



THE OBSERVATION

NATIONAL GUARD BUREAU OFFICE OF THE INSPECTOR GENERAL

READINESS IS AS READINESS DOES

Inside the Observation

(click links below)

- ◆ [NGB TIG](#) 1-2
- ◆ [SAF IG](#) 3-4
- ◆ [NGB Deputy TIG](#) 5-8
- ◆ [NGB IG SGM](#) 9
- ◆ [Operations](#) 10-11
- ◆ [Intel Oversight](#) 12
- ◆ [Assistance](#) 12
- ◆ [Investigations](#) 13
- ◆ [Inspections](#) 14
- ◆ [NGB IG Conference](#) 15
- ◆ [NGB IG Directory](#) 16

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View from the NGB TIG

By Mr. Tony West

The Inspector General, NGB

One of the great pleasures I have serving as Inspector General is visiting our great Soldiers, Airmen and Civilians serving so well in our National Guard. Another great benefit of serving in this position is attending various senior leader engagements. In both cases, I leave those venues with an enormous sense of pride in seeing the tremendous levels of patriotism, professionalism, proficiency, and intellect commonly exhibited. But not quite as enjoyable is the travel that goes along with these visits to some faraway places. To pass the time I read, chat with my fellow passengers, watch movies, and think. For those whom have been around me for any time know that I think about the readiness of our force a lot.



“Readiness is as readiness does” means our level of readiness will be a reflection upon, for what, and how we train to be ready.

Although readiness is a focus for all military members from the time they first enter service, the ultimate question is, ready for what? Readiness requires preparation but you need to have an idea of what mission(s) you will be required to be ready for. That is precisely why I ask in every venue I attend, have you read the 2018 National Defense Strategy (NDS)? A year ago, I encouraged all the Inspectors General in the National Guard Enterprise to at least read the unclassified summary of the NDS. This summary clearly articulates the threats that our nation currently faces. We have long been engaged in counter-terrorism operations, but now must broaden our focus upon a broader spectrum of threats – ranging from near-peer nation states

to terrorism. In order to deter our adversaries from engaging us or defeat these threats, we have shifted our focus upon all spectrums of national power. Space and cyber are newer domains that we must better understand, be able to maneuver, and quickly develop doctrine - if we are to be successful in our deter and defeat end states.

Readiness for this broad spectrum of threats and actions to deter and defeat aggression will require new...and old approaches to readiness. We must keep abreast of technological advancements to enhance our capabilities in the battlespace, while simultaneously training to operate in an environment with no electronic spectrum. Our younger team members (aka digital natives) can add great value in keeping up with technological advancements. All the while, our more tenured team members can reach back into their memories to resurrect the skillsets mastered in old analog days. Both are critical to our success.

So what does this mean for Inspectors General? A couple of things; as the eyes and ears of your directing authorities, you must know what to look for so you can help. Secondly, you need to be aware of the threats, strategies, and training requirements – these all represent CHANGE, which may not come easy to some. When you either witness some reluctance to this change or someone expresses their concerns about change to you, you will be prepared to not only support directing authorities, but the mission as well. By you working behind the scenes in teaching and training, you better support directing authorities by reducing the time needed to address the resulting distractions caused by a quite natural reaction to CHANGE.

And finally, “readiness is as readiness does” came to me while watching the pseudo-intellectual re-run of the movie *Forrest Gump*. In this farce, Forrest Gump shows some extraordinary physical abilities, chronicle success as a Soldier in Vietnam, and mythical exploits as a football player at the University of Alabama. These great accomplishments were realized despite his learning disability. Several times during the movie, people would ask him if he was stupid; his response always was “stupid is as stupid does.” Which kind of turned the question back to the questioner – because he had many accomplishments to be proud of. Taking this phrase and turning toward readiness: “readiness is as readiness does” means our level of readiness will be a reflection upon, for what, and how we train to be ready.

Readiness

Integrity

Efficiency

By Lt. Gen. Stayce D. Harris
Air Force Inspector General

22 February 2019

Our 2018 “Strategic Effort Deliverables” to HAF were to evolve the AF Inspection System to emphasize and assess full-spectrum readiness and improve investigation, inquiry and oversight timeliness. And in terms of accomplishments, 2018 was a banner year for our IG Enterprise! Thank you to the incredible teammates on the IG Hq staff, AFIA (AF Inspection Agency), OSI (Office of Special Investigations), and DC3 (Defense Cyber Crimes Center). And of course, a special shout out and thank you to our MAJCOM and wing IGs, WIT (Wing Inspection Team) members and OSI units in the field ensuring mission readiness and lethality across the Total Force, where the rubber meets the road.

