



310th Sustainment Command



Detail More Than Raising, Lowering Flag



Twice a day, on U.S. military posts around the world, time appears to stop as honor is rendered to the Colors. The Flag is raised or lowered while a bugle plays over the installation's speaker. All cars come to a stop, Soldiers salute and civilians place a hand over their hearts.

"It's just military customs and courtesies," said Staff Sgt. Joseph Hall, an intelligence analyst with the 310th Sustainment Command (Expeditionary). "It's a tradition to raise and lower the flag."

The flag detail at III Corps consists of ten Soldiers who are charged with the responsibility of caring for the Colors and signaling the beginning and the end of the duty day. The detail lasts an

entire month and this year on Memorial Day the 310th SC (E), an Army Reserve unit mobilized to Fort Hood, was granted the opportunity to raise old glory.

The Soldiers arrive at 6 a.m. to perform flag duties at the sound of Reveille which sounds at 6:30 a.m., signifying the beginning of the duty day. They return again at 4:30 p.m. to return the flag to its case when Retreat is played at 5 p.m., the signal for the end of the duty day. Hall says he's lucky to have had this opportunity.

"I consider myself extremely fortunate to be chosen, hand picked out of all the Soldiers on Fort Hood to raise and lower the flag at the headquarters of Fort Hood and III Corps."

**BG Michael Dillard**

As we enter the home stretch of our mobilization I'm sure that many of you are excited to head back home to your families. Well since we've been at the Great Place there has been a group supporting both of you every step of the way.

The strength of our Soldiers is our Families and Family readiness is extremely important to all of us because it plays a key role in unit, service member and Family morale whether our Soldiers are deployed or in garrison. It is crucial that we

Commander's Corner

create a climate of mutual support within the unit and community and the foundation for support of our Families and Soldiers are Family Readiness Groups (FRGs).

If you've been in the Army longer than a day then chances are most of you have heard about the "FRG;" you have seen the flyers at the PX, heard your First Sgt. or Platoon Sgt. talk about FRG Meetings during morning announcements or been encouraged by a chaplain to participate in special activities. Well, I want you to know that the FRG must be more than just a meeting. We encourage Soldiers and Families to attend. The FRG is the cornerstone of outreach to our Families.

FRGs are a command-sponsored organization made up of Soldiers, volunteers and Family members who work together to provide mutual support and assistance, and a network of communications among the Family members, the chain of command, and community resources. Their main goal is to provide support,

outreach, and information to Family members.

Whether you are a new Soldier on your first mobilization or a seasoned veteran looking towards retirement, the FRG is a vital tool to support you and your Family. The FRG helps Families feel like they also belong to the unit and provides a forum for them to develop friendships while they gain information about the unit and community. When a Soldier knows his Family is taken care of, he or she can then focus on their job which in turn leads to mission success. Regardless of the location of your mission, Family issues can pop up at any time, making a strong FRG critical; not just during deployments but every day.

The spearhead of any successful FRG program is the Family Readiness Support Assistant (FRSA). The FRSA assists the unit commander in the implementation of the unit's FRG program, and every battalion-level unit and higher has a FRSA assigned. The FRSA can help Family members when challenges arise or provide referrals

to outside agencies. You and your Family's involvement in the FRG are the driving force and what makes them successful. The FRSA should be the point person for both Families and Soldiers on matters of Family readiness. Find your FRSA and put them on speed dial; they can help you and your Family in so many ways.

Family readiness facilitates mission success and ensures that we remain the greatest Army in the world. Again, I ask all of our Soldiers, regardless of rank or position, and our Families to be involved with your FRGs. I would personally like to thank all of our FRSAs and anyone involved with unit FRGs for the support you provide to ensure our Soldiers and Family members are well taken care of. I ask all of our Soldiers, and our Families to be involved with your FRGs because the strength of our Soldiers starts with our families. Phantom Support!

Command Sergeant Major's Corner

Celebrating Independence weekend is an indication that we are well into the summer period for this year. However, we still have a couple months of beautiful Texas weather left to enjoy here at the "Great Place." Many of you hope to get out and participate in all of the activities Central Texas has to offer. As you enjoy this beautiful Texas weather and plan summer activities, I ask that each of you use risk management and safety tools to maintain safety awareness, minimize risk and ultimately prevent accidents and injuries.

I want to remind you that as leaders we cannot afford to lose focus of safety on or off duty. As fun as the summer season can be, it is also a dangerous time of the year for the Army due to a history of notable increases in off duty accidents and fatalities. Common activities such as swimming, camping, and fishing all require

careful planning in order to make them safe and enjoyable events.

