

1 APRIL 2011

# THE TROPIC COMMUNICATOR!



106TH SIGNAL BRIGADE EDITION #1

## THANK YOU FOR YOUR SERVICE TO THE ARMY AND NATION!

### Special points of interest:

- Brigade Budgeting 101
- OPSEC
- Welcome New NEC Team Members
- Civilian Leader Development Program
- Network Enterprise Centers News-NEC News

Team 106th,

Welcome to the first edition of the Brigade's quarterly newsletter! I hope you find it enlightening, entertaining, and a great way to learn about the many things happening throughout the Brigade's area of responsibility. As you read through this, please think of ways we can improve it so it is a valuable source of information for you and your team.

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Thank you for your service to the Army and the Nation! I truly appreciate everything you do to make our networks work for the Soldiers and Civilians we support. Our Nation's finest have been either fighting, or supporting the fight in Afghanistan for almost 10 years, while simultaneously supporting operations in Iraq for over eight years. Your efforts have been, and remain, absolutely critical to our Commanders and their units in the field. The ser-

vices you provide enable them to train and prepare their Soldiers for combat, sustain them while they are deployed, and allow them to reintegrate with their posts, and Families when they redeploy.

The Brigade Headquarters and Network Enterprise Centers of the 106<sup>th</sup> impact almost every aspect of every operation in Iraq, Afghanistan, the Horn of Africa and everywhere else the Army has Soldiers deployed world-wide. Find that hard to believe? I'll briefly explain why I know this to be the



case using the picture above. The picture shows a squad of Soldiers observing something on the battlefield; possibly an enemy position, maybe a helicopter landing zone, they might be surveying the area for a visit from a Department of State agricultural assessment team, or a visit by an Army medical team. What they are doing isn't as important as how your support influences any one of the possibilities I just described. Let me walk you through it....

## **Brigade Commander cont.**

- The Soldiers in the picture are possibly based out of Fort Lewis, Fort Carson, Fort Bliss, Fort Hood, Fort Riley, Fort Campbell or Fort Knox. As they trained for their deployment, they and their Commanders relied on the NEC provided network support and telephony to prepare for their missions. Equally as important to these Soldier, is their ability to stay in touch with their Families via morale calls that run through the NECs. Ms. Amy Ridgeway, Mr. Tom Jacobs, Mr. Henry Ocegueda, Mr. Doug Babb, Mr. Bob Windham, Mr. Jim Webb and Mr. Luke Hill and their teams provide this support and a myriad of other services these Soldiers and their Families rely on every day.

- After these Soldiers completed their home station training, chances are they went through additional training or a Mission Readiness Evaluation at the Combat Training Centers at Fort Irwin or Fort Polk. They may have trained in the training areas of Fort Hunter Liggett/Camp Parks or at Fort McCoy. They may have been mobilized from reserve status to active duty at Fort Buchanan in Puerto Rico. If they did, the elements enabling them to conduct this essential training draw their C4IM services from Ms. Linda Seeley, Mr. Wayne Codrey, Mr. Keith Gray, Mr. Ron Robinson or Mr Michael Hernandez Carrion's teams.

- Not visible in the picture, but clearly in the minds of these Soldiers are the artillery pieces that will cover them when they come into contact with the enemy. These guns were likely either made or rebuilt at Rock Island Arsenal. They are manned by Soldiers either stationed or trained at Fort Sill. These guns were moved by Transportation Soldiers down roads built by Combat Engineers – both trained at Fort Leonard Wood. The vehicles used to move the guns or build the roads were fielded, and supported by logistics programs run out of the “Arsenal of Democracy” at Detroit Arsenal. The services that enable this to happen are provided by Mr. Scott Hary, Ms. Kathy Monroe-Banks, Ms. Kathy Kerns and Ms. Dee Danielski and their teams respectively.

- The Soldiers are very likely being supported by a multitude of enabling systems that were designed, built, tested and put into service at either Dugway Proving Grounds, White Sands Missile Range, or Yuma Proving Grounds. Mr. Mike Cassun, Mr. Mark Tubbs, and Ms. Carmela Gonzales teams provide the critical C4I linkages to these unique installations, enabling them to field the systems that enable our Soldiers on America's battlefields.

- The Operations Officer that planned the mission the Soldiers are conducting attended Intermediate Level Education at Fort Leavenworth. Chances are that many of the Army Civilians supervising the logistical aspect of the operation from the Army Central headquarters in Kuwait or Central Command headquarters in Qatar attended the intermediate or advanced Civilian Education System classes at Fort Leavenworth. These courses, along with the Center for Army Lessons Learned, are well supported by Mr. Hal Chaikin and his team at the Fort Leavenworth NEC.

- The networks these Soldiers use in theater are designed and supported by the Network Enterprise Technology Command at Ft Huachuca, Arizona. Fort Huachuca is also the home of the Military Intelligence school – the Soldiers in the picture are relying on intelligence produced by the analysts and Unmanned Aerial Vehicle operators trained on Fort Huachuca. Soon after these Soldiers redeploy, they will most likely transition to Enterprise E-mail. The Fort Huachuca NEC continues to spearhead the enterprise E-mail initiative as well as provide outstanding support to both NETCOM and the MI school under the outstanding leadership of Mr. Ken Acord and his team.

## Brigade Commander cont.

- Most likely one of these Soldiers is a Medic, trained at the Medical Education Training Complex on Fort Sam Houston. The home station garrisons that support these Soldiers are all supported by IMCOM headquarters, located off campus near Fort Sam. Mr. Mario LaMaestra and his team at the Ft Sam Houston NEC provide support to these key enablers.

- Fort Sam Houston is also the home of the Brigade's headquarters. The Brigade synchronizes very scarce resources, deconflicts competing requirements, and working with 7<sup>th</sup> Signal Command and the Theater Network Operations Center, commands and controls the western portion of the LANDWARNET. Our task is to enable the NECs so they can enable the Soldiers and their Commanders on ridges like these around the globe.

It can be very easy to lose track of just how important we are to the success of the young men and women deployed away from their friends and Families. The vast majority of us have more work than we can handle on any given day, and can become so absorbed in the tasks at hand that we may forget just how important what we do is to a squad of Soldiers on a remote ridge line thousands of miles from our post.

I want you to know that what you do matters! What you do has an impact far outside of the main gate of your post. Your hard work has a direct impact on the Soldiers in this picture. Chances are they will never meet you, or ever think to thank you for what you do for them and their Families, so I want to thank you on their behalf. Thanks for your long hours and selfless service doing what needs to be done to support our Soldiers and our Nation's goals. Thank you for serving the Nation during a time of conflict and uncertainty in the military. Thank you for getting the job done, so our Commanders can train and prepare their Soldiers for combat. Most importantly, thank you for enabling our Soldiers and Civilians to fight and win in places like Afghanistan and Iraq, and to be able to come home and reunite with their Families. Never, ever doubt that what you do is making a significant difference in the lives of our Soldiers, Civilians and Army Families.

I am truly honored to serve alongside you. Thanks for all that you do for the Brigade, the Army and our great Nation. Until next quarter, keep up the great work, stay safe, and make sure you spend quality time with your friends and Family. My warmest regards and deepest appreciation to you and your Family!

