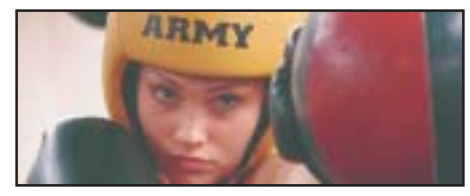
Hot birds

The Department of Defense is ready to spend big bucks to buy more Unmanned Aerial Vehicles over the next 25 years. - **Page 3**



Champ

After losing her first amateur fight, Spc. Christina Boilard came back to win in the All Armed Forces tourney. - **Page B1**

The Fort Huachuca Scout®

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Scout reports

e-mail: thescout@hua.army.mil

Live CG town hall

Tune to Fort Huachuca's Channel 97 Tuesday at 6 p.m. for the live Town Hall Meeting.

Viewers may submit questions to be discussed in advance by fax at 533-1280 or by e-mail at PAO-WATCH@hua.army.mil.

USAIC reorganization ceremony

The U.S. Army Intelligence Center will conduct a reorganization ceremony and inactivation of the 112th Military Intelligence Brigade March 27, 4 p.m., at Brown Parade Field.

Prior to the ceremony, the intersections of Adair and Grierson; Adair and Augur; Boyd and Auger; Shipp and Christy; and Grierson and Boyd Avenues.

In case of inclement weather, the ceremony will be held at the Murr Community Center ballroom.

Road closures

Today the contractor will be repairing the sewer line on the North side of Mott Circle and will take approximately two weeks.

Residents are urged to keep children and pets out of the construction area. Any disturbed fencing and landscapeing will be restored by the contractor.

In the Miles Manor housing area, the contractor will install treated effluent irrigation piping along Cushing Street. during the daytime. There will be street closures and re-routing of traffic at the following locations and times:

Carter and Cushing Streets - Tuesday; Smith Avenue and Cushing Street - March 31; North Avenue and Cushing Street - April 2; Squire Avenue and Cushing Street - April 4.

For more information, call Tom Campbell at 533-3472.

INSIDE

Don't owe Uncle Sam after retirement

Soldiers need to make sure their date of initial entry into military service is accurate or they might have to pay back Uncle Sam after retiring from uniform. **Page 3**

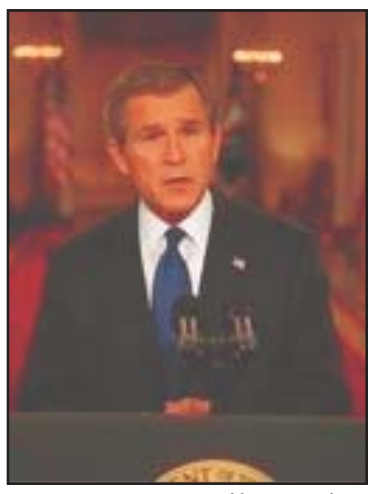
Women's History month celebrated

Women have played a n important role in American history. *The Scout* continues its series of articles devoted to the contributions of women in building our nation. **Page 5**

Civilian workforce now have a voice

More than 270,000 civilians support the Army's mission. New Civilian Advisory Board created to assist with training and leader development to better the workforce. **Page 9**

Bush: 'Do not fight for a dying regime'



White House photo

President George Bush delivers his address to the Nation on Monday giving Saddam Hussein 48 hours to leave Iraq or suffer an attack at the time of the United States choosing. Tuesday Hussein declared he, nor his sons, were leaving.

BY JIM GARAMONE
AMERICAN FORCES PRESS SERVICE

President Bush delivered an ultimatum that Saddam Hussein and his sons have 48 hours to leave Iraq.

"Their refusal to do so will result in military conflict commenced at a time of our choosing," the president said Monday in an 8 p.m. address to the nation from the White House.

"It is too late for Saddam Hussein to remain in power," Bush said. "It is not too late for the Iraqi military to act with honor and protect your country by permitting the peaceful entry of coalition forces to eliminate weapons of mass destruction."

Bush's speech was broadcast via Commando Solo aircraft to the Iraqi people. He spoke directly to the Iraqi military, saying coalition forces will give Iraqi military units clear instructions on actions they can take to avoid being attacked and destroyed.

"I urge every member of the Iraqi military and intelligence services, if war comes, do not fight for a dying regime that is not worth your own life."

Bush told the Iraqis their day of liberation is approaching: "The tyrant will soon be gone." He said the coalition will ensure food and medical aid will continue.

He traced the history of the confrontation with Iraq. He said

See **BUSH,** Page 6

Photo by Nell Drumheller

AFAP challenge

"I promise you action." Brig. Gen. John M. Custer, acting commanding general, U.S. Army Intelligence Center and Fort Huachuca, told the delegates at the Army Family Action Plan Conference, March 13. He then challenged them, "Take a look at every problem and think how can I make it better?" See more on the AFAP conference on page 4.

NCOs must meet conditional promotion standards

BY SGT. 1ST CLASS DONALD SPARKS
NCOIC, USAIC&FH PAO

In 1993 the Department of the Army recognized the importance of linking the Noncommissioned Officer Education System to promotion to the ranks of staff sergeant, sergeant first class and sergeant major. Eight years later the same promotion authority approved conditional waivers for promotion to sergeant for eligible soldiers.

The incentive, which rewards soldiers for their potential, meant that NCOs had to meet certain standards and criteria to maintain the conditional promotion. And when they fail to meet the set standards, the soldier is administratively reduced.

"Soldiers must realize that a conditional promotion is not automatic," said Rosalie Monge, team leader, Actions, Promotions and In/Out Processing. "There is a misconception that first sergeants and commanders approve conditional promotions, however they must be approved by an O-5 or higher."

Monge said many commanders on Fort Huachuca will not conditionally promote soldiers, particularly to E-5.

"This protects the soldier because if they fail the course, we have to cut reduction orders," Monge said.

Although it is a rare occurrence for soldiers on this installation, Monge stated when it does happens, it's mostly at the E-4 to E-5 level.

Concerned with informing soldiers in his battalion with accurate information on the conditional promotion policy, Sgt. Maj. Michael Roberts, 304th Military Intelligence Battalion contacted DA personally.

According to Roberts,

See **STANDARD,** Page 7

Photo by Nell Drumheller

Pfc. Matthew Nylander, left, and his wife Spc. Ashley Nylander, wish in vain to kiss each other as Drill Sergeant Cisco Johnson, Company E, 305th Military Intelligence Battalion, teasingly looks on.

AIT not an extended honeymoon for couple

BY NELL DRUMHELLER
SCOUT STAFF

The Army guaranteed they would attend basic training together, would then head to the same Advanced Individual Training and spend at least 12 months at their joint duty station, but it couldn't guarantee that he could do push-ups.

Married couple Spc. Ashley Nylander and Pfc. Matthew Nylander joined the Army in October under the Buddy Program. Today they are working their way through AIT on Fort Huachuca and are assigned to

See **NYLANDER,** Page 6

Cochise County issues rabies update, warning

COCHISE COUNTY HEALTH DEPARTMENT RELEASE

Since the first of the year, several animals have tested positive for rabies in different areas of the county. The continuing drought has driven animals from their normal ranges in search of water.

The animals come in closer contact with each other giving the disease has a greater chance of spreading among them. Drought conditions also mean that wild animals are more likely to come in contact with people.

While Cochise county is fortunate to have many undeveloped areas and parks to visit, some parks and national monument areas have been posted because rabid animals have been found there.

If you receive a rabies handout or see a poster, be extra alert to the possibility that wild animals in the area may carry rabies.

While the Cochise County Health Department wants tourists and hikers to enjoy the outdoors, outdoor enthusiasts should be cautious and aware when venturing out into undevloped recreational areas.

If you come in contact with any animal that acts sick or aggressive, leave the area and call the Cochise County Sheriff's Office at 432-9500 or (800) 362-0812. During weekdays, call the Arizona Game and Fish in Tucson at 628-5376. The CCHD also can be reached at (800) 423-7271 or 432-9899.

See **RABIES,** Page 7

Women's Nat'l History Month proclamimed by President Bush

As our Founding Fathers worked to develop the framework of our Nation, Abigail Adams wrote to her husband: "I long to hear that you have declared an independency — and by the way in the new Code of Laws which I suppose it will be necessary for you to make I desire you would Remember the Ladies, and be more generous and favorable to them than your ancestors."

An early advocate of women's rights, a farm and financial manager, and the mother of an American President, John Quincy Adams, Abigail Adams is one of many American women who helped establish the strength and vitality of our Nation. During Women's History Month, we recognize the generations of American women whose important contributions continue to shape our nation and enrich our society.

Through vision, hard work, and determination, countless American women have broadened opportunities for themselves and for others at home, in the community, and in the workplace.

In 1809, Mary Kies became the first woman to receive a U.S. patent. By developing a method of weaving straw with silk, she helped advance American industry and set an inspiring example for other American women. Her pioneering efforts helped define our country's entrepreneurial spirit and paved the way for future generations of women to take pride in their talents and creativity.

Since Mary Kies' groundbreaking achievement, many American women have become successful entrepreneurs and business professionals.

In 1905, Madam C.J. Walker started her own business by creating and selling hair care products for African-American women.

After a decade, her company was highly successful and employed more than 3,000 people, and at the time, was the largest African-American owned business in the United States. Today, Madam Walker is remembered for her business accomplishments, efforts to create new opportunities for women, and for her contributions to her community.

Driven by the legacy of these extraordinary figures, American women from all backgrounds continue to break barriers and fulfill their personal and professional potential.

At the dawn of the 21st century, women have more choices than ever before. Between 1992 and 2002, the number of female college graduates in the United States has increased from 15.9 million to 23.6 million. Women account for 47 percent of all employed persons and are entering the American workforce in record numbers. In the last 10 years, their ranks have increased by 8.7 million.

White House photo

Furthermore, women-owned small businesses are growing twice as fast as all other U.S. firms, employing 7 million Americans and contributing to the vitality of our economy.

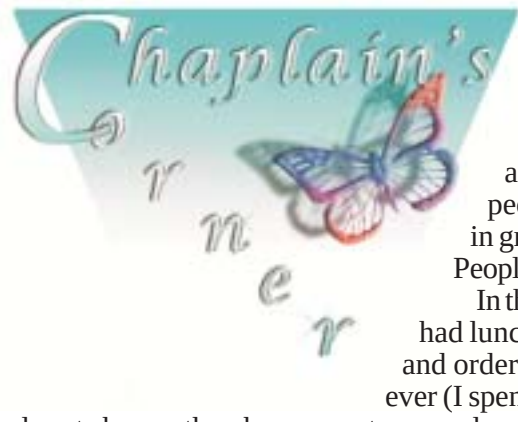
To build on these successes, my Administration will continue our work to promote policies that advance the aspirations, hopes, and dreams of every American.

This month, as we celebrate remarkable women in our Nation's past, I encourage all citizens to recognize the countless American women whose efforts continue to enhance the economic, social, and cultural life of our great Nation.

