

2011 Fort Drum AFAP Issues and Recommendations

TEEN: Issue 1

Title: Teen Information and Resources Handbook

Scope: Fort Drum Teens have limited knowledge of the policies that effect them. They are also unaware of the services that are available to them and therefore are unable to support current programs. Fort Drum is currently lacking a cumulative resource guide for teen to get accurate information about these policies and programs.

Recommendations: Create a Resources Guide with resources, information, contact information, maps, policies that are applicable to the interest of teens. Provide a Resource Guide to all incoming families with teens and at most valuable services on Post.

TEEN Issue 2

Title: Revision of Garrison Policy Memorandum #10-09 Equal Opportunity (EO)

Scope: Family Members do not have an accessible point of contact when faced with an issue of discrimination. Garrison memorandum #10-09 does not clearly state a point of contact for Family Members.

Recommendations: Revise current Garrison Policy Memorandum #10-09 Equal Opportunity to include a single point of contact that is accessible to Family Members.

BOSS: Issue 1

Title: Army Physical Readiness Training

Scope: Implementation of the Army Physical Readiness Training program, covered in TC 3-22.20, does not meet current Soldier's needs. Unit training does not get Soldiers strong enough to benefit them in combat (warrior task and drill). Current and upcoming programs, which include push-ups, sit-ups and a 2 mile run, does not prepare Soldiers for battlefield challenges. Lifelong injuries/death can occur if Soldiers are not physically prepared for the battlefield.

Recommendations: Incorporate weight training and cross fit training in PT programs. Establish age appropriate training and target specific muscle groups (i.e. low impact). Incorporate diverse training such as hiking, swimming and climbing

BOSS: Issue 2

Title: Barracks Visitation Hours

Scope: Existing Fort Drum policy only allows visitors from 1700hrs to 2400hrs on weekends. Single Soldiers consider the barracks their home and are not afforded the same courtesies (benefits) as single Soldiers living off base or in The Timbers. This forces Soldiers to be 'sneaky' by bringing in unauthorized visitors in to the barracks or to incur out of pocket expenses for a hotel room.

Recommendation: Issue a daily weekend guest/visitor pass for Friday, Saturday and Sunday.

BOSS: Issue 3

Title: Reimbursement of Missed Meals

Scope: Meal card holders lose funds and miss meals when they can't utilize the Dining Facility (DFAC) due to the OPTEMPO of the mission. According to G4 the DFACs are only being utilized, on

average, 27-39% of the time. Meal card holders are paying twice (meal card and out of pocket) when a meal is missed.

Recommendations: Replace current meal cards with an electronic 'Army Meal Card' that holds the BAS funds. Utilize food establishments and facilities on post for missed meals.

BENEFITS/ENTITLEMENTS/CIVILIAN EMPLOYMENT: Issue 1

Title: Household Goods Weight Allowance Per Dependent

Scope: Joint Federal Travel Regulation (JFTR) U5300-U5319 sets flat rates for service members moving with dependents regardless of the number of dependents. For example, an E-5 family of six (6) is allowed 9000 pounds, the same as an E-5 family of three (3). As a result, service members must either pay out of pocket to cover moving expenses or dispose of items that would render them over the allotted weight.

Recommendations: Change JFTR U5300-U5319 to allow for a computation of weight allowance based on the number of dependents.

BENEFITS/ENTITLEMENTS/CIVILIAN EMPLOYMENT: Issue 2

Title: American Disabilities Act (ADA) with AAFES

Scope: Currently the Point of Sale (POS) keypad is placed on a location that is 6 inches above the ADA standard of a 36 inch counter. AAFES does not accommodate the accessibility needs of all authorized patrons. The location of the POS keypad compromises the convenience and independence of the patron.

Recommendations: Comply with ADA standard by moving a minimum of one POS keypad per store to the 36 inch counter height making it accessible to all.

BENEFITS/ENTITLEMENTS/CIVILIAN EMPLOYMENT: Issue 3

Title: Meal Deduction Upon Arrival at Fort Drum

Scope: Meal Deductions are automatically occurring at Clark Hall during In-Processing affecting E5 and below. Service Members regardless of marital status and Military Occupational Specialty. In the AFAP Benefits and Entitlements Work Group alone, 3 out of 5 Service Members experience inaccurate meal deductions. As a result, Service Members are required to initiate a pay inquiry at Finance to obtain lost income.

Recommendations: Authorize Units to be responsible for meal deductions. Remove the responsibility of meal deductions from In-Processing at Clark Hall.