It’s been an honor to partner with Chief “PJ” Jones listening to and advocating for our Airmen (uniformed and civilian) as we visited every MAJCOM, ensuring your voice was heard. During our visits with MAJCOM and wing IGs, their senior leadership, OSI teams, and our lunches with Airmen, your inputs helped inform the decisions we make at the HAF level. We worked to “elevate our IG enterprise” by building trust and communicating that we are a helpful resourceful enterprise. Congratulations to Chief Ryan Bell (AETC/IG Superintendent) for his selection to fill Chief Jones’ role this summer. Like Chief Jones, Chief Bell comes with a wealth of experience in our IG enterprise and will seamlessly continue the work that Chief Jones has in progress.

Ongoing initiatives to elevate the IG Enterprise:

- Assess readiness. We will continue to train, teach, coach and mentor as we validate what mission

readiness looks like for those with expeditionary missions as well as those mission sets “employed in-place.”

- Publish attachments 3 and 7 to AFI 90-201, as AFIs 90-201 and 90-301 were recently published.
- Distribute the Manpower Determinant to all MAJCOM A1 offices for your comments.
- Partner with AFIA to brief the group and wing CC courses at Maxwell on AFIS/readiness exercises and on lessons learned in complaints resolution.
- Promote our new IG enterprise website at www.afinspectorgeneral.af.mil. A huge thank you to MSgt Gant (SAF/IGE), who is now a webmaster. In addition to highlighting our directorates and agencies, it includes links for TIG Brief, Holding the Line, commentaries, and PACE (Profession of Arms Center of Excellence).
- Fund and execute the REAPER (Readiness Exercise Advanced Planning, Execution and Reporting) exercise training course.
- Advocate for our IG positions to be boarded positions for command. One of our current CCs said it best, “I have to say unequivocally that my experience as the IGI was the single greatest factor in preparing me for command.”
- Advocate for the Waiver Request System (developed by AFSPC, now residing in ACC) to be an AF-wide hosted tool providing a searchable database and waiver continuity for CCs.



Article Link (CAC enabled)

<https://www.my.af.mil/gcss-af/USAF/AFP40/d/sA4057E1F3A790E62013AD29829BA0DD1/2018/Fall%20Edition%20TIG%20Brief%20Vol%2070%20No.%204.pdf>

By Lt. Gen. Stayce D. Harris
Air Force Inspector General

- Advocate to centralize 10 USC 1034 Investigations at SAF/IGQ (modeled after the IGS process) to reduce timelines, multiple oversights, and offer quality standardized reports from the IGQ staff subject matter experts.
- Distribute “Holding the Line” to IGs, CCs and senior leaders (military and civilian) to educate them on general themes, trends and lessons learned from IGS and IGQ.
- Continue to get out and about at every level to communicate the IG message as the “Cultural conscience of the Air Force...Restoring Readiness and Lethality!”

And much more for the year ahead! During our travels, we’ve met a multitude of champion-level

teammates whose incredible efforts kept us driving our IG enterprise flightpath priorities set by the SecAF, CSAF, and CMSAF. As I retire and Maj Gen Said takes the lead, I know our US Air Force is in great hands with YOU continuing to elevate our IG Enterprise! I thank you for your passion, for seeking and reporting the truth in inspections and investigations, and for your unrivaled service to our Airmen (uniformed and civilian), our Air Force and our Nation!

It’s been an honor to serve as your AF Inspector General!



Article Link (CAC enabled)

<https://www.my.af.mil/gcss-af/USAF/AFP40/d/sA4057E1F3A790E62013AD29829BA0DD1/2018/Fall%20Edition%20TIG%20Brief%20Vol%2070%20No.%204.pdf>

DTIG Sounds Off

By COL Kris Kramarich
Deputy Inspector General

Promotion Board Screening – Urban Legends and Ground Truth (Today)

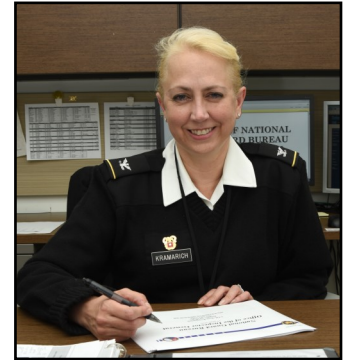
The Department of Defense (DoD) DoD Instruction 1320.4, *Military Officer Actions Requiring Approval of the President or Secretary of Defense, or Confirmation by the Senate*, includes policy and the process to screen Officers (WO1 through O10) selected for promotion prior to submitting to either the Senate or President for confirmation. The Undersecretary of Defense (USD) for Personnel and Readiness (P&R) followed up with a memo in 2015 which mandates that throughout the appointment process, “all officers must ... continue to meet the exemplary conduct standards.” The requirement to validate exemplary conduct was not new. Some have probably heard of the “Dr. Chu Memorandum” (Officer Appointments – Exemplary Conduct). Dr. Chu was the USD P&R in 2007 and the “memorandum” directed that the Service Secretary include detailed information concerning adverse information, rationale in support of an officer, and a statement of how the officer meets the requirements of exemplary conduct. DoDI 1320.4 officially rescinded the “Dr. Chu memo”; the DoDI subsumed the Dr. Chu memo and several other policy documents in 2014.

