



# THE OBSERVATION

NATIONAL GUARD BUREAU OFFICE OF THE INSPECTOR GENERAL

## Proactive IGs– Getting in Front of Issues Before they Occur

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The NGB IG Observer newsletter helps improve our lines of communication. Send any feedback or suggestions to Master Sgt. David Eichaker at [da-vid.e.echaker.mil@mail.mil](mailto:da-vid.e.echaker.mil@mail.mil)

By Mr. Tony West  
*The Inspector General, NGB*

Happy New Year! Although it seems a bit premature for this greeting at this time in the calendar year, it is a new fiscal year in the federal government. For those of you who just joined our National Guard IG Family, I arrived in this position in January 2017. Since then, I have been able to see, hear, and experience all the great work you are doing as force enablers for our great National Guard. It has also allowed me some time to review where we are and where we need to go as an enterprise. This coming year, I plan to increase my travel to your locations to better understand how we can help you from NGB.



**“We need to get in front of issues that distract commanders from their ‘Readiness and Lethality’ focus.”**

On October 2nd, our NGB-IG team had the great pleasure of briefing Gen Lengyel and LTG Hokanson on the major issues, allegations, inspection results, Intelligence Oversight Inspection results, and USPFO Inspection results in FY 2017. The data we used for this presentation was derived primarily from IGARS and ACTS. This presentation established a baseline for where we are and what we need to do as IGs to enable the success of our missions, people, and readiness. It also underscored the criticality of your inputs into IGARS and ACTS – believe me your inputs are seen at the highest levels and memorialized forever!

(continued)

During this presentation we also secured CNGB's concurrence on our FY 18 focus areas. First, we will strive to be more PROACTIVE in our approach as IGs. In my mind, this is our most important charge. We need to get in front of issues that distract commanders from their "Readiness and Lethality" focus. We must do this by walking around, visiting Soldiers and Airmen – getting the pulse of the force.

We also must use IGARS and ACTS to detect trends that will detract from readiness. Next, I believe we at NGB-IG need to reorganize around our updated mission; recognizing NGB is now a Joint Activity as defined in the National Guard Empowerment Act. Once this has been completed, we need to develop and publish clear guidance through CNGB Instructions on how IGs interact with other IGs in the States, and with NGB. And finally, I am concerned about continuity in IG Offices. I believe

we need civilian employees in the JFHQ IG Offices to provide continuity of knowledge and service to TAGs as the Military IGs rotate through their IG assignments.

In closing I want to leave you with two questions to ask your self throughout the year.

**Question #1 - Why didn't the IG know about this?**

This question was posed to me on Capitol Hill in response to an unpleasant set of circumstances in the National Guard. It provides me motivation not be in that situation again. But realize none of us can answer this question on our own. We must use tech channels to share information and best practices so we can make sure no one asks us question #1.

**Question #2 – Whom have I helped today?** It seems as if an IG's work is never done. However, if you can make an effort to help someone every day, it will help the mission, readiness, and make you proud of your contributions.

I am thankful every day to be your IG. I look forward to helping you any day.

## NGB IGs Take IG Oath of Office

Tony West, the National Guard Bureau Inspector General, administers the IG Oath of Office to (L-R) Maj. Stoddard Binder, Master Sgt. Joseph Wood, Maj. Edward (Ted) Angle, Sergeant First Class Jacqueline Lampert, and Maj. Shawn Pratt, at the Herbert R. Temple, Jr., Army National Guard Readiness Center, Arlington, VA., Aug. 31, 2017. The newly appointed IGs are assigned to the National Guard Bureau Joint Staff. Their role is to provide support to the Chief, National Guard Bureau, directors of the Army and Air National Guard, The Adjutant Generals, Soldiers, Airman, families, and commanders in the 54 states, territories and the District of Columbia. IGs serve as force enablers to the National Guard by providing independent, relevant, and timely assessments of integrity, readiness, and efficiency. (Air National Guard photo by Master Sgt. David Eichaker/released)



## Things to Consider

### Teach and Train: Professional Online Conduct

By SGM Sean Baker  
*Senior Enlisted Leader, NGB IG*



Department of Defense Instruction 8550.01, released Sept. 11, 2012, provides guidelines for military use of social media –highlighting the fact that internet-based capabilities are integral to operations across the DoD. In order to facilitate the professionalization of online conduct, AR 600-20 and AFI 1-1 were updated to emphasize the expectation that Soldiers and Airmen will uphold UCMJ standards and service values when using social media, even when off duty. NGB-PA Memorandum (Social Media Guidance for NG Members) dated June 12, 2014, adds that Guard members in a non-federal status must comply with guidelines established by their State, Territory or District. IGs share in the responsibility to Teach and train the force about policies and standards that govern acceptable and proper online conduct.

