scope:

Currently there is no positive social, recreational environment that appeals to teens in the community. For this reason teens are susceptible to negative influences. A teen center would provide a healthy location that would host a variety of positive alternatives. This will include social opportunities and activities, educational assistance and an internet café. In addition it will provide information about health/wellness and services such as a peer support group. Positive peer motivation will promote responsibility and other life skills, which will guide teens down the right path.

Recommendations:

- Establish a High School (grade 9-12) Teen Center now.
- Create a governing body of teens to influence, implement and approve decisions affecting all activities of the center.
- Provide dedicated reliable transportation from centralized locations the community to the center.

Issue 2:

Community Teen Employment Opportunities

Scope:

Reluctance of local employers to hire teens and the lack of job opportunities hinders the ability to build work experience and sustain a regular income.

Without essential job experience finding future employment becomes difficult and financial independence cannot be achieved

This affects the teens, the community, the parents and the future of the global economy

Recommendations:

- Establish a teen employment panel through the Chamber of Commerce to connect students with respective employers.
- Establish a summer hire for weekend and evenings for all teens on Fort Huachuca

Issue 3:

Overall communications within Buena High School.

Scope:

Inconsistent and/or conflicting information system results in confused students, parents, and faculty.

Lack of complete understanding of policies and procedures amongst students and parents causes frustration and anger, often times unnecessarily. This results in a negative learning experience.

Recommendations:

- Maintain and use existing communications systems such as TV, school newspapers, websites and home mailers to distribute information.
- Hold Student Council accountable for communicating the wants and needs of students to staff and faculty, and to fulfilling their responsibilities as defined by the constitution.
- year to discuss concerns and to make recommendations for change.

Scams target veterans for identity theft; don't file DD 214 with courthouse

By Staff Sgt. Marcia Triggs
Army News Service

WASHINGTON — An e-mail circulating about a retiree who had his identity stolen after filing separation papers at a county courthouse is no urban legend, according to Transition Center officials.

Soldiers separating from the military are now being advised to ignore the old recommendation to file their Department of Defense Form 214 (Military Discharge) with their local county courthouse. Instead, transition counselors are advising soldiers to safeguard their personal information to guard against credit fraud, said Deborah Snider, Transition Center personnel analyst at the U.S. Total Army Personnel Command.

Between 600,000 to 700,000 cases of identity theft were reported by the Federal Trade Commission in 2000. Identity theft is the fastest growing crime today, according to the FTC, and many victims don't find out that their personal information has been stolen until they are trying to buy a house or get a loan.

"I don't think anyone ever thought about this happening, which is the reason there are no provisions to 'unfile' records," Snider said. "This is a serious problem, and soldiers are a prime target because everything is tied to the soldiers' Social Security number."

The victims of identity theft suffer tremendously because the burden of proof is on them, Snider said. It's hard to believe that a person's life could be destroyed by this, she said, but it happens.

A Navy retiree learned that someone had stolen his personal information and established credit in his name when he received a phone call from a clerk at American Express saying that someone was trying to cash a \$9,000 check in his name made out to a Muslim or Arabic-sounding name.

The clerk was suspicious and called the retiree because the address she had on file for him did not match the address on the check. After the retiree's case was investigated, he found out that a lawyer stole his identity. The lawyer also had a laptop with several thousand military names, So-

cial Security numbers and other information on it. The common link between the veterans on the list was that they had filed their DD 214s with their county courthouse.

"Someone stole my identity, now I feel I am no longer me," said a victim of identity theft. "I reside in the pocket of a felon who can see that she is allowed to steal me without penalty. She carries me casually, and each time she pulls me out a small piece of me falls away."

To help guard against identity theft the Transition Center is no longer placing Social Security numbers on discharge and retirement certificates, Snider said. Anything that might be hung for display will not have a soldier's Social Security number on it.

When soldiers separate from active duty, Snider said the most vital document they receive is the DD 214. It contains their Social Security number and birth date. In the past, soldiers were advised to file the form with their local courthouse to ensure that they would always be able to get a certified copy. They need a certified copy to re-

ceive any Veterans Administration benefits.

Once the DD 214 is filed at a local county courthouse, however, it becomes a public record. Some courthouses have put this information online, and even more plan to do so in the future, Snider said.

"Our recommendation is to safeguard the form as you would any vital papers such as a will, marriage license or insurance papers," Snider said. "A safe deposit box would be a good investment."

Forty-six states now have identity theft laws, up from just three in 1996, according to the Federal Trade Commission. And many state lawmakers are considering toughening laws already on the books.

Under a new Montana law that took affect in October, the maximum penalty for identity theft involving more than \$1,000 in gains is a \$10,000 fine and 10 years in jail. In Missouri, identity theft is punishable by up to six months in jail for the first offense; up to one year in jail for the second offense; and one to five years imprisonment for the third or subsequent offense.