This article includes information on the Army post promotion board screening and the Air Force officer promotion screening processes. Both Service level IGs conduct promotion screening at the Department level, however, there are differences in how each service captures adverse information and applies the exemplary conduct standard.

Army Post Board Screening.

In 2016, the Army implemented additional screening requirements “while maneuvering” –

expanding the (WO1-O10) screening requirement to include select senior enlisted personnel. Army Directive 2016-26 formalized the screening requirements for Officer Promotions and Sergeants Major slated to attend the Sergeant Major Academy, and Sergeants Major moving into Command Sergeant Major positions. The Army Inspector General provides post promotion board screening results through G1 personnel channels.



Army Regulation (AR) 15-6 includes guidance on filing investigations (Paragraph 3-19). The Approval Authority for AR 15-6 Investigations must retain a copy for “not less” than five years. In cases involving field grade officers or high-profile cases (serious, complex, national media interest, etc.), the retention requirement for these is ten years. Below are the excerpts from AR 15-6 on this matter:

3-19. Filing and record keeping of the report

b. Adverse information.

(1) In the case of an investigation or board that contains adverse information regarding a field-grade officer, the approval authority will keep the original and a digital copy of the final report of proceedings, and the redacted version as provided to the officer. This is done in accordance with para 2–8c, on file for a period of not less than 10 years, regardless of whether any adverse action was taken against the officer based on the findings and/or recommendations of the investigation or board. In addition, the approval authority will comply with specific filing requirements set forth in other regulations or directives, to include requirements to synopsise and upload portions of the investigations into a centralized database.

(2) The servicing SJA or legal advisor will provide a synopsis of the adverse finding, and the filing location of the investigation by emailing: “USARMY Pentagon HQDA OTJAG Mailbox AL Adverse” found on the Global Address List.

Air Force Officer Promotion Screening.

The Air Force screening process is also centralized, but the IG role is much different. There was some initial “in flight” confusion on A1 and IG staff responsibilities and release authority, but the recent release of Air Force Instruction 90-301, *Inspector General Complaints Resolution*, addressed those issues. The requirement for a unit to provide information on ongoing IG investigations is still in the current Air National Guard Colonel Promotion Process guide, but the NGB/A1PO plans to rescind the guide. The NGB/A1PO confirmed that their office coordinates directly with the SAF/IG for promotion screening, negating any requirement for units to provide information from Wing or State IG offices. The IG role remains to file investigation information in the Air Force IG Automated Case Tracking System (ACTS).

In accordance with Chapter 7 of the AFI, “All officers requiring Senate confirmation (majors and above) will be screened centrally by SAF/IG.” Even though the opening paragraph specifies majors and above, the rest of this Chapter expands the SAF/IG role to 2LT through General Officer. The SAF/IG will look for adverse information on officers defined in AFI 90-301, Chapter 7.1 as:

a substantiated adverse finding or conclusion from an officially documented investigation or inquiry; or (2) any credible information that reflects unacceptable conduct, or a lack of integrity or judgment on the part of an individual.

IGs at all levels in the Air Force are required to collect, document, and notify SAF/IG of all investigations opened by commanders, or any field grade officer stand-alone adverse actions (e.g. LOCs, LOAs, LORs, Article 15s). AFI 90-301, Table 7.1 lists the documents required to be loaded into ACTS for each of these adverse actions or investi-

gations. Commanders and staffs may not be aware of the filing requirements below:

7.4. Commanders, directors and civilians leaders will:

7.4.1. Notify the local IG at the start of any investigation when an officer (or civil servant Grade 15 or equivalent) is named as a subject. (T-0).

7.4.2. Notify the local IG at the conclusion of any investigation when an officer (or civil servant Grade 15 or equivalent) was named as a subject whether substantiated or not. Refer to Table 7.1 for a list of required documents. (T-0).

7.4.3. Notify the local IG when a field grade officer (or civil servant Grade 15 or equivalent) is administered adverse command action such as LOCs, LOAs, LORs, or Article 15s for any reason, with or without an investigation. (T-0).

What do YOU do as an Inspector General?

The answer of this is two-fold – the IG should understand and advise commanders and staffs about the investigation filing requirements and screening processes; and also be prepared to advise individuals who have substantiated allegations.