Online misconduct is a term that describes unacceptable or improper behavior through the use of technology. It can include electronic communication that harms someone, typically by sending harassing, intimidating, humiliating, or even threatening messages. Online bullying, harassing email or text messages, embarrassing or degrading pictures posted to social media sites, and vicious attacking comments in chats or website communications are examples of online misconduct. Such misconduct is fundamentally at odds with our core values and every allegation of online misconduct must be taken seriously and handled at the appropriate judicial or administrative forum.

When dealing with online misconduct, commanders have options ranging from administrative to punitive disciplinary action under UCMJ, when the service

member is in a federal status. Administrative options include the opportunity to coach, train, and mentor service member (s) concerning online conduct expectations. Commanders have the ability to counsel, direct corrective training, and issue letters of concern or memorandums of reprimand. Additionally, commanders may consider a bar to reenlistment, administrative separations, and non-judicial punishment.

When the online misconduct is serious, punitive disciplinary actions may apply. Commanders have various levels of court to consider when punitive disciplinary action is appropriate. Charging decisions will depend on the egregiousness of the misconduct. In recent cases regarding online misconduct, UCMJ Articles 88, 89, 91, 92, 133 and 134 were applied.

As part of an ongoing communications information campaign, the Army and Air Force, respectively, developed very useful Social Media Guides. These guides can be found at the following websites:  
<https://www.army.mil/SOCIALMEDIA/>  
<http://www.af.mil/Portals/1/documents/SocialMediaGuide2013.pdf>

Both guides include expanded discussions of online responsibilities and best practices for protecting oneself from and reporting online misconduct.

The ability to manage what happens on social media is a complex issue. Social media is probably the most relevant place today where unacceptable behavior and Constitutional and privacy protections collide. Misconduct over the internet, to include social media, can paint a negative picture of the National Guard to a vast audience and invite scrutiny of our organization. Therefore, IGs must first set the example, then educate our teammates about proper online conduct. Whether at work, at home, in a café, or in a library, we are figures of public trust and our online conduct must reflect our real-world values – HooAH!

Right – Forward / Always There!

# Continuing Positive Progress While Looking Ahead

By COL Kris Kramarich  
*Deputy IG, NGB*



Virgin Islands, and Guam. The NGB IG content at the Army IG course state break out now includes more comprehensive information to assist with “Day 16” shored up with input garnered from the Regional Chairs. while the NGB IG Assistance Air Force members team were able to compile the NGB wide Air Force statistics from ACTS.

Team IG,

September marked just over two years since I and our Regional Chairs completed the Army IG training. IG positions present a rare opportunity that most of us do not enjoy in the military, to serve in one office for more than 12-24 months. Most of us have just figured things out when it’s time to move on. To paraphrase what I heard one departing Brigade Commander say at their change of command, “no one ever leaves a job saying - Wow, I finished. I did everything I needed or wanted to do.” As an IG, that list of next steps that’s in each of our heads isn’t lost between multiple transitions. And since generally, one third of our IGs are in different phases of the three-year tour, we have the opportunity to tackle lingering items off of the 12, 24, or 36 month experience informed list.

There are some quick wins and other more long term projects in the future direction all nested with the CNGB and TIG’s direction and informed by your suggestions. Some of these include: Quarterly regional IG DCS sessions, an expanded NGB IG annual conference (2-3 attendees per state), an NGB IG handbook, digging into the lingering older cases which are now at a more manageable number, codifying NGB IG roles, responsibilities, and organization in a CNGBI, and perhaps most importantly, translating Army and Air Force case trends and inspections trends into actionable recommendations for the respective staff or appropriate teach and train opportunities.

What’s remaining on the list? Quite honestly, it’s continuing positive progress in many areas while closing out several projects that are at various levels of completion and moving out on some new. Over the past year, IGs across the 54 have cleaned up a major portion of the Army case backlog and hover around 90% current completed actions. The TIG is now an instructor at the Air Force Investigations course while the Intelligence Oversight team once again inspected 25% of the states including visiting some of our remote locations such as Alaska, Hawaii,

Where do we need your help? Think through what may help you regarding Air Force trends as we explore ways to convert NG ACTS data into actionable data, continue to press on old cases – each one has a Soldier or Airman and an IG tied to it, and keep sending issues you see rising this way so we can inform the rest of the field in time for leaders to influence – you are all sensors (eyes, ears, voice, and conscience of the commander). Most importantly, continue the great support to your TAG, Commanders, Leaders, Soldiers, Airmen, and Civilians. Looking forward to another rewarding year.