## Brigade CSM– The 106th Brigade Enjoys a Rich and Storied History !

Greetings and welcome to this, the first edition of the 106<sup>th</sup> Signal Brigade's newsletter. I am grateful to CPT Foster and the S1 team for their time and effort devoted to the production of this newsletter. I hope that you share our thoughts with friends of our community and family members. I would also like to take this opportunity to thank all of the Soldiers, Civilians, Contractors, and the Family members for your patience, time, and

commitment. Your unwavering support has greatly contributed to our success.

Having served as the Command Sergeant Major of the 106<sup>th</sup> Signal Brigade for a few months now, I have had the opportunity to visit several of the sections, divisions, and Network Enterprise Centers within the command. During my visits, I have seen, first-hand, the hard work and dedication of Soldiers, Civilians, and Contractors who work

diligently to support our Warfighters.

The overarching description of the 106<sup>th</sup> Signal Brigade is professional. The Brigade enjoys a rich and storied history. It is our obligation to carry the colors in the same proud manner as those who came before us.

The following is a list of things that are important:

**Family**. The Army is our way of life; however, our family is one of the most important reasons why we live. It is important that you exercise true mutual respect instead of self-serving respect. In real terms, this means your family is just as important as the Army and you. You are always morally responsible to your family. As a matter of fact, everything you think, say or do affects your family. Yes, you are responsible for your family's well-being. Be kind, loving, and understanding.

**CONTINUED ON PG 26.**

## Brigade Budgeting 101

By: Dennis Sheppard

First off, I am not going to say the budget process is easy or fast because it is neither. It takes true grit and the fortitude of a hyena for a NEC to navigate this mine field. Second, the Brigade really is working to make it better. Third, you can bet changes are going to happen. I will attempt to step you through the budget process from start to funds applied to an acquisition process. This is not a handbook on how to dot the "i" or cross the "t" and for sure it is not going to go over all the forms. There are enough SOPs, manuals and NETCOM regulations out there for that and it would take down half the trees in Malaysia if they were all printed. I am talking, "really big" arm wave kinda stuff.

Step one: the Command Budget Estimate or CBE. Think of the CBE as the NEC's unconstrained wish list. It should contain what you believe is necessary to provide C4IM Services for your users other than civilian pay (we will pull that out of the hat for you). Contracts, supplies, TDY, travel, parts, pieces, furniture, NEC cell phones and even your life cycle should be included. But don't put above baseline or reimbursables on it because the CBE is meant to tell everyone what it takes to provide C4IM Services on your installation. The CBE paints the picture of

what it would really cost for a NEC to do everything within the standards you have been given to operate!

Step two: the always popular Item Processing List or IPL. You don't get acquisition packages funded unless it is on the IPL (hint, hint, stomp, stomp, wink, wink)! Items move from your CBE to the IPL if it has been approved by the Requirements Board (led by the S3/G3). These are items that will need a contract and are not funded by your internal budget. GPC purchases, training, general supplies, NEC Cell phones and copiers, don't go the IPL. Pretty much everything else does. The IPL is built by the Brigade staff. By now, your AST has given you a copy of this year's IPL. If something is missing, you best be coordinating with the AST. All items on the IPL are placed in priority "bins" as established by the S3. There are 45 bins. We then fund these bins one at a time in order of priority. All NECs are treated equally. We first set aside civilian pay, and then we fund the bins until we run out of money. We might get to priority 5 or priority 45 but everyone gets funded in the same order.

Step three: the acquisition package. Whether we are using the automated system or the paper two step (Texas humor),

once a package it approved – it gets funded only if it is on the IPL and then only if we have enough funds to pay for things in the bin it has been placed. That is if you got the package in on time (foreshadowing for another article perhaps?). So funding is applied to an acquisition package if it is approved, if it is on the IPL, if it is in a funded bin and last, if we have the allotment. The allotment we receive is based on need over the year. Think of allotment as having a check book with \$1,000 in it, but you have been told you can only write \$100 worth of checks this month. We have been given a budget, but we can only spend so much at a time each month. That makes four distinct hurdles that an acquisition must jump before it is funded.

As I said in the beginning, the budget process is neither fast nor easy. I know those of you that have not fallen asleep are thinking, "What is my one big take away from this most excellent written article?" The answer is surprisingly simple: Review the IPL when asked to by your AST, make sure all your contract requirements are on it and that they are in the proper priority bin!

## RE-UP 106th!

I would like to take this opportunity to introduce myself. I am SFC Michael Smith, your new Brigade Career Counselor. I am the advisor to the Command and your subject matter expert on all retention and reclassification matters. I am honored that I was selected to serve with and support the Officers, NCOs and Soldiers of this great unit.

As most of you have read in the Army Times, the Army is slated to begin a troop draw-down over the next few years. Because of this, the policies and procedures that many of us reenlisted under in the past are constantly changing. The best advice that I can give those in the reenlistment window is to "Get while the getting is good." For the past 3 years, the

Army has slowly placed additional restrictions during the Fiscal Year to slow down the pace of reenlistments in order to stay within the constraints of the Congressional mandated 547,400 Soldiers allowed in our ranks. As the Army gets closer to achieving 100% of its annual mission these restrictions could prohibit you from reenlisting for what you are interested in or possibly reenlisting at all.

Interested in becoming a Commissioned Officer or a Warrant Officer? Want to become a PA or nurse? I can provide you with information for all of these programs.

Want to serve with the Army's most elite units? Positions could be available for you to serve

within the Special Operations Command, The Old Guard, White House Communications or within the Airborne community.

Did you receive the MGIB and have completed your degree? Did you know that you can transfer your education benefits to your family members? If you qualify for the Post 9-11 GI Bill I can help you transfer your benefits to your spouse and/or children. I am the transfer approval authority for enlisted and can help everyone, Officer, Warrant Officer, NCOs and enlisted, transfer your benefits.

Every reenlistment is unique so please stop by to receive the most up-to-date information for your situation. **(210) 221-9351.**

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**Did you  
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## 106th Signal Brigade Adopts a School

The 106th Signal Brigade has partnered up with 502nd Mission Support Group to adopt Wilshire Elementary School in support of Fort Sam Houston's Adopt A School (FSHAAS) Program. FSHAAS contributes Military resources and services to schools in order to nurture the intellectual, emotional, social, and physical growth of children in the greater Fort Sam Houston area, to increase public awareness of the Army's mission and to foster good relations.

The 106th Signal Brigade will be seeking volunteers from Soldiers, Civilians and Family members who are interested in tutoring 3rd, 4th, and 5th grade students in math, reading and science. Volunteers will meet twice a week for about an hour every session to assist students improve their grades.

If you are interested in volunteering and helping our local community, please call the 1SG at

## Chaplain's Corner

In our culture we frequently hear the phrase, “You need to go with the flow.” While many times that’s not good advice, there are those occasions when it certainly is.

In the late 1940s when Dwight Eisenhower was president of Columbia University, one of the problems he faced was that students ignored sidewalks and trampled the grass. Ignoring the many “Keep Off the Grass” signs, the students continued to take whatever route they found convenient as they hurried from one class to another. As a result, footpaths were worn along these routes. Many of the college officials wavered between anger, frustration, and genuine concern for the appearance of the campus.

Eisenhower did not get to be the allied commander in chief during the war, and later President of the United States, without his ability to see things from both sides. He came up with a simple, sensible, workable solution: He told them to forget the signs and fences and install side-

walks where footpaths had been worn. Then they removed the unused sidewalks and planted flowers and grass. It worked. He “went with the flow,” and results were pleasing to the administration and to the students.