How can you support individuals being held up for promotion due to an investigation? It depends. A good place to start is to first ask them what their understanding is of where they are in the promotion process. Ask them to provide you the notification they received through their command from ARNG G1 or NGB/A1 channels. Better yet, establish the relationship with your G1/A1 teams so they can

give you the same information they will provide to individuals ahead of time. This will give you time to prepare to assist someone if they have questions about receiving notification that their promotion is being held up because of an “IG” issue. Senior leaders may ask you about an individual or case, but you may not be authorized to discuss the case with them. If someone knows they have a substantiation, they may ask you the ramifications before being considered for a promotion. The response to that may also be, “it depends.” BUT, an established record of exemplary conduct after a substantiation can only help. A substantiation does not equate to an automatic promotion denial.

Another way to assist an individual is simply finish investigations as quickly as possible. The cases that hold up promotions are typically Whistle-blower Reprisal, primarily due to the time it takes to complete a WBR investigation. Most often, an Officer was not selected for promotion at the time the IG initiated a WBR investigation. Perception may be that a WBR case has held up a promotion for 500 days when in reality, the case became a priority at day 450. The point is to complete priority cases first and then WBR cases. Reach out to your local G1/A1 offices for individuals who can provide process updates or link up individuals with the best POCs to receive updates on the overall promotion progress. Similar to any ongoing investigation, you cannot commit to a completion date, you cannot release preliminary findings, but you can explain processes and next steps. As always, coordinate with the NGB-IG team for help, your Regional Chairs, and your local staff for assistance.

ARNG IG Trends

In reviewing trends from 4Q FY18 to 1Q FY19, there was an approximately 30% decrease in ARNG IG cases entered into IGARS in 1Q FY19. While the decrease in cases could be associated to the time of year, it also serves as a reminder to remain diligent in completing information IGARS.

Top 3 categories were the same for both quarters:

- Personnel Management
- Finance and Accounting
- Command/Leadership Issues

These categories are not surprising as they impact Soldier livelihood, however, within these categories there was an increase in cases related to:

- Enlisted Promotions (E5-E9)
- Enlisted Promotion System (EPS)
- Base Pay

Please keep these concerns in mind when advising staffs, in order to get in front of potential issues.

EXEMPLARY CONDUCT SCREENING REFERENCES

DEPARTMENT OF DEFENSE

<https://www.esd.whs.mil/DD/>

Memorandum, Under Secretary of Defense for Personnel and Readiness, January 9, 2015: *Processing Appointments of Officers Pending Investigation or Adjudication of Adverse Information*

DoD Instruction (DODI) 1320.4, January 3, 2014: *Military Officer Actions Requiring Approval of the President or Secretary of Defense, or Confirmation by the Senate*

AIR FORCE

<https://www.e-publishing.af.mil/>

Assistant Secretary of the Air Force (ASA) for (Manpower and Reserve Affairs) Memorandum dated July 2018: *Policy Change – Requirement for Commanders to report initiation of CDI or Inquiry to local IG for all officers below the grade of Brigadier General*

Air Force Instruction 90-301, 28 December 2018, *Inspector General Complaints Resolution*

Air National Guard Guide, March 2017, *Mandatory Reserve Officer Promotion Board (ROPB) Position Vacancy (PV) Colonel Federal Recognition Review Board (FRRB)*

ARMY

<https://armypubs.army.mil/>

Army Directive 2016-26, 18 July 2016, *Screening Requirements for Adverse and Reportable Information for Promotion and Federal Recognition to Colonel and Below*

Army Regulation 15-6, 1 April 2016, *Procedures for Administrative Investigations and Boards of Officers*

PPOM 17-025, 18 April 2017, *Army National Guard Commissioned Officer and Warrant Officer Promotions and Exemplary Conduct Certification Screening*

Army National Guard Guidebook, 30 April 2018, *Calendar Year 2018 General Officer Federal Recognition Guidebook*

Air Force IG Policies: <https://www.my.af.mil/gcss-af/USAF/ep/browse.do?rogramId=tE3494DD052705D6B01528A58AC6F020D&channelPageId=s6925EC1351F50FB5E044080020E329A9>

Army National Guard Personnel Policies: <https://www.milsuite.mil/book/groups/personnel-policy-division-arng-hrh>

By SGM De'Laine Williamson*Sergeant Major Inspector General, NGB*

Good Day, is my usual greeting of the day to everyone I meet. I am SGM De'Laine Williamson and am grateful and delighted to be a part of the Inspectors General team serving in the position of Senior Enlisted Leader (SEL) for the NGB IG office. As a member of the South Carolina National Guard, I have served in many capacities such as MP, team leader, platoon Sergeant, Assistant IG, Assignments NCO, NCOIC, Senior Enlisted Advisor, and Senior Enlisted Leader. These assignments presented great opportunities which have equipped me with a wealth of experience and knowledge. It is my pleasure to serve as the NGB IG SEL and to be of service to you.

