

# Fort A.P. Hill Down Range

Vol. 1, No. 1 Oct. 23, 2015



**Soldiers  
vie for  
Army's  
Best Warrior  
title**

# Army surgeon general: 'Engagement' key to civilian readiness

By David Vergun  
Army News Service

WASHINGTON - Civilian workforce "engagement" is another way to bolster Army readiness, Army Surgeon General Lt. Gen. Patricia Horoho said.

Readiness, which has been identified by the Army's chief of staff as the service's top priority, is not only the domain of Soldiers, Horoho said. It's a responsibility shared by the Army's civilian workforce.

Horoho spoke at the Civilian Awards Luncheon during the 2015 Association of the United States Army Annual Meeting and Exposition in Washington, D.C., Oct. 14.

The No. 1 way to bring about readiness to the civilian workforce, she said, is "engagement," which is another term for esprit de corps.

Engagement, she said, doesn't correlate with employment longevity or pay grade. Instead, it's the "cumulative effect of five variables: culture, brand, values, trust and mission."

The culture of each organization will be different, depending on its mission, Horoho said. For many organizations, such as the Army labs, that culture might include experimentation and risk taking. But a very different culture would be in an organization tasked with potentially launching nuclear missiles.

Horoho said it's important that everyone in an organization reach consensus on what its culture should be and then live that culture every day.

Additionally, every civilian employee should know the organization's "brand" and that brand should be a strong one, the

general said.

While the Army has had its Trusted Professionals brand, each organization within the Army has one that is unique to it.

Soldiers have a strong foundation in Army values, Horoho said. Examples of those include the "Army Values," and the "Warrior Ethos." Each organization within the Army will also have its own values that are more closely aligned with its mission.

In Army medicine, values associated with preventative care and treatment, for example, would be important, she said.

Trust occurs "when the employer and the employee become a team, not opponents," Horoho said. Trust must be transparent and involve commitment to each other and to the team.

Conversely, external stakeholders must also have trust in the organization supporting them, she said. For instance, sick or injured Soldiers must trust Army medicine. An infantry unit must trust its close-air support, and so on.

While the chief of staff has repeatedly said that the Army's mission is to fight and win wars, each organization within the Army will also have its own secondary mission that supports the larger Army mission, she said.

Knowing the organization's mission and reaching consensus and buy-in on that mission is important, Horoho said.

And because sometimes organizations change, the mission statement might have to have to change as well. When that happens, there should be consensus on what those changes are, she said.

The general added that creating

engagement "is a shared responsibility between both employees and their supervisors. It's an outcome of a team effort. It's an expectation, not an entitlement ... I believe each of us as team members must understand where you are and where the team is in all of the five variables."

Everyone in an organization, Horoho said, must have a voice in the conversation about those five variables.

See HOROHO, page

## Garrison Commander

Lt. Col. David A. Meyer

## Garrison Command

### Sergeant Major

Command Sgt. Maj. Weiquan A. Ho

## Public Affairs Officer

David San Miguel

## Public Affairs Specialist

Michael C. Meisberger

2009

Department of Defense  
Thomas Jefferson Award

2010, 2009, 2004

Department of the Army  
Maj. Gen. Keith L. Ware Award

2010, 2009

U.S. Army Installation Management Command  
Maj. Gen. Keith L. Ware Award

2008

U.S. Army Installation Management  
Command - Northeast Region  
Liberty Bell Award

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## Cover Photo...

Spc. Jared Tansley, 3rd Squadron, 2nd Cavalry Regiment, U.S. Army Europe, plots his points during the land navigation portion of the 2015 U.S. Army's Best Warrior Competition, held here, Oct. 5-7.

The weeklong event tested the skills, knowledge and professionalism of 26 warriors representing 13 commands across the Army.

(Photo by Spc. Sandy A. Barrientos)







Photo by David Vergun

Sgt. Maj. of the Army Daniel A. Dailey and Army Vice Chief of Staff Gen. Daniel B. Allyn present the Soldier of the Year award to Spc. Jared R. Tansley, U.S. Army Europe; and the Noncommissioned Officer of the Year award to Staff Sgt. Andrew Fink,

U.S. Army Reserve Command, following the 2015 Best Warrior Competition held here, Oct. 5-7, and culminating at the annual meeting of the Association of the United States Army in Washington, D.C., Oct. 12.