I firmly believe you can have everything in life you want if you will just help enough people get what they want. Eisenhower helped the students get what they wanted, which was a fast, efficient route to their next class. Columbia University got what they wanted – a beautiful, neat, clean, well-organized campus.

I have been able to do site visits to fourteen of our Network Enterprise Centers. It is clear that you have to spend so much of your time performing and conjuring an Eisenhower solution to the needs of your customers. My gratitude for what you do grows with each visit I make. You continue to perform above and beyond and in many cases while doing two jobs at the same time. Your performance reminds

me of an old saying from Coach Lou Holtz: “Ability is what you are capable of doing. Motivation determines what you do. Attitude determines how well you do it.” Thanks to our NEC personnel who perform daily and consistently with a great attitude.

If I have not been to your site yet I hope to do so soon so I can meet you face to face. In the meantime, know that I am available to you and yours for any need you may have.

“Don’t worry about anything; instead, pray about everything. Tell God what you need, and thank Him for all He has done. Then you will experience God’s peace, which exceeds anything we can understand. His peace will guard your hearts and minds as you live in Christ Jesus.” Paul of Tarsus to Philippian believers 62 AD.

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**I firmly believe you can have everything in life you want if you will just help enough people get what they want.**

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## HHC, Company Commander's Words

It is a distinct honor and privilege to serve alongside each and everyone of the 106th Signal Brigade Family. The company has accomplished many great things since the reactivation, but there are many more challenges that still lie ahead. Unquestionably, with the professional Soldiers, Civilians, and Contractors assigned to our organization, we will continue on a glide path to success. I would like to take this opportunity to thank everyone for your unwavering support you have given me and my family as we make this transition to this new position.

Please feel free to contact me anytime (210) 473-2947.



## CONNECT THE FORCE!

### HHC First Sergeant

It is that time of year again, when our schools release their students for Spring Break and we have an opportunity to get away from the daily grind, regroup and spend time with our Families. While this time of year typically earmarks a change in weather, it is also a time of increased accidents on the road; during outdoor activity; or, in the home. Accidents lurk at every corner and it is up to each of us to ensure we keep safety in mind during any activity.



## Military & Family Life Consultant Program

Team 106th ,

I am pleased to announce that we have a valuable tool here at our finger tips in the 106th. We have been fortunate enough to have our very own Military and Family Life Consultant. The Military Family Life Consultant program is designed to support service members and their Families.

For more information please contact (210) 792-8925. Ms Lynn Sutton.

### Headquarters and Headquarters Company, 106th Signal Brigade Change of Command



**CPT Erick Sutton relinquished command of the HHC, 106th Signal Brigade to CPT Richard Jimenez in a ceremony 25 February 2011 on McArthur Field. COL Chris Haigh, Commander, 106th Signal Brigade officiated ceremony in front of BG LaWarren Patterson, Commander, 7th Signal Command (T), CSM Kenneth Williams, Command Sergeant Major, 7th Signal Command (T), Soldiers, Civilians, Family and friends of the 106th Signal Brigade.**

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106th Signal  
Brigade  
officiated  
ceremony in  
front of BG  
LaWarren  
Patterson,  
Commander,  
7th Signal  
Command (T)

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### **AST 1– Welcomes New Team Members!**

We are happy to report the team has grown this quarter! Mr Ronnie Gill is pleased to welcome several new members to the AST1 Team. As many of you know, in addition to his duties as the lead IT technician, Ronnie also served simultaneously as the Director, Deputy Director and Management Support Technician for AST1. He did a superb job and will now be able to take a breath and share the workload .

Mr Howard Phelan joins the AST as our new Director. Many of you may know him from his previous assignment as the Deputy Director of AST3. Howard has just recently retired from Active Duty with over 22 years of dedicated military service.

LTC Cynthia (Cindy) Yost joins team as our new Deputy Director. She recently returned from an exotic adventure in Djibouti, Africa in support of Operation Enduring Freedom. Prior to her deployment she was the Deputy Director of AST4.

Ms Gina Mannai also joins the team this quarter. She is serving our team as our new Management Support Technician. Gina is new to the 106<sup>th</sup> and comes to us from Peterson Air Force Base.

CW3 Travis Singletary has also recently joined our team. Chief was previously working in our Land War Net Division before being brought on to help augment our team.

The new team is getting settling in the daily business and is now better prepared to provide support our NECs!



## We Welcome Knowledge!

By: CW4 John Varner

We would like to welcome to the 106th family, Mr Erwin Kaplan who came on board on 31 January as the Knowledge Manager for the 106th Signal Brigade. Mr Kaplan is a retired Army veteran with over 22 years of dedicated military service. We welcome Erwin and appreciate the knowledge and skills he brings to the team, as the Brigade grows and continues to provide services and systems, in order to provide our customers better efficient solutions for everyday tasks, data storage, and project management.

What is knowledge management? Knowledge Management is the systematic development of collaborative communities that quickly transfer knowledge to solve problems, share best practices and develop professional skills.

Knowledge sharing, content publishing and content organization cannot occur on their own. To achieve successful knowledge sharing and reuse, as a community we need to recognize and associate ourselves with the four primary pillars of Knowledge Management – "People, Processes, Culture and Technology." Understanding the pillars, identifies the needs, knowledge gaps, and collaboration obstacles within an organization.

Recent projects completed from the Brigade KM Office include Government Purchase Card (GPC) requests, McAlesster Oklahoma's Material Master (MM) Cataloging Information requests, SF182 Training Requests and the Individual Development Plan Database. Current projects include the Operations Order Tracking system and the Request For Change submission. Both are

collaborative efforts with our sister brigades the 93rd Sig Bde, 21st Sig Bde and the 7th SC.

Visit the KM Portal Site ( <https://idm.netcom.army.mil/sites/7thsignal/106SB/Pages/PortalHelpDesk.aspx> ) where you can find the latest tips, tricks, ongoing projects information, as well as request KM support and project solutions analysis for a more efficient working environment. Thank you for continued support and what you do for the 106th Signal Brigade. **What can we do for you?**

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**Visit the KM Portal Site**  
( <https://idm.netcom.army.mil/sites/7thsignal/106SB/Pages/PortalHelpDesk.aspx> )

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## Got Knowledge?

As the knowledge manager for the Brigade, I would like to start out by defining what Knowledge Management is; it is the art of Creating, Organizing, Applying and transferring knowledge to facilitate situational understanding and decision-making. It's bringing people/culture, processes and technology together to improve knowledge sharing within their environment.

If you have any questions you can contact me at anytime.

**Erwin L. Kaplan**  
**Knowledge Management Officer**  
**106th Signal Brigade**  
**COMM: 210-808-3208**  
**DSN: 420-3208**

## FORCE PROTECTION-S2

A team of specialists from the Defense Threat Reduction Agency (DTRA) will visit Fort Sam Houston 24-29 Apr 11 to conduct a Joint Staff Integrated Vulnerability Assessment (JSIVA). A JSIVA is a “vulnerability-based” evaluation of an installation’s ability to deter and/or respond to a terrorist incident.