FAMILY – Issue 1

Title: Child Military Family Life Consultants (MFLCs) in all Schools

Scope: Child MFLCs are not provided in all schools with military connected children. According to the Military Community and Family Policy, school districts with 300 military affiliated children per building have Child MFLCs available at their schools. In the Fort Drum Community, 2 of the 19 districts qualify for the Child MFLC program. 1,761 military connected children are left to make other arrangements to meet with a Child MFLC.

Recommendations: Imbed Child MFLCs at all school districts in support of Fort Drum.

FAMILY – Issue 2

Title: Available On-Post Housing

Scope: There is a shortage of available on-post housing for military families assigned to Fort Drum. Currently, there are 11,609 Soldiers assigned to Fort Drum receiving Basic Housing Allowance with dependent rate resulting in only 31.3% being housed on post. Without available housing on post, military families are forced to look for housing options in the Great Watertown Area which is already at maximum capacity.

Recommendations: Require 50% availability of on-post housing for military families assigned to Fort Drum

FAMILY – Issue 3

Title: Seasonal Outdoor Maintenance Service

Scope: Military households that have physical limitations that prevent the primary caregiver to remove snow and perform basic lawn care have no Army program to assist them without accruing additional out of pocket expenses. With an average of 150" of snowfall annually in the Fort Drum area, families may have to pay an estimated \$900.00 per season for snow removal and an additional \$900.00 per season for basic lawn care. Primary care givers who are unable to perform seasonal outdoor maintenance service run the risk of exposure to additional physical hazards, injuries and expenses.

Recommendations: Create an Army program which will facilitate snow removal and basic lawn care on and off post for military households with physical limitations requiring medical recommendation.

FORCE SUPPORT – Issue 1

Title: Standardize Junior Leader Training

Scope: Junior leaders are not proficient in the almost 250 tasks in Skill Levels 1 & 2, which are the fundamentals of an effective junior leader. Warrior Leader Course offerings address approximately 40 of the task in Skill Levels 1 & 2, leaving the remainder of the tasks to be learned elsewhere. This results in a decrease in junior non-commissioned officer proficiencies.

Recommendations: Standardize training to incorporate all Skill Level 1 & 2 tasks for junior leaders.

FORCE SUPPORT – Issue 2

Title: Basic Training Standards for Soldiers

Scope: The Basic Training requirements as indicated in TRADOC 350-6 do not prepare new Soldiers to meet Army Standards and are below Army Standards. For example, Basic Training Standard of 50% Army Physical Fitness Tests (APFT) vs. Army Standard of 60% APFT. Current Basic Training Requirements are resulting in more Soldiers chaptering out in their 1st Term.

Recommendations: Raise Basic Training Standards to meet Army Standards. Reinstate Basic Training leadership authority to enforce standards through discipline, evaluation and discharge. Implement standard discharge procedures for failure to meet Army Standards.

FORCE SUPPORT – Issue 3

Title: Reserve and Guard Soldiers Pre-Retirement Education Brief

Scope: Army Reserve and Guard Soldiers are retiring after 20 years of service without fully understanding their available benefits and entitlements. There are no pre-retirement benefits and

entitlements education available to Army Reserve and Guard Soldiers. Retirees are not kept informed and are unable to make knowledgeable decision regarding benefits and entitlements.

Recommendations: Create mandatory benefits and entitlements pre-retirement briefing for Army Reserve and Guard Soldiers. Offer Army Reserve and Guard Retirees a benefits and entitlement education opportunity at age 57 ½.

MEDICAL/DENTAL – Issue 1

Title: Transfer of Family Member Dental Records

Scope: Military Families incur cost for dental records transfer from one provider to another. Military families dental records transfers occur more often due to frequent moves. This creates a financial obligation on the family.

Recommendations: Mandate United Concordia to require dental providers to release and accept records from other United Concordia providers at no cost to the military families.

MEDICAL/DENTAL – Issue 2

Title: Post Traumatic Stress Disorder (PTSD) Support Groups for Military Families

Scope: There are no programs in place that support Family Members with dealing with PTSD issues. Military Families are dealing with an increase in child and spousal abuse caused by PTSD. Without established support groups (clinical / non-clinical) families deal with PTSD issues individually causing an adverse effect such as divorce, domestic violence and drug/alcohol abuse.

Recommendations: Establish non-clinical support for PTSD for Family Members. Establish clinical PTSD clinics that include Family Members. Create a Military Sponsored PTSD Facebook page.