## Army names 2015 'Best Warriors'

By David Vergun  
Army News Service

**WASHINGTON - Described as the "Super Bowl" of Army competitions, 26 of the Army's finest Soldiers, representing 13 commands from across the Army, competed in the 2015 Best Warrior Competition at Fort A.P. Hill, Virginia, Oct. 4-12.**

Staff Sgt. Andrew Fink, U.S. Army Reserve Command, earned the coveted noncommissioned officer of the year title, while Spc. Jared R. Tansley, U.S. Army Europe, garnered Soldier of the year.

The announcement was made at the annual meeting of the Association of the United States Army in Washington, D.C., Oct. 12.

"It's a great day to be a Soldier," said Sgt. Maj. of the Army Daniel A. Dailey. "Thank God we have Soldiers like the ones that are going to be recognized here today."

According to Dailey, the Soldiers were always being watched and graded

rigorously throughout each event, and that the competition was stiff.

The final event of the Best Warrior Competition was the Army Ten-Miler, held Oct. 11, at the Pentagon. There, the Soldiers averaged 6 minute, 30 seconds per mile, said Dailey, who joined them on the race.

### Tough Competition

Elated at having been selected as the 2015 NCO and Soldier of the Year, Fink and Tansley remarked that the entire competition was exhausting and that they're glad it's over.

Despite being accustomed to arduous training, Fink, who boasts the Ranger tab, and, Tansley, an infantryman, agreed that the most difficult part of the competition was the 12-mile rucksack march.

Fink noted that because he's shorter than most, he had to run to keep up and finish with a good time.

A platoon sergeant and special operations combat medic, Fink currently is assigned to the 409th Area Support

Medical Company, a U.S. Army Reserve unit out of Madison, Wisconsin. Prior to joining the Army Reserve, he had twice deployed to Afghanistan.

A native of Cook, Minnesota, Fink holds a Bachelor of Science degree in kinesiology from the University of Minnesota, and plans to make the Army a career.

He said being an NCO is an awesome experience because he can inspire his troops and that winning this competition will help him further motivate them.

The best part about winning the competition, Tansley said, is that now I'm an example for fellow Soldiers within my unit and squadron; and someone my leaders can rely on.

Tansley, who hails from Sycamore, Illinois, serves with Headquarters and Headquarters Troop, 3rd Squadron, 2nd Cavalry, in Germany.

He joined the Army in April 2013 and said his current plans are to continue serving as long as he can.

See BEST WARRIOR, page 6.

# 2015 U.S. Army 'Best Warriors'

*Click on each picture to watch their video interview*



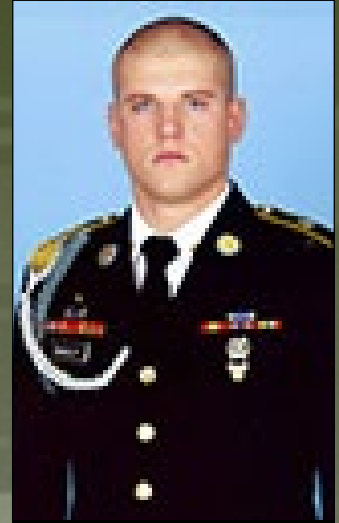
**NCO Top Gun**  
Sgt. 1st Class Elijah Howlett  
1st Sqdn., 9151 Cav. Regt.,  
173rd Inf. BCT (Airborne)  
U.S. Army Europe



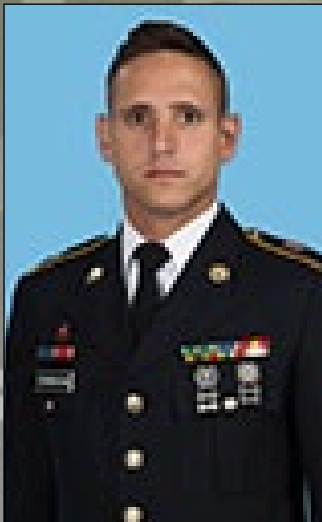
**Soldier Top Gun**  
Spc. Shane Sital  
HHC, U.S. Army Garrison  
Benelux-Schinnen  
U.S. Army Installation  
Management Command



