



**U.S. ARMY SPACE
AND
MISSILE DEFENSE COMMAND
AFAP CONFERENCE
REPORT OUT**

6 AUG 2004



Army Space and Missile Defense Command

2004 USASMDC AFAP Conference

**Work Group: CIVILIAN PERSONNEL /
WELL-BEING**

Spokesperson: Jim Brothers



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Facilitator: Kay Ward

Recorder: Darlene Bassford

Transcriber: Lou Moss

Issue Support Person: Debbie Webber



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TOP 4 MOST VALUABLE SERVICES

1. **Medical and Dental Care**
2. **Family Support During Mobilization and Deployment**
3. **Civilian Personnel Services**
4. **Army Family Action Plan**



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ISSUE: Insufficient Information Provided to Post-Deployed Civilians

SCOPE: A consolidated source of post-deployment information does not exist. Information impacting benefits regarding civilian employment, retirement, TSP, and other rights is not easily accessible. This has an adverse impact on benefits coverage.

CONFERENCE RECOMMENDATIONS:

Create prominent link to specific post-deployment information on Civilian Personnel Online (CPOL) and Army Knowledge Online (AKO) websites.



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ISSUE: Immediate Health Insurance Coverage for Newly Hired Civilian Employees

SCOPE: Newly hired civilians do not have immediate health insurance coverage. Currently, the process is dependent on access to the Army Benefits Center (ABC). This process can delay healthcare coverage for up to 4 weeks. To reduce or eliminate financial risk, it is imperative that insurance coverage begin the first day of employment.

CONFERENCE RECOMMENDATIONS:

1. Grant employees the option to elect immediate health insurance. The initial premium payment will be at employee's expense.
2. Develop standardized benefit counseling checklist.



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ISSUE: Implement Command Telework Policy

SCOPE: SMDC has not issued a telework policy. DoD and OPM have approved the use of telework for federal employees. An SMDC policy on Telework may reduce employee turnover, trim absenteeism, and support command adherence to public law and executive order.

CONFERENCE RECOMMENDATION: Adopt DoD Telework Policy or issue SMDC Telework Policy.



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Work Group: Entitlements & Medical / Dental

Spokesperson: Morris Persson



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Facilitator: Cris Foster

Recorder: Jennifer Campbell

Transcriber: Barbara Bonner

Issue Support Person: William Sutton



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TOP 4 MOST VALUABLE SERVICES

1. **Medical / Dental Care**
2. **Commissary**
3. **Child Development Services**
4. **Housing**



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ISSUE: Retirement Points for Reserve Components.

SCOPE: Activated Reserve Component Soldiers do not receive retirement points for accrued sold back leave. At the end of the active duty tour, many Soldiers sell back accrued leave but do not receive retirement points for the days sold back. Failure to receive credit in the form of retirement points for sold back leave affects the pension of these Reserve Component Soldiers.

CONFERENCE RECOMMENDATIONS:

1. Establish a policy allowing Reserve Component Soldiers to use leave prior to termination of orders.
2. Allow Reserve Component Soldiers to receive retirement points for sold back leave.



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ISSUE: Transportation of remains for deceased military family members.

SCOPE: The Army does not fund the transportation of remains for deceased military family members within CONUS to family selected burial site. The Army will pay for the remains to be taken only to a local funeral home. This places financial hardship on the military family in an already stressful time.

CONFERENCE RECOMMENDATIONS: Fund the transportation costs within CONUS of remains for deceased military family members to family selected burial site.



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ISSUE: Government Leased Housing at Camp Roberts, CA.

SCOPE: The isolation of Camp Roberts affects housing and transportation to the work site. Subsidized family housing is located 40 miles away from the work site. By providing subsidized housing in the Paso Robles community, which is only 12 miles from the work site, it decreases financial hardship and safety risks.

CONFERENCE RECOMMENDATIONS: Contract government leased housing close to work site in the Paso Robles area.



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ISSUE: Child Care Services at Camp Roberts, CA.

SCOPE: The isolation of Camp Roberts affects the availability of child care services. Child care in the Paso Robles area for one child costs an average of \$8,100 per year, as opposed to \$4,600 for On-Post child care. The lack of government subsidized child care causes undue financial hardship on Soldiers and their family members.

CONFERENCE RECOMMENDATIONS: Contract subsidized child care close to work site in the Paso Robles area.



