



ARMY FAMILY ACTION PLAN

16 – 17 November 2015

“Agents of Change”



Agenda

- Welcome
- Invocation
- National Anthem
- Delegate Report-Out
- Senior Commander Remarks
- Closing Remarks





Working Group 1

Spokesperson: Robert Smith

Facilitator: Tiffany Spear

Recorder/Transcriber: Kowanda McBride

Delegates: Carrie Williams

Tavarus Brown

Paul Schneider

Melissa Watton

Sheena Kerr-Freeman

Annissa Little

Shania Jamison



Working Group 1, Issue 1



Title: Donation of Leave for Active Duty (AD) Army Soldiers

Scope: Currently, there is no method for AD Soldiers to donate leave to a leave bank. As a result, Soldiers are potentially unable to attend verified family emergencies. Additionally, lost use or lose leave would be available for any Soldiers use after it has been placed in the bank. A policy change, similar to the Voluntary Leave Transfer Program outlined in 5 CFR 630 subpart I, could benefit new Soldiers who have not accrued large amounts of leave as not to carry a negative leave balance. Implementing a donation leave policy for AD Soldiers would significantly alleviate stress during family emergencies.

Recommendation: Establish an Army voluntary leave program for Active Duty Soldiers.



Working Group 1, Issue 2



Title: Clothing Allowance for Active Duty (AD) Officers

Scope: AD Officers are only authorized an one time clothing allowance upon initial entry. Officers get a one time payment of \$400 after commissioning to buy uniforms and insignia. Enlisted members get an initial issue allowance as well as an annual allowance (US Code 415). With several uniform changes in the last 10 years, AD Officers are incurring significant uniform expenses. Implementing an additional one time clothing allowance for AD Officers, only when there is a mandatory clothing change, would reduce that financial burden.

Recommendation: Implement clothing allowance for AD Officers when mandatory uniform change occurs.



Working Group 2

Spokesperson: Justin Pritchett

Facilitator: Dixie Kelly

Recorder/Transcriber: Carolyn Bryant

Delegates: Amy Horner

Andrae Dinnell

Mark Matthews

Gregory Smith

Jose Castro

Laura Zabriskie

Robert Wright



Working Group 2, Issue 1



Title: Expand Resilience Training during Basic Combat Training (BCT) of Army Recruits

Scope: The Army provides Individual Resilience Training (IRT) programs for Soldiers, Family Members, and Department of Army Civilians, but it does not offer a sufficient standardized training program for new Army recruits in their ten week BCT courses. The training is monitored by the Walter Reed Army Institute of Research (WRAIR) inspections on implementation team (Evaluations and Metrics 3-3e). However, the WRAIR team has a limited number of employees to monitor that the instructors are teaching the resiliency material to standard in BCT. This results in Soldiers arriving to their first duty stations potentially unprepared to cope with daily Army stressors. If you provide Army recruits with comprehensive and standardized initial resiliency training, they will be potentially better prepared to successfully overcome long-term adversity in the Army. By expanding and standardizing resiliency training for Army recruits during BCT, the Army can help mitigate risk at the most crucial developmental stage.



Working Group 2, Issue 1



Recommendation: Expand the foundational Resilience Training program for initial Army recruits during their Basic Combat Training course.



Working Group 3



Spokesperson: Eric Watton

Facilitator: Jeannette Ritter

Recorder/Transcriber: Rhonda Bly

Delegates: Alison Pruitt

Amy Christofferson

Bryan Murray

Corey Holowach

Ronald Agustin

Shelly Cabrera



Working Group 3, Issue 1



Title: Basic Living Expense (BLE) support for dependents who are victims of domestic violence.

Scope: When a dependent becomes a victim of domestic violence, Service Members are often removed from the home for 72 hours or longer and at this time there is no current regulation that enforces Service Members to provide BLE to their dependents. AR 608-99 states “While the soldier’s family members are residing in government quarters, the soldier is not required to provide additional financial support beyond housing.” Dependents who are victims of domestic violence are often left in a situation where they are unable to provide for themselves and their families without the Service Member’s income. Without Service Members providing BLE support to dependants who are victims of domestic violence, these dependants often cannot meet Army’s health and safety requirements.



Working Group 3, Issue 1



Recommendation: Require soldiers to provide BLE for their dependents in the event of domestic violence per their commanders' discretion.



Working Group 3, Issue 2



Title: Temporary Transportation allowance (TTA) for Service Members Permanent Change of Station (PCS) to and from Outside of Contiguous United States (OCONUS) locations.