## COMMAND IGs

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LTC Timothy Miller, ND  
COL Richard Kelling, WA  
COL Mark Sherkey, NJ  
COL Shawn Vail, PA  
COL Thomas Ransom, IL  
COL Joseph Gleichenhaus, CA  
COL Daniel Rice, GA  
COL Michael Foster, OR

Col Jason Mercer, TN  
COL Leslie Caballero, FL  
Col David Meissen, AK  
COL Brad Reed, UT  
COL Brian Dillon, IA  
COL James Davel, MN  
COL Timothy McDonald, LA

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COL Elward Cortez, LA  
COL Charles Demery, NJ  
COL Brian Dill, GA  
COL William Wade, AK  
COL Jayne Jansen, IA  
COL Nick Wittwer, MN  
LTC Heidi Baird, ME

## The IG Role During Deployments

By COL Marshall Ramsey

*VA ARNG State IG*

Command IGs serve as trusted advisors and drivers for change for Adjutant Generals and Commanding Generals. State IGs have a unique focus across the full spectrum of conflict. They must be prepared to assist with the deployment of National Guard units and with those non-deploying units. They must identify the proper TOE and TDA personnel combinations to retain flexibility for the deploying elements while maintaining adequate resources at home station to meet supporting IG operational requirements. They consider appointing and training acting IGs to cover remote locations or dramatic increases in unit strength or positioning assistant IGs forward with brigade combat teams to maintain an IG presence throughout the area of operations. Finally, they determine the method of coverage in the theater of operations where units may be widely dispersed.

Per Army Regulation 20-1: Inspector General Activities and Procedures, State IGs also organize to support modular deployments by deploying IG teams to support a subordinate unit on extended deployment. For its part, the Commonwealth of Virginia IG Office conducted a Teach & Train TDY with the 29th Infantry Division Command Inspector General and NCOIC in Kuwait 17-21 February 2017. The goal of the Teach & Train was to enhance support of the command's warfighting and readiness capabilities by performing inspections, assistance, investigations, and teaching and training. There were quick wins, including:

1. Organizing for Full Spectrum Operations: repurposed a Temporary Assistant IG.
2. Establishing Connectivity: coordinated with G-1 for critical, iPERMS training and access for IG functions that increased assistance velocity.
3. Establishing Reach Back: requested and received Department of the Army IG higher echelon oversight assisted in producing IG staff estimates for the command IG there from sanctuary here.

4. Reviewed Purpose and Procedures: determined IG activities and procedures for all open cases for prioritization, other forms of redress, and referral.

Teaching and training is both an embedded and independent function. It is the fourth of the Army IG system's four functions and is traditionally embedded in the first three—inspections, assistance, and investigations. While inspecting, assisting, or investigating, IGs enhance the warfighting and readiness capabilities of the Army by teaching and training commanders, Soldiers, and civilians at all levels on current Army policy and doctrine. But current operational tempo and the demands of Army force generation (ARFORGEN) have prompted IGs to perform teaching and training as a separate function independent of the other three functions.

Inspectors general will teach and train by teaching policy, procedures, systems, and processes to help organizations and activities improve operations and efficiency and accomplish command objectives.

Since its inception, the IG system has played a key role across the full spectrum of conflict from the Revolutionary War to the Global War on Terrorism and will continue to do so in future contingency operations. The Army IG system made its earliest contributions to the Army through training and maintaining readiness. As part of this IG system, all IGs serve as key assessment advisors so their commanders can make informed decisions when planning, preparing, and executing military operations. When the command is deployed in whole or in part for full spectrum operations, IGs have the same role as they have in peacetime—extending the eyes, ears, voice, and conscience of the commander.

The basic IG functions do not change—only the conditions under which IGs perform them. An IG will still work to enhance the command's warfighting and readiness capabilities by performing inspections, assistance, investigations, and teaching and training. However, the IG's priorities and focus during military operations must remain on tasks and systems that directly relate to the command's readiness across the full spectrum of conflict and all operational environments.

## Working with Wing IGs

**LTC Stoddard Binder**

*IO Division Chief*

There are 90 Air National Guard Wings across the 54 and most of them have at least one full-time IG to support their respective Wing Commanders. AFI 90-201, The Air Force Inspection System, Table 5.1, specifies that Wing IGs will conduct all designated ‘by-law’ inspections annually. Why is this important to you? The ninth by-law inspection on that table is Intelligence Oversight (IO), and State IGs also have a requirement to inspect their respective States’ IO programs.