NOW, THEREFORE, I, GEORGE W. BUSH, President of the United States of America, by virtue of the authority vested in me by the Constitution and laws of the United States, do hereby proclaim March 2003 as Women's History Month. I call upon all the people of the United States to observe this month with appropriate ceremonies and activities and to remember throughout the year the many contributions of American women.

IN WITNESS WHEREOF, I have hereunto set my hand this twenty-eighth day of February, in the year of our Lord two thousand three, and of the Independence of the United States of America the two hundred and twenty-seventh.

GEORGE W. BUSH



CHAPLAIN (MAJ) DENNIS R. NITSCHKE
DEPUTY COMMAND CHAPLAIN, NETCOM

I am of the belief that the important things in life are built around relationships. Babies reach out to people. Young girls have to go to the "powder room" in groups. Boys (and men) congregate around football. People of all ages have dogs to walk, play with and talk to. In the "old days" of Woolworth stores, almost all of them had lunch counters. People from all walks of life sat there and ordered milkshakes, coffee, fries and the best hot dogs ever (I spent a lot of time at Woolworth's). Look at successful donut shops - they have counters - and people talk to each other, some even plan their daily activities around such gatherings.

Yep, I believe relationships are key in the lives of all of us. That is why the season of Lent is important. It investigates and opens up the relationship we have as people with our Creator, God.

Relationships are honest too. Real relationships are built on "the other" and "I" am not as important in the equation. A story I love, from the Chicken Soup series, brings home how important it is to have "an other" in your life. This story brings it particularly home for me because I have a handicapped son who loves his dogs.

A farmer had some puppies for sale so he painted a sign advertising the pups and set about nailing it to a post at the edge of his yard. As he drove the last nail into the post, he felt a tug on his overalls. He looked down into the eyes of a little boy. "Mister," he said, "I want to buy one of your puppies."

"Well," said the farmer, "these puppies come from fine parents and cost a good deal of money." The boy dropped his head for a moment. Then reaching deep into his pocket, he pulled out a handful of change and held it up to the farmer. "I've got thirty-five cents. Is that enough to take a look?"

"Sure," said the farmer and he gave out a whistle, "Here, Dolly!" he called. Out from the doghouse and down the ramp ran Dolly followed by four little balls of fur. The little boy pressed his face against the fence with delight. As the dogs made their way to the fence, the little boy noticed something else stirred inside the doghouse. Slowly, another little ball appeared, this one noticeably smaller. Down the ramp it slid. Then in a somewhat awkward manner the little pup began hobbling toward the others, doing its best to catch up. "I want that one," the little boy said, pointing to the runt.

The farmer knelt down at the boy's side and said, "Son, you don't want that puppy. He will never be able to run and play with you like these other dogs would." With that the little boy stepped back from the fence, reached down and began rolling up one leg of his trousers. He revealed a steel brace running down both sides of his leg attaching itself to a special shoe. Looking back at the farmer, he said, "You see, sir, I don't run too well myself, and he will need someone who understands."

I know there are tears in your eyes — even if you are a tough commander or first sergeant — but that is the point. Relationships make us think of doing the "better thing" for someone else. Relationships give us the sense of belonging.

My friend, you belong. You belong to the God who made you. You belong to the Human Race, the Army family, your biological family, your friends, and you belong to the relationships you hold dear. It isn't always easy and it takes work.

A brilliant colonel gave a speech at the 304th Officer Advance Course one day. He told the graduates something like this; "You better look inside yourself to what is important. If it is your career, think of this: the day you retire, you will drive off a post, like Fort Huachuca, and as you look in your rearview mirror, you will see the gate closing behind you. Nobody really wants you back. If you cared for your family, your spouse and kids, you'll have someone with you always. If not, you'll leave post to go to an empty house. Careers don't build families, love and relationships do."

My prayer for us this week is that we build healthy and lasting relationships with the people and parts of Creation we care about. Don't get dragged down in work and "things" when relationships around you are what will remain important forever.

You can reach the chaplain by e-mail Dennis.nitschke@netcom.army.mil

Tickets are still available for the Women's History Luncheon. Contact your EOA or the post EO, 533-1717, for more information.

Scout on the Street

"What do you think is the most important issue at the AFAP conference?"

"In-state tuition, and the costs for college for Army members and their families."

Caitlyn Harrison, 8th grader
Col. Smith Middle School Middle School Delegates

"Childcare, the availability, costs, and quality."

Melissa Dwello
NETCOM/9th Army Signal Command Soldier Support Work Group

"Childcare, because it affects the most people."

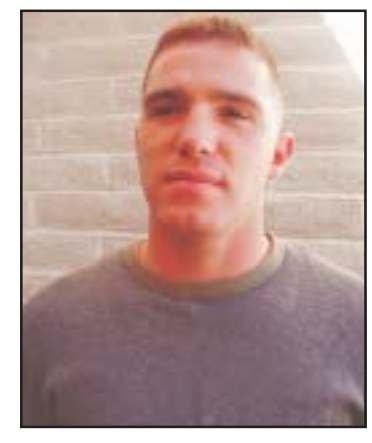
Staff Sgt. Brian Peacoe
Medical Activity Command Benefits and Entitlements Work Group

"Various MWR issues; especially where funds are going, why we pay fees to use facilities."

Tracey Nagley Family Member Consumer Services Work Group

"EFMP, why there are insufficient counselors. Can there be a standardized system across the Army?"

Staff Sgt. Craig Richardson
Intelligence Electronic Warfare Training Directorate Medical and Dental Work Group



"Hourly childcare, by first come, first served basis. There is a big need for it."

Spc. Eric Barker
Company A, 304th Military Intelligence Battalion Family Support Work Group

Photos by Nell Drumheller

The Fort Huachuca Scout®

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Pentagon plans heavy investment in UAV development

SGT. 1ST CLASS DOUG SAMPLE
AMERICAN FORCES PRESS SERVICE

The Defense Department Tuesday unveiled a billion dollar roadmap for unmanned aerial vehicles during the next 25 years. Plans call for developing joint interoperable UAVs that are capable of everything from surveillance to air strike.

"The roadmap provides those high priority investments necessary to move UAV capability to the mainstream," said Dyke Weatherington, deputy of the UAV Planning Task Force in the Office of the Secretary of Defense, at a DoD press briefing. "The potential value UAVs offer range across virtually every mission area and capability of interest to DoD. The roadmap identifies those key technology areas that we think are right for investment."

The Pentagon has made UAV weapon systems a priority. Defense Secretary Donald Rumsfeld, who strongly supports the UAV program, has pushed UAVs as one way to transform the military.

Today, about 90 UAVs support military operations around the world, and the department has them standing by for potential use over Iraq.

By 2010, according to the roadmap report, DoD hopes to increase its UAV inventory to about 350. The department plans to increase that to more than a thousand in the outyears, according to Weatherington.

Photo by Sgt. 1st Class Donald Sparks

Tuesday the Department of Defense announced it will be investing a billion dollars to build Unmanned Aerial Vehicles over the next 25 years. Fort Huachuca trains the soldiers who operate and maintain the UAVs.

From 1991 to 1999 the Pentagon invested about $3 billion in UAV projects. That is projected to rise to $10 billion from today through 2010, according to the latest DoD Unmanned Aerial Vehicles Roadmap 2002-2027 report.

The Air Force's Predator UAV proved its military capability flying reconnaissance missions in Bosnia, and was credited with taking out one of al Qaeda's top lieutenants in Afghanistan with a Hellfire missile.

Besides Predator, the military services are developing other UAV platforms. For example, the Air Force has another UAV called Global Hawk. The system is completely computer-operated and can be used for long-term surveillance. The high-flying Global Hawk currently carries photo reconnaissance equipment, but production versions of the system will carry electronic intelligence gathering materials. The Global Hawk can stay airborne for 32 hours.

The Army has developed the Shadow 200 tactical UAV. The Army also has the Hunter UAV, and both are primary surveillance UAVs and relay video in real time.

Meanwhile, the Marine Corps has developed Dragon Eye, a small, hand-launched UAV that can give leaders a snapshot of the battlefield, and it plans to make improvements to the Pioneer UAV developed by the Navy. The Pioneer was used in the 1991 Gulf War.

The Navy is developing Neptune, which can drop small payloads and the X-46/X-47, a large autonomous unmanned combat aerial vehicle that has a 34-foot wingspan. The system will be initially built for tactical surveillance, but the Navy envisions it one day becoming a strike system.

Weatherington said that UAVs offer a unique advantage for military leaders because they can conduct dangerous mission without the risk of human life. UAVs will soon have the capability for reconnaissance in areas possibly contaminated with biological or chemical agents or suppress enemy air defenses, or provide deep strike interdiction, he said.

IRS defers tax for deployed troops, not Army civilians

ARMY NEWS SERVICE RELEASE

Soldiers deployed to Kuwait, Afghanistan and other countries in that theater, along with those in the Balkans, will be allowed extra time to file and pay their income taxes.

Soldiers will have at least 180 days after they redeploy home to file their federal tax returns, and no penalty or interest will accrue during this period. Deployed civilian employees, though, do not have this automatic deferral. They must pay penalties on any owed taxes, even if they file a request for an extension of time to file, according to the Internal Revenue Service.

IRS Acting Commissioner Bob Wenzel sent a letter last month to Secretary of the Army Thomas White urging tax compliance among civilian employees. The letter stated that almost 4.5 percent of the Army's employees had some type of federal income tax delinquency as of October.

"The rate of (tax) compliance among federal employees and retirees continues to be better than that of the general public," Wenzel said in the letter. "However, our most recent data shows a significant number of potentially non-compliant federal employees and retirees."

"If the public perceives that federal employees do not maintain the highest level of tax compliance," Wenzel wrote, "public confidence in government will suffer."

The automatic extension of time for soldiers to file their taxes is based on service in a combat zone or qualified hazardous duty area. Afghanistan has been considered a combat zone since Sept. 19, 2001. Jordan, Pakistan, Tajikistan, Kyrgystan and Uzbekistan have also been designated as areas in direct support of combat for Enduring Freedom.

Kuwait was declared a combat zone in 1991, and that designation has never been lifted.

Bosnia and Herzegovina, Croatia, Macedonia and Kosovo are considered hazardous duty areas and soldiers serving there receive the same deferral on their taxes as those in combat zones, according to IRS rules.

Army civilian employees and DoD contractors serving in the Balkans and Southwest Asia, though, have no such automatic deferral, IRS officials said. They must file Form 4868, an Application for Automatic Extension to File U.S. Individual Income Tax. This will provide an automatic four-month extension to file until Aug. 15, but this will not eliminate interest on late payments.

"Bottom line is, civilians are not included in the exemption, no matter who they work for," said Cassandra Charlton, an IRS senior analyst. She said deployed soldiers are exempt because "they're putting their lives on the line for us."

In addition to the extra time to file, soldiers in a combat zone do not pay any income taxes on the wages they earn while deployed in the area. For enlisted troops and warrant officers, if any part of a month is spent in a combat zone, then that entire month's wages are exempt. For officers, the exclusion is limited to the highest rate of enlisted pay.