First, I would like to take this opportunity to reiterate that the NGB IG NCO of the Year (NCOY) Competition for FY19 has started. This is a great opportunity for JFHQs to recognize any currently serving ARNG NCO who has served as an Assistant Inspector General for at least 12 months and has received at least one NCO Evaluation Report as an Assistant IG. This competition is designed to select the NCO who best represents the U.S. Army Inspector General system within the ARNG. The NGB IG winner will compete against their other MACOM winners in the DAIG NCOY Competition at Fort Belvoir, VA on 9-11 April 2019. The timeline is as stated on the following chart.

Equally important are the release of the new AFI 90-301, Inspector General Complaints Resolution, the Air Force Complaints Resolution Program Supplemental Guide (both dated 28 December 2018) and the AF Form 102 Inspector General Complaint Form (dated 19 December 2018). The summary of changes for the AFI 90-301 include: separating investigation procedures into a separate chapter; adding a new chapter on the collection of adverse information on all officers (or civil servant Grade 15 or equivalent) and combining that with the former chapter on senior officers; moving chapters on

reprisal and restriction as well as the chapter on senior officials; deleting chapters on congressional inquiries, EO complaints, fraud, waste and abuse complaints, civil liberties, as well as the chapter on OSC investigations and merging elements of those deleted chapters with other chapters.



Please remember this AFI has underwent substantial revisions and should be reviewed in its entirety. Our teams have a unique opportunity to directly observe best practices from two Inspector General systems. This broader perspective only adds to your ability to provide fair and impartial support to our Soldiers, Airmen, and Civilians.

2019 DAIG NCO of the Year (NCOY) Timeline	
Date	Action
1 Mar	Packets submitted NLT 1600 EST / NGB-IG SEL: SGM De' Laine Williamson
5 Mar	Conduct board for National Guard nominees (score packets)
11 Mar	Conduct VTC interviews / Select NGB NCOY
12 Mar	NGB NCOY packet forwarded to the DAIG NCOY Competition
15 Mar	DAIG NCOY packet submission date
9-11 Apr	DAIG NCOY Competition at Ft. Belvoir VA (Note: 8 and 12 April are travel days)
2018 ANG Inspector General Award Winners	
Lt Gen Howard W. Leaf Award	
Enlisted Cat III	SMSGt Shane Amundson, 119 WG / IG, Fargo ND
Civilian Cat III	Mr. Jason Bloomfield 126 ARW / IG, Scott AFB IL
Officer Cat IV	Lt Col Edward Stamper 149 FW / IG, JB San Antonio-Lackland TX
Maj Gen Junius W. Jones Award	
Cat II	149 FW / IG, JB San Antonio-Lackland TX
Lt Gen John P. Flynn Award	
Cat II	151 ARW / IGQ, Salt Lake City UT
Cat III	NGB/IGQ, JB Andrews, MD
CAT V	JFHQ AR / IG, North Little Rock, AR

2018 Overview

By LTC Linda Gray
Operations Branch Chief



The Operations Branch had major turnover during 2018. After MSG Lampert joined the Assistance Team, OPS gained SFC Stephanie Valle from the Virginia Army National Guard, who provides Regional Oversight to Southeast and Western regions. LTC Price departed in July 2018 and I, from the Pennsylvania Army National Guard, backfilled him as Chief, Operations where my first official duty was the 2018 National Guard Inspector General Conference. There I got the opportunity to interact with most of you. CW4 Ivelisse Ortiz, from the Puerto Rico Army National Guard, joined our Team in September and provides oversight of the Civilian Title 5 (T5) Career Program management and Active Component IG budgeting. Her predecessor, CW5 Pablo from Guam Army National Guard, retired February 2019. MSG Joseph Wood, from the Virginia Army National Guard, who has been in

Operations the longest, provides Regional Oversight to the Northeast and Central regions, and has served as the cornerstone holding this Team together during the transition.

Although OPS is a relatively new Team, I'm sure you have figured out by now, we are hard charging and making things happen from processing your nomination packets, to TIGS registration, to retirement and awards. We are here to support you. I'm extremely proud of how the Team has gelled, our process improvements during the few months we have worked together, and what we have planned in order to improve our service to you.