**Iron NCO**  
Sgt. Michael Hooks  
HHC, 130th Eng. Bde.  
8th Theater Sustainment Cmd.  
U.S. Army Pacific Command



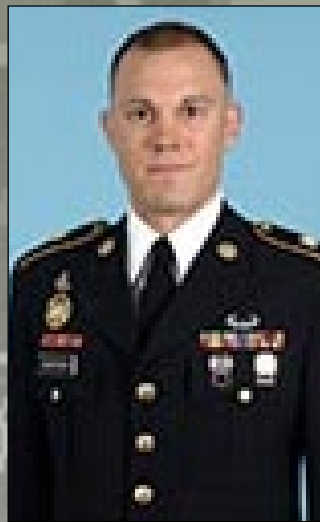
**Iron Soldier**  
Spc. Jared R. Tansley  
HQ Trp., 3rd Sqdn., 2nd  
Stryker Cav. Regt.  
U.S. Army Europe



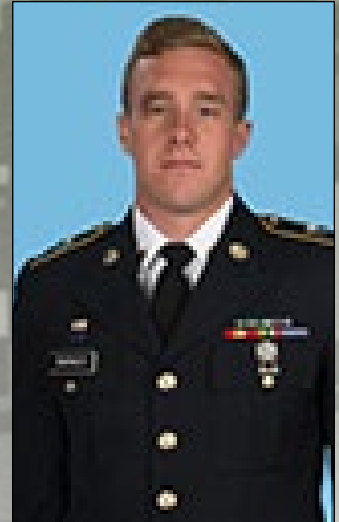
**NCO Road March**  
Sgt. Robert Cunningham  
119th Eng. Co. (SAPPER)  
West Virginia  
Army National Guard  
National Guard Bureau



**Soldier Road March**  
Spc. Shane Sital  
HHC, U.S. Army Garrison  
Benelux-Schinnen  
U.S. Army Installation  
Management Command



**NCOY Runner-Up**  
Staff Sgt. Kevin M. Simpson  
U.S. Army Band  
"Pershing's Own"  
Fort Myer, Virginia  
Military District of Washington



**SOY Runner-Up**  
Spc. Crusier R. Barnes  
1st Sqdn., 299th Cav. Regt.  
Hawaii Army National Guard  
National Guard Bureau



Sgt. Maj. of the Army Daniel A. Dailey

## SMA visits Best Warriors, challenges them to excel

By Sgt. Brian Godette  
382nd Public Affairs Detachment

The Army's premier enlisted competition, representing major commands worldwide wouldn't be complete without a visit from the top enlisted Soldier.

Sgt. Maj. of the Army Daniel A. Dailey filled the void as he arrived early on the first day of the competition to encourage the Best Warriors. The Best Warrior

Competition commenced here Oct. 5.

"I'm extremely proud of what you're doing," Dailey said. "I wish I could give you all the title of Best Warrior, I really do."

Day two of the competition was marked with significantly different weather than the previous day. Clear skies accompanied the SMA on this particular day.

"We got some good weather. I bet you were thinking, I won't have to do this thing man, the hurricane is coming, nope, we turned that thing around," Dailey joked. "That's the power of the sergeant major of the Army."

The competitors, who began their day early with the Army Physical Fitness Test, followed by urban orientation, and immediately into an obstacle course began to notice the differences in this year's competition.

"This is unlike anything you've seen in the past. Because I'm trying to build physically fit, mentally tough Soldiers, that have knowledge, skills, and attributes capable of winning in complex roles in the fu-

ture," Dailey said.

The sergeant major is well known for being a proponent of Soldier physical fitness and is growing the skills needed to excel in the Army.

"This competition needs to reinforce those base Soldier skills, and that's the critical importance of it," Dailey said. "Things like PT are important; weapons qualifications is important; being able to shoot and move on the battlefield is critically important.

"Regardless, at the end of the day what you do for the Army, the number one important thing you do is you fight and you win," he said.

See DAILEY, page 6



Click on the icon for video.

## Budget analyst earns financial management certification

Budget analyst, Karen Mountjoy, recently became Fort A.P. Hill's first employee to earn the Department of Defense Financial Management Certification.

Assigned to the Resource Management Office, Mountjoy helps coordinate, estimate and collect reimbursement from transient units training here, accounting for more than \$1.5 million each year. These collections provide funding for barracks, utilities and range operations support.

Notified of the mandatory requirement to obtain certification in June 2014, the budget analyst enrolled in the 4-week

Army Comptroller Course at Syracuse University in October. Its completion, along with several other computer-based courses, allowed her to submit her credentials for certification in April 2015.