Hostile fire or imminent danger pay is also excluded from income tax.

Army Reserve and National Guard soldiers called to active duty - even stateside duty - might also qualify for a deferral of taxes owed, if they can show that their ability to pay taxes was impaired because of their military service. The Soldiers and Sailors Relief Act provides this benefit.

This deferral is also available to new recruits, IRS officials said. It extends the payment deadline for taxes until 180 days after the first term of service ends. Soldiers must request this deferral, however. It is not automatic like the deferment for soldiers in combat zones.

Furthermore, if deployed soldiers did not file income-tax returns for 2001 or earlier, being in a combat zone will not exempt them from late penalties for past years, IRS analyst Charlton said.

The extension of time to file also applies to spouses of military members deployed to combat zones. On the other hand, if a family is owed tax refunds and wants to get money back immediately, the spouse back home can file tax returns on behalf of the deployed soldier.

Upon returning home from a combat zone, soldiers normally have more than 180 days to file their returns. The tax deadline is also extended by the number of days between deployment and April 15. For example, if a soldier was deployed Jan. 15, then he would have had three months to file his taxes before the normal April 15 deadline. So upon returning home, he will have 180 days plus another three months to file.

When soldiers file their returns, the IRS advises them to attach a statement explaining what situation qualifies them for the extension. Or they can write in red letters "Enduring Freedom" on the front of their return if it applies.

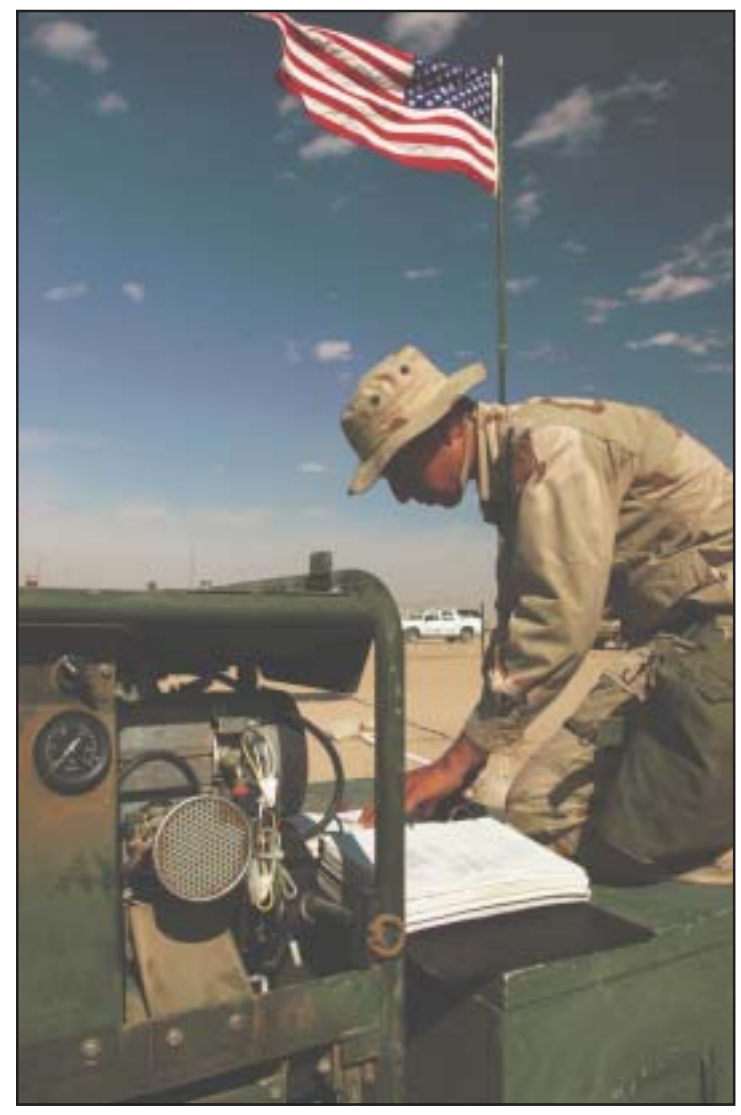


Photo by Staff Sgt. Robert Hyatt

A generator mechanic from Company B, 40th Signal Battalion repairs a generator at his Southwest Asia location. Soldiers in the region have been given a deferrment by the Internal Revenue Service to file their federal income taxes. Upon return they have 180 days to file their returns.

Soldiers in Kuwait should write "Operation Desert Storm Combat Zone" on all correspondence to the IRS, including their 1040 tax form. The reason for using "Desert Storm" is because that authorization was approved for Kuwait in 1991 and has never been closed.

Wrong entry date may lead to less retirement

BY STAFF SGT. MARCIA TRIGGS
ARMY NEWS SERVICE

A soldier could be shortchanged at the time of retirement or erroneously receive a bonus if the date he signed his military contract is wrong in his records.

The Army, however, is giving soldiers a chance to make sure their date of initial entry into military service, also known as DIEMS, is accurate.

A DIEMS date is when a service member enters into a contract with the military. It could be when an enlisted soldier signed the delayed entry contract or when an officer signed an ROTC scholarship contract.

Breaks in service do not change a DIEMS date, said Melissa Dean, a human resource specialist at the U.S. Total Army Personnel Command. Service in other branches also counts toward the initial entry date, she said.

The goal is to record the earliest date possible, Dean added. DIEMS, however, should not be confused with the basic active service date, which is the date when a soldier enters active duty.

Both enlisted soldiers and officers can check their DIEMS at www.perscom.army.mil/persinsd/dqm_home.htm.

Currently only individuals with a BASD of Jan. 1, 1979 through Dec. 31, 1982 can go to the site to see if their date is correct. Soldiers will be able to check their dates in increments based on their BASD.

Due to the large number of officer and enlisted files that require validation, the schedule for soldiers to review their DIEMS online is: April 2 though June 1 for soldiers with a BASD between Jan. 1, 1983 to Dec. 31, 1986; June 2 through Aug. 1 for soldiers with a BASD between Jan. 1, 1987 to Dec. 31, 1989.

More dates will be scheduled soon, but the priority is senior personnel, who are about to retire, said Army officials.

Messages explaining what DIEMS is and how soldiers can check and change their dates if necessary will be e-mailed to soldiers' Army Knowledge Online accounts, said William Hursh, a human resource specialist with Retirement Services in the Office of the Deputy Chief of Staff, G1.

DIEMS determines what retirement plan soldiers fall under. Soldiers with a DIEMS date of Sept. 8, 1980 and earlier qualify for Final Pay, which is 50 percent of their basic pay and has the largest payout, Dean said.

"Soldiers most likely to be affected negatively if their DIEMS dates are wrong are the ones getting ready to retire now or very soon," Dean said. "If in their records we have their basic active service date instead of their initial entry date, they may fall under the High 3 Plan. However, it's the more generous Final Pay plan they really qualify for."

Congress created another retirement plan Sept. 9, 1980, which is called the High 3 Plan. It is 50 percent of the average of a soldier's highest 36 months of service.

If a sergeant first class with 20 years of service retired today under the Final Pay plan, he would receive $1,591, said Hursh.

However, if he retired under the High 3 plan, he would receive $1,432 a month, he added.

There are three retirement plans soldiers could fall under. The third plan is the Redux plan, which Congress created Aug. 1, 1986. It's 40 percent of the average of a soldier's highest three earning years, and includes decreased cost of living allowances.

In October 1999 to get more individuals to stay in the military, Congress moved everyone with a DIEMS date of Aug. 1, 1986 and later back into the High 3 plan.

However, at 15 years of active-duty service, those individuals who are eligible to serve at least five more years have the option to accept the Redux plan and receive a $30,000 Career Status Bonus.

Last January 108 soldiers were given CSB bonuses, but because of wrong DIEMS dates they now owe the government $30,000.

Only one soldier was able to pay the bonus back after Defense Finance and Accounting Service discovered the payments had been made mistakenly, said Susan Dyer, a human resource specialist with Retirement Services.

"The erroneous payments were the catalyst that caused us to freeze the system so that only the best dates could be entered at the highest level," Dean said, and no one at the installation could overwrite those dates."

Only personnel at the Enlisted Records and Evaluation Center will be able to change dates for enlisted soldiers and the Officer Personnel Management Division will handle officer dates.

"Soldiers can speed up the process by checking their Leave and Earning Statements under the DIEMS block, Dean said. "If the information is not correct they should start locating verification documents such as contracts or letters from the West Point Academy."

AFAP delegates review Fort and Army issues

BY NELL DRUMHELLER
SCOUT STAFF

The Army Family Action Plan Conference was held last week on Fort Huachuca at the Main Chapel.

Delegates, ranging from middle school age to World War II veterans met and discussed issues including childcare, retiree benefits, housing, leave policies, the Uniform Code of Military Justice and a myriad of other Army, family, retiree and civilian concerns.

The Army Family Action Plan provides a way for soldiers and family members to let Army leadership know what works, what doesn't - and what they think will fix it.

The conference was divided into eleven work groups, each with its own delegates who identified issues of concern, wrote a scope defining the issues and made recommendations on how to improve the areas.

ARMY TEEN PANEL - HIGH SCHOOL

Issue: Deployment of dual military parents

file photo

Scope: Deployment of military parents results in family and community anxiety. A dependent child needs a parent to guide them throughout their life; otherwise, they are left vulnerable to outside influences. Army Regulation 600-20 states the unit commander may designate an authorized representative to conduct Family Care Plan Counseling. Dual deployed parents cannot focus on the mission because they are focused on the well being of their dependents.

Recommendations:

1. Change AR 600-20 to make annual Family Care Counseling mandatory for dual military parents.

2. Give dual military parent(s) the option to terminate military service and be able to retain benefits for years served.

3. Authorize alternate parent deployment policies.

Issue: Lack of education for counselor, parents and military dependents on the Memorandum of Agreement on transfer of high school credits.

Scope: Parents, counselors and military dependents are not informed about the MOA to Issue 191 from the AFAP Issue Update Book, June 1, 2002. Due to the lack of knowledge military dependents lost credits during transfer resulting in graduation delays.

Recommendations:

1. Organize educational seminars regarding MOA before school registration for the counselors, parents and dependents.

2. Increase training for all counselors.

3. Enter all MOAs related information on the Sierra Vista Public School Web site.

ARMY TEEN PANEL - MIDDLE SCHOOL

Issue: Absence of physical fitness equipment area for unaccompanied teens.

Scope: Existing policy on age restrictions for unaccompanied teens requires that parents/guardians must accompany teens to a physical fitness area. Parent/guardians inability to accompany the teens restricts teen access to existing facility.

Recommendations:

1. Change Barnes Field House policy on unaccompanied age restrictions.

2. Create physical fitness area at Youth Center for unaccompanied teens 12 to 18 years of age.

3. Provide fitness classes during the week for unaccompanied teens at Youth Services.

Issue: Communication of teen activities

Scope: Current method of publishing activities offered to teens is inadequate. The teens are not getting the word.