The nine team DTRA members will assess areas ranging from risk management to emergency management, including antiterrorism plans, physical security, infrastructure engineering, training and exercises, resource application, program review, consequence analysis, and security operations.. **So, what do you need to know?**

Be familiar with the DoD’s Force Protection Conditions, or FPCONS: *Normal, Alpha, Bravo, Charlie, and Delta.*

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**Always  
be aware  
of the  
current  
base  
FPCON**

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- Always be aware of the current base FPCON.
- Ensure the door sign visual aids are utilized during real world and exercises.
- Display only one door sign at a time (either exercise or real world).
- Know which FPCON we are in and understand why. If you have questions pertaining to this, contact the 106<sup>th</sup> Signal Brigade Antiterrorism Officer (Mr. Robert Kelley), or AT Representative (SFC Terry Lanier) or your chain of command.

### 106th S4—Negligence can hurt your pocket book

The S4 has observed a growing trend in the loss of government property since assuming the property management role for the brigade. Our initiative is to educate and inform our workforce regarding the different types of responsibilities that Army Regulation (AR) 735-5 describes. Our brigade’s property book section wants to help Commanders, Directors, supervisors, hand receipt holders and sub hand receipt holders to understand their responsibilities for government property. Our ultimate goal for the brigade is to have 100 % accountability for all government equipment and we need your help to accomplish this. Below is an explanation of the five different types of responsibilities for your success in this matter.

Five different types of responsibilities: AR 735-5 paragraph 2-8

Command Responsibility: As the reference above states, Commanders/Directors cannot delegate their command responsibility. It's the Commanders/Directors responsibility to make sure inventories are conducted properly using current Supply Catalogs and Technical Manuals. Company/NEC policies should include property accountability requirements such as "no one will go on TDY or leave 30 days or more without having someone else sign for their property prior to departing." It is the Commander's/Directors' responsibility to identify an alternate hand receipt holder in this case. Annotate scheduled inventories such as the cyclic and hand receipt holder inventories on unit training schedules.

## 106th S4—Negligence can hurt your pocket book (cont.)

Failure to implement and ensure that Soldiers/Civilians adhere to stated supply accountability policies and procedures could result in financial liability assessment for the commander/director. A commander/director's obligation is to ensure he/she exercise proper care, maintenance, and safeguarding to ensure property isn't damaged or destroyed and that accountability is maintained. A commander/director must also pass on this obligation in the form of guidance and control to his/her Soldiers/Civilians.

Supervisory Responsibility: Supervisors must ensure they provide proper guidance and direction to subordinates with regard to supply accountability. In addition, supervisors are the enforcers of the Commander's/Director's policies. This will ensure supervisors are setting the right supply discipline climate for subordinates by letting them know it's important to take care of government property.

Direct Responsibility: Each individual that signs for equipment incurs direct responsibility. Direct responsibility denotes a signature or written acknowledgment for the receipt of property. This includes receipt documents and orders assigning an individual to duties requiring the care and custody of property. Commanders/Directors must Identify and assign in writing those individuals who have direct responsibility for property.

Personal Responsibility: All Soldiers/Civilians assume this responsibility when they accept in their possession, whether they are signed for it or not. Soldiers/Civilians have an obligation to ensure they exercise proper care in maintaining accountability for those items. Some believe that just because they are not signed for equipment they do not have to safeguard or take care of it. Personal responsibility always accompanies the physical possession of property. This does not mean you

must have the property in your hand but instead in your control.

Custodial Responsibility: This applies to property in storage awaiting issue or turn-in. Custodial responsibility results from assignment as a supply sergeant, supply technician, supply clerk, or warehouse clerk, and is rated by and answerable directly to the individual having direct responsibility for the property. When a section turns in equipment to the supply room that they no longer need or is unserviceable, the supply personnel assume custodial responsibility. When equipment is received at the Supply Support Activity, the warehouse personnel have custodial responsibility until it's issued to the unit.

The bottom line is that every Soldier and federal employee is responsible in at least one form of responsibility as described above. Existing standards require that individuals found negligent in their responsibilities can be held financially liable for the loss, damage or destruction of government property. We are asking for the support of Commanders, Directors, and other supervisors to help our workforce understand the importance of safeguarding property that has been purchased with our own tax dollars. Your questions and concerns can be directed to Karl Abeyta at 210-221-1265 or David Belliveau at 210-221-1035.

## What The GFEBS.....

With the start of Fiscal Year 2011, many of the 106th Signal Brigade's Network Enterprise Centers (NECs) were impacted by the transition from the legacy system, Army Standard Finance System (STANFINS), to the new system, General Fund Enterprise Business System (GFEBS). Within the next two fiscal years the accounting for all of the NECs within the Brigade's area of responsibility will have transitioned to GFEBS.

GFEBS was developed to standardize the business processes and the financial systems across the Army in response to a congressional mandate and in concert with the DOD's Business Transformation Agency (BTA). GFEBS uses Systems Applications and Products (SAP) in Data Processing software, a Commercial Off-the-Shelf Enterprise Resource Planning solution and will subsume over 80 legacy finance and accounting systems and applications currently used by the Army.

GFEBS will move the Army from a spending culture to a cost management culture and will provide leaders with information that has never before been available through a single

access point. Data will be available not only at high level summaries but also down to the level of individual projects and expenditures. GFEBS provides real-time transaction and information capabilities and will be accessible by all Army organizations worldwide.

GFEBS is designed to integrate procurement data, accounting data, and cost management data, allowing management a better view of the financial impact for decision making. The modular design enables GFEBS to provide information about the distribution of funds immediately with no need to go through external systems to determine available money for projects.

The transition to GFEBS has not been without its challenges. The current systems and ways of processing financial obligation documents have been around for decades. GFEBS drastically changes those processes and requires new roles, responsibilities and processes to be established for much of our business. GFEBS also came with a new lexicon as well as new accounting structure which also must be learned. This, coupled with the interface glitches which are bound to happen when-

ever a new system is introduced has caused many challenges for all involved.

Right now everyone is still learning GFEBS and how to use it but many see a lot of future potential. Because various roles can be assigned in GFEBS, managers will now have the ability to see real time cost management information without having to wait for finance reports to be prepared and presented. This will allow leadership the ability to make timely and cost effective decisions during future times of austere budgeting.



## **106th S3-Where It's at!**

### **AESD**

In June 2010, the Army initiated the Army Enterprise Service Desk (AESD). Currently 12 NECs within the 106<sup>th</sup> Signal BDE AOR are utilizing this service. The primary mission of the AESD is to provide a single point of contact for Information Technology service requests, incidents, problems and changes. Now, instead of submitting a trouble ticket to the NEC, you will call a toll free number for customer support. If the person answering can solve the issue, he/she will do so. If it can't be resolved immediately, a trouble ticket will be created and sent to the NEC for action.

Last month (Feb 2011), an AESD conference was held in San Antonio to discuss current issues and develop solutions to any problems surrounding AESD. The conference was a great success due largely to the group's ability to openly share concerns, ideas, and recommendations. Group sessions were held with participation from CIO/G6, the 93rd Signal BDE, the 106<sup>th</sup> Signal BDE to recommend actions necessary to fix the major issues to be resolved prior to future migrations. It was a great opportunity to understand the complexity of the challenges and to gain knowledge of internal best practices for solving the challenges facing the NECs going forward. Stay tuned for further updates on AESD.

### **Enterprise E-mail**

During 2011, Army email users will transition to an Army Enterprise Email service managed by the Defense Information Systems Agency (DISA). Instead of accessing email through local email servers, users will access email services from centralized servers, known as the Department of Defense cloud. This new approach provides significant capability improvements for email users such as access to email from anywhere at any time from any authorized device while sharing calendars across the enterprise. It also allows you to keep your email account active during PCS moves and unit relocations. Users will get 4 gigabytes of on-line email storage (40 times the current mailbox size) at no additional cost. These are just a few of the benefits to come.