As the weather gets nicer, many of you will travel long distances on vacation. If you are driving – be cautious. Heavy traffic, bad roads conditions, poor driving habits by other drivers are imminent and are out of your control. Your loved ones are either riding with you, or waiting for you at the other end. Plan and be proactive by mitigating factors such as fatigue and reckless driving. Unsafe motorcycle and vehicle operation are leading causes of accidental fatalities for off-duty Soldiers.

When planning summer activities that involve alcohol, ensure you first identify a designated driver who will not drink during that activity. Historically, increased alcohol use throughout the summer have put law enforcement on high alert for drivers traveling under the

influence. No one likes to experience the unintended consequences or results of accidents, especially when alcohol is involved. Do Not Drink and Drive! Risk management is crucial. You owe it to yourselves and loved ones to make the right decisions.

Finally, I want to remind you to be safe when engaging in water activities. Swimming is one of the most popular summer activities. Swimming in any body of water can be dangerous. Local lakes are great summer attractions but it is paramount that you make water safety your priority when you visit them. When swimming, swim with a battle buddy and swim within your physical capabilities. Avoid alcohol use when you are engaged in swimming or other water related activities. Alcohol impairs your judgment, balance and coordination not to mention it

**CSM Levi Maynard**

reduces the body's ability to stay warm.

On behalf of the 310th Sustainment Command (Expeditionary) I wish everyone a safe and enjoyable summer. I want you to know how much we appreciate your service and sacrifice. Thanks for all you do. Phantom Support!

III Corps Best Warrior Competition

Soldiers from the III Corps subordinate commands met at “The Great Place” to compete in the III Corps and Fort Hood 2015 Best Warrior Competition at Fort Hood, 23 – 26 June. Soldiers from multiple commands gathered together for a three day event in which each representative faced off against other competitors in several different challenges that tested each Soldier’s skill, endurance and mental resilience.

The best warrior competition takes place within all components of the Army but the III Corps competition is generally reserved for the III Corps subordinate commands at Ft. Hood, Ft. Bliss, Ft. Carson, and Ft. Riley. This year an exception was made as the result of a unique mission being carried out by the 310th Sustainment Command (Expeditionary). The 310th SC (E) is an Army Reserve unit, from Indianapolis, Indiana that has been mobilized to Fort Hood to backfill the 13th SC (E), currently deployed to Kuwait. This rare, groundbreaking mission is giving the 310th Soldiers an opportunity to work side by side with their AC counterparts and, in this case, compete with them.



After winning within the sustainment command Sgt. Clifton Rodgers, a 36B budget analyst with the 310th SC (E), earned a chance to represent both the 310th and the 13th SC (E) at the III Corps competition last week. Sgt. Rodgers spent 3 months brushing up on his soldier skills and training on and off duty to get in the optimal physical condition to compete. He was one of 24 Soldiers tested and scored on numerous events. Among these events were the Army Physical Fitness Test, individual weapons qualifications, completing land navigation exercises, an obstacle course, a drill and ceremony event, a written essay, a twelve-mile road march carrying a

minimum of a rifle and a 35 pound ruck sack, and multiple mystery events designed to test a broad range of physical and mental capabilities.

At the end of the competition, seven Soldiers went through a board of sergeants major in an interview where quick fire questions test their ability to think and react under pressure.

“As a Reserve Soldier, a lot of the subjects and topics are different than what active duty deals with, as far as special programs. So reading up and brushing up on all that stuff and separating Reserve life from active duty life is pretty difficult,” said Rodgers. “We don’t do boards on

the reserve side, going in front of all the sergeants major was stressful.”

Unfortunately at the awards presentation Friday, Sgt. Rodgers did not take home 1st place but he was the runner up for the Ft. Hood competition and 3rd place out of all of III Corps.

“It made me concentrate more since I knew that’s what they do all the time being combat arms, but they didn’t make me feel excluded from the group,” Rodgers concluded. “It was really good to open my eyes that it’s not just about what we do in the office, it’s just as important to keep those other skills up to date and not just meet the standard but aim to exceed the standard on all those basic Soldier skills.”

Wranglers return from Afghanistan



The bleachers were as full as they've ever been at Abrams gym Friday as Soldiers and Family members gathered to formally welcome home the troops of the 4th Sustainment Brigade during a redeployment ceremony at Abrams Physical Fitness Center.

The 4th Sust. Bde. deployed for a nine-month mission in Afghanistan to provide logistical support for numerous units stretching across Afghanistan in support of Operation Enduring Freedom.

Brig. Gen. Michael Dillard, commanding general, 310th Sustainment Command (Expeditionary), summed up the gathered Soldiers as heroes on the battlefield.



"We're here to honor the members of the 4th Sust. Bde. who put their lives on hold to answer the nation's call executing tactical sustainment operations over the past nine months in Afghanistan" he said.