Recommendations:

1. Create a teen activity column in the Scout to advertise weekly events.

2. Publicize teen activities at school through daily school announcement.

3. Broadcast teen activities on the Commander Access Channel.

Issue: Unaccompanied age restriction at Barnes Field House pool

Scope: BFH policy restricts teens under age of 16 from entering the pool unaccompanied by a parent/guardian. This restriction prevents teens from utilizing the only indoor pool on post without being accompanied by a parent or guardian.

Recommendations:

1. Change/lower age to enter pool without a parent to age 12.

2. Establish working schedule permitting unaccompanied teen to use pool.

YOUTH SERVICES/EDUCATION

Issue: Youth sports program on post

Scope: the lack of a youth sports program on Fort Huachuca, high costs and inconvenience of sports programs off post, negatively affects military family members quality of life. Military families are on a limited budget and the high costs of off-post programs are prohibitive for participation. Sports programs develop loyalty, respect, integrity, honor, character and teamwork.

Recommendations:

1. Allocate non-appropriated funding for Fort Huachuca youth sports programs.

2. Establish unit sponsorship of individual sports activities, thereby encouraging volunteerism to reduce overall operating costs.

Issue: Funding of Youth Hire Program

Scope: As an established program the Summer Youth Hire Program benefits the military community. The program would allow the youth to acquire work experience, income and develop a sense of responsibility, while providing a service to the community. This program is not funded.

Recommendations: Allocate appropriated funds to support the summer youth hire program at the installation level.

Issue: Notification of odd jobs for youth

Scope: The youth and residents of Fort Huachuca do not have a place to post or request odd jobs. Establishing a centralized odd job board would enable youth in the community to match their skills with available job opportunities.

Recommendations:

1. Create a bulletin board in a centralized location allowing the youth to post available skills as well as adults to post assistance needed.

2. Publicize the existence and the location of the board in the Scout, CAC and the Round-Up.

MEDICAL AND DENTAL

Issue: Army Health Centers

Scope: Army Health Centers cannot adequately support the emergency and full medical needs of the service members, family members and retirees at their installations resulting in insufficient care. An Army Health Center provides outpatient clinical and surgical services with limited specialty care. Reduced specialized care and off post physician accessibility results in inadequate services for the military family and retirees.

Recommendation: Establish fully functioning hospitals at each installation servicing a minimum of 20,000 Tri-care enrolled members complete with emergency room to accommodate the service members, family members and retirees.

Issue: Pediatrics

Scope: Pediatric appointments are short and/or infrequent due to an insufficient number of pediatricians. Lack of appointment time often results in inadequate and incomplete care. This directly affects the morale, welfare and family and soldier readiness.

Recommendations:

1. Employ more full time or contracted pediatricians that will serve as primary pediatric care physicians.

2. Increase appointment times for individual pediatric care.

3. Establish a separate pediatric clinic similar to a troop medical clinic for ages 0-10.

Issue: Exceptional Family Member Program

Scope: Medical treatment facilities have an insufficient number of EFMP caseworkers. As a result, soldiers are unable to receive appointments in a timely manner. Currently there is no mandated ratio of caseworkers to enrollees. This reduces opportunities to become enrolled, decreases quality of care of those enrolled and produces delays in processing orders. Soldiers are unable to report to their gaining unit in a timely manner, which affects mission readiness.

Recommendations:

1. Amend AR 608-75 to authorize each installation's military treatment facility EFMP staff be assigned and/or employed based on a ratio of one caseworker to 400 EFMP enrollees.

2. Establish automated enrollment process via the Internet, to include forms, points of contacts, available services and applicable regulations and policies.

BENEFITS AND ENTITLEMENTS

Issue: Childcare costs for active duty

Scope: Exorbitant costs of childcare create undue financial hardships on military families decreasing soldier/family readiness and well-being. Inability to absorb childcare costs contributes to the deterioration of the total Army mission.

Recommendation: Mandate funding to provide Basic Allowance for Childcare for all active duty personnel based on number of children enrolled in the Defense Eligibility and Enrollment Reporting System.

Issue: Government Travel Card Billing Process

Scope: The government travel card billing cycle does not allow official travelers to receive travel reimbursement prior to statement due date. This situation creates undue financial and emotional hardships, and long-term impacts such as negative credit reporting.

Recommendation: Mandate a process whereby the traveler is not billed for government travel card expenses until final travel reimbursement is received. Require Defense Finance and Accounting Service to notify travel card contractor that final payment of travel reimbursement has been issued to traveler.

Issue: Eligibility criteria for Family Subsistence Program

Scope: The FSSA is a program for military members to be used in lieu of or in conjunction with the United States Department of Agriculture Food Stamp Program. However, the income threshold to qualify for FSSA is set too low. The criteria used to determine military gross income do not accurately assess the family's needs.

Recommendations:

Amend Section 402A, Title 37, US Code to:

1. Remove all entitlements other than base pay from the determining criteria for eligibility.

2. Increase the program threshold level from 130% to 155% of the poverty line bas defined by the USDA.

HOUSING AND TRANSPORTATION

Issue: Quarters cleaning

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

Recommendation: Revise AR 210-50, section 7-18 to allow government intervention in contract negotiation between residents and cleaning contractors. This will establish reasonable fees and reduce financial hardship.

Issue: Availability of modified housing

file photo

Scope: Handicapped accessible housing units need to be left available for occupants who require them. Non-availability of modified housing crates additional hardship on special needs families. When no modified housing is available, AR 210-50, Table B-1, Revised Oct. 1, 2001, authorizes $20,000 per unit to modify an existing home. While this regulation allows for modification, it imposes additional costs and waiting periods for these families that could be avoided.

Recommendations:

1. Remove modified housing from the general housing inventory for six months, leaving these houses available to those who need them.

2. Offset the loss of basic housing allowance with the money already allocated for modifying housing units.

Issue: Implementation of mayoral program at Fort Huachuca

Scope: Soldiers and family members need a forum that fosters communication between housing occupants and those who can improve their quality of life. Currently, the lack of communication leads to residents who feel disconnected from their community, as there is no formal cannel that advocates a stronger sense of unity.

Recommendation: Implement the mayoral model submitted to the garrison commander in October.

SOLDIER SUPPORT

Issue: Article 15 of the Uniformed Code of Military Justice

Scope: Forfeiture and detention of pay under UCMJ, Article 15 creates hardship on soldiers and their families' abilities to meet financial responsibilities. For example, if the solder is unable to meet their financial obligations, bills, or family obligations, groceries, it could result in bounced checks. This would cause yet another Article 15 which is an obvious "stacking effect" and is ineffective punishment. The Article 15, without these rights, would still be powerful enough a tool to implement punishment, and would effectively reduce the chance of causing future infractions.

Recommendation: Eliminate forfeiture and detention of pay under Article 15 of the UCMJ. Confinement, reduction in pay grade, extra duties and restriction remain unchanged.

Issue: Childcare availability

file photo

Scope: Training and unit mission time is being lost due to conflicting parental responsibilities and unit requirements. Childcare availability is insufficient to support the Army's mission.

Recommendations:

1. Provide subsidy programs (grants) for Family Child Care to increase childcare availability.

2. Advertise Family Child care programs and subsidy programs with the community.

Issue: Leave policy

Scope: Soldiers are charged leave for non-duty days. This negatively affects retention and morale. If a soldier takes leave typically 1/3 of those days are non-duty days. Several of these days are also used for travel, which needs to be taken into consideration.

Recommendations:

1. Amend AR 600-8-10 to require that at the company level, the commander will determine which days are non-chargeable leave on Department of the Army Form 31 and he/she will ensure that this is correct before signing off on the form.

2. Authorize travel time within Joint Federal Travel Regulation and AR 600-8-10 for all leave not just Permanent Change of Station leave.

FAMILY SUPPORT

Issue: Hourly childcare

Scope: Insufficient hourly care available on Fort Huachuca with short-term notice prevents spouses from utilizing health care facilities, volunteer opportunities, adult education, and other daily tasks. Currently all 54 hourly slots are available for reservation the third Monday of the month for the entire next month. Average call in volume on this day is 200 and all slots are filled within 2-3 hours. Seventy-five calls regarding hourly care are logged daily. The lack of hourly slots is made worse by those reserving several slots in advance and then not using them.

Recommendations:

1. Modify pre-registration policy pursuant to AR 608-10, Section 5-2-b-2 to hold open a portion of hourly slots for intermittent, short-term childcare.

2. Open Youth Services Building for hourly care.

3. Penalize hourly care customers who habitually reserve several slots in advance and do not utilize them to prevent abuse of pre-registration system. Customers who do this would have to pay for the unused reserved slots.

Issue: Speeding in housing areas

Scope: currently 150 speeding tickets are issued per week and 38 percent of the tickets are issued in housing areas. Hazardous speeding in housing areas places families in danger, increases chances of property damage, and restricts safe areas for children to play.

Recommendation: Establish speed deterrent devices, such as retractable speed bumps, based on ticket concentrations in housing areas.

Issue: Respite care

Scope: Currently there is insufficient funding for emergency respite care. Twenty-seven percent of military personnel are currently deployed worldwide. This increases the need for emergency respite care funding for these families.

Recommendations:

1. Establish post funding for emergency respite care for separated families.

2. Funnel money from NETCOM/9ASC to garrison that is earmarked for emergency respite care for Signal soldiers.

3. Request additional funding from Community and Family Support center earmarked for emergency respite care.

Issue: Survivor Benefit Plan

Scope: Retirees pay a percentage of the monthly-retired pay to participate in the SBP. The SBP pays the surviving spouse 55 percent of the members retired pay if the retiree dies before the spouse reaches age 62. Upon the spouse reaching age 62, the payment is reduced to 35 percent of the retirees' retired pay. Per the Retirement Handbook and Public Law #381, Title X, the concept was that social security payments would offset the reduction is SBP annuity. In reality, the surviving spouse's quality of life is reduced because they receive less combined monthly annuity and social security benefits.

Recommendation: Rescind the current SBP annuity offset plan at spouse age 62 and retain the 55 percent annuity.

CONSUMER SERVICES

Issue: Installation Volunteer Coordinator Program

Scope: The Installation Volunteer Coordinator Program cannot function effectively due to non-availability of operational funding. Recognition ceremonies and incentives such as refreshments, pins, mugs, programs and certificates are needed to retain the current staff of volunteers and attract new volunteers. In turn, computers, copiers, phones and other office supplies are essential to support this program. Lack of funding for the IVC program affects all current and potential volunteers and the community that relies on them.

Recommendations:

1. Provide appropriate funding for the volunteer recognition ceremonies to cover incentives and food service at ceremonies.

2. Provide administrative equipment and supplies needed to implement and maintain the program.

Issue: Clothing Sales Locations/Accessibility

Scope: The Training Doctrine Command Police on fraternization (AR 350-6) mandates the separation of permanent party and IET students. On installations with one clothing sales store, the risk of fraternization is greatly increased and facilitates violations of the intent of the regulation.

Recommendation: Designate separate locations for clothing sales for permanent party and IET students.