For the last 45 days the Fort Huachuca NEC has been setting the conditions for success, serving as the test environment for Enterprise Email as they have been migrating the NETCOM HQs users. All NETCOM HQs users (~1400) will be operating on Enterprise Email as of 21 March 2011. On 4 April 2011, the focus will shift to Ft Huachuca (remaining units), RIA, Ft Riley, APG and Ft Monmouth as they continue to pioneer the future for the Army in an effort to establish an enterprise environment that will soon be expanded across the entire DOD. All installations have been planned and the ASTs will be working with their respective NECS to ensure readiness. In conjunction with the ASTs efforts, the 106th Signal BDE Plans and OPS Division will be conducting IPRs with the NECs as they near a 60 day window for execution.

### **Campaign Plan**

There is a big binder, sitting on the top shelf, collecting dust - guess what? It is not the 106th Signal Brigade's FY 2010-2013 Campaign Plan!

Unlike campaign plans which end up on the shelf, our plan has taken on a life of its own. Since being published on 15 November 2010, our Campaign Plan has become the guiding document of our

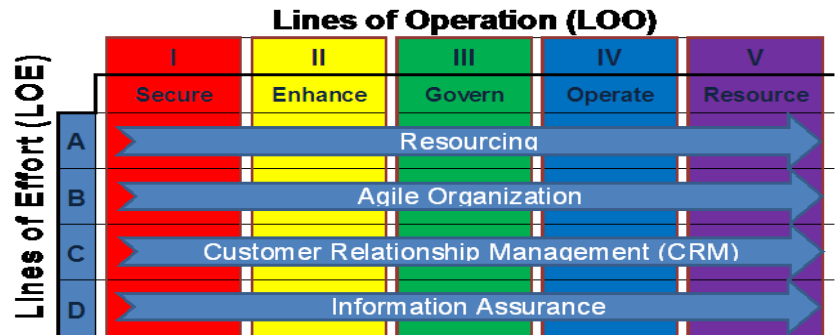


### 106th S3-Where It's at!- Cont.

organization. In random meetings throughout our AOR - from the Brigade Headquarters to the smallest NEC - we are framing our tasks to best support our Lines of Effort and Operation by meeting the goals and initiatives that we identified. As the 2nd Quarter of 2011 comes to a close, we are on track for completing 80% of the achievable initiatives identified in the plan by the end of the year! This is a great win for the organization.

Did you know that all Brigade members can check on the status of each initiative by going to our SharePoint portal (<https://idm.netcom.army.mil/sites/7thsignal/106SB/Pages/Home.aspx>) and selecting "Campaign Plan" on the left

hand side of the screen? At this location, you will be able to check on the real time status of the initiatives that we are working on! If you have a question, comment or want to support working on these initiatives, you only need to contact the action officer that is listed. During the next Campaign Plan IPR (held the 2nd Tuesday of every month) the Actions Officers will be briefing the Brigade Commander on the status of their individual projects. The results of this IPR will at a minimum be published for the Brigade's review.



### 106th S1- Leading in a Crisis By: Felix Rivera

Every day, your team depends on you for direction. And, in a crisis, which could be anything from a malfunctioned product to the loss of a key employee, your ability to lead your team to a resolution is critical to your company's overall performance and reputation. Having a process for handling a crisis and being aware of key leadership practices will better prepare you for effective action in the real world and allow you to lead your team through a difficult situation. Leaders who have the ability to remain calm and focus on communicating with others in difficult situations will have the most success.

### 106th Equal Opportunity for All



**Ahmand R. Brown**  
 Equal Opportunity Advisor  
 106th Signal Brigade  
 EO Hotline (210)295-0561

As a child, we immediately inherit the belief that everything is mine. As time advances, people tend to develop the necessity to share and be more cognizant of other individual's needs and wants-- altering their value system and building relationships amongst each other. Eventually, it becomes that everything isn't always mine but it is a shared commonality amongst others. Equal Opportunity (EO) is the same in both arenas. Whether you are Civilian or Military or contractor, we first have to take the concept of EO and embrace it as one of our own; "I want it for myself and I will have it for myself!" Afterwards, we should allow it to feaster or traverse into our work environments developing a stronger bond between each other; "It's yours as well, so I need to share it with you!" Just as our unit footprint and mission is diverse so is our workforce. If we take the notion that we all can share EO amongst each other we will continue to operate as a family and keep on overcoming every task that comes our way. Remember, it's not just us that we supports but those in defense of our Nation and that War-fighter that sits on the tactical edge. So, your mission, should you choose to accept it, involves a great deal of sharing, empathy, sacrifice, and fostering. The road may seem difficult, but the success will bring a great deal of relief to those who need our services the most and to each other!" Even though this article will not self-destruct, failure to share EO with all, may cause the mission to do so.

## FT. Irwin NEC– One Team One Network!



**Top:** Fort Irwin Linda Seeley (NEC Director) speaking to Debra Rogers (IMO – OPSGRP) during NEC IMA/IMOs Quarterly meeting in January 2011. **Bottom Left (left to right):** Ron Watters (NEC Chief IA Division) speaking with Errols Kennedy and CW2 Ellis of 916<sup>th</sup> SPT BDE. **Bottom Right (left to right):** Emanuel Carter (NEC Chief Customer Support and SA Branch) speaking with Frank Olmedo (916<sup>th</sup> SPT BDE) and Marissa Jones (DFMWR).

The Army Enterprise Service Desk (AESD) is part of the Army's Global Network Enterprise Construct (GNEC) initiative to achieve efficiencies of scale through consolidation of IT Call Center operations while providing customers with quality Information Technology (IT) support. On Friday, December 10, 2010, the Fort Irwin NEC Customer Support Help Desk transitioned to the AESD. This Army initiative was created to develop a single point of contact for the Army customers with 24/7/365 and to simplify and streamline the customers experience by stabilizing enterprise processes to meet the customers' requirement. Additional advantages is a centralized communication channel for all AESD customers as well as reporting of metrics across all installations. Anyone can call the AESD to report or request a computer or telephone related problem. The AESD number is 866-335-ARMY (2769), Press #3 – Installation User IT Support, then after Press #2 for UNCLASSIFIED or #3 for CLASSIFIED. CLASSIFIED tickets will be routed accordingly to the NEC SIPRNET IT Support Team. Another method to submit a trouble request is through the self-service web site for everyone at <https://esdhelp>. Fort Irwin NEC has worked with the AESD support staff in developing a Service and Incident management system on CA-Unicenter that will meet the needs of all the NEC's. We continue to make improvements and have been devoting our resources to have an ease of use system. As of today, we are trying to deal with the challenges on network connectivity creating application latency issue. We accept the challenge and will strive to make this a productive application.



## FT Leonard Wood NEC-



The night leading to December 31, 2010 was dark and stormy; I woke up to loud thunder thinking about exercises taking place on the ranges at Fort Leonard Wood. I then remembered that not only were we still on block leave (formerly referred to as Exodus), but the 31<sup>st</sup> was a federal holiday. I went back to sleep since it was only 0323 hrs.