Over the last two years, the NGB IG office assessed the IO programs of more than 25 States, Territories and the District of Columbia. Those inspections included more than 40 Wings. While the majority of State IGs visited have some interaction with their respective Wing IGs, most are not synchronizing IO inspection methodology to ensure their Wings are compliant with both AFI 14-104, Oversight of Intelligence Activities, and the National Guard Bureau’s 2000 series Instruction and Manual covering IO. Co-ordination between Wing and State IGs will provide opportunities to synchronize inspections, share lessons learned, and leverage results to improve IO programs.

For a comprehensive listing of IO policy, please refer to the following NGB-J2 IO references link. [https://gkoportal.ng.mil/joint/J2/NG-J2\\_IO/IO%20References/Forms/AllItems.aspx](https://gkoportal.ng.mil/joint/J2/NG-J2_IO/IO%20References/Forms/AllItems.aspx)

## Operations Newest Staff

**By MAJ Chad Price**

*Operations Division Chief*

Personnel changes have led to two new Senior NCOs to OPS: MSG Joseph Wood and SFC Jacqueline Lampert. Both are 42A NCOs with lots of experience. MSG Wood is covering down on the northeast and central regions while SFC Lampert covers the southeast and western regions.

MSG Wood has something to share that could be a useful tool. Have you ever needed someone’s DOD ID number and had to wait for them to get back with you before you could proceed with some particular action? If that person is on outlook, then wait no more. You will find a how to guide on our GKO site. MSG Wood has shared this trick and I believe you will find value in knowing how to do this.

Lastly, as we prepare for the conference planning phase and incorporate AAR comments from last year, please send any requests or topics you think should be covered.

### INCOMING/OUTGOING IGs

#### Welcome

- MAJ Curtiss Reese, CA
- LTC John Ward, AL
- SFC Timothy Mudery, PA
- 1SG Charles Trofe, PA
- SFC Undaleigha Gomez, CA
- CPT Jason Prather, MS
- SSG Nicholas Archibald, NY
- MAJ Edward Southworth, SC
- MAJ Richard Paetz, OR
- LTC John Ward, AL
- MSG James Sailer, WA
- MSG Ashley Merrill, PA
- SFC Nathan Nagbe-Lathrobe, RI
- SFC Raymond Barr, SC

#### Farewell

- MAJ Jeffrey Freeman, GA
- LTC Clayton Kuetemeyer, IL
- MSG Alfonso Brown, TX
- MSG Robbye McMillan, MS
- MAJ Daniel Caisse, CT
- MSG Christopher Winling, IL
- MAJ Sarah Grant, TX
- MAJ Matthew Molinski, OH

## New Dental Insurance Plan Takes Hold

By LTC Linda Gray  
Assistance Division Chief



The NGB IG is working with the TRICARE's transition from MetLife Dental Program to United Concordia. The transition left many without dental coverage on 1 May 2017. Some knew there was a problem when they no longer had the deductions on their LES. Others discovered the issue at their dentist office.

### Getting the Word Out

DFAS placed the following statement on Leave and Earning Statements (LES): "TRICARE Dental Program Contractor will change from METLIFE to UCCI on April 2017. No action is required by you. For Information visit [www.uccitdp.com](http://www.uccitdp.com)."

MetLife sent out letters advising members of the transition. Service members with claims and billing issues that occurred prior to May 1, 2017, will need to contact MetLife at 855-638-8371. The Service Member will need their DOD ID number or Social Security Number to access the automated system in order to reach a live person. Otherwise the system will terminate the call.

On 13 September 2017, the NGB DEERS Rapids Site Manager sent the following FLASH message to the 54 States, Territories, and the District of Columbia:

#### EFFECTIVE IMMEDIATELY:

"All service members who were previously enrolled in the Tricare Dental Program METLIFE who transitioned to UNITED CONCORDIA effective May 01, 2017, **MUST** verify they are still ENROLLED."

**PROBLEM:** There are concerns where previous participants were dropped during the transition pro-

cess in which previous allotments have been cancelled along with their benefits eligibility.

**RESOLUTION:** United Concordia is working diligently with service members to ensure coverage eligibility is backdated to the date of the transition, May 01,

2017, and enrollment is re-established. However, they may not continue to allow this option much longer. **It is the service members' responsibility to verify their enrollment status prior to receiving treatment.** Service members may contact United Concordia at 1-844-653-4061 for enrollment assistance in the new program.