Scope: Service Members PCS to and from OCONUS locations often do not have enough money, even with Dislocation Allowance, to pay for transportation from temporary lodging to work location causing financial hardship. The Army does not authorize Privately Owned Vehicle shipment beyond 30 days from service member PCS date however shipping times often exceed 30 days causing service member's to arrive at new duty stations without a mode of transportation. On post lodging is not always available causing service members to find means of transportation from their lodging to work at their own expense. In an attempt to travel from temporary lodging to work, service members that PCS to and from OCONUS locations often incur additional stress tied to transportation costs due to a lack of a transportation allowance once at their new location.



Working Group 3, Issue 2



Recommendation: Implement a TTA for Service Members that PCS to or from OCONUS locations.



Working Group 4



Spokesperson: Jesse Shelley

Facilitator: Elizabeth Minor

Recorder/Transcriber: Dawn Hatico

Delegates: Aaron Matherly

Derrick Ott

Dominic Dawn

Erin O'Connor

Robert Hofer

Sabrina Meier



Working Group 4, Issue 1



Title: Missed Medical Appointments by TriCare Prime Beneficiaries

Scope: Missed Medical Appointments by TriCare Prime Beneficiaries cost the Army and the U.S. taxpayer millions of dollars annually, while also decreasing access to care and medical readiness. It has been proven that charging a fee for missed appointments lowers the rate of missed appointments. In 2000, the Medical Group Management Association published a study stating that when practitioners started charging for missed appointments, the “no show” rate drastically fell from 35% to 5.5%. After Medicare/Medicaid allowed providers to charge for missed appointments, the rate fell to 3.5%. In October 2015, the U.S. Army’s missed appointment rate was 6.08%-9.63% for Family Members, twice the national average. Missed appointments decrease access to care because for every missed appointment three appointments are used: the appointment missed, the new appointment made, and the appointment for the person who could have used the original appointment. Reducing missed Medical Appointments by TriCare Prime Beneficiaries will improve the Army’s budget, access to care, and medical readiness.



Working Group 4, Issue 1



Recommendation: Hold TriCare Prime Beneficiaries accountable by charging a small fee to the patient for missed appointments.



Working Group 4, Issue 2



Title: Financial Literacy Training at career progression schools for Soldiers

Scope: Currently Financial Literacy Training at career progression schools for Soldiers is insufficient. The Army has an obligation to ensure financial literacy among its Soldiers. Army Soldiers are given mandatory financial training when entering and exiting the military. However limited training is given during the career progression of the Soldier. The financial world is constantly changing and Soldiers need be given classes to learn about that changing landscape. Financial readiness is imperative for the well being of the Soldier, Soldier's family, and Army at large. Currently financial programs for Soldiers are curative, only mandated when a Soldier's financial life has spiraled out of control. Adding preventative educational training along the Soldier's career, could prevent many financial issues from arising. Mandatory financial literacy trainings at the career progression schools for Soldiers the Army ensures Soldiers stay informed of the constantly changing world of financial literacy.



Working Group 4, Issue 2



Recommendation: Institute structured financial training at career progression schools for Soldiers that includes training on Personal Finance, Investment/TSP management, LES/SGLI understanding, Credit Management/Monitoring and Estate Planning.



Working Group 5



Spokesperson: Tiffany Macmanus

Facilitator: Chantay Burleson

Recorder/Transcriber: Ann Marie Chase

Delegates: Kirby Jones

Franklin Singletary

Janise Wallace

Mark Kurowski

Terry White

Wanda Matthews



Working Group 5, Issue 1



Issue Title: Personal and Family Readiness Education During Initial Entry Training of Army Soldiers

Scope: The Army provides Personal and Family Readiness training for leaders at the Pre-Command Course (PCC) for incoming Commanders and First Sergeants but nothing for Soldiers during their Initial Entry Training (IET) programs. Soldiers are not formally trained in Personal and Family Readiness and Total Army Family as defined by DoDi 1342.22 and outlined in AR600-20. Providing training at entry level, Soldiers would have the necessary tools needed to develop Readiness and Resiliency.

Recommendation: Implement a foundational program of Personal and Family Readiness for all Soldiers in each of their respective Initial Entry Training courses in the Army.



Working Group 6

Spokesperson: Lily Schlicht

Facilitator: Rebecca Lawrence

Recorder/Transcriber: Jamie Wilson

Delegates: Anya Freude

Clint Inniss

Gregory Mingo

Jason Pruitt

Richard Davila

Stephen Dudas



Working Group 6, Issue 1



TITLE: Timeliness of obtaining off-post childcare subsidies for Army Families

SCOPE: The process of applying for off-post childcare subsidies through the Army Fee Assistance (AFA) program can take over a year, resulting in undue financial hardships for Army Families. The existing application process requires 1) that the child already be enrolled in an approved off-post program and 2) to show proof of current employment or school enrollment for the Spouse. According to the GSA Subsidy Administration section, it can take a minimum of three months before the application is reviewed, and has been known to take over a year for the application to be approved. The Army Family is financially responsible for all child care costs until they have received written notification that an AFA Benefit has been awarded. According to the AFA program guidelines, this additional financial burden can reach up to \$1200 per child per month. Due to the amount of time it takes to receive the AFA benefit, Army Families are required to absorb the entire financial burden of off-post childcare until the AFA benefit is approved.