Although a holiday for some, my son had to go to work that morning at the Post Exchange, so we headed out the door that morning around 0900 hrs. We usually pick up something to eat on the way to work; we got through the West Gate and headed towards the Burger King. Something didn't seem right, the post seem quieter than normal. I noticed that all the traffic lights were out, but didn't think much of it. We arrived at the Burger King, but the drive thru was closed and the building was dark. I looked over at my son and suggested that we head over to the shopette, we could at least pick something up there

(he can be quite grumpy if he doesn't get something to eat).

We headed over to the shopette by Specker Barracks and that's when I realized we "weren't in Kansas anymore" or the Tasmanian devil had passed through Fort Leonard Wood. There was all kinds of debris around the entire area. An MP boat at the museum was sitting upside down and there were whole trees knocked down all over the place. That's when I called the Network and Switch Division Chief and informed him that we were going to have some problems



when we returned to work on Monday. It didn't take long to realize that we wouldn't have to wait until Monday... The calls to our Director started coming in and that was the beginning of our search for networking equipment in the woods.

The NEC's IT services and infrastructure fared very well in comparison to other utilities and facilities. The areas of damage included many homes in the housing area as well as several buildings which the NEC supported with voice and data connectivity. We lost several poles and some secondary aerial connections; but, overall, we were very

## FT Leonard Wood NEC– Cont.

very lucky.

New Year's Eve started out as any other day, was I planning on staying up to bring in the New Year? Not really, but those plans were quickly changed as we spent most of the day into the late evening on the telephone coordinating restoration efforts. The rest of our long weekend went by the same way... The EF3 tornado decided to pay us a visit around 0930 hrs, on the last day of 2010 and left us a few things to remember it.

The most important lesson we learned as an organization was to have pertinent phone numbers at home on paper. Especially home phone numbers of important people, like DPW and DES. And not to wait for the Emergency Operations Center to call us, we should call them. We also re-thought who should be on our Crisis Action Team – when a crisis happens, it's all about the network, and not about keeping the network safe. It's about keeping the network operational. We also realized how totally dependent we are on electrical power. This is going to be a very big, expensive problem when we move to VOIP.

## JBLM–Imaging Center Upgrade

Last summer, the JBLM NEC supported the reintegration of over 18,000 Soldiers back to JBLM after their deployments overseas. In order to support the necessary reimaging of all their machines, the NEC stood up an Imaging Center in our NEC warehouse area. The Imaging Center was capable of handling the reimaging of over 50 machines at one time, and the reimaging process was fine tuned to where the reimaging process only took approximately an hour. Not only was the process for reintegration of units greatly improved, the Imaging Center was put to the test during some recent UDCI incidents as well.

Thanks to some great teamwork and coordination both within and outside the NEC, the Imaging

Center is now capable of supporting the reimaging of up to 100 machines at a time. This effort showed superb timing by the JBLM NEC Desktop Support Division staff (Alan Woods, Dennis Butolph, Chad Burroughs & Earl Carter) and Network and Switch Division Outside Plant staff (Walter Roberts, Steve Tussey, Bob Logan, Steve Kinzner, Bill Kinzner, Bill Shirkey, Kurtis Fender, and Mike McDaniel) in upgrading the Imaging Center in building 9665 in time for the upcoming onslaught of Windows 7 imaging needs as the JBLM NEC prepares to roll out Windows 7 across JBLM.

### Good New NEC Personnel:

**Roger Alvarez:** The new Program Analyst in the Business Management Branch. Roger came on board on 14 February and has been working closely with other Branches throughout the NEC in compiling information for our SOP.

**Robert Wiegmann:** is an IT Specialist in the IA Compliance Branch. She just started working in the NEC this past quarter.

### Sad News--Upcoming Retirements:

**Rich Lerdahl:** Chief, Business Management Branch retired 1 April after a career of over 30 years in the Federal Service.

**Ira Perry-Brown:** Member of the Customer Management Branch. Retire on 1 April after a career of over 31 years of Federal Service.

## FT Sam Houston NEC

By: **Mario J. LaMaestra Jr.**

The Fort Sam Houston Network Enterprise Center recently bid a fond farewell to Mr. Hal E. Marsh. Mr Marsh moved from his position as Director of the Fort Sam Houston Network Enterprise Center (NEC) to the 106<sup>th</sup> Signal Brigade as the new Director for Area Support Team 4.



**COL Haigh, 106th BDE CMDR speaking about Mr Marsh prior to award presentation**

A little over three years ago, Mr Marsh assumed duties as the Director of the Directorate of Information Management (DOIM). What a busy and exciting three years it was. During those years he led the Directorate through some of its most challenging times, not the least being the transfer from the United States Army Garrison, subordinate to the Installation Management Command (IMCOM), to a new organization (NEC) as part of the 106<sup>th</sup> Signal Brigade, Network Command. Mr. Marsh guided the NEC as Fort Sam Houston, Brooke Army Medical Center, and Camp Bullis planned and implemented almost 4 billion dollars worth of Base Realignment and Consolidation (BRAC) construction, including over 100 million dollars worth of new Information Technology infrastructure projects. As the Director, Mr. Marsh supported the standup of the Military Education and training Campus, relocation of IMCOM HQ to the San Antonio area, and numerous other moves

and expansions. Still needing more challenges, in April 2009 he became dual-hatted as the Air Force 502<sup>nd</sup> Air Base Wing's 502<sup>nd</sup> Communications Squadron Director after, formally receiving the "Squadron Guide on" during the transfer of responsibility from US Army Garrison to the 502<sup>nd</sup> Air Base Wing, Joint Base. Throughout his tenure as the Director of the Fort Sam Houston NEC, Mr. Marsh was the consummate professional at all he did. He focused on the people and their well being, knowing they were keys to the NEC meeting all mission goals. Mr. Marsh will be missed at the Fort Sam Houston NEC, but with his well deserved promotion we know he will continue to be a force multiplier at the 106<sup>th</sup> Signal Brigade for all NECs.



## **POM NEC– Manpower Assessment Team Visit**

POM NEC hosted members of the Manpower Assessment Team during the week of 28 February through 4 March 2011. The Manpower Assessment Team consisted of four personnel, two from the 106<sup>th</sup> Signal Brigade and two from 9<sup>th</sup> Signal Command NETCOM.

During the week, POM NEC staff members were interviewed by the team on all facets of the Network Enterprise Center operations. The interviews covered more than 700 questions to determine how long it takes to do each specific task and how often each task is accomplished. In addition to the comprehensive interviews conducted over the 4 days, the Manpower Assessment Team also requested data to be collected for the FY10 period on more than 100 workload factors.

All in all the entire experience was a positive opportunity to discuss POM NECs operations with the Manpower Assessment Team and gave POM NEC staff an eye opening experience in realizing exactly how much they really accomplish on a day to day basis.

### **Hails and Farewells:**

During the past quarter POM NEC welcomed the three new personnel on board and unfortunately said good bye two of its' staff members who moved on to positions at new locations.

Joining the POM NEC staff were:

Mr. Joseph "Mike" Brown – Mike joined the staff on 2 January 2011 as our new SLA Manager and is working in the newly stood up Plans, Architecture and Services Operations Branch.

Mr. David Riley - David joined the staff on 30 January 2011 as a Network IT Specialist in the Network and Switch Branch.

Mr. Ken Byrk – Ken is our most recent new hire joining the staff on 28 February 2011 as a Lead Network IT Specialist working in the Network and Switch Branch.

Leaving POM NEC were the following employees:

Mr. Darrell "Vance" Decker – Vance was our Business and Plans Division Chief. He left the NEC on 28 February.