We are working on:

- 1) Civilian T5 Career Program
- 2) Guard 101 Information
- 3) Increasing the number of TIGS slots per course
- 4) Minimizing or eliminating the gap between departing / arriving State IGs
- 5) Battle Rhythm

Welcome New Command Inspectors General

AL	COL Joe Suddith	GU	LTC Michael Zink	MD	COL Mark Lent
DC	Maj Lee Alexander	HI	Lt Col Vincent Terrel	ME	LTC Kasi McGraw
MS	COL John Michaud	ID	LTC Timothy Slep	NY	Lt Col Michelle Estes
VA	COL Anthony Daniels	NV	LTC Carmelo Madera	RI	LTC Jonathan Elias
WV	Col Dain Kleiv	IN	COL Michael Bruens	KS	COL Brian Hathaway
MN	COL Daniel Heape	ND	LTC Timothy Miller	WI	LTC Kevin Agen
KY	LTC Todd Reed				

Pending Departures for FY 19

State	Departing IG	State	Departing IG
NC	COL James Hunt	VT	LTC Shelley Raymond
PR	COL Ricardo Lebron	AR	COL Albert Stiller
AZ	COL Craig Short	MO	COL Kyle Nordmeyer
MT	LTC John Tabb	NE	LTC Julie Burnmeister
MA	COL Stuart Furner	OK	COL Paul Rogers
MI	COL Arthur Addleman	NY	Lt Col Michelle Estes

Current State Vacancies

State	Backfill	Status	Gap Coverage
NM	MAJ Valerie Knight	Projected arrival 15 July 2019	Ms. Ortega
WY	MAJ Colin Hess	Returned February 2019	SFC Hauf
CT	TBD	Requested Backfill	MAJ Caisse
DE	Lt Col Marc Woodworth	Scheduled to arrive May 19	Lt Col Blair

**By MSG Joseph Wood and
SFC Stephanie Valle**

Operations Branch

IG Conference: The 2019 IG Conference is scheduled for 29 July – 2 August 2019; location Ritz-Carlton, Pentagon City, Arlington, Virginia. More information follows at the end of the newsletter. We are interested in knowing what topics you would like to hear or discuss (i.e. Enlisted/Officer promotions/policies; LOD; DTS or JTR; etc). Please email your topics to the OPS Team for consideration.

New State (T10) IG's: Upon arrival at your duty location, forward a copy of your orders, DA 31, DD 93, SGLV 8286, and latest OER to Operations (NGB-IGP). We serve as the liaison between you and your active component Military Personnel Division (Joint Base Myer-Henderson Hall). This will ensure that things such as ORBs, OERs, orders, and finances are in order (AF State IG's – provide a copy of your orders and latest OPR to operations). Do not forget that you must also in-process with the USPFO at your State.

New Title 32 IG's: When nominees are approved by DAIG, you must coordinate with the State ATRRS Manager to complete TIGS enrollment. Once an IG is in a "Reserved" or "Wait" status, please contact OPS if you need to remove the IG from ATRRS. This keeps us from losing a National Guard slot, since we try to slot another NG IG to attend TIGS during that timeframe.

Course Completion Certificate/IG Oath of Office/SF 50: Please submit a copy of course certificates, IG oaths, and SF 50s for our personnel records upon completion of TIGS, appointment as a new IG, and/or a new hire as a MilTech or Non-Dual Status Civilian. This ensures we have correct information regarding all IG personnel and aids in accurate completion and submission of the annual FMR to DAIG.

Curtailments: Per AR 20-1, Paragraph 2-5b (5), requests for curtailments "must [be] coordinate[d] through the respective HRC, USARC, or NGB assignment managers to obtain TIG approval prior to curtailment." Please do not wait on submitting curtailment requests. The turnaround time is approximately 4-8 weeks. When submitting a curtailment request, you must state your plans to backfill the position. Additionally if the curtailment results in a temporary vacancy, the State or Territory must indicate that it is accepting the absence of an IG.

Force Management Report (FMR): Thank you for the support! The October 2018 FMR was submitted with 100% response from the 54 States, Territories, and District of Columbia. Next FMR—October 2019.

Requesting TDA Change(s): If an office would like to request a change to the TDA for IG positions, this action must be made prior to the position being filled (i.e., it must be made into a valid paragraph and line). A memorandum requesting said change with a justification will need to be signed by TAG and submitted through operations NGB-IGP to DAIG. Submit your request to MSG Joseph Wood and SFC Stephanie Valle who will further coordinate the staffing process with DAIG. Email at:

**stephanie.i.valle.mil@mail.mil,
joseph.s.wood2.mil@mail.mil and cc
linda.s.gray8.mil@mail.mil**

Note – A request for a Warrant Officer to fill a position within the IG office that is otherwise identified as a Commissioned Officer position will require a TDA change request. Please utilize the above process when identifying a potential Warrant Officer to fill an IG position. Remember, this position cannot be filled as desired until approved by DAIG.

Intelligence Oversight Branch

2018 in Review!