EMPLOYMENT/CIVILIANS

Issue: Non Appropriated Funds Incentive Award Program

Scope: AR 215-3 allows for, but does not mandate, an incentive award program for NAF employees. Further, this regulation dictates that NAF be a profit driven system. As a result, there is a lack of equal opportunity for incentives and awards with MWR. Many employees are not recognized for exceptional performance. This lack of recognition impacts retention, recruitment, readiness and productivity.

Recommendation: Mandate that a percentage of the total installation NAF profits be used specifically for a proportional incentive award program.

Issue: Time in grade restrictions

Scope: In accordance with Title 5, Code of Federal Regulations, General Schedule system does not allow for competitive service employees to advance without meeting the time in grade requirements. Qualified current competitive service employees cannot advance past the current time in grade restrictions, while external applicants with equal qualifications can be appointed to these positions. This system penalizes existing competitive service employees, which impacts retention and employee morale.

Recommendation: Eliminate the time in grade requirements in the General Schedule system.

RETIREMENTS SERVICES

Issue: Retiree Life Insurance

Scope: This issue will affect all present and future retirees. Current life insurance options are too costly. The cost effective Servicemember's Group Life Insurance program for active duty is not available to retirees. Veterans Group Life Insurance, for $250,000 coverage presently costs $130 per month for a retiree age 50-54 and escalates to $1,125 per month for group 75+. These rates are too high of a percentage of retirement pay.

Recommendations:

1. Establish affordable life insurance options not to exceed three times the active duty rate.

2. Offer SGLI extension for retirees.

3. Educate active duty soldiers annually on retiree life insurance options.

Issue: Retiree Cost of Living Allowance

Scope: COLA for eligible retirees is not keeping pace with the rate of inflation based upon current computational formulas. Quality of life for retirees is being reduced because cost of living allocations do not mirror inflation.

Recommendation: Implement a cost of living computation formula that reflects actual inflation.

Community Updates

Lunch set for Women's History

The Fort Huachuca Women's History Month Luncheon will be held March 26 11:30 a.m. to 1 p.m. at La Hacienda. This year's theme is: "Women Pioneering the Future". Command Sergeant Major Maureen N. Johnson, of the 112th MI Brigade, will be the guest speaker.

Tickets are $8.25. Tickets will not be sold at the door. For more information or to purchase tickets contact your unit Equal Opportunity representative or the Military Equal Opportunity Office at 533-1717/5305/3696.

National Prayer Breakfast set

Retired Maj. Gen. John Thomas, former commanding general of the U.S. Army Intelligence Center and Fort Huachuca, will speak at the National Prayer Breakfast set for 6 a.m. March 25, at La Hacienda Club here.

The event follows the tradition of the National Prayer Breakfast started by President Dwight Eisenhower in 1953. The program gives people an opportunity, regardless of religious affiliation, to come together in the spirit of peace.

Tickets are available for $3 from unit chaplains, the Installation Staff Chaplains Office, unit first sergeants and command sergeants major.

For more information about the event, call the Installation Staff Chaplain Office at 533-4748.

Army family team building offered

Attend a "free" two-day Advanced Level III Professional Development Conference, and receive your certification. This conference will be held on two consecutive Saturdays March 29, and April 5 from 8:30 a.m.- 5 p.m. at Murr Rec. Breakfast and lunch are included "free" of charge. Call 533-3686 for information.

Retiree appreciation day set

Fort Huachuca will host the Retiree Appreciation Day Friday from 8 a.m.-12 p.m. at the Murr Community Center Ballroom. Retired Col. John Radke , Chief of Army Retirement Services, Personnel Command, will be the keynote speaker. For additional information, call 533-5065 or 533-5733.

Thrift Shop adds nights to hours

The Fort Huachuca Thrift Shop will begin opening one evening a month for individuals who work. This opening is on a trial basis as it depends on volunteers to help run the shop. The first opening will be April 1 5 - 7:30 p.m. with consignments closing at 7 p.m. Openings threreafter will be the first Tuesday of each month. If you have consigned during that day you are not eligible to consign again in the evening. Families are limited to one consignment a day. A new volunteer orientation will be held March 27 at the Thrift Shop at 6:30 p.m. For more information, call the shop at 458-4606 and ask for Lois.

MPs offer $250 reward for info

The Fort Huachuca Military Police investigations office is investigating the theft of two Sony Playstations, two game consoles and games, all property of soldiers living in riley barracks. The items were stolen between March 15 and Dec. 30, 2002, from the third floor of Riley barracks. A $250 reward is being offered for information leading to the identification, arrest, and conviction of the person(s) responsible for the theft. Call the military police investigations at 533-8823 or the military police at 533-3000.

Art workshops available off post

The Huachuca Art Association is hosting non-instructional drawing and painting sessions at 3816 Astro Road in Hereford. Open drawing sessions are intended for anyone interested in working from a model or still life. Bring your own drawing materials or paints. The fee is $5 per session. Contact Jean Chambers at 378-3649 for day and time. Painting sessions are offered on Thursdays from 9 a.m. to 4 p.m. Bring your own equipment/supplies and lunch. There is no fee.

Materials available at no charge

The Hazardous Material Control Center has an inventory of hazardous materials available for issue at "no charge". List of available material is located on the Fort Huachuca Intranet, http://fhintranet.hua.army.mil. Authorized customers may obtain this material by calling Larry Brooks, at 533-1263.

ACS offers spouses welcome

The Army Community Services The Huachuca Welcome - a newcomer's orientation - is scheduled for Tuesday, 9 a.m.at Murr Community Center. The orientation will provide a one-stop access to the information needed to make the transition to Fort Huachuca a smooth one for spouses and family members. Information about school and youth programs, health care services, employment assistance programs and more will be provided. The event is sure to be both informative and fun. There will be a free lunch, an opportunity to meet other spouses and the information you want about the community. For additional information about the orientation, call Katie Demko at 533-6874 or E-mail katie.demko@us.army.mil.

The Child Development Center is offering childcare services during The Huachuca Welcome. Call ACS at 533-2330 or 533-6874 to register your children (ages 6 weeks to 5 years) or to get more information about this service.

JAG offers hours to help students

Legal Assistance student walk in hours our times are now Tuesday and Friday from 7:30 to 8:30 a.m.

Wild horses can be adopted

Forty wild horses and 20 burros will be available to qualified adopters during the Pinal County Fair in Casa Grande, Arizona, March 28-30.

Two special features will be available at the adoption for qualified individuals. The first program offers a special "Adopt Any Jack" (male burro) for $25 throughout the three-day event, on a first-come, first-served basis. The second program is the "Buy A Buddy" (companion animal) for $25, for adopters who have successfully adopted a horse during one of two rounds of silent competitive auctions.

Arizona BLM adopts several hundred wild horses and burros throughout the state each year. For more information or to request an application, contact the BLM at one of the following numbers: 1-866-4MUSTANGS, 623-580-5500, 928-692-4400; or visit the BLM Web site at: www.az.blm.gov.

Range closures

Rangeclosures today - March 26

Today - AL, AM, AY, AQ, AU, T1, T1A, T2, T3
Friday - AL, AU, T1, T1A, T2, T3
Saturday - No Closures
Sunday - No Closures
Monday - AP, AU, AY, T1, T1A, T2, T3
Tuesday - AP, AU, AY, T1, T1A, T2, T3
Wednesday - T1, T1A, T2, T3

For more information on Range Closure contact Range Control 533-7095.

Fort Huachuca Lent/Holy Week Services

Ecumenical Easter Sunrise Service
April 20 6 a.m.
Main Post Chapel
Keynote Speaker: Father Greg Adolf, St Andrews Catholic Church

Catholic - Lent

Service	*Day*	*Time*	*Location*
Stations of the Cross	Every Thursday	5 p.m.	Main Post Chapel
"Poor Man's Meal"	Every Wednesday	Noon	Main Post Chapel
"Poor Man's Meal"	Every Thursday	6 p.m.	Main Post Chapel
Penitential Service	April 11	7 p.m.	Main Post Chapel

Catholic - Holy Week

Palm Sunday Mass	April 13	9:30 a.m.	Main Post Chapel
Palm Sunday Mass	April 13	11: 30 a.m.	Kino Chapel
Holy Thursday Mass	April 17	7 p.m.	Main Post Chapel
Good Friday -			
Stations of the Cross	April 18	11:30 a.m.	Main Post Chapel
Service of the Cross	April 18	3 p.m.	Main Post Chapel
Holy Saturday Mass	April 19	7 p.m.	Main Post Chapel
Easter Sunday Mass	April 20	9:30 a.m.	Main Post Chapel
Easter Sunday Mass	April 20	11:30 a.m.	Kino Chapel

Protestant - Holy Week

Palm Sunday	April 13	9:20 a.m.	Kino Chapel
Palm Sunday	April 13	9:30 a.m.	Prosser Village
Palm Sunday	April 13	11 a.m.	Main Post Chapel
Maundy Thursday	April 7	7 p.m.	Kino Chapel
Good Friday	April 18	11:30 a.m.	Kino Chapel
Easter Service	April 20	9:20 a.m.	Kino Chapel
Easter Service	April 20	9:30 a.m.	Prosser Village
Easter Service	April 20	11a.m.	Main Post Chapel

Jewish

Shabbat Service	Every Friday	7 p.m.	Main Post Chapel
Passover Seder	April 16	6:30 p.m.	Main Post Chapel

Community Events Calendar

To add items to the calendar, call the Central Community Coordinator at 533-6870.

ICW Superstars of Wrestling will appear April 5 at 7 p.m. at Barnes Field House. Tickets are $5 in advance and $8 at the door.