While deployed, the 4th Sust. Bde. Soldiers supported and sponsored numerous projects and initiatives to improve sustainment functions across Afghanistan. When they arrived, they instantly assumed the Resolute Support mission, providing single sustainment mission command from multiple headquarters, including two sustainment brigades, an

Army field support brigade, a movement control battalion and an expeditionary sustainment command.

The Wranglers facilitated the support of thousands of war-fighters located at more than 32 Forward Operating Bases, many located in dangerous parts of the country. Their efforts resulted in the distribution of over \$101 million in rations, more than 49 million gallons of fuel and in excess of 11.5 million pounds of mail.

Dillard thanked the Families for supporting the Soldiers overseas.



"I want to thank the Families for all of your care packages, phone calls, letters and thoughts to our Soldiers while they were away," Dillard said. "I also want to thank the Families for handling the additional duties of your loved ones so they could focus and successfully complete their duties."

"Without you, none of us would be successful," he added.

Dillard asked one thing of the Families.

"My last request – that I think you all can handle very easily – is when we release you to your loved ones – our Soldiers of the 4th Sust. Bde., the only requirement for everyone here is to give them their nine months of bear hugs and kisses."

"And Soldiers, this is your day so take as much time as you need to get all that you deserve," he added.

310th SC(E) hosts professional development session

The 310th Sustainment Command (Expeditionary) support operations section recently hosted a leader professional development session for sustainment commanders and noncommissioned officers within the command.

The visit included a trip to the Deployment Ready Reaction Field and the Fort Hood Rail Operations Center, where civilian contractors were on hand to give a detailed tour of and explanatory briefings about the railway capabilities available at Fort Hood.

The group of roughly 60 individuals began their tour at the Deployment Ready Reaction Field with an in-depth briefing on the loading and staging process by Gail Hutcherson, the installation unit movement coordinator.

"We're your one-stop-shop to begin with and then we'll tell you where else you need to go for equipment movement issues, requirements or needs," Hutcherson said.

After briefly recounting previous successes and failures she's experienced, Hutcherson gave the audience best practices on what it takes to be successful when moving multiple pieces of equipment.

She discussed accurate reporting practices commanders should use when preparing for deployments or large movements.



"It's extremely important that commanders relay their needs and requirements for their equipment to the unit movement officer and unit movement NCO, so they know what to input into the computer," Hutcherson said. "We send that data to FORSCOM for validation to order the vessels, the railcars and the commercial trucks for it, we order it and they approve it."

Following the briefing, the group moved over to the Fort Hood Rail Operations Center for another briefing from Bruce Grier and Chief Warrant Officer 3 Deangelo Grant on the capabilities available at Fort Hood and a live demonstration of vehicles loading railcars.

Grant addressed the group of officers and NCOs,

highlighting the importance of deployment readiness and the perils that often occur fiscally when requirements are left unchecked.

Additionally, Grant explained the Command Deployment Discipline Program to junior officers, potential commanders and NCOs alike, ensuring that they understand that deployment readiness is a commander's responsibility.

Grant also articulated important segments of CDDP such as unit movement officer appointment memorandums and subsequent training, the requirement to have hazardous material certifier's on-hand, and load planners and load teams identified for a seamless transition from

home-station to mob station to theater of operation.

"Command Deployment Discipline is not only the hallmark of garrison operations, but more importantly a readiness multiplier that commanders must have at the forefront of their leadership," the chief said.

Grier, aka "Buzz," a railhead technician for more than 20 years, commended Grant on the introduction and reiterated the importance of providing accurate and timely information to ensure that inflated costs due late requests are mitigated.

Buzz later explained that the rail yard has the ability to load up to 240 rail cars with 800-1200 pieces of equipment in a 24-hour period.

310th SC(E)- Aerial Delivery

310th ESC's Support Operations is responsible for a major mission while mobilized to Ft. Hood. Serving as the III Corps Commanding General's logistics subject matter experts, the SPO provides guidance and direction to all units within the III Corps footprint. A small but vital piece within SPO is the Aerial Delivery section. Manned by one Soldier, SPO's Aerial Delivery section is responsible for providing technical and expert guidance to any unit requesting or performing aerial resupply missions.

A highly underutilized logistics function, aerial delivery provides commanders rapid deployment and resupply options with minimal required manpower. With battle lines becoming more and more obscured and small scale kinetic warfare growing, these logistics combat multipliers give every advantage to those who exploit them. Units specifically designed for aerial delivery, such as light and heavy drop companies, provide several avenues of approach for airdrop operations including vehicle, equipment, and personnel options. Unfortunately, most of these aerial delivery companies are exclusive to airborne units leaving non-airborne units little interaction with the airdrop world. In order to bridge this gap, the Army has developed and made available smaller scale

airdrop capabilities that can be taught to and conducted by non-airborne units.