By Maj Jeffrey Labrune

Intelligence Oversight Branch Chief

The Intelligence Oversight (IO) Branch had a transformative 2018! We fully established a new inspection methodology last year to address the most common issues observed from our 2017 inspections. While adhering to standardized inspection objectives and sub-tasks, we continue our efforts to maximize flexibility in our inspections to meet the needs of each State or Territory we visit. To this end, our inspection process is now two days long, with the first day focused on traditional compliance checks and the second day devoted to assistance. We are pleased to report that the vast majority of States we have inspected in 2018 have appreciated our increased focus on the IG's core "teach and train" function on day two of our inspection. Our intent is to leave your State Intelligence Oversight Program in a better place than we found it. To help us in that endeavor, our updated Chief of the National Guard

Bureau Instruction, 0700.01A, *Inspector General Intelligence Oversight* was recently signed and is posted to the NGB Publications & Forms Library (<https://www.ngbpdcc.ngb.army.mil/publications1/cngbi/>) The newly revised 0700.01A gives a detailed breakdown of TAG, NGB-IG and State-IG responsibilities as related to Intelligence Oversight.

This past year also brought some personnel changes. We can't do our mission with just MSG Kennia Alvarez and myself, so the Army National Guard G2 let us borrow two outstanding members of their team for the next three years, Majors Sterling Keele (Utah) and Jason Dickey (Kansas). Both gentlemen bring with them varied intelligence backgrounds and experiences, which have already proven beneficial to the team dynamic.

Feel free to reach out to them for assistance. We look forward to continuing to improve our IO Program for you as we move into 2019.

Assistance Branch

By LTC M. Kevin Herrington

Assistance Branch Chief

Is your office utilizing one standard Preliminary Analysis, Referral, and Closeout Notification Memorandum format?

Over the course of the last six months, NGB-IG Assistance branch has worked tirelessly to standardize and test drive our internal processes, and the products we deliver to the States, Commands, and Complainants.

As an office, we identified that we were not developing and delivering products to our customers that were synonymous. Further, our internal processes were lagging and individualized.

This led to deficiencies and perpetuated a backlog of cases that required directing authority approval.



Standardizing our products and refining our processes affords us the ability to generate products such as Preliminary Analysis and Referrals that effectively outline issues and/or allegations and can be easily understood on referral to outside agencies.

The Assistance Webpage, of which has the Preliminary Analysis template, Complaint Analysis template and other resources are available on the following link:

<https://gko.portal.ng.mil/ngb/STAFF/D01/B02/S06/SitePages/Home.aspx>

By LTC Russell (Jerry) Davis
Investigations Branch Chief

The National Guard Enterprise communication process has become more efficient, specifically, with the Army National Guard investigations. Efforts to enhance relations between primary IG stakeholders to include the Department of Army Inspectors General (DAIG) Office; National Guard Inspectors General Investigations Division (NGB-IGQ); and State Command Inspectors General (CIG) and their respective teams resulted in a noteworthy improvement in investigative work products. This translated to a marked increase in case clearance rates and a subsequent reduction in backlog. Currently, the Enterprise has a total of two FY16 Whistleblower Reprisal (WBR) investigations open. The Enterprise has zero FY17 WBR investigation open. This is a significant improvement from last year, when we carried a large backlog of 3+ year-old cases. We contribute this to the focused, hard work of the field IGs.

“When I first got here, a dismissal was a fantasy that you heard about.” – SFC Jason Gogue

Additionally, the enhancements to our communication process is directly proportional to our increase in successful WBR dismissals. In FY17, we obtained approval to dismiss four cases pertaining to seven Soldiers. The approved dismissal rate for FY18 raised to 12 cases dismissed, pertaining to 28 Soldiers. So far this FY19, we have successfully dismissed five cases pertaining to ten Soldiers. Additionally, we have three cases pend-

ing dismissal approval. Keep in mind that dismissals require a rigorous analysis and sound reason to request the case be dismissed. That said, our counterparts at DAIG asked for us to pass on their thanks to the field for their collective and individual efforts with respect to the increased quality of their investigative products.



As you may have seen, we recently completed a revised process for DoD Whistleblower Reprisal cases. We have since transitioned our focus to the creation of a similar product for DoD Hotline Action cases. To accomplish this task, we are collaborating with DAIG and Regional Chairs to identify challenges, streamline processes, and codify the results. One item of confusion that we observed is lack of understanding of referred Hotline Action and their associated requirements, especially the Hotline Completion Report (HCR). Our final product will address the near-constant stream of changes following the release of DoD 7050.01 last December. As always, we look forward to speaking with you and appreciate your feedback. Please feel free to reach out to our investigations team and continue to use us as a sounding board.

Currently, we, NGB-IGQ, are tracking a total of 33 open WBR ANG investigations. This includes 3 for FY16, 6 for FY17, 17 for FY18 and 7 for FY19. We would remind all CIGs that we, NGB-IGQ, can also provide peer review of your ANG cases at the field IG request. However, we ask that you send us the draft version prior to TAG or Wing Commander approval.