"Although the ACC had been on my individual development plan for a while, it kept getting pushed back for various reasons," she said. "Having to obtain this certification gave my supervisor the incentive to send me to the course.

"It was a challenging class, but it was interesting to meet people who had different expertise and experience," she said.

See CERTIFICATION, page 9.



Karen Mountjoy



**BEST WARRIOR**

continued from page 3

Vice Chief of Staff of the Army Gen. Daniel B. Allyn, the keynote speaker at the ceremony, said future operations will be more complex than any in the past.

He said it's important for Best Warrior competitors and all Soldiers to keep in mind the lessons learned over the last 14 years of warfare and to pass that knowledge on to the next generation of Soldiers coming in.

"Win in a complex world," is the foundation of how the Army thinks about future combat operations, Allyn said. It's the thesis of the Army Operating Concept, designed to lead an intellectual change for the Army.

"It acknowledges that our nation cannot predict who it will fight, where it will fight or with what coalition it will fight," he said.

Future operations in complex environments require the Army to develop small-unit leaders capable of decentralized operations, he continued. These are leaders who thrive in uncertainty, adapt in their environment and take prudent risks based on the commander's intent.

This places high demands on every Soldier, down to the squad level, he said, meaning junior Soldiers and NCOs will be tasked with much greater responsibility than ever before.

Allyn then provided real-world examples of how young Soldiers are taking this on, such as providing valuable feedback of new systems at the Network Integration Evaluation at Fort Bliss, Texas; and, operating in remote areas of Africa thousands of miles from their home station.

"Soldiers and NCOs make our Army the greatest land force in history," the general said. "The competition recognizes Soldiers who demonstrate commitment to our Army values, embody the Warrior Ethos and represent the force of our future."

Master Sgt. Michelle Johnson, the SMA's public affairs NCO, said that during this year's Best Warrior competition, three new awards were created that highlight both physical fitness and weapons qualification.

**Other awardees**

Runner-up NCO of the Year: Staff Sgt. Kevin M. Simpson, U.S. Army Military District of Washington.

Third place NCO of the Year: Sgt. 1st Class Elijah Howlett, U.S. Army - Europe

Runner-up Soldier of the Year: Spc. Crusier R. Barnew, U.S. Army National Guard

Third place Soldier of the Year: Spc. Emanuel L. Moore, U.S. Army Special

Operations Command

One Soldier and one NCO stood out above the rest in the weapons qualification event, Johnson said. Their task was to run to barricades and engage as many pop-up targets as possible in the shortest amount of time, using three types of weapons.

The NCO "Top Gun" was Howlett. The Soldier Top Gun was Spc. Shane Sital, U.S. Army Installation Management Command.

The Army Physical Fitness Test was modified to an extended point scale to gauge the fittest NCO and Soldier, Johnson said. With a score of 316, this year's "Iron NCO" was Sgt. Michael Hooks, U.S. Army Pacific Command. With a score of 321, the Iron Soldier was Tansley.

Before beginning a 12-mile road march with a 35-pound pack for Soldiers and a 45-pound pack for NCOs, the troops were "shown several items," Johnson said. Their task was to be on the lookout for those items as they marched. "So, not only did they have to be fast, they had to be agile and alert."

With a time of 2 hours, 13 minutes, the "NCO Road March" champion was Sgt. Robert Cunningham, Army National Guard. And, with a time of 2 hours, 11 minutes, the Soldier Road March champion was Moore.

**DAILEY**

continued from page 5

Dailey's message did not fall on death ears, as the group of competitors gave him a resounding "Hooah!"

"If you came here just to win at the board, you aren't going to win," Dailey said.

This year's Best Warrior competition marks the first year the event was held at Fort A.P. Hill, the first time the events are being engaged in a new, more physically demanding manner, and the first time the Asymmetric Warfare Group, called quiet professionals by Dailey, are in charge of the Soldiers and competition.

"We have to reinforce what's important," Dailey said. "I can't recognize the Soldier as being the best Soldier or best NCO in the Army and you fail a basic Soldier task."

Dailey has plans to continue the growth of the competition in the future, ensuring the best of the best prevail.

"You can't just show up on day one and

expect to get a trophy," Dailey said. "This is something, you will see in the future, we are going to progress, and this is something you will have to train hard, know your skills and be the best noncommissioned officer and Soldier."