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				20 * SV Optimist Club meets at 6:30 a.m. at the Landmark Café. Call Robert Atkinson at 459-2711 * National Association of Retired Employees Chapter 1400 meets at 11a.m. at OYCC. Call 378-6605 for details. * Huachuca Area Retired Teachers Association meets at OYCC, 10 a.m. * Early Release for Fort Huachuca Schools. Myer,-Kindergarten @ 1:20 p.m. Grades 4 &5 @ 1:30p.m. Johnston, grades 1 - 3 @ 1:15 p.m. and Smith, Grades 6-8 @ 1:40 p.m.	**21** * Rollin' Thunder Skate Park 5 - 9 p.m. for teens only. Call 533-3205. Open to the public. * Rollerskating at Youth Services, Bldg. 49013 from 6:30 - 8:30 p.m. Call 533-3205 for details.	**22** * SV Parks & Leisure presents a Spring Craft Bazaar from 9 a.m. - 3 p.m. at the Ethel Berger Center. Call 417-6980 for details. * Youth Services at Bldg. 49013 has open recreation from 1 - 8 p.m. Call 533-3205 for info. * Rollin' Thunder Skate Park is open 1 - 6 p.m. Call 533-3205 for information. Open to the public. * 20th Annual Mr. & Mrs. Copper Classic Bodybuilding & Fitness Championship at Buena H.S. Performing Arts Center, 6 p.m. Call 378-2461 for details.
23 * The Wild Bunch at the OK Corral in Tombstone at 2 p.m.	**24** * Newcomer's Orientation at MCC at 9 a.m. ·* 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.	**25** *National Prayer Breakfast at La Hacienda at 6 a.m. Cost is $3 *Rickety Rockettes meets at OYCC at 10 a.m. *National Association of Retired Employees Chapter 1400 meets at 11 a.m. at OYCC. *CG's Town Hall, 5 – 6 p.m. on the CAC Channel 97 *Cochise Toastmasters meets at Landmark Café from 6:30 – 8:30 p.m. Call Toni Reeves at 538-7502. *Cochise Chordsmen meets at SV Methodist Church at 7 p.m. *Society for Creative Anachronism meets at OYCC at 7 p.m. *La Salida Del Sol Lions meet at	**26** Thunder Mountain Inn at 6:45 a.m. Call Lee at 378-1399 for details. *SV Chess Club meets at Peter Piper Pizza at 7 p.m. *The Art Discovery Series presents the "Glenn Miller Orchestra" at the Buena H.S. Performing Arts Center beginning at 7 p.m. Tickets in advance at $15 and $18 at the door. Children are $5 at all times. Call 458-7922 for info. *SV Optimist Club meets at 6:30 a.m. at the Landmark Café. Call Robert Atkinson at 459-2711 *National Association of Retired Employees Chapter 1400	**27** meets at 11a.m. at OYCC. Call 378-6605 for details. *Huachuca Area Retired Teachers Association meets at OYCC at 10 a.m. *Early Release for Fort Huachuca Schools. Myer,-Kindergarten @ 1:20 p.m. Grades 4 &5 @ 1:30p.m. Johnston, grades 1 – 3 @ 1:15 p.m. and Smith, Grades 6-8 @ 1:40 p.m. *Rollin' Thunder Skate Park 5 – 9 p.m. for teens only. Call 533-3205 for information. Open to the public. *Rollerskating at Youth Services, Bldg. 49013 from 6:30 – 8:30 p.m. Call 533-3205 for	**28** details. *Youth Services at Bldg. 49013 has open recreation from 1 – 8 p.m. Call 533-3205 for info. *Rollin' Thunder Skate Park is open 1 - 6 p.m. Call 533-3205 for information. Open to the public.* *Huachuca Astronomy Club	**29** Public star Party at the Junk Bond Observatory in Hereford at 7 p.m. Call 366-5788 for directions *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. April Fool's Day
30	**31** *Rickety Rockettes meets at OYCC at 10 a.m. *National Association of Retired Employees Chapter 1400 meets at 11 a.m. at OYCC. *Cochise Toastmasters meets at Landmark Café from 6:30 – 8:30 p.m. Call Toni Reeves at 538-7502. *Cochise Chordsmen meets at SV Methodist Church at 7 p.m. *Society for Creative Anachronism meets at OYCC at 7 p.m.	**1** *Buena show, Jazz & 36th Army Bands in Concert at Buena H.S. Performing Arts Center beginning at 7 p.m. 515-2820 for info. *La Salida Del Sol Lions meet at Thunder Mountain Inn at 6:45 a.m. Call Lee at 378-1399 for details. *SV Chess Club meets at Peter Piper Pizza at 7 p.m. *SV Optimist Club meets at 6:30 a.m. at the Landmark Café. Call Robert Atkinson at 459-2711 *National Association of Retired Employees Chapter 1400 meets at 11a.m. at OYCC. Call 378-6605 for details.	**2** *Huachuca Area Retired Teachers Association meets at OYCC at 10 a.m. *Early Release for Fort Huachuca Schools. Myer,-Kindergarten @ 1:20 p.m. Grades 4 &5 @ 1:30p.m. Johnston, grades 1 – 3 @ 1:15 p.m. and	**3** Smith, Grades 6-8 @ 1:40 p.m. *Rollin' Thunder Skate Park 5 – 9 p.m. for teens only. Call 533-3205 for information. Open to the public. *Rollerskating at Youth Services, Bldg. 49013 from 6:30 – 8:30 p.m. Call 533-3205 for details. *SV Parks & Leisure Art Discovery Series presents "Meadowlark" at the Buena H.S. Performing Arts Center at 7 p.m. Admission is $8 advance purchase, and $10 at the door. Children ate $2.	**4** *Water Wise Workshops presents "Do's & Don'ts of Drip Irrigation from 9 – 10:30 a.m. at U of A South.. Call 417-6960 ext. 2139 for information. *Youth Services at Bldg. 49013 has open recreation from 1 – 8 p.m. Call 533-3205 for info. *Rollin' Thunder Skate Park is open 1 - 6 p.m. Call 533-3205 for information. Open to the public.*	**5**

MCC = Murr Community Center | MPC = Main Post Chapel | OYCC = Oscar Yrun Community Center

Army Family Team Building classes and information at Murr Community Center, 533-3686 or 533-2330

Pet fostering offers soldiers new alternative to abandonment

BY HARRY NOYES
U.S. ARMY MEDICAL COMMAND

For the harried soldier, scurrying to wrap up a thousand details before deploying to an unknown future, it's a decision born of desperation and fraught with guilt. For a frightened, bewildered animal, suddenly ripped from a secure and comfortable home and thrust into terrifying world of shelters - or worse, life as a stray on the streets - it almost always means an early death.

Moved by a love of animals and gratitude to their country's defenders, a growing number of Americans are offering an alternative scenario, pet fostering. These stay-at-home patriots open their homes to the dogs and cats - and sometimes the rats, parrots, iguanas, boa constrictors and tarantulas - of departing soldiers who have no one else to care for their animals. When the soldier returns, he or she gets to restart life with a beloved family member. The pet is healthy and happy, the soldier, guilt free.

The trick is getting soldiers and foster-caregivers together and making sure that the parties (human and animal) are a good fit for each other, says Maj. Steven Osborn of U.S. Army Veterinary Command.

Osborn recommends beginning the search locally. Soldiers can check with installation veterinary treatment facilities, which may be familiar with local services. But in the event a VTF does not know about any fostering service, the soldier should not give up.

Check next with local humane societies, animal-control facilities and breed clubs. If that does not turn up a suitable program, then cast a wider net regionally or even nationally. Of course, a more distant foster home involves costs for transportation of the animal, but this is a small price for owners who love their pets and feel a sense of responsibility towards them.

Several web sites now exist to help soldiers with general advice on fostering and/or with brokering services to bring pet owners and foster-caregivers together.

It is vital to understand that these sites do not assume responsibility for the pets. Even if a site matches up pet owners and pets with potential fosterers, the pet owner is responsible for the final decision to work with a particular caregiver.

It is also the pet owners' responsibility to communicate fully and openly with foster-caregivers, to ensure both sides are comfortable and confident with arrangements, to settle all questions about expenses beforehand, and to draw up a contract outlining such details.

The pet owner is generally responsible for veterinary bills, special foods and the like. The owner may offer a gratuity for the foster-caregiver if he or she wishes to, but most services are set up on the understanding that fostering per se is free of charge to the soldier.

Among the relevant websites are these:

- NetPets (http://www.netpets.org/ and click on "military pets foster project" link at top of home page), a non-profit service that says it has recruited and screened 5,000 foster-caregivers. Caregivers must provide references and contact information about their veterinarians. Founder Steve Albin phones the veterinarian before accepting a would-be fosterer.

There is no charge to soldiers, who can fill in an on-line form describing their pets. Albin will then match each pet with one or more suitable foster homes. There are also links for signing up as a foster-caregiver and for donations to support the site.

- Feline Rescue (http://www.felinerescue.net/ and click on "Operation Noble Foster" box), a non-profit which says it has received many fostering offers. This site has a database allowing pet owners to do their own searches for suitable fosterers. Feline Rescue does not screen fosterers itself, but collects screening information for pet owners to scrutinize. In turn it asks owners to provide a "cat resume" to help the fosterer determine whether a particular cat is suitable for his or her home. The site also offers a sample contract form.

- Humane Society of the U.S. (http://www.hsus.org/ace/11822), which does not offer foster-brokering services but has much information to assist military pet owners, including a checklist and a sample contract form. HSUS works with other animal-protection organizations to encourage local shelters to develop fostering programs.

- 4MilitaryFamilies (http://www.4militaryfamilies.com/pets.htm) provides information and tips for taking care of military pets during foster care or moves.

Non-profit Web sites dedicated to finding your pet a place to live

NetPets
http://www.netpets.org/
Feline Rescue
http://www.felinerescue.net
Humane Society of the U.S.
http://www.hsus.org/ace/11822
4MilitaryFamilies
http://www.4militaryfamilies.com/pets.htm)

Pets of the Week

Veterinary Facility photos

My name is Tasha. I am a 3 year old brown, female Chow mix. I enjoy being around people and kids. To be a part of your family I am only $52. This adoption fee covers my spay, microchip, vaccines, deworming, and my heartworm test.

My name is Grover. I am a 7 month old brown Pitbull mix. I am great with kids and am housebroken. I am current on my vaccines however I need to be neutered, microchipped, and dewormed. My adoption fee covers everything and it is only $42.

Hi, my name is Iggy. I am a 1 1/2 year old tricolored Jack Russell terrier. I love kids and am good with other dogs. I am housebroken, neutered, and current on my vaccines. I would love to be a part of your family for only $42.

My name is Samantha. I am a gray and white Domestic Shorthaired cat. I enjoy being with people and being petted. I would make an lovely addition to your family for only $42. This includes a spay, microchip, vaccines, deworming, and a leaukemia test.

These and several other dogs and cats are available at the Fort Huachuca Veterinary Treatment Facility from 7:30 a.m. to 4 p.m., Monday through Friday. For information, call 533-2767.

NYLANDER from Page 1

Company E, 305th Military Intelligence Battalion.

Ashley has completed her program through phase five plus, and has rented a cozy apartment off post, has some freedom including wearing civilian clothing.

But Matthew, who admits his upper body strength isn't the best, had some trouble getting through the push-ups in his physical training.

"He blasted it last time," his wife of three years said. "He did 48," she added proudly. The success means he will soon be joining his wife and their two dogs in the off-post apartment.

"We haven't even held hands since Christmas," Matthew lamented.

"I thought it would be a breeze," he said of the lack of physical contact. "Before we joined the Army we were both working a lot and didn't see much of each other, so I thought the separation wouldn't be too bad."

"I was wrong," he said. "It was the hardest thing ever, but it brought us closer together, spiritually and emotionally."

During basic training the couple saw each other on Sundays in church. On Fort Huachuca they see each other every day, but no touching is allowed.

The Nylanders are the perfect example of the diversity in today's Army. Ashley, 27, was teaching inner city kindergarten when they decided the Army was their career choice.

She has a master's in education. Matthew, 25, has an associate's in landscape design.

Living in Richmond, Va., and in a home they had purchased, they made the decision to join the Army after careful consideration of their options.

"I really did not want to have student loans, a mortgage, a car payment and other bills when we were ready to start a family," Matthew said.

"I had always thought about joining the military," he added. With a focus on their financial situation and how they could work toward their future the Nylanders began making the rounds of the recruiters.