Low-cost low-altitude (LCLA) aerial resupply is a cost-effective and expedient way for units at the lowest level to resupply themselves and their supported units. Quartermaster units now have LCLA operations built into their mission essential task lists to ensure training and continuity for future missions that will require aerial resupply. The 289th Composite Supply Company (CSC) under 1st Cavalry Division's 1st Sustainment Brigade is actively training and conducting LCLA missions as a part of their training regimen. Their most recent operation was conducted on May 7, 2015 at Antelope DZ located on Ft. Hood, TX. Supported by a CH-53 Chinook from the 2-227th Aviation Company, the

289th CSC successfully rigged, dropped, and recovered six LCLA bundles. While these missions can be conducted rapidly and with little manpower, developing the unit standard operating procedure to conduct such missions takes time and expert guidance.

The first step the 289th had to take was to train their personnel to rig and de-rig the LCLA bundles. Assisted by the 527th Quartermaster Detachment and the 310th SPO Aerial Delivery section, the 289th conducted hands-on training with LCLA bundles and became capable of constructing the bundles efficiently and to standard. The planning phase involved coordination between the 289th and the SPO Aerial Delivery section. Responsibility for all mission planning remained with the 289th while SPO's

responsibilities were within the training realm and the vetting and coordination of the concept of operations. This included coordination for medical support, aircraft and crew, drop zone, and drop zone control personnel, which in the case of the 289th was an Air Force air mobility liaison officer (AMLO) stationed on Ft. Hood.

Future aerial resupply operations are being planned by the 289th CSC with the objective of further developing their capabilities and will be conducted under the supervision of SPO's Aerial Delivery section. The success of these future missions will be used to promote LCLA operations to other logistics units with the goal of developing the aerial delivery capabilities across III Corps' Ft. Hood footprint.



Personnel

The Army will launch its new NCO Evaluation Report on January 1, 2016, three months later than originally planned.

The new NCOER, which is sharply different from enlisted rating systems of the past, was supposed to make its debut in October after a massive service-wide train-up that began in April.

Sergeant Major of the Army Dan Dailey announced the NCOER delay during a June 4 town hall meeting with soldiers.

The delay gives the Army more time to fine-tune the process and procedures for tracking rater profiles. This is to make sure soldiers have a fair chance at promotions while also preventing rating inflation, according to an Army news article.

Army officials did not provide any more details as of Friday about when the new NCOER will be launched.

One of the biggest changes to the new NCOER is the introduction of rater accountability as a way to address the issue of rating inflation, the Army News article said.

The NCOER was "out of date" with Army doctrine and subject to rating inflation, Dailey said.

"We have to get at that," he said. "We have to make sure that our people we ask to run promotion boards have the full capability to understand and know who is best for promotion. This new NCOER is going to help do that."

This accountability has been in place for years when it comes to those rating Army officers, Dailey said. The new NCOER introduces a similar system for enlisted evaluations, he said.

It is difficult to decide who gets promoted if every soldier is rated as the best, Dailey said,



according to an Army news article.

"With a rater profile, your rater is going to be limited to the total number [of] 'I blocks' they can give out," he said.

The revised NCO rating system mirrors several changes made to the Officer Evaluation Report in the spring of 2014, including the introduction of separate report forms for soldiers of different ranks, and new responsibilities for raters and senior raters.

The NCO reports also will employ the Evaluation Entry System, an online tool for processing and submitting evaluations to the Human Resources Command for placement in a soldier's official file. The EES was introduced with the officer system in April 2014.

Both the NCO and officer systems are aligned with Army leadership doctrine, as defined in Army Doctrine Publication 6-22.

They also support Chief of Staff Gen. Ray Odierno's Strategic priorities of cultivating adaptive leaders for a complex world. The new rating systems are designed to assist selection boards in identifying the most talented soldiers for promotion and key assignments.

As approved by senior leaders, the new NCOER will focus on three levels, or grade plates, of leadership, as follows:

- **Direct Level:** A form for sergeants that focuses on job proficiency and is developmental in

nature. Sergeants will be evaluated as meeting or not meeting performance standards related to presence, intellect, leadership, development, and achievement.

- **Organizational:** A form to evaluate NCOs in the ranks of staff sergeant through master sergeant and first sergeant, with a focus on organizational processes and systems. Evaluations for promotion potential will be enumerated, so that senior raters cannot give "most qualified" box checks to more than 49 percent of the NCOs they senior rate at a particular grade. Enumeration, a long-time feature of officer reports, but a new requirement for NCOs, is designed to dampen inflation.
- **Strategic:** a report form for sergeants major and command sergeants major that will focus on large organizations and strategic initiative.