Like a true Army leader, you must lead by example according to Dailey.

"If I fail the physical fitness test, do you think I should be the sergeant major of the Army?" Dailey asked.

Although the group remained relatively silent, Dailey answered for them with a smile, no, and ensured it was OK for them to call him out on it.

"The highly trained and highly professionals individuals here at AWG are going to do a phenomenal job, and give you your task. It's your job to do the best at your task," Dailey said.

Seeing the sergeant major of the Army

looking on while they engaged in their events was motivation for some. Dailey offered another incentive to motivate the Soldiers to compete with excellence during this phase of the BWC, which could see competitors moving on to D.C. for phase two.

"If you get up to D.C., you get to come hang out at the SMA's house, drink a beer, and eat some barbecue. How about that?"

As Dailey and the Soldiers smiled at the thought, the focus remained on the competition at hand, and the top enlisted Soldier in the Army gave praise to his Soldiers and fellow Warriors.

"There's a whole lot of Soldiers who aren't here, but you are," Dailey said. "It's because you care, because you want to go the extra distance, and I know that, and I appreciate it."



Staff Sgt. Christopher Thompson, XVIII Airborne Corps NCO Academy, U.S. Army Training and Doctrine Command, quali-

Photos by Sgt. Henrique Luiz de Holleben  
fies with the M-4 carbine during the live fire exercise portion of the Army's Best Warrior Competition held at here, Oct. 6.



Pfc. David Saunders, 3rd U.S. Infantry Regiment (The Old Guard), U.S. Army Military District of Washington, negotiates an obstacle during the Best Warrior Competition held here, Oct. 5.



Sgt. Robert Cunningham, 119th Engineer Company, West Virginia, Army National Guard, qualifies with the M-249 squad automatic weapon during the Best Warrior Competition held here, Oct. 6.



A grader from the Asymmetric Warfare Group evaluates Cunningham's Warrior skills during his attempt to qualify with the M-249 squad automatic weapon here, Oct. 6.





**Spc. Jonathan J. Renteria, 8th Theater Sustainment Command, U.S. Army Pacific, endures the 12-mile ruck march during the U.S. Army's Best Warrior Competition held at Fort A.P. Hill, Virginia, Oct. 7.**

**The competition is a grueling, weeklong event that tested the skills, knowledge and professionalism of 26 Warriors representing 13 commands from across the Army.**

*Photo by Spc. Hayley Gardner*



# Maintain indoor air quality for health during frigid temps

**By Colin O'Conner**  
Installation Safety Office  
Fort Campbell, Kentucky

Air pollution is thought of as an outside concern, like smog hanging in the air. However, the air inside homes and offices can be more polluted than the air outside.

The elderly, children and people suffering asthma and respiratory problems are especially sensitive to indoor pollutants. But even healthy adults can suffer health effects many years later, after repeated exposure.

Modern buildings are constructed airtight, so pollutants and irritants can't escape and fresh air doesn't infiltrate. So what can you do to clean up the air you breathe?

## Increase ventilation

The simplest way to improve indoor air quality is to let in fresh air. Whenever the temperatures outside are mild enough, open a window or door to allow fresh air in. This will allow pollutants and irritants to escape and dilute their concentrations indoors.

Cleaners, fragrances and household chemicals are common sources of volatile organic

compounds in indoor air. Most chemicals are derived from petroleum products. Inhalation of these chemicals can lead to irritation in the lungs, headaches, dizziness, exhaustion and decreased productivity.

Limit the amount of chemicals in your home or office. Store chemicals outside the home or in the garage. Throw away old or unneeded chemicals safely.

Avoid using aerosol sprays. Aerosol cleaners, furniture polish and air fresheners suspend chemicals in the air that then enter your lungs.

Look for fragrance-free or naturally-scented products. Use mild cleaners that don't include artificial fragrances. There are plenty of effective natural cleaning products and fragrances.

## Control mold

Mold is all around us. But given the right conditions it can thrive indoors and create health hazards for occupants. Indoor relative humidity should be maintained at 30-50 percent. Use ventilation fans for bathrooms and kitchens. Ventilate crawlspaces to prevent the buildup of moisture. Wipe up any

accumulated moisture. Clean up any visible mold growth and locate and eliminate the moisture source.