Here was a couple, both well educated, employed, and home owners who considered the military the right answer to the questions of their future.

The Army was the only branch of the military that would pay off their student loans, according to Matthew.

"We spent a lot of time with our recruiter, he really helped us understand what the Army had to offer and what our life together would be like," Ashley said, speaking of Staff Sgt. Christopher Smoak in Richmond.

"Basic training was a challenge to me in ways I didn't expect," Ashley said. "I expected it to be physically challenging."

But she admitted that rooming with 60 other women, many who were much younger than she is was the most difficult part.

"The curriculum here has been a challenge, and I'm glad," she said of their training to become Common Ground Station Operators.

Ashley received her undergraduate degree from Penn State, a university well known for it's academic excellence.

"We are very lucky to have some excellent instructors," she added.

"In many ways it's been frustrating and trying on us, but I would do it again. It's made us stronger together and as individuals," Matthew added.

"The Army has been really good about keeping us together," he said.

And together they will stay. They are optimistic about graduating from AIT in June and then moving on to their first duty assignment at Ft. Stewart in Georgia.

Courtesy photo

The Nylanders on their wedding day three years ago. The couple joined the Army last October as part of the Army's Buddy Program.

BUSH from Page 1

Saddam Hussein agreed to disarm his weapons of mass destruction at the end of the Gulf War in 1991. For 12 years, the United Nations has sent inspectors into Iraq to verify the disarmament. The inspectors met a brick wall. Bush said no country doubts that Iraq maintains a weapons of mass destruction stockpile.

But Iraq's aid to terrorist organizations, including al Qaeda, is the real danger, the president said.

"The danger is clear: Using chemical, biological, or one day nuclear weapons, obtained with the help of Iraq, the terrorists could fulfill their stated ambitions and kill thousands or hundreds of thousands of innocent people in our country or any other," Bush said.

"The United States and other nations did nothing to deserve or invite this threat, but we will do everything to defeat it," he continued. "Instead of drifting along toward tragedy, we will set a course toward safety."

Before the danger appears in America's skies, the United States will confront it, the president said. "The United States of America has the sovereign authority to use force in assuring its own national security," he said. "That duty falls to me as commander in chief by the oath I have sworn, by the oath I will keep."

U.N. Security Council resolutions 678 and 687, passed in 1991, give the United States the authority to act, Bush said. In addition, U.N. Security Council resolution 1441 promised "serious consequences" if Iraq did not fully and immediately disarm.

"Today no nation can possibly claim that Iraq has disarmed," Bush said. "And it will not disarm as long as Saddam Hussein holds power."

Since the passage of Resolution 1441 in November 2002, the United States and its allies have worked within the Security Council to enforce that council's long-standing demands.

"Yet some permanent members of the Security Council have publicly announced they will veto any resolution that compels the disarmament of Iraq," Bush said. "These governments share our assessment of the danger, but not our resolve to meet it.

"Many nations, however, do have the resolve and fortitude to act against this threat to peace. And a broad coalition is now gathering to enforce the just demands of the world. The United Nations Security Council has not lived up to its responsibilities. So we will rise to ours."

Should Saddam Hussein choose not to leave Iraq, the U.S. military will use every measure needed to win a war. "Americans understand the costs of conflict because we have paid them in the past," the president said. "War has no certainty except the certainty of sacrifice."

The president said in his attempt to remain in power, Hussein and terrorist groups may attempt to conduct terrorist operations against the American people and allies.

"These attacks are not inevitable," he said. "They are, however, possible." But, he added, the terrorist threat to America and the world will be diminished the moment Saddam Hussein is disarmed.

Shortly after the president's address, the Department of Homeland Security raised the threat level to "Orange." Officials there noted that American authorities have expelled people with ties to Iraqi intelligence.

The president has also directed additional security at airports and increased Coast Guard patrols of major seaports.

"In the 20th century, some chose to appease murderous dictators whose threats were allowed to grow into genocide and global war," the president said. "In this century, when evil men plot chemical, biological and nuclear terror, a policy of appeasement could bring destruction of a kind never before seen on this earth.

"Terrorists and terror states do not reveal these threats with fair notice in formal declarations... The security of the world requires disarming Saddam Hussein now."

DOC implements ICE system

DOC RELEASE

On Dec. 1, the Directorate of Contracting implemented the Interactive Customer Evaluation System. The ICE System is a DOD-developed, web-based customer feedback system used by many functional areas and agencies within DOD.

The Army Contracting Agency adopted this system to obtain feedback from customers regarding performance.

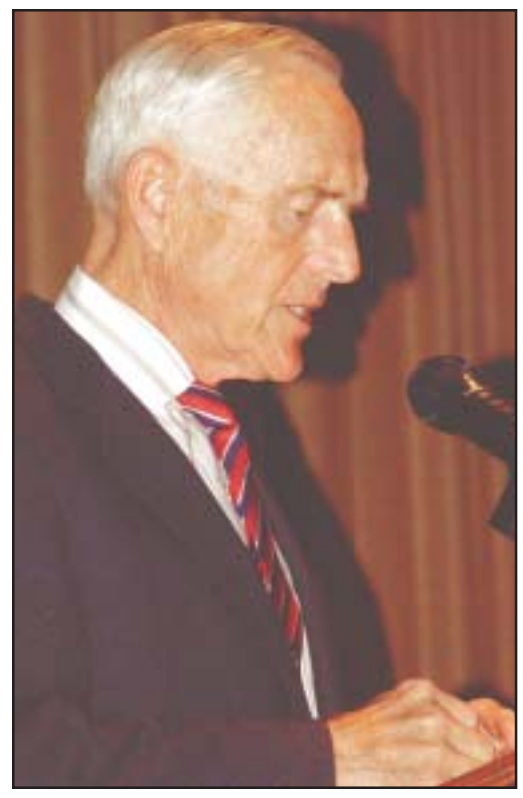
The website address for ICE is http://ice.disa.mil. You can access the comment cards for the Fort Huachuca Directorate of Contracting by clicking on the Army CONUS tab, then the Army Contracting Southern Region, Fort McPherson, GA tab which will show all the contracting offices within the Army Contracting Agency's Southern Region, including the Fort Huachuca Directorate of Contracting.

A hotlink directly to the comment card will be included on the e-mail signature blocks for all Directorate of Contracting employees, including e-mails which provide electronic distribution of contracting actions to customers.

Customers are invited and encouraged to provide feedback on services provided. If you have questions regarding the Directorate of Contracting's new ICE System, call Debra Parra, Deputy Director of Contracting at 533-1477 or email debbie.parra@hua.army.mil.

To view ICE comment cards in different functional areas, you can peruse different activities within the ICE website listed above (several installations have all of their functional areas covered.)

For general information regarding the ICE system and how to obtain it for your activity, contact Joyce Mussey, ICE Project Manager at the Office of the Secretary of Defense Quality Management Office, commercial (703) 588-8150 or DSN 425-8150.



Generally speaking

Former Army Chief of Staff Gen. (retired) John O. Wickham visited Fort Huachuca Monday and spoke to soldiers at the Cochise Movie Theater. He shared his experiences as a combat veteran and thanked the soldiers currently serving in uniform as the Nation prepares for a certain war with Iraq.

Photo by Sgt. 1st Class Donald Sparks

ATLDP study results recommend Advisory Board as training aid

BY JOE BURLAS
ARMY NEWS SERVICE

Creating a Civilian Advisory Board to be an advocate for today's more than 270,000+ Army civilian workers will help even the training and leader development playing field with the uniformed component of the Army, according to one finding of a recent study.

Results from the Civilian Army Training and Leader Development Panel were released March 14.

The civilian study mirrored earlier panels that examined the Army culture, and training and leader development views of the officer, warrant officer and NCO corps during the past two years. The studies were conducted as part of Army Transformation in order to shape the Army's workforce for future requirements, officials said. The civilian study was the last planned ATLDP, yet work continues to resolve issues identified from all the studies.

"We knew going in what most of the issues were concerning civilian training and leader development — the study just confirmed them and provided us with the necessary data to validate the need for change," said Maureen Viall, Civilian ATLDP study director.

Through the use of online surveys, focus groups and one-on-one interviews with Army civilians, garrison commanders, general officers and Senior Executive Service members, the panel got feedback from about 40,000 respondents.

Viall said the study confirmed that Army civilians were aware that the Army is undergoing profound change as it transforms into the future Objective Force and that they didn't want to be left behind. What that means, she said, is that the future civilian workforce needs to be multi-skilled, multi-faceted, and not tied down to doing just one job under a civil service position classification system that is more than 50 years old.

Most general officer and SES respondents agreed that the current education system is inadequate to develop civilian leaders capable of managing the change Transformation requires.

The study confirmed there are no sequential civilian leader development plans a soldiers have. In fact, only 45 of 444 employees in study focus groups could name a specific leader development course offered to civilians — 223 of the group were unaware of any core leader development courses. However, 80 percent of the respondents who had attended a leader development course indicated such courses were beneficial.

Another issue from the study is the failure of many civilian supervisors and managers to attend required leader development courses. Reasons for failure to attend include low command priority for civilian training, lack of time due to mission requirements, lack of money and no consequences for failing to attend mandatory courses or any meaningful recognition for attending.

Training opportunities, whether for professional or leader development, vary widely from major command to major command, according to respondents. The issue here is that most civilian training is currently funded out of each MACOM budget. A few exceptions to that rule include centrally funded leadership training at the Center for Army Leadership and the Army Management Staff College.

"It is a case of the haves versus the have nots," Viall said. "There are generally more training opportunities in better funded MACOMS than in the poorer ones."

Respondents used words such as "meaningful, challenging, interesting, exciting, fun and rewarding" to describe their jobs. Almost 90 percent said they plan to make the Army a career, with only 2 percent stating they planned to leave Army service before retirement. More than 70 percent said they would recommend working for the Army to others.

However, many respondents said they would like more recognition for being productive members of the Army team.

Like the earlier studies that looked at the uniformed side of the Army, the civilian study found that Army civilians' commitment to the Army is not perceived as being reciprocated by the Army; performance evaluations and counseling are inadequate; and current education and career development models are lacking.

The Army is currently considering a number of recommendations to address issues the study identified. Those recommendations include: creating a Civilian Education System that mirrors those of the NCO, Warrant and Officer Corps; placing civilian leader development responsibilities — including funding — under one Army organization; increasing formal developmental assignment, self-development and mentoring opportunities; and establishing an Army Civilian Creed.

The recommended Civilian Advisory Board would help implement other approved recommendations, with the board president acting as a civilian workforce advisor to senior Army leadership.

A summary of the panel's findings is posted on the Army Homepage, www.army.mil.

Commander's Hotline

Call:

I would like to ask that the command, through the appropriate directorate, review the quality of work being done on the re-roofing project currently being conducted in the Mott Circle, Senior Noncommissioned Housing area. There are numerous homes that have already been completed and have already begun to lose the new roofing shingles.

The periods of high wind that we experienced over the past several weeks have affected the new roofs. The roofs that had not been replaced yet were barely affected by the wind, yet the new roofs have suffered damage.