The report is designed so that raters and senior raters will assess, in written comments, the leadership attributes and

competencies of the rated NCO. Promotion potential will be handled the same way as for staff sergeants through first sergeants.

Raters, normally a soldier's first-line supervisor, will focus on job performance while senior raters, normally an official who rates the rater, will focus on the potential for promotion and future service.

In another first for the new system, raters will evaluate subordinates at the organizational and strategic levels on a four-box scale of "far exceeded," "exceeded," "met" and "did not meet" the standard.

While ratings of "far exceeded" will not be constrained by the 49 percent limit imposed on senior raters, the Army will imprint a rater tendency label, similar to the senior rater profile, showing the rater's rating history for all evaluations at that grade.

Another change under the new system involves a retooled NCOER Support Form that will be used by rating officials to counsel subordinates during the rating period.

The regulation governing the new system, AR 623-3, will require senior raters to counsel at least twice during the rating period.

Officials expect that SR participation will not only complement the rater's input to counseling, but will let rated soldiers know where they stand in terms of being evaluated for promotion.

The new NCOER is "designed to help better identify NCOs with the top potential, best talent, eliminate inflation, reinforce rating chain accountability and align NCOER with current doctrine," Dailey wrote.

According to Dailey, "As the system matures, and as the NCO corps and Army adapt to this new system, we will continue to have the best equipped, best trained and the best Army composed of outstanding and proven professional NCOs the world has ever seen."

Intelligence

The 310th ESC G2 reported to III Corps its quarterly Secure Area Entry and Exit Inspection of both the Headquarters and the JOC located in G3. The section also coordinated for 310th ESC Soldiers who were delinquent in TARP training to attend the quarterly briefings by the 902nd Fort Hood Field Office (FHFO) from 9 through 13MAR2015 at Howze Theater. An SAV for HHC was conducted by G2 analysts, who also assisted HHC in safe combination changes. G2 successfully submitted its Overdue Periodic Reinvestigation Report to III Corps. The JPAS hierarchy issue with III Corps was rectified by the ACoS G2 after working directly with III Corps Security Teams to clarify the Wrangler Shift Realignment process and timeline. The 13th ESC G2 NCOIC SFC Hank Harris returned from Kuwait and will soon resume his NCOIC duties. Lastly, the section prepared for the absence of its current NCOIC SSG Hall and analyst SGT Bailey, who would later attend the FOUNDRY S2 training in Ft. Gillem, GA during the first of April.

The 310th ESC G2 NCOIC SSG Hall and analyst SGT Bailey attended the S2 Foundry Course at Fort Gillem, GA from 6-10APR for 35F refresher training. Their attendance was a success since 377th TSC only received \$15k in funding for the entire command during FY15. During April,



document custodians from each section along with G2 personnel completed the Annual Clean-out of Classified Information. Additionally, key leaders in the 310th ESC G2 attended the first quarterly Leader Professional Development (LPD) session of the Intelligence Warfighting Function Development Program (IWfFDP) established by III Corps G2. The LPD, attended by Fort Hood Military Intelligence personnel E7 and above, included remarks by MG Robert Ashley, Commander of Fort Huachuca and the Intelligence Center of Excellence, and was followed by a separate Intelligence 2020 Brief.

On 01JUNE2015, the 310th ESC G2 promoted both SSG Aaron Bailey and SGT Nathan McKinney. The promotion ceremony took place in the 13th SC(E) motor pool, with the entire unit in attendance along

with the family of SSG Bailey. This was one of the biggest accomplishments of the section thus far, and much credit is given to SSG Joseph Hall for mentoring and helping both NCO's through the promotion process. In shop operations, the G2 began to establish its Personnel Recovery Program and designated SSG Joseph Hall as the Primary Personnel Recovery Officer (PRO) and SSG Aaron Bailey as the alternate. Some of the responsibilities include coordinating training such as



SERE and continuing their ISOPREP additional duty. Additionally, the quarterly SF 311 derivative classification sampling period took place. These reports were consolidated and sent to III Corps. Lastly, coordination was made with the garrison Security Team II and III for the return of the 49th MCB Security Manager and the 49th MCB's servicing relationship. The Wrangler Shift Transition and Realignment was completed with the transition of 4th SB to 1CD.

Operations

The G3 spent considerable effort this quarter on transitioning the 4th Sustainment Brigade to 1st Cavalry Division (1st CAV). In coordination with 1st CAV, the 310th ESC developed a phased transition plan that allowed the transfer of personnel, equipment and tasks to occur with minimal impact to the individual Soldiers, Families and mission requirements. Concurrently, we shifted the 49th Movement Control Battalion (49th MCB)

back under the ESC as a Direct Reporting Unit (DRU). As part of the transition, the command team and staff sections conducted a series of seven town hall meetings with units of 49th MCB and their families. These meetings explained the details of the shift as well as how the transition will affect their military and personal lives. We concluded each session with a question and answer session for the Soldiers and family members to pose

questions to the command team or the primary staff. On 17 June, the 310th proudly awarded the 49th MCB the shoulder sleeve insignia of the 13th ESC in a ceremony at Abrams gym.