## Carbon monoxide

One of the most dangerous indoor air pollutants is carbon monoxide. It is a colorless, odorless and tasteless gas that is the byproduct of incomplete combustion. It is highly toxic to humans and animals in high quantities, but can cause fatigue, headaches, confusion, nausea and dizziness in lower quantities.

Use fuel burning appliances correctly and ensure they are working properly. Do not use any gasoline-powered engines indoors, even for a short time. Ensure gasoline-powered engine exhaust doesn't enter the home or office. And use a carbon monoxide alarm.

So while your house or office is shut tight to keep warm this winter, consider the air quality.

Eliminate sources of pollutants, get fresh air in when you can and add some houseplants to clean the air.

## CERTIFICATION

continued from page 5

"And since the course was in New York," she said. "I was able to visit Niagra Falls!"

To maintain certification, the budget analyst must complete an additional 60 hours of financial management training every two years.

The DoD FM Certification Program provides a framework for professional development in key competencies such as budget, accounting, financial management systems, decision support, analysis, fiscal law, audit readiness, ethics and leadership.

The program's intent is to support the defense department's efforts to achieve audit readiness and instill taxpayer confidence through a properly trained financial management workforce able to tackle the challenges ahead and to provide leaders with the appropriate decision advice to support the country's best interests.



## Reserve unit welcomes new commander

During a recent change of command ceremony held here, Oct. 17, 1st Lt. Ian P. Sparks assumed command of the U.S. Army Reserve's 310th Engineer Company (Multi-Role Bridge) from Capt. Dustin R. Lahiff. Pictured here is the new commander (left); Lt. Col. Rick A. Ackelman, battalion commander, 365th Eng. Bn.; Command Sgt. Maj. Michael G. Oddo, battalion command sergeant major; and, 1st Sgt. Samuel J. Hall, first sergeant, 310th Eng. Co.

Activated in 2012, the 310th is a multi-role bridge company whose mission is to transport, assemble, disassemble, maintain and retrieve Army bridging systems.

## EOD Team of the Year competition 'challenges the best'

**FORT A.P. HILL, Virginia** - Soldiers who have figured prominently in the fight against terrorism were provided opportunities to showcase their technical and tactical skills during the Explosive Ordnance Disposal Team of the Year Competition held here Sept. 14-18.

When the smoke cleared, the U.S. Army Pacific Command's 74th Ordnance Company reigned as the most proficient, earning the top score over five other squads. Teams representing the 71st EOD Group, Yakima Proving Ground, Washington, and the 702nd EOD Group, Grafenwoehn, Germany, finished in second and third place, respectively.

It was the second consecutive win for USAPAC team.

"This was a great way for EOD technicians across the field to come together and represent their parent commands," said Sgt. 1st Class Justin Talbert, noncommissioned officer in charge of Advanced Team Leaders Operations Course, EOD Training Division, Fort A.P. Hill.

"Soldiers in EOD spend a lot of time training for real-world missions, so hosting an event like this gives them the opportunity to demonstrate their abilities and bask in the pride that accompanies all that hard work," he added.

The EOD competition not only tests military occupational skill competencies through scenario-driven team events, but also measures their ability

to perform common Warrior tasks.

Staff Sgt. Dustin Bussard led his teammates, Spc. Matthew Hamilton and Cpl. Ryan Voss to win this year's competition. Their unit is a subordinate element of the 303rd EOD Battalion, 45th Sustainment Brigade, 8th Theater Sustainment Command, located at Schofield Barracks, Hawaii.

The winners probably did well in many aspects of the competition, but was probably best at thinking on their feet, said Talbert.

Critical thinking and the team's ability to utilize the tools at their disposal contributed to their success, he said.

The sergeant admitted that the team's physical and mental toughness also were critical.

The long hours and arduous physical tasks made even the easiest undertakings more difficult, he said.

Ordnance identification, a written test, fuse removal from a bomb, clearing a stuck artillery round and rendering safe an improvised explosive device were just a few of the events that challenged contestants during the competition, Talbert said. One of events, a 12-mile ruck march was by far the toughest of them all.