I invite the appropriate agencies to examine all the quarters in the project and in particular the back of the quarters at 125 and 127 Mott Circle. These quarters are visible from Railroad Ave at the side of the Mott Circle area. Since they back up to the street, and face the mountain range they bore the brunt of the recent wind storms and have had many shingles come loose.

I know our quarters has lost just one tile, but loosing one tile after less than 60 days is less than acceptable. Thank you for your attention to this matter.

Response:

The contractor and Directorate of Installation Support personnel are aware of this, and the contractor is now going back through all of the houses to replace any shingles that have blown off. All shingles have seal tabs on them, which take some time to set up for proper adherence to the roof.

This process is often slowed by cold weather or wind. Since most of these houses were re-roofed during the colder season, some of the seal tabs on the shingles did not set up properly.

When the high winds came, the shingles that did not set up were blown off of the roofs. We anticipate that all houses should be re-roofed and all lost shingles replaced by the end of March. When all of these repairs have been made, the DIS will conduct a final acceptance inspection on all of the roofs.

Also, at that time, we will note any other deficiencies. After all deficiencies are corrected and the roofs have been accepted, we will have a one-year warranty on the workmanship.

Troy Morris, Engineer In Training
Chief, Construction Branch, DIS

RABIES from Page 1

The department advises the following to protect from rabies:

- Keep pets' rabies vaccinations up to date. If pets are not currently vaccinated, take them to a veterinarian for a rabies shot.
- Keep pets on a leash or confined.
- Do not approach or allow children to play with or pick up any animal that is acting strangely. If the animal does not act normally, leave it alone. Rabid bobcats, foxes and skunks can be very aggressive. Only sick bats stay on the ground — don't pick them up.
- If bitten by or have contact with the saliva from an animal that is acting abnormally, wash the area with soap and water and contact a health care provider immediately.

STANDARD from Page 1

Army Regulation 600-8-19 doesn't clearly spell out the penalties for failing to meet the standards set for conditional promotion, however an update to the regulation is currently being staffed.

"AR 600-8-19 was unclear about the consequences when someone gets flagged while conditionally promoted," Roberts said. "Because of the lack of clarity, different units and installations handle the situation differently. I thought it was critical to get the facts due to the impact on soldiers."

He wanted to ensure his soldiers understood the consequences and repercussions for failing a physical fitness test or entering the weight control program while conditionally promoted.

But most importantly Roberts said NCOs must adhere to the standard and hold themselves accountable to meet them.

"When an NCO fails to meet the standard, it is an individual problem," Roberts said. "NCOs know what the standards are and are expected to enforce the standards. If they don't know, don't enforce and don't meet the standard, then they shouldn't be leading soldiers."

He said it is imperative that soldiers are clear on what the command leadership and the Army expect of them.

Some ways a soldier can be administratively reduced include failing to successfully complete or not attending a scheduled NCOES class, failing APFT, receive an Article 15 or not meeting weight guidelines in AR 600-9.

The reduction in rank also means that soldiers must forfeit all monies received, and according to both Monge and Roberts, is the most significant impact of losing the conditional promotion.

"Depending on how long the soldier has been conditionally promoted, the financial impact can be devastating," Roberts said. "This is where the soldier and unit should work closely together to try to figure out some type of payment option to assist the soldier in paying the debt."

Soldiers who are administratively reduced will be removed from the promotion list and must recompete to regain promotable status.

> *"When an NCO fails to meet the standard, it is an individual problem."*
>
> **Sgt. Maj. Michael Roberts, 304th Military Intelligence Battalion**

Also soldiers who have previously failed or failed to attend a scheduled NCOES class are not entitled to receive future conditional promotions to the same grade.

Roberts stressed it is important to rebuild the confidence and morale of the soldier if they're reduced in grade and removed from the promotion list.

"Overcoming the actual reduction is not overly difficult," Roberts said. "The soldier simply has to get back in compliance with the DA standards and then be recommended to reappear before a promotion board.

"Talking to the soldier and keeping them focused on what they need to do to overcome their deficiencies is very important and will assist in rebuilding the soldier's confidence."

As for those NCOs who are 'straddling the fence' to meet Army standards set for conditional promotion, Roberts advised, "Tighten your shot group. DA and your leadership have given you and opportunity to excel by conditionally promoting you.

"It is your responsibility to ensure that you remain deserving of that opportunity."

File photo

Soldiers that are conditonally promoted must continue to meet Army standards or face an administrative reduction in grade and removal from the promotion list.

America's history: women who helped build our nation

COMPILED BY NELL DRUMHELLER
SCOUT STAFF

Dr Mary Walker

Dr. Mary Walker was a Civil War Union Army Contract Surgeon and the only woman ever granted the nation's highest award for valor, the Medal of Honor.

Born on a farm near Oswego, N.Y. on November 26, 1832. She graduated from Syracuse Medical College in 1855 and later earned a second degree in 1862 from Hygeia Therapeutic College in New York. During the Civil War, she worked at first as a volunteer at Manassas and Fredericksburg. Later she worked as a contract physician for the 52nd Ohio Infantry Regiment.

In the citation for her Medal of Honor it states: *Whereas it appears from official reports that Dr. Mary E. Walker, a graduate of medicine, "has rendered valuable service to the Government, and her efforts have been earnest and untiring in a variety of ways," and that she was assigned to duty and served as an assistant surgeon in charge of female prisoners at Louisville, Ky., upon the recommendation of Major-Generals Sherman and Thomas, and faithfully served as contract surgeon in the service of the United States, and has devoted herself with much patriotic zeal to the sick and wounded soldiers, both in the field and hospitals, to the detriment of her own health, and has also endured hardships as a prisoner of war four months in a Southern prison while acting as contract surgeon; and Whereas by reason of her not being a commissioned officer in the military service, a brevet or honorary rank cannot, under existing laws, be conferred upon her; and Whereas in the opinion of the President an honorable recognition of her services and sufferings should be made: It is ordered, That a testimonial thereof shall be hereby made and given to the said Dr. Mary E. Walker, and that the usual medal of honor for meritorious services be given her. Given under my hand in the city of Washington, D.C., this 11th day of November, A.D. 1865.*

Andrew Johnson, president

Walker's medal was rescinded 1917 along with 910 others after a review of all Medal of Honor recipients that year. President Carter restored it on June 10, 1977. In June 1982, the U.S. Postal Service issued a 20-cent stamp commemorating "Dr. Mary Walker, Army Surgeon."

Cathay Williams

Source: St. Louis Daily Times, January 2, 1876

"My father a was a freeman, but my mother a slave, belonging to William Johnson, a wealthy farmer who lived at the time I was born near Independence, Jackson county, Missouri. While I was a small girl my master and family moved to Jefferson City. My master died there and when the war broke out and the United States soldiers came to Jefferson City they took me and other colored folks with them to Little Rock. Col. Benton of the 13th army corps was the officer that carried us off. I did not want to go. He wanted me to cook for the officers, but I had always been a house girl and did not know how to cook. I learned to cook after going to Little Rock and was with the army at The Battle of Pea Ridge. Afterwards the command moved over various portions of Arkansas and Louisiana. I saw the soldiers burn lots of cotton and was at Shreveport when the rebel gunboats were captured and burned on Red River. We afterwards went to New Orleans, then by way of the Gulf to Savannah Georgia, then to Macon and other places in the South. Finally I was sent to Washington City and at the time Gen. Sheridan made his raids in the Shenandoah Valley I was cook and washwoman for his staff I was sent from Virginia to some place in Iowa and afterwards to Jefferson Barracks, where I remained some time. You will see by this paper that on the 15th day of November 1866 I enlisted in the United States army at St. Louis, in the Thirty-eighth United States Infantry Company A, Capt. Charles E. Clarke commanding.

"The regiment I joined wore the Zouave uniform and only two persons, a cousin and a particular friend, members of the regiment, knew that I was a woman. They never 'blowed' on me. They were partly the cause of my joining the army. Another reason was I wanted to make my own living and not be dependent on relations or friends. Soon after I joined the army, I was taken with the smallpox and was sick at a hospital across the river from St. Louis, but as soon as I got well I joined my company in New Mexico. I was as that paper says, I was never put in the guardhouse, no bayonet was ever put to my back. I carried my musket and did guard and other duties while in the army, but finally I got tired and wanted to get off. I played sick, complained of pains in my side, and rheumatism in my knees. The post surgeon found out I was a woman and I got my discharge. The men all wanted to get rid of me after they found out I was a woman. Some of them acted real bad to me. After leaving the army I went to Pueblo, Colorado, where I made money by cooking and washing. I got married while there, but my husband was no account. He stole my watch and chain, a hundred dollars in money and my team of horses and wagon. I had him arrested and put in jail, and then I came here. I like this town. I know all the good people here, and I expect to get rich yet. I have not got my land warrant. I thought I would wait till the railroad came and then take my land near the depot. Grant owns all this land around here, and it won't cost me anything. I shall never live in the states again. You see I've got a good sewing machine and I get washing to do and clothes to make. I want to get along and not be a burden to my friends or relatives."

Anita Mcgee

Anita Newcomb McGee was born on November 4, 1864 in Washington, D.C. Her father was an astronomer at the United States Navel Academy. Her mother was an intellectual and encouraged her daughter in her educational pursuits. Mcgee was educated at private schools in Washington, and studied at the Cambridge University in England and the University of Geneva in Switzerland.

In 1888, she married geologist and anthropologist William John McGee. In 1892, she received the M.D. degree from George Washington University. She took post-graduate training in gynecology at Johns Hopkins University in Baltimore.

At the outbreak of the Spanish-American War in 1898, she proposed the establishment of a "Hospital Corps," which was adopted by the Daughters of the American Revolution. McGee drafted the legislation that created the Army Nurse Corps. The Corps offered its services to the U.S. Surgeon General, who graciously accepted. She was subsequently commissioned Assistant Surgeon General. Along with volunteers, McGee selected nurses to serve in the Army Nurse Corps.

At first, the military doctors did not welcome the female nurses during the Spanish-American War. However, the Army Medical Department was not equipped to handle the wounded. Medical supplies were scarce and there were few military doctors available to care for the soldiers and supervise volunteer doctors. Typhoid fever was rampant throughout the army camps.

The Army was in need of help and desperately needed the services of women nurses, who were ready to lend their assistance. Although the War lasted only from April to July, the nurses provided a needed service. More than 1,7000 contract nurses were enlisted and supervised by McGee.

McGee could not be head of the Army Nurse Corps because of a Congressional bill that restricted the position to only graduate nurses. As a result, she organized the Society of Spanish-American War Nurses and served as its president for six years.

From 1904 to 1905, she and nine veteran nurses worked with Japanese nurses during the Russo-Japanese War. She also inspected hospitals in China, Japan and Korea. She was awarded the Imperial Order for the Sacred Crown by the Japanese government for her contributions.

She died on October 5, 1940 and was buried with military honors in Arlington National Cemetery.

Editor's note: this is a continuing series highlighting women in America's history.