Working Group 6, Issue 1



RECOMMENDATION: Ensure qualified Army Families are receiving off-post childcare subsidies within 30 days of applying to the Army Fee Assistance program.



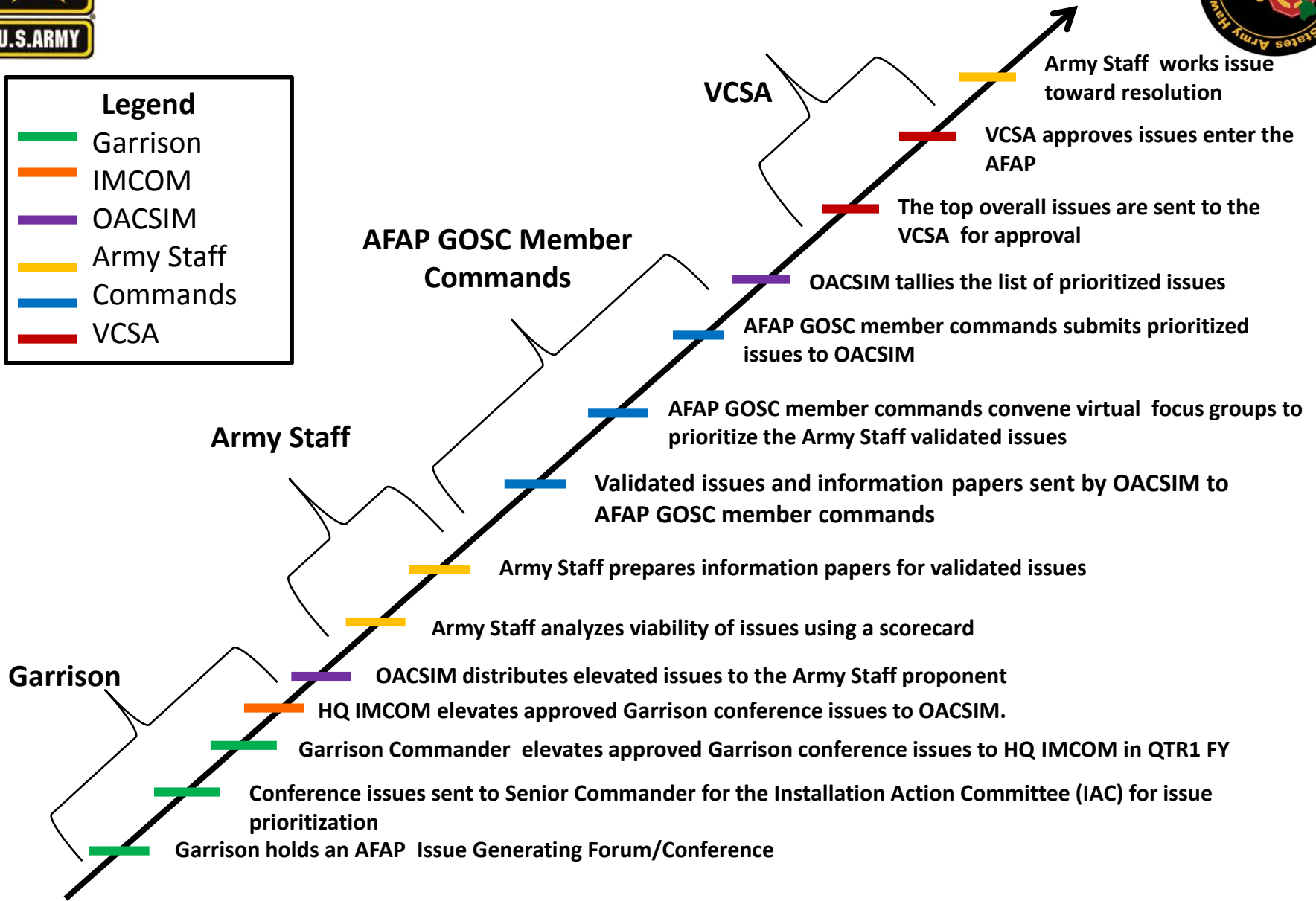


Garrison Based AFAP Process



Legend

- Garrison
- IMCOM
- OACSIM
- Army Staff
- Commands
- VCSA





Thank you all for your support of this year's
Army Family Action Plan Conference!