"It took the greatest toll on the competitors," he said. "Essentially, you took a 12-mile ruck and added events every few miles with absolutely no mental or physical breaks. At the end of that day, there was



*Photo by T. Anthony Bell*

**Staff Sgt. Zachary Cleland, 723rd Ord. Co. (EOD), 52nd Ordnance Group, Fort Campbell, Kentucky, notes the physical characteristics of a dummy mortar during the 2015 EOD Team of the Year Competition held here, Sept. 17. The scenario tested the team's response to a mortar found in a village that needed to be properly disposed.**

not a single team that looked no worse for the wear. In fact, a few days afterward, they looked like they were still suffering."

"Teams should be prepared for anything within the scope of EOD operations," he said.

"The enemy never stops looking for ways around our capabilities, so our community has to adapt. We'll never be able to see what next year's competition holds, but I can assure you it won't be any easier."

## HOROHO

**continued from page 5**

"If we are to win in a complex and uncertain world, we need the certainty that our civilian workforce is fully engaged," the Army surgeon general stressed.

Paraphrasing President Ronald Reagan, Horoho said, "The ability of this or any administration to succeed depends in no

small degree on the energy, the dedication and the spirit of federal employees."

Army civilians can do that, she said, by "providing the foundation [and] institutional knowledge that allows us to do what we do."

In her own organization, she said,

48,000 of the 181,000 personnel are Army civilians.

Horoho concluded that throughout her 40-year career, she's "found the civilian workforce to be one of the most dedicated, one of the most inspiring workforces that there is."



# Force protection everyone's responsibility

Have you been told “we are now at FPCON Bravo” during the workday, or “we are now at FPCON Delta” during an exercise and not known what that means? You’re not the only one. Following this year’s full-scale exercise, several employees reported that they were not familiar with the Force Protection Condition, or FPCON structure and did not know what changes in that structure meant.

FPCON describes the installation’s security posture. The levels are Normal, Alpha, Bravo, Charlie and Delta, in that order. As the FPCON level increases, the intensity and frequency of security measures increase and individuals may encounter delays entering the installation, experience road detours and curtailed services.

While many measures appear to be specific to police and security guards, don’t assume that the execution of FPCON measures are strictly a Directorate of Emergency Services, or DES function and which can be ignored by other directorates. The Directorate of Public Works, or DPW also plays a major role in implementing barriers. In fact, all personnel may have

a role in conducting building-specific measures for their facilities. After all, force protection is everyone’s responsibility.

## FPCON levels

**FPCON Normal** applies when a general global threat of possible terrorist activity exists and warrants a routine security posture. As a minimum, access control will be conducted at all government installations and facilities. The minimum FPCON for Army commands is normal.

**FPCON Alpha** applies when there is an increased general threat of possible terrorist activity against personnel or facilities, and the nature and extent of the threat are unpredictable. Alpha measures may be maintained indefinitely.

**FPCON Bravo** applies when an increased or more predictable threat of terrorist activity exists. Sustaining FPCON Bravo measures for a prolonged period may affect operational capability and military-civil relationships with local authorities.

Fort A.P. Hill is currently operating under FPCON Bravo, and employees, family members and visitors can expect

random vehicle checks and increased crime prevention efforts.

**FPCON Charlie** applies when an incident occurs or intelligence is received indicating some form of terrorist action or targeting against personnel or facilities is likely. Prolonged implementation of FPCON Charlie measures may create hardship and affect the activities of the installation and its personnel. At this level, individuals can expect more rigorous efforts to inspect vehicles and facilities.

**FPCON Delta** applies in the immediate area where a terrorist attack has occurred or when intelligence has been received that terrorist action against a specific location or person is imminent. FPCON Delta is usually declared as a localized condition. Security measures at this level are not intended to be sustained for an extended duration.

At FPCON Delta, Fort A.P. Hill employees to include family members and visitors can expect only mission essential personnel entering the facility, and 100 percent vehicle inspections. Additional security measures may delay and interrupt normal routines.

## News Clips

Fort A.P. Hill media mentions

### Building a better sniper

By Sgt. Justin Boling  
Defense Media Activity

FORT A.P. HILL - Training troops to task allows leaders to have confidence their unit can complete missions without fail.

<http://www.marines.mil/News/News-Display/tabid/3258/Article/622715/building-a-better-sniper.aspx>

### Fort Bragg training focuses on 'back to basics'

By Drew Brooks/Fayetteville Observer

For more than a decade, the oft-deployed soldiers of the 82nd Combat

Aviation Brigade have made regular rotations to Iraq or Afghanistan.