On 19 September 2017, the NGB DEERS Rapids Site Manager added the following update to the 13 September FLASH message:

"Once the service member realizes they have been dis-enrolled from their Tricare Dental coverage plan, please have them check the following prior to contacting United Concordia:

- 1) MilConnect to verify coverage indeed is no longer in effect.
- 2) LES or personal Checking Account to see if deductions/allotments have been made, and if not, what was the actual date/month premium deductions ceased.
- 3) Then, finally contact United Concordia, as these are questions they will need to know in order to assist service members with resolving enrollment and eligibility concerns prior to contacting their office."

This issue affected the Active Component, Reserves, and the Guard, and will be sent to DAIG who can push it to DoDIG. If someone contacts your office regarding this issue, provide them with the above contact information to assist them in resolving their claims, billing, and/or enrollment/eligibility.

I look forward to serving you in the future. The Assistance Team is here to support!

# Army and Air Force: WBR Process Updated

By MAJ Nathan Wilson  
*Investigations Division*

Department of the Army, Inspector General (DAIG) recently published changes to the Whistle Blower Reprisal (WBR) ROI format and the WBR 10-Day and 30-Day Notifications/Determination. Our office recently informed IG Regional Chair members of the updates who, in turn, informed their respective command IGs. The Department of the Air Force, Inspector General (SAF-IG) has also published changes, similar to DAIG. These changes were communicated through SAF-IG channels in July and will be published in upcoming AFI 90-301 revisions and are in this newsletter. The guidance is an effort to become more aligned with the DoD-IG Whistleblower Guide. More in-depth details on the topic were published in a SAF-IG 7 July 2017 Notice to IGs (NOTIG 17-3 and 17-4). NOTIGs are also posted to the Policy and Guidance tabs on the AF Portal and SharePoint sites.

Portal address is:

<https://www.my.af.mil/gcss-af/USAF/ep/globalTab.do?channelPageId=s6925EC13510F50FB5E044080020E329A9>

SharePoint site is:

<https://cs.eis.af.mil/sites/10865/default.aspx>

Regarding the 10 and 30 Day Notification, DAIG -WBR Branch sends the following message:

“The biggest change you will see is that the 30-day form has been split into two separate forms to distinguish between reprisal and restriction. The rules stay the same as before, per DoDD 7050.06

send WRI the 10-day notification when you get complaint of whistleblower reprisal so we can register it in DCATS. Send WRI a 30-Day Determination form to begin the investigation clock or to recommend dismissal. You can use these forms immediately...Some revisions to the Part I and II forms to include a separate format for restriction dismissals...Also, under FY 17 NDAA the date the investigation was initiated is becoming more important. The Part II form is not a good tool for that documenting as the decision to dismiss and the ability to dismiss (all necessary exhibits / analysis complete); so we are working with DODIG on how to notify DODIG of the date an investigation was initiated. Will likely be a relatively informal process such as an email notification to the AO in WIOB which we will forward to DODIG to start the clock; still in discussion with DODIG about how we work that process. Begin implementing these now.”

Please pay special attention to future DAIG WBR referrals for recent changes to the WBR ROI format. Most of the changes to the format are addressed in paragraph VI (d), which focuses on answering the specific questions related to disparate treatment, timing, and motive. All WBR referral memoranda (uploaded in IGARs) must include the new ROI format (as an enclosure). DAIG plans to incorporate this new format into the next A&I Guide revision. Please use this format for all future ROI submissions. The DoD-IG website and WRI Guide are great resources when writing your WBR ROIs.

Over the past six months, our office has seen several WBR dismissal submissions. Generally speaking, dismissals are more frequently approved when submitted within the 30-day determination period. Often, disapproved dismissals are submitted too deep into the investigative process. At which point, it may be more prudent to finish the investigation and complete the ROI in its entirety. As always, NGB-IG Investigations Division is here to help. Please feel free to call or email us at any time to talk-through any challenges that you may be facing.



# Lethality and Readiness: The Role of Inspections

By LTC David Eldridge  
*Inspections Division*

Army Regulation 20-1, paragraph 5-1a (Inspector general inspections-purpose and procedures) states “The IG inspections function is the primary IG function and the one that allows IGs to have the greatest impact on readiness and warfighting capability....”