## **Civilian Leader Development Program**

The Army Civilian Education System (CES) provides leader development opportunities for Army civilians from entry through senior level. CES includes DL and resident courses for all Army civilians as they progress through their career. All of the DL is available to civilians for self development. The program is centrally funded by HQDA and the training is developed and conducted by TRADOC.

### **Required CES Training**

- The Foundation Course (FC) is required for all interns, team leaders, supervisors and managers hired after 30 September 2006
- The Action Officer Development Course (AODC) is required for all interns before completing the intern program.

### Civilian Leader Development Program Cont.

Development Course (SDC) is required for all supervisors and managers of Army civilians.

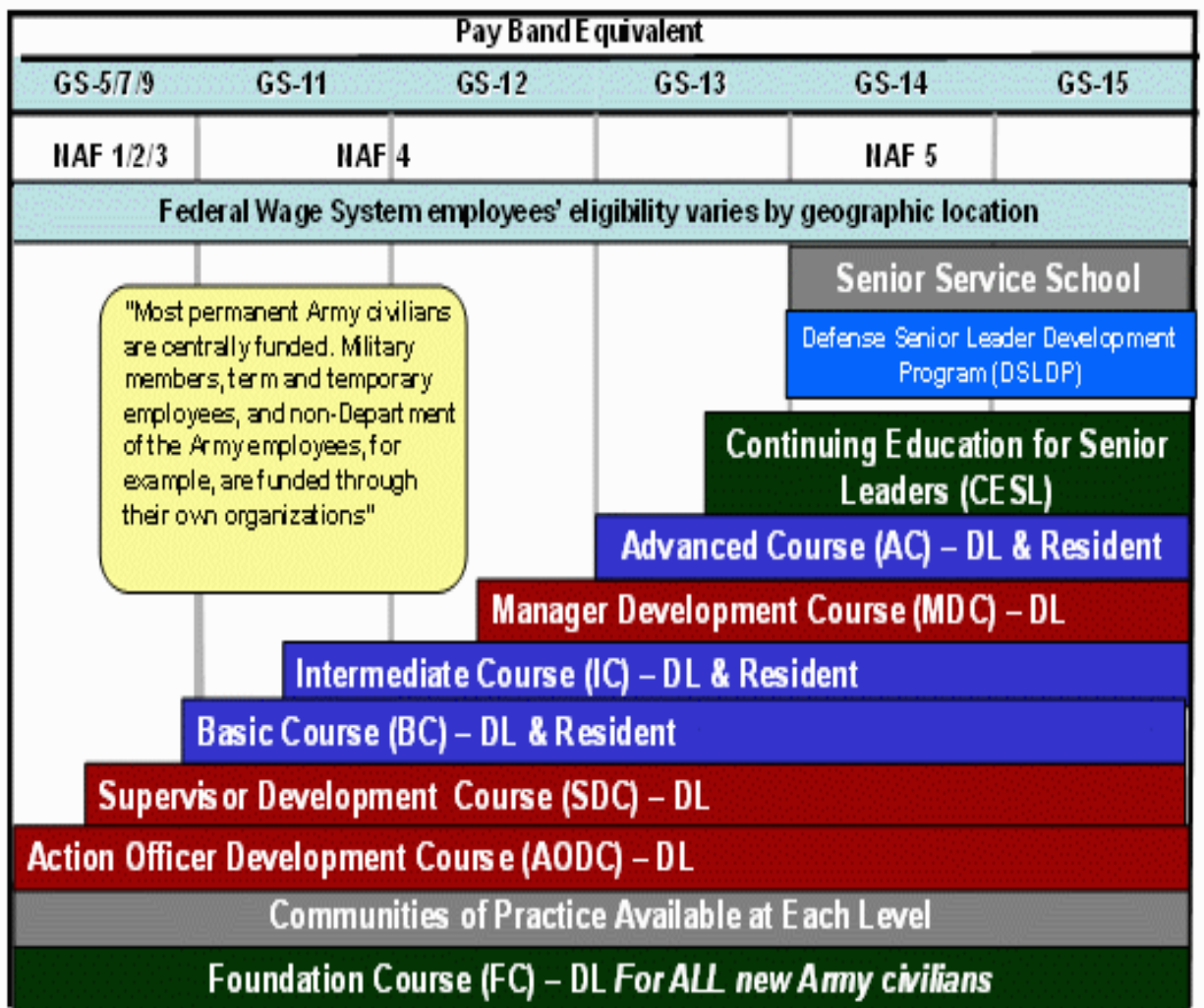
- \* The Basic Course (BC) is required for team leaders, supervisors and managers.
- \* The Intermediate Course (IC) is required for all supervisors and managers.
- \* The Advanced Course (AC) is required for supervisors and managers at the GS-13 – GS-15 or equivalent pay band level..

For information regarding programs, schedules, and enrollment procedures contact the Workforce Development Officer at 221-2232, or visit the website at <http://www.amsc.belvoir.army.mil/CES>

New employment website!

You can find the new face of Army Civilian recruiting at <http://www.armycivilianservice.com/>

## Civilian Leader Development Overview



*Pay bands based on supervisory responsibility*

## Ft. Hood NEC- Warrior Transition Brigade Says Thanks



During a Command Information (CI) briefing conducted 20 Jan 2011, the Warrior Transition Brigade paid special homage to contributing members of the Fort Hood Network Enterprise Center for their active participation in the Operation Warfighter Program. On behalf of COL Paul Hossenlopp and CSM Kyle Crump, SFC Kevin Burgin presented Jose Armenta (BMB), Tim Churchill (BMB), Darla Davis (Chief, Business and Plans Division) Anita Natonick (BMB), Paul Jones (Chief, Plans Branch) and Gina Rake, (Acting Chief, Customer Management Branch) with Certificates of Appreciation for their exceptional dedication to the WTB and the Wounded Warriors with their morale and healing efforts.



Philipa Pinkard (Chief, Desktop Support Division and Doug Babb (NEC Director)(below) also received a stunning Eagle and Flag statuette with a glass etched name plate depicting a Warrior carrying a Wounded Warrior for their coordinating efforts in developing the program into the successful endeavor it evolved into. Overall the Fort Hood NEC has partnered with the WTB in working



with some 27 Wounded Warriors ranging from LTC to CPT, Chief Warrant Officer 1-3 and PVT to MSG since the program began in 2009. These Warriors have worked a variety of positions within the IT field for the most part but also brought a level of assistance and expertise to Logistic and Administrative functions at various times throughout the period. As the Warriors transition back into the ranks or out into the civilian world the participants on both sides reflect the therapeutic value and the social networking involved in the venture with a mark in the “Win” column.

**NEC NEWS****By: RIA**

As part of the BRAC actions, the Network Enterprise Center - Rock Island Arsenal has been faced with challenges that are unique and intricate. With the PM, Defense-Wide Transmission Systems (PM DWTS) Network Operations Center (NOC) and First Army relocating from Fort Monmouth, NJ and Fort Gillem, GA respectively, the NEC-RIA mission has been to provide technical guidance and assistance for a seamless transition. The NOC required eleven miles of cable to be installed and the purchase of 4000 Direct-in phone numbers to fulfill their mission of providing deployed logisticians access to the same DISN services they use at their home station, including e-mail, DSN, DRSN, NIPRNET, SIPRNET, JWICS and VTC via the DVSG network. For remote locations where there is no voice, video, or data services, PM, DWTS maintains and provides modular, rapidly-deployable Multi-Media Communications Systems (MMCS) to logisticians, which reach back via satellite to the NOC, providing all the essential communications services. Due to the increased demand on RIA DSN circuits, NEC-RIA upgraded our capabilities by nearly 100 percent, increasing the total number of DSN circuits from 118 to 230. Key NOC communications links were placed on the NEC-RIA SONET ring to provide a diverse physical path on to the

Installation. Finally, NEC-RIA personnel assisted with developing a terrestrial link back to the NOC's numerous satellites at other locations.