On 19 May, the 310th ESC conducted a Semi-Annual Training Brief to LTG MacFarland in our command conference room. The III Corps Commander outlined the mission command challenges at the Corps and Division level that is a result

of being disconnected from the information that exists at the Soldier level. We can get better information by making sure we have the right company-level leaders in place and empowering them. He also expressed that the 310th ESC's Operational Lines of Effort are nested perfectly with his priorities for III Corps and we should continue the great efforts we have demonstrated during our time here on Fort Hood.

Logistics and Supply

The G4 Team at the 310TH SC (E) is nearing the completion of a large transfer of units to the 1ST Cav. Div. (1CD). Property Book Officer, CW3 Koenen, has been working hard and steady to transfer property books and assist commanders within the 4TH Sustainment Brigade in their transition. Supply NCO, SFC Bass, has successfully

managed the transfer of financial liability investigations of property loss (FLIPLs), greatly reducing our reporting number. Government purchase card holders (GPC) and GPC support staff had continuously provided purchasing support for the 4SB until the day they transitioned to 1CD.

The Freeman Dinging Facility bakers have once

again graciously provided a special cake for the 13th SC(E) patching ceremony as we gained a new tree of subordinate units.

The Engineer section said farewell to SFC Jones as he transfers to his next duty station in Vincenza, Italy. In turn, we have welcomed a new Engineer, SSG Trumpower! This section has been busy

performing assessments and providing recommendations towards a footprint reassignment project. This project will position the Expeditionary Sustainment Command on a campus-style footprint. So far, the team has been successful in producing several possible courses of action.

Finance

Over the past 9 months, the G8 section came a long way!

We are proud to say, SGT Rodgers successfully competed in the 310th/13th ESC BWC. He earned the distinction of making it to the III CORPS final, as a runner up, on 26 Jun 2015.

SGT Rodgers competed in events, such as the difficult land navigation course, extensive weapons training, marksmanship, the difficult but rewarding combatives course, combat lifesaver (CLS) given by SSG Mosley, several

military essay writing events and an extremely successful board interview. SGT Rodgers, indeed, made the entire Command very proud.

1LT Fong and LTC Heinrich graduated from the new equipment training (NET) Global Combat Support System – Army (GCSS-A) class on Fort Hood, TX, before the conversion on 10 Apr 2015. This event enabled the G8 office to be ready to execute funding certifications of supply parts, through this new system.

SFC Sims (Budget Analyst) and SPC Rodriguez (Budget Analyst) did an outstanding job in continually assisting the 4SB S8 with all Defense Travel System (DTS) and Government Travel Card (GTC) concerns and training. Both Soldiers, also, provided “hands-on” system support to the S8 office. As a result, the 4SB S8 passed their official staff assistance visit (SAV) with a 99% in 69 areas

inspected. Great Job, Team!

The 4SB funding is, now, separated from the HQs. As a result, the Command has less funding. However, the Command can still operate and still has funds for all planned travel, supplies, repair parts, etc. which was stated on the spend plan. I would like to extend a sincere “Thank You” to the staff sections OICs and NCOICs and the 49th MCB for updating their spend plans.

Signal

As expected, the months from April to June proved to be a busy time for the 310th G6. 5 vehicles assigned to the headquarters company were outfitted with Blue Force Tracker (BFT) systems, radio equipment was installed in all capable vehicles, and the 310th passed its first phase of the Command Cyber Readiness Inspection (CCRI). Two Soldiers, SFC Antonio Marchio and CW3 Eric Anderson also passed the Security+ certification. The Security+ is a rigorous IT-security related curriculum, and culminates with a certification test which must be passed before elevated credentials will be administered by the Fort Hood NEC. Also during this period, the section welcomed two new Soldiers: SPC Erick Kelemen, and PV1 Prince London.

On June 25th, 2015 the 310th SC(E) G6 participated in the annual Signal Regimental week at Ft. Hood. In attendance were six Soldiers assigned to the 310th and 13th Sustainment Commands. The guest speaker, NETCOM commander MG Morrison, provided an insightful and succinct summary of the past, present, and future of the Signal Corps. MG Morrison also spoke about the Signal Corps relation to the emerging Cyber branch, and how both will co-exist in the future.



In our final three months, the G6 will begin to initiate actions to receive the 13th personnel in CONUS. This includes re-establishing elevated System Administrator accounts, re-provisioning Blackberry accounts, and ensuring all user accounts are functioning prior to arrival.