The Secretary of Defense’s top priority is “lethality.” One of the CNGB’s top priorities is “readiness.” However, by law IGs must work Whistleblower and Reprisal cases. And not investigating allegations of wrongdoing is a sure way to draw fire. And then there’s assistance cases. So, given these competing IG functions how can inspections contribute to the SECDEF and CNGB and TAG priorities? It’s all about taking care of Soldiers and families, correct? The answer lies in the words of Captain Jack Sparrow: “Leverage.” Seek out states with recent inspections that you wish to perform. Review the report(s), identify common findings and observations, and prepare a shortened inspection. Although not as thorough as a General or Special Inspection, these “focused” inspections may allow IGs the time necessary to complete inspections that improve the readiness of their state while still performing investigations and assistance functions. DAIG recently wrote that promotions and boards irregularities “constitute a considerable number of complaints to the DA and NGB IG offices.” DAIG

also wrote that they receive so many complaints that the root cause “appear to be a lack of trust, information, and transparency in the current system.” NGB-IGI validated this concern while sampling T32 ASMBs. There is an appearance of impropriety when states do not approve board results, consider small populations, use board members from the same state as the considered population, and when leaders do not explain the process. States with the least number of complaints were those providing personalized records review services (so boards consider the Soldier’s best packet), states including as large a population as possible (even if it means combining similar MOSs), and states assembling board members from outside of the states (either T32 or T10 Soldiers).

On the coordination front, DAIG postponed its Personnel Readiness Reporting Process and SHARP inspections. States selected to participate in the DAIG Command Supply Discipline Program include Missouri, District of Columbia, Maryland, New York, and Louisiana. States(s) selected for the FY18 Cyber Inspection are not yet identified. There’s also a change in the Long Range Inspection Calendar’s URL; it’s now located at [https://army.deps.mil/army/cmds/HQDA\\_SAIG/USAIGAExternalSite/USAIGA\\_CIGSite/SitePages/Long%20Range%20Activity%20Calendar.aspx](https://army.deps.mil/army/cmds/HQDA_SAIG/USAIGAExternalSite/USAIGA_CIGSite/SitePages/Long%20Range%20Activity%20Calendar.aspx).

Finally, I would like to publically welcome MAJ Edward “Ted” Angle to the Inspection team. MAJ Angle is a logistician and a recovering Geologist, hailing from the Republic of Texas.

SFC Zackery Hauf, Wyoming National Guard, takes the oath from MG Luke Reiner, The Adjutant General, Wyoming National Guard, Sept. 5, 2017, at the Joint Forces Readiness Center, Cheyenne, WY. The oath, as required by AR 20-1, reminds all IG personnel—regardless of category—of the special trust and confidence inherent in their positions. (Photo by MSgt Robert Trubia/released)



## TIG Graduates, 4th Quarter

SFC Akins, MI	COL Mitchell, IN
MAJ Beausoleil, NJ	LTC Montoya, NJ
SFC Frasher, IN	MAJ O’Dea, CT
SFC Grorud, FL	MAJ Parker, TN
MAJ Hudson, CA	CPT Schaus, FL
SFC Small, IN	CPT Bacon, 29th ID
SFC Thibodeaux, TX	MAJ Chau, GA
MAJ Wheeler, IL	MAJ Duggan, VA
MAJ Binder, NGB	CPT Morin, MA
SFC Hauf, WY	SFC Mudery, PA
SFC Huffman, GA	MAJ Ramirez-Rosario, PR
SFC Lampert, NGB	MAJ Reese, CA
	SFC Thompson, AK

## How does AFIS Help Commanders Balance Risk?

**By Lt Gen Anthony J. Rock**  
*Air Force Inspector General*

Among a wing commander's duties is balancing the challenges of managing risk appropriately with the necessity of maintaining readiness and compliance. Commanders balance risk to ensure mission accomplishment while minimizing high consequence events avoiding being wasteful and inefficient with their critical resources: People, Money, and Time!

Our legacy inspection system exacerbated these pressures, often resulting in an unbalanced risk equation by prioritizing short-term efforts to achieve a superior rating at all costs. As such, it fostered a culture of "make it happen" and ignored, or may have even abused, a key propellant of organizational success—its people.

Conversely, the current AF Inspection System (AFIS), empowers and charges wing commanders to balance those time and resource pressures. Key in AFIS is a constructive human element to facilitate that balance. Not surprising, it involves more than just the wing commander. Rather, it requires the triad of the unit, the headquarters staff and inspector personnel to be successful.

How does AFIS help commanders balance risk? First, it uses rigorous self-appraisal combined with an openness to critique and a willingness to re-think status quo by encouraging a questioning attitude. Second, it assigns unambiguous accountability to the commander. This accountability fosters the professional courage to look within their organization to address shortfalls and engage with subordinates and higher command elements in a transparent manner.