The First Army's 3-star mission requires the mobilizing, training, validating, and deploying of Reserve Components Worldwide, which makes it vital that First Army possess the capabilities to communicate with Army and other Senior Leaders. To support this mission, NEC-RIA recently installed the first Direct Red Switch Network, DRSN phone on Rock Island Arsenal.

This global, secure voice service provides the President, Secretary of Defense, Joint Chiefs of Staff, combatant commanders and selected agencies with command and control secure voice and voice-conferencing capabilities up to Top Secret. Another first on the Rock Island Arsenal is Voice over Secure IP (VOSIP). VOSIP allows the command to communicate between Theatre and CONUS without having to utilize a STU or STE. With First Army's Divisions, Brigades, and training centers located throughout CONUS, VTC is vital to the success of the organization. First Army's newly renovated headquarters building contains seventeen conference rooms for VTC, possessing secure and non-secure bridges. The VTC demand required ten ISDN T1 circuits be added and dedicated to the First Army mission.

First Army and PM, DWTS join a long list of 70+ tenant/partner organizations on Rock Island Arsenal that provide key products and services to DoD and other organizations. Some of which are: the Army Sustainment Command's 2-star mission as the integrator for contingency and sustainment support of American fighting forces worldwide; the Joint Munitions Command's 1-star mission for manufacturing and management of all conventional ammunition for DOD; RIA Joint Manufacturing and Technology Center's producing armor, artillery, mobile maintenance, tool kits, and other items; and the Army Civilian Data Center which is the Army's digital repository for all civilian personnel records, hosting the Civilian Personnel OnLine (CPOL) portal and Re-sumix job-seeking application.





**NEC NEWS**

**By: Dugway Proving Grounds**



**A years worth of effort has finally paid off. On the weekend of February 25th the Network and Switch guys successfully moved over the Server Room.**

Congratulations to Mr. Kent Shosted for 30 years of service!

On 3 March 2011, Kent Shosted was presented with his 30 year Length of Service Award at our monthly NEC staff meeting.

Kent began his federal career on 25 December 1980. His journey began right here in Utah at the Tooele Army Depot, where he later transferred to Dugway Proving Ground.

Kent has always served as an IT Specialist and continually proves to be an integral part of our team.



**Kent Shosted, IT Specialist, IA Division**



## FT Huachuca NEC

### IPN Migration

IPN Migration is underway at Fort Huachuca with a total of 2584 computers migrated out of approximately 6000 and an additional 232 printers migrated on the NIPRNET. We are currently 43.1% migrated and look forward to successfully completing this mission by the end of year.

### Enterprise Email Migration

Enterprise Email Migration recently began February 10<sup>th</sup>, 2011 with the migration of NETCOM

and NEC personnel. The Fort Huachuca staff developed tools such as the pre and post migration checklists, a tool to send automated and personalized emails to users regarding their migration date, and a consolidated self-service portal to cater to the needs of IMOs, G6, S6 personnel and the users themselves. Being one of the first installations to migrate to the DISA Enterprise Email



system, Fort Huachuca hosted 35 personnel to observe and participate in the migration. Visitors came from the 106<sup>th</sup> Signal Brigade, 93<sup>rd</sup> Signal Brigade, 7<sup>th</sup> Signal Command, and NECs



across the United States such as Fort Gordon, Detroit Arsenal, and Fort Riley. We've had a slow start with 873 mailboxes migrated, but with streamlined processes and a determined spirit the remaining 7000 mailboxes



will migrate before we know it.

#### **Pictured:**

**Curtis McCloud, Dwight Thomas, Maya Carter-Nick, Ken Forner, and Nancy Tarr all supporting Enterprise Email Migration.**



## FT McCoy NEC– Organizational Successes!

SGT Emily Ferries (left) and SGT Thomas Milhaupt, Signaleers of 3-340<sup>th</sup> TSBn (181 IN Brigade) provision cable prior to testing their MBITR repeater at Greenfield Tower, home of Ft McCoy's Trunked Radio System.

Base Radio System Implementation: Fort McCoy's \$2.7M Trunked Radio System (TRS) was initially installed in April 2009. The system allows interoperability within the post for all users and off post for First Responders. Approximately 1200 end-users from DES, DPTMS, DPW, DOL, RTS Medical, RTC



Central, 181st Division, 84th

Division, and DFMWR were transitioned to the new system in September 2010.

The system covers approximately 92% of the installation from a single tower site at Greenfield. Day-to-day operational purview is under the Garrison Directorate of Plans, Training, Mobilization & Security, with facilities and infrastructure supported by the Network Enterprise Center. With more efficient use of limited frequency spectrum, through the use of narrow-band technology and customized assignment of



flexible "talk groups", this system positions Ft McCoy to provide enhanced capability to the Warfighter training throughout Ft McCoy's 66,000 acres.



## **Brigade CSM– The 106th Brigade Enjoys a Rich and Storied History ! (Cont.)**

**-Readiness.** We are serving in an era where the enemies (hackers) have a vote. As members of the 106<sup>th</sup> Signal Brigade, we stand ready to defeat our enemies at a moment's notice. All of our efforts must be focused on ensuring this brigade defends the western region of the LandWarNet (LWN) in CONUS and supports operating and generating forces engaged in full spectrum operations enhancing battle command through the transparent delivery of LWN capabilities.

**-Moral Courage.** Physical and moral courage can be the difference between failure and success, whether in or out of uniform, whether in peace or in war. Moral courage includes a spiritual dimension, which transcends the physical dimension. It takes moral courage to stand up for one's belief in what is right, particularly when it is contrary to what others believe. It is the courage to persevere right and refuse to accept wrong behavior by friends, peers, subordinates, or superiors. The spiritual dimension of courage is derived from religious values that acknowledge an ultimate right and wrong.

**-Commitment.** We are committed to bringing value to customers and adding value to our rich and storied history. Effort is everything. I do not always expect 100% results. However, HI do expect 100% effort and commitment to the team.

**-One Team.** We are all members of 106<sup>th</sup> Signal Brigade. No matter what MOS, position, rank, color, or religious belief – we are “brothers and sister-in-arms” who will look out for one another.

In closing, as members of the 106<sup>th</sup> Signal Brigade, our influence obviously applies in the day-to-day business of operating and accomplishing the mission. As part of operating, we are responsible for detailed, suitable planning; careful, proficient executing; and continual assessing and adjusting. Assessing change is essential to improving a unit. This new doctrinal emphasis means that our influence today involves preparing for tomorrow. Improving the unit is not itself a new concept, for good leaders ensure that everyone is ready for contingencies and strive to leave the unit better than they find it. Just pushing individuals to meet immediate demands will never be enough. We must also provide for their future. Equally important, our leadership must develop individual subordinates, build teams, and foster learning in the unit. These actions help prepare the unit for our absence, an ironic but profound measurement of leadership effectiveness.