IG RECOGNITION

Army Majors Shawn Pratt and Nathan Wilson, National Guard Bureau Inspectors General Office, Investigations Branch, are coined by Air Force Major General Michael T. McGuire, The Adjutant General, Arizona. MAJs Pratt and Wilson provided IG complex technical support during a recent staff assist visit (SAV) to Arizona. NGB IGs commonly provide direct support through SAVs across the 50 States, 3 Territories, and the District of Columbia.



The State of the NGB IGI

By MAJ Edward S. Angle

Inspections Branch

This year has proven to be a shaping year for National Guard Bureau, Inspections Branch. We have established and launched a Staff Assistance Visit (SAV) program to support newly assigned Officers in Command Inspector General billets across the 54 States, Territories, and the District of Columbia. We focus the SAV on discussions about challenges that face IG teams and IG “technology transfer” in the form of best practices and updated processes/policies from DOD/DA/SAF IG and NGB IG. So far, we have conducted over 18 SAVs. The NGB IG team also responded to requests from states for focused SAVs to help solve specific problems. We will continue this process with our goal to conduct three SAVs each quarter.



MAJ Angle



LTC Ransom

This year also brought two new team members to the NGB Inspections Branch. LTC John Ransom took over as the new Inspections Branch Chief in July 2018. He comes to us from Camp Atterbury, Indiana where he served

as the Commander of the Mission Training Complex. He brings a wealth of service experience. LTC Ransom started his service career in 1989 when he enlisted in the Air Force as a B-52 Aircraft Maintenance Technician. He earned his Crew Chief certification while assigned to Diego Garcia during DESERT SHEILD/DESERT STORM. He commissioned in the Mississippi (MS) Army National Guard in 1994 as an Engineer 2nd Lieutenant. He filled a wide variety of positions: numerous engineer roles, as the MS State Training Officer, multiple Defense Support to Civilian Authorities’ missions, staff positions in the ARNG G3 Training Division, TRADOC and as an Assistant Executive Officer to the Director Army

National Guard. The breath of his experience and knowledge will provide a firm basis for his leadership as the Chief of Inspections Branch.

MSG Joseph Viera accepted Active Duty Operational Support orders assigning him to the Inspections Branch October 1, 2018. His current M-Day assignment is Assistant Inspector General (AIG) NCOIC for the 29th Infantry Division. He recently returned from deployment as an AIG where his experience with inspections will be a force multiplier for our team. MSG Viera joined the Virginia Army National Guard in 1999 after four years of active duty service. His MOS is Military Police; he has served in multiple MP assignments including First Sergeant of 229th MP Co. MSG Viera is a fulltime law enforcement officer with Colonial Heights, Virginia. We are very excited to have MSG Viera join our Inspections team.



MSG Viera

NGB Inspections Branch is looking forward to a bright 2019 with you and our new team!

Watch for our updated GKO portal! Coming soon!

Upcoming Inspection Events

EVENT	State(s)	Dates in 2019
SAV	VA	15-16 Apr
SAV	AL / KS	13-18 May
SAV	OR / ID	3-7 Jun
SAV	TN / MS	8-13 Jun
SAV	NV / NE	12-16 Aug

2019 NGB IG Conference

30 July - 1 August 2019 (travel days are 29 July and 2 August)

On behalf of Mr. Tony West, The Inspector General of the National Guard Bureau, you are invited to attend the upcoming 2019 National Guard Inspector General (NG IG) Conference.

The NG IG Conference will be held at the Ritz-Carlton Hotel, Pentagon City, Arlington, Virginia. Presently, registration is open to all 54 States, Territories, and District of Columbia for the command inspector general and an additional IG from their office or a subordinate element.

Please know our maximum capacity for this event is two IGs per state, but we will monitor registration to allow for additional IG personnel to attend if seats become available. Let us know as soon as possible if you would like for more members of your staff to attend.

The NG IG Conference provides an opportunity for the NG IG community to convene at the national

level to discuss the latest updates on policies and regulations, issues, solutions, best practices, and trends affecting both Army National Guard (ARNG) and Air National Guard (ANG).

The anticipated benefits to the conference attendees are professional development, and technical networking opportunities to NG IGs throughout the 54 States, Territories, and the District of Columbia. Additionally, the event will provide opportunities for NG IGs to interact with NGB directorates, and advisors about issues specific to their States, while collectively establishing future courses of action for program enhancement and resolution to ongoing issues. Look for the MOI which will have registration instructions.

If you have questions about the Conference, please contact NGB-IG Operations Branch.

We look forward to seeing you there!



National Guard IGs gather for a NG IG workshop, at the Double Tree Hotel, Arlington, VA., from 31 July 2018—2 August 2018. The NG IG workshop provided an opportunity for NG IGs from the 50 States, 3 Territories and District of Columbia, to collectively establish future courses of action for program improvements. IGs were also briefed on updated IG regulations, policy changes, and NG specific topics.

Photo by Master Sgt. David Eichaker

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