Commanders are not alone when addressing risks. The experienced commander uses the resources—internal and external to the unit. In this edition of TIG Brief, we have an article written by the 93 AGOW Commander, Colonel Jeffery D. Valenzia. His article addresses operational risk to his unit's readiness. His insight is spot-on and I encourage commanders to consider, and perhaps emulate, this approach.



**Lt. Gen. Anthony Rock**

Secretary Wilson has made restoration of readiness her first focus. The key for us is to start with a forthright assessment of our state of readiness in the Air Force. No one is better positioned than our commanders to ensure we identify risks to mission readiness and people.

Finally, I want to acknowledge the departure of our Air Force Inspection Agency Commander—Colonel Leland B.H. Bohannon; as well as, the SAF/IGI Director—Colonel Merryl Tengesdal. Bo and Merryl provided immeasurable contributions to our AFIS execution and inspection policies. Colonel Mark B. Pye will take command of AFIA and Colonel William Wade will take the lead for SAF/IGI. My heartfelt appreciation to Colonel Bohannon and Colonel Tengesdal for all their hard work and my welcome to Colonel Pye and Colonel Wade as they step up to continue the progress and excellence we see from the inspection enterprise!

## Legal Advisor: IG Access to Records

By Maj Sabrina Jensen

*AF/JAA*

IG staff members, and investigating officers (IOs) must have expeditious and unrestricted access to and copies of all Air Force, Air Force Reserve, and Air National Guard records, reports, investigations, audits, reviews, documents, papers, recommendations, or other relevant material authorized by law and policy. AFI 90-301, Inspector General Complaints Resolution, 27 Aug 15, paragraph 1.10. This includes access to and copies of relevant legal reviews and legal advice from the legal office to commanders and supervisors as well as Airmen's military finance and personnel records, as needed.

No Air Force document is exempt from IG access, and no Air Force, Air Force Reserve, or Air National Guard member or employee may deny IG personnel access to such records. Remember, however, some records may have special handling procedures that must be followed prior to release, such as classified materials (see Inspector General Act of 1978, and AFI 90-301, Inspector General Complaints Resolution, 27 Aug 15, paragraphs 1.10 and 1.10.1). Additionally, AFI 90-301, Chapter 13 provides guidance on maintenance and release of IG records, including IG reports and case related records. SAF/IG grants access only through two records release programs - Official Use Requests or Freedom of Information Act and Privacy Act requests.

## New Guidelines for Completing 180-day Letters

By Ms. Patricia Evans

*SAF IG*

NDAA 2017 was signed into law 23 Dec 2016. With it came changes that affect how the services handle complaints filed under 10USC1034. Previously, the law required that a 180-day letter be sent to the complainant when the IG analyzing/investigating the complaint determined that the report would not be sent to DOD IG/WRI for approval before 180 days had transpired from the filing of the complaint. NDAA 2017 changed this requirement. Now, the 180-day letter is required no later than 180 days after the decision to investigate, and every 180 days thereafter.

The 30-day decision document archives the decision to investigate. DOD will update DCATS based upon the date of that document. Within ACTS, the tasking date field (on the Suspense tab) will be used to identify the decision for investigation and should correlate with the finalized 30-day document. We at SAF/IGQ updated our office case tracker to include a field to track the date of 30-day decision document, and when the 180-day letter is due. Please send a NOTIFY in ACTS to the SAF Group Box when the 30-day decision document for investigation is uploaded. SAF will forward to DOD for their SA and documentation in DCATS. RCAs no longer require a 180-day letter. RCAs should be analyzed and dismissed via the 30-day decision document and within 30 days.

# Defense Department Launches New Retirement

*By Department of Defense, June 2017*

WASHINGTON - The Department of Defense officially launched the Blended Retirement System (BRS) comparison calculator, providing BRS opt-in eligible service members their first opportunity for an individualized comparison of retirement systems. The comprehensive tool, in combination with the mandatory BRS Opt-In Course, will assist the nearly 1.7 million opt-in eligible service members and their families make an informed decision on whether or not to elect the new retirement system. The BRS goes into effect on Jan. 1, 2018.

“We have designed an all-in-one calculator that is intuitive to use and takes into account the unique financial situations of our active duty, National Guard and Reserve service members,” said Tony Kurta, performing the duties of undersecretary of defense for personnel and readiness. “The calculator presents to service members the information needed to make an effective comparison. The calculator will provide service members the ability to compare estimated benefits between their current retirement plan and BRS prior to making this important decision.”