Support Operations Section

Lean Six Sigma Training

BG Dillard expressed an interest in providing Soldiers an opportunity to attend training that would transfer over to their civilian careers if at all possible while mobilized to Fort Hood. One of those opportunities is working with the USARC Continuous Process Improvement Office (CPIO) to provide Lean Six Sigma training and certification.

In June, two Master Black Belt trainers traveled to Fort Hood to give a White Belt course to all Soldiers that were interested in attending. The

course introduces people to the concepts and used of Lean Six Sigma. Additionally, we hosted a Project Sponsor Workshop, in which the executive leaders of the 310th ESC identified current priorities within the command that would be appropriate Green Belt projects. During the Project Sponsor Workshop, 14 projects were identified across the ESC ranging from Vehicle Dispatch process improvement to SSA Performance improvements.

Additionally, the executive leaders identified 14 candidates to attend Green

Belt Training and execute the 14 projects.

The candidates attend one week of class in June to learn the DMAIC process, determine the scope of their projects, and begin tracking their progress using Power Steering. The candidates were given three weeks to hit tollgates for their projects, begin gathering data, and provide initial savings and opportunity costs associated with their projects. In July, they attended a second week of class to finalize the academic portion and took an exam.

The candidates will continue to work on their projects until they are fully implemented. The projects are a mix of improvements that will benefit the III Corps sustainment community and projects that will benefit the 310th forward and rear detachment. Once the projects are implemented Soldiers will receive their Green Belt certificate as well as an additional skill identifier. Soldiers will be able to put their Green Belt certificate on civilian resumes as well.

SSA/ASL PERFORMANCE:

In regards to ASL Performance, III Corps will focus its attention on the Readiness Driver Fill Rate (RDFR) metric. It showcases an inventory's ability to meet demand for critical readiness drivers. By definition, readiness drivers are repair parts deemed "critical" based on an analysis of the parts ordered against Army deadline (026) reports and unit high priority requisitions. The RDFR is calculated by multiplying the Demand Accommodation (breadth) x Demand Satisfaction (depth) for readiness drivers. The DA RDFR goal is 60%. The goal is based on the performance of an optimized ASL, calculated when the SSA is in a situation of consistent demand patterns

and OPTEMPO (meaning the SSA receives customer requests in a normal distribution pattern throughout the month, not most its demands in a single week, then almost none in the following weeks). Optimized, in this context, means that the ASL has the right balance of cost (right amount of AWCF investment), mobility (right size), and performance/effectiveness (right parts to support OR). What that implies is that concentrating on one aspect of optimization (cost/size/performance) too much may produce an ASL that is not optimized.

This metric is useful for the divisions because if their BCTs dip below the DA standard of 60% for three consecutive months, then they know there's a problem. According to ALARACT 094-

2014, commanders are required to reach out to LOGSA for an assessment which might entail an ASL review.

In regards to the overall SSA Performance, the metric that will be focused on is the SSA Processing Time. It looks at a three month time span of all the requisitions received by the SSA. LOGSA takes the average of the number of days elapsed between materiel arrival at the SSA and the SSA materiel receipt for non-backordered IPG 1 class IX requisitions measured at the 85th percentile. SSA arrival is determined either using a TK4 transaction, an RF-Tag ping, or commercial carrier delivery date. According to LOGSA, the 85th Percentile is a process/systemic performance metric which helps to prevent knee-jerk reactions by managers who are working to

continuously improve processes (systemic, knee-jerk reaction to non-systemic, sporadic, and isolated incident process issues). Once managers diagnose and clearly identify issues as non-systemic, they can address with appropriate actions to address short term problem. It is the systemic process performance problems - issues inherent to the process steps and supporting information systems - that managers should focus on to determine root causes; improvement of the root causes of routine problems will improve long term process performance (increased efficiency, lowered costs, more predictable process performance for planning, etc).

Equal Opportunity



*“Strength
through diversity”*

This quarter has been very exciting. We were able to assist with two Equal Opportunity Courses, over 70 Soldiers became qualified Equal Opportunity Leaders throughout different companies, brigades and divisions on Fort Hood.

Based on the results of the sensing session BG Dillard has decided to have a Command Climate working group with the staff OICs and NCOICs along with the HHC Commander and the 1SG. BG Dillard, Michael has a positive outlook for the months to come and wants to insure to every single soldier that their voices are heard.

May was Asian / Pacific Islander heritage month as we attended

the post observance which turned out great with good dancers and good food bringing awareness of their culture to the Soldiers on FT. Hood

IAW DoD 1020.02E, effective 8 June 2015, refers to the inclusion of sexual orientation as a basis of discrimination. Alongside, i.e., "race, color, sex, religion, sexual orientation or national origin", EO professionals will accept discrimination complaints based on sexual orientation and track cases in Equal Opportunity Reporting System (EORS).