[http://www.fayobserver.com/military/fort-bragg-training-focuses-on-back-to-basics/article\\_bd141580-e2d7-55c8-b4b0-a1d05d835d26.html](http://www.fayobserver.com/military/fort-bragg-training-focuses-on-back-to-basics/article_bd141580-e2d7-55c8-b4b0-a1d05d835d26.html)

### National Guard troops given sendoff at A.P. Hill

By Dawnthea Price  
Frederickburg Free Lance-Star

In the sweltering heat Wednesday, more than 450 National Guard Troops from around Virginia stood on the grounds of Fort A.P. Hill, their families and friends secure under tents and branching trees.

<http://www.fredericksburg.com/news/>

[military/national-guard-troops-given-sendoff-at-a-p-hill/article\\_21477770-f1b9-5ea9-838c-a33465612496.html](http://www.fayobserver.com/military/national-guard-troops-given-sendoff-at-a-p-hill/article_21477770-f1b9-5ea9-838c-a33465612496.html)

### Army retains wartime rapid acquisition teams despite budget drawdown

By Jared Serbu/Federal News Radio

The Army’s Rapid Equipping Force (REF) and its Asymmetric Warfare Group (AWG) – two organizations the service created in response to specific challenges in Iraq and Afghanistan, are now a permanent part of the Army.

<http://federalnewsradio.com/army/2015/10/army>

## Fort A.P. Hill team challenges Army Ten-Miler, posts competitive finishes

Not one to be outdone by larger installations, Fort A.P. Hill's 9-member team ran the U.S. Army Ten-Miler in competitive time.

Though the majority of the runners were instructors with the Explosive Ordnance School here, our own Scott Meredith, Directorate of Family, Morale, Welfare and Recreation, and Command Sgt. Maj. Alex Ho, garrison command sergeant major, rounded out the team.

### Their finish times are as follows:

|                    |         |                  |         |
|--------------------|---------|------------------|---------|
| Jayson Trawick     | 1:20:41 | Scott Meredith   | 1:33:15 |
| Alex Ho            | 1:22:24 | Michael Rock     | 1:33:18 |
| Josiah Stinson     | 1:22:51 | Andrew Jefferies | 1:49:50 |
| Michael Lesperance | 1:24:32 | Chris Ragan      | 1:52:41 |
| Andrew Gentry      | 1:28:26 |                  |         |



Pictured from left to right are: Sgt. 1st Class Michael Rock, Spc. Andrew Jefferies, Command Sgt. Maj. Alex Ho, Staff Sgt. Josiah Stinson, Staff Sgt. Michael Lesperance and Sgt. 1st Class Andrew Gentry.

## Fort A.P. Hill Job Announcements

Fort A.P. Hill Human Resources Directorate has posted the following job vacancies. Interested individuals are encouraged to apply online at [www.usajobs.com](http://www.usajobs.com).

### Firefighter Protection Inspector

GS-0081-08, Open Oct. 20 - Nov. 3

<https://www.usajobs.gov/GetJob/View-Details/419051000>

### Lead Security Guard

GS-0085-06, Open Oct. 20-26

<https://www.usajobs.gov/GetJob/View-Details/418917300>

### Range Scheduling Technician (Term NTE 4 yrs)

GS-0303-06, Open Oct. 20-26

<https://www.usajobs.gov/GetJob/View-Details/418869500>

### Administrative Support Assistant

NF-0303-03, Open Oct. 20-22

<https://www.usajobs.gov/GetJob/View-Details/419030200>

### Maintenance Mechanic

NA-4749-09, Open Oct. 1-22

<https://www.usajobs.gov/GetJob/View-Details/417443900>

### Training Aids and Devices Simulation Technician

GS-0303-06, Open Oct. 21-28

<https://www.usajobs.gov/GetJob/View-Details/419333100>

Beaver Dam Picnic Area  
**HALLOWEEN**  
**TRUNK *or* TREAT**  
**SATURDAY OCTOBER 31, 2015 5:30-7:00PM**

**FREE CANDY. GAMES. PRIZES. HAUNTED HOUSE. CRAFTS & MORE**  
 \*\*\*\*\* OPEN TO ALL ID CARD HOLDERS AND THEIR FAMILIES \*\*\*\*\*

**CALL 804-633-8246 FOR MORE INFORMATION**  
 Visit Our Website at [aphill.armymwr.com](http://aphill.armymwr.com)