Service members can adjust 12 inputs to reflect their personal situation and planning assumptions to see how changes to their career and savings will impact retirement benefits over the long-term. With a simple click, service members can change any of the inputs and re-run the calculations as many times as needed. The comparison calculator provides personalized estimates based on a service member’s individual information, career progression, pay and bonuses and retirement options. The all-in-one calculator was designed for the Total Force and can be used by active duty, National Guard and Reserve service members.

The official DoD comparison calculator is the only calculator endorsed by the DoD for supporting a service member’s Blended Retirement System opt-in decision.

“Service members may use any calculator they feel can aid them in the decision making process,” said Kurta. “However, only the DoD BRS comparison calculator has been validated by the department as complying with all DoD and BRS policy and tested for accuracy.”

The comparison calculator is intended to be used in conjunction with the mandatory BRS Opt-In Course, which launched Jan. 31. The opt-in course is focused on comparing the current legacy military retirement system (often referred to as the high-3 system) and the new Blended Retirement System, along with elements on financial management and retirement planning for service members. Service members are encouraged to take the Opt-In Course prior to utilizing the BRS comparison calculator. The decision whether to opt into the BRS is a completely personal one and the DoD takes no position on which system a service member should elect.

“While the calculator is a valuable resource,” said Kurta, “it should not be the only resource used in making an opt-in decision.”

Service members are encouraged to use all resources available to them in the decision making process, to include completion of the BRS Opt-In Course, utilizing the BRS Comparison Calculator, accessing the online BRS resource materials and scheduling time with a personal financial counselor or manager. Service members can get free, personal support from an accredited personal financial counselor or manager through their installation’s Military and Family Support Center. Search online at <http://militaryinstallations.dod.mil/> or <http://www.jointservicesupport.org/spn>.

# TRAINING

## DoD/IG Whistleblower Reprisal Course

14-17 Nov, Mark Center, Alexandria, VA  
8-11 Jan (MTT), Albuquerque, NM  
27 Feb—2 March, Mark Center, Alexandria, VA  
25-29 June, Mark Center, Alexandria, VA

**By Mr. Nolan Corpuz**  
*Chief, Training Division, SAF IG*

Below is the upcoming schedule for the SAF/IGQ-MAJCOM IGQ-State JFHQ DCS series:

## Army TIGS

18-2: 22 Jan—9 Feb  
18-3: 5-23 March  
18-4: 30 April-18 May  
18-5: 4-22 June  
18-6: 9-27 July  
18-7: 6-24 Aug  
18-8: 10-28 Sept  
19-1: 26 Nov-14 Dec

9 Nov 17 (MAJCOM Only)  
11 Jan 18  
8 Mar 18  
10 May 18 (MAJCOM Only)

DCS broadcasts will be held @ 1200 Eastern on each respective day and are expected to last 60 minutes. Our target audience is MAJCOM IGQs, Wing IGQs, and State JFHQs. However, the 9 Nov 17 and 10 May 18 broadcasts will be limited to MAJCOM IGQs only. Each broadcast can be accessed using the link below:

## SAF/IG Course 2017-2018: Lansdowne, VA

IGTC 18B: 22-26 Jan 2018  
IGTC 18C: 19-23 March 2018


<https://conference.apps.mil/webconf/SAFIGQDCS>

## IG Advanced Course 2017/2018 Fort Belvoir

A-18-03, 2-6 April

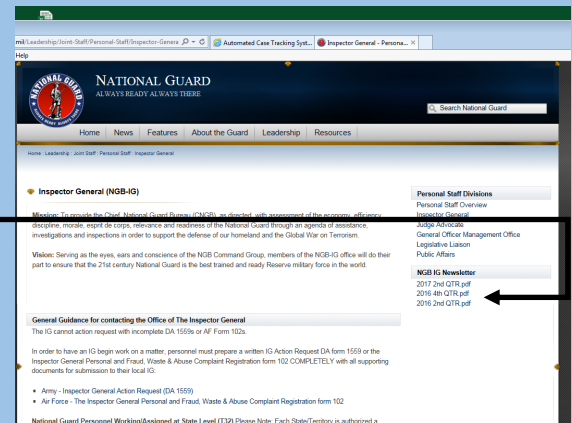
Please forward this announcement to your subordinate units to ensure the widest dissemination possible. If you have any topics you'd like us to discuss, please email them to me at least a week prior to each broadcast so we can get them into the agenda. As always, let me know if you have any questions; otherwise we'll "see" you in DCS land!!

INTERNET ARCHIVE



**Previous newsletters are available  
At the below link:**

<http://www.nationalguard.mil/Leadership/Joint-Staff/Personal-Staff/Inspector-General/>



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