As time moves on the Equal Opportunity Office looks forward to making Ft. Hood an even better place than the Great Place that it

already is **Through Strength and Diversity** by awareness of others and treating everyone with **Dignity and Respect**.

Coming Events:

- April :
Holocaust
Remembrance day /
Days of
Remembrance
- May : Asian Pacific
American Heritage
Month
- 26 August :
Women's Equality
Day
- 15 Sep-15 Oct :
Hispanic Heritage
Month
- October :
National Disability
Employment
Awareness Month
- November:
National American
Indian Heritage
Month

HHC

The spring season consisted of several focuses for our troops. The key activities consisted of training such as M-9, Crew served weapons, M-16 ranges, MRT, and family/ community activities. Our main events in the 3rd QTR of FY15 continued to build Soldier tactical and technical proficiency, and maintain medical/ administrative readiness.

In April, the ESC, along with 4th Sustainment Brigade, conducted an Easter Egg Hunt, in which many Soldiers and families attended.

In May, several Soldiers were formally inducted into the NCO Corps, and Soldiers also competed in the Best Warrior Competition.



In June, Soldiers took advantage of opportunities to increase their resilience through Strong Bonds retreats, for married couples, single Soldiers, and families.

Also in June, Soldiers participated in the luncheon and OPD with the Chairman of the Joint Chiefs of Staff visit, representing 13th/ 310th ESC.

Next quarter, we have plans for reintegration for our 13th ESC forward Soldiers, as well as redeployment operations for 310th ESC. We appreciate the support from 13th/310th Soldiers, Families, the local community, and the FRG. Victory Through Support!

Unit Ministry Team

The 3rd quarter has proved just as busy as any other quarter. Earlier in the year, our Commanding General warned us to brace for the pace to increase. I can remember looking around the room of staff and joining them in the deep, exhaling breath, along with the lingering but unspoken thoughts of please, tell me you're kidding. Only, clearly, he wasn't kidding, sad to report.

The quarter was marked by 8 ceremonies of various sorts, the conducting of Chaplain Staff Duty twice, the Command Climate Survey and the 2 subsequent Town hall Meetings, a community project conducted by SPO for the Chapel Atrium—boy did they clean things out, 5 computer related problems that our very competent G-6 handled with ease.

Further, our Chaplain provided over 38 hours of counseling for Soldiers and their families, has held a

weekly Couples Class since before the deployment, attended a farewell luncheon for out-going III Corps Chaplain Assistant, CSM Wooten and his wife, has attended the monthly FRG meeting, served on the Funeral Notification team—not one of the more desired tasks of any Chaplain, and attended his first III Corps and Fort Hood St George's Ball along with his wife.

Still, and with much of the quarter left, donated blood to the local community, spend some much needed rest at home with family and even took a trip to the mountains of Oregon to go on a fishing trip with his Dad, has spent over 12 hours mentoring subordinate Chaplains and Chaplain Assistants, conducted weekly Motor Stables on the UMT vehicle, moved on post—something his wife was eager to do, attended the 1st CAV Prayer Breakfast, and even factored in more than 3 hours of professional development with one of our

recently departed Military Family Life Consultants.

But the nuts and bolts of the UMT's time spent, is in the planning, coordinating, and conducting of the many Strong Bonds events for Singles, Couples, Families, and Families of Deployed Soldiers. Every event, whether conducted or cancelled due to lack of interest, demands some 30 hours/event. In May, 2 events were planned, but had to be cancelled. In June, 4 events were planned with 2 being conducted—one held at Great Wolf Lodge where 55 participants gathered and one held in San Antonio, along the River walk where approximately the same number attended, while 2 were cancelled—both a ½-day and a 1-day event.

Other events of the UMT include: the daily scheduling use of the Chapel, staff visits, training in various areas that involves monthly III Corps UMT training, a special visit from the Chief of Chaplains, SHARP, Spring-Summer

Safety training, Master Resilience Training, new drugs on the street and their effects on Soldiers and their families, heat injury, and OPSEC trainings, all provided and geared to help us stay on top of the issues we all face.

And finally, 2 unit events were held to increase morale, one a softball game and bar-b-que and the other a bowling tournament held on post. Four unit visits were also conducted, along with the task of Chapel maintenance in which 26 work orders were submitted, and the much awaited conclusion of the Wrangler Shifting of units coming to an end.

All in all, the time is moving by quickly and being tired has become the norm. Encouragement to stay the course is offered up often by those among us who are natural encouragers.

310th Sustainment Command(Expeditionary)

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We're on Facebook!

See us at:

www.facebook.com/310thESC