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Work Group: DEPLOYMENT

Spokesperson: StacyLyn De LaHoz



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Facilitator: Gloria Flowers

Recorder: Simone Philson

Transcriber: Yvonne Hampton

Issue Support Person: Jean Sims



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TOP 4 MOST VALUABLE SERVICES

1. MEDICAL/DENTAL
2. COMMISSARY
3. HOUSING
4. ACS



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ISSUE: DEPLOYMENT POLICY FOR SURVIVING DUAL MILITARY PARENT

SCOPE: An Army policy does not exist for dual military parents in the event that one parent is killed. The surviving parent is not given sufficient non-deployable time to evaluate his/her options. This creates an unhealthy family situation where a child could be left parentless or in an unstable environment.

CONFERENCE RECOMMENDATIONS:

Establish a policy for the deployment of dual military parents:

1. Require the surviving parent be placed in a non-deployable status for a period of 12 months.
2. Authorize the surviving parent the option of separating from military at the end of the stabilization period.



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ISSUE: STABILIZATION BETWEEN DEPLOYMENTS

SCOPE: When a Soldier returns from deployment, Army policy states that he or she cannot deploy again within 90 days. This policy is often waived to less than 90 days. The period is insufficient for Soldiers to reintegrate with family, the community, and does not allow them to focus on the next mission.

CONFERENCE RECOMMENDATIONS:

1. Establish a policy for 120 days stabilization period between deployments at the home station.
2. Eliminate the use of waivers for less than 90 days.



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Work Group: YOUTH

Spokesperson: Steven Martinez



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Facilitator: La Jeannia Lacey

Transcriber: Victoria Binford

Art Project Director: Marietta Dantonio- Fryer

Art Project Assistant: Richard (Rik) Fryer



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TOP 4 MOST VALUABLE SERVICES

- 1. Alcohol & Drug Abuse Prevention and Control**
- 2. Physical Fitness Center**
- 3. Army Emergency Relief**
- 4. Entertainment & Performing Arts**



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ISSUE: Lack of standardized Youth Outreach Program (YOP) to Attract High School Students to Army Careers

SCOPE: The Department of the Army should develop and implement a standardized YOP for high school students to attract young, bright minds to pursue education and training for permanent employment with the U.S. Army. Due to DA's current declining workforce, it is difficult for government agencies, particularly DOD, to compete with the private sector in attracting bright and talented youth into the civilian workforce.



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CONFERENCE RECOMMENDATIONS:

1. Develop guidance and fund a standardized YOP.
2. Implement Army-wide at each MACOM a standardized YOP with two components: education and training.
 - a. Education component would outline the available Army careers; and, the high school students could structure their college curriculum around specific job requirements.
 - b. Training component would foster mentoring by Army careerists in the high school student's field of interest.



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YOUTH WORKGROUP ART PRESENTATION



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Profile of an Artist

We Search for Beauty

We Find Beauty

We Create Beauty

We Share Beauty

Through the process of:

Love of things

Love of others

Love of the self



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**FEAR IS
THE OPPOSITE
OF LOVE**

**LOVE IS
THE OPPOSITE
OF FEAR**



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Concepts to consider when Team Building **CONFLICT IS COMPETITION**

Our goal is to create a team where every person is heard, respected, and allowed to express their creative ideas.

We want to strive for a

WIN-WIN

Resolution.

STEPS

Step 1: Agree to Negotiate

Step 2: Gather Points of View

Step 3: Focus on Interests

Step 4: Create Win-Win Options

Step 5: Evaluate Options

Step 6: Create an Agreement



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Teachings From The Earth The Twelve Laws

1. Generosity
2. Honor
3. Understanding
4. Respect
5. Patience
6. Harmony
7. Wisdom
8. Courage
9. Thanksgiving
10. Trust
11. Humility
12. Oneness



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Individual Values And Team Values

Taken from the United States Army Values

Loyalty: Bear true faith and allegiance to your team, your unit, your country.

Duty: Always fulfill your obligations.

Respect: Treat people as they should be treated.

Selfless Service: Put the welfare of your team, your Nation and your subordinates before your own.

Honor: Live up to all of the values listed.

Integrity: Do what is right both legally and morally.

Personal Courage: Face fear, danger, and or adversity (Physical and moral) with courage.



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Color Theory:

Primary Colors:

Red, Yellow & Blue

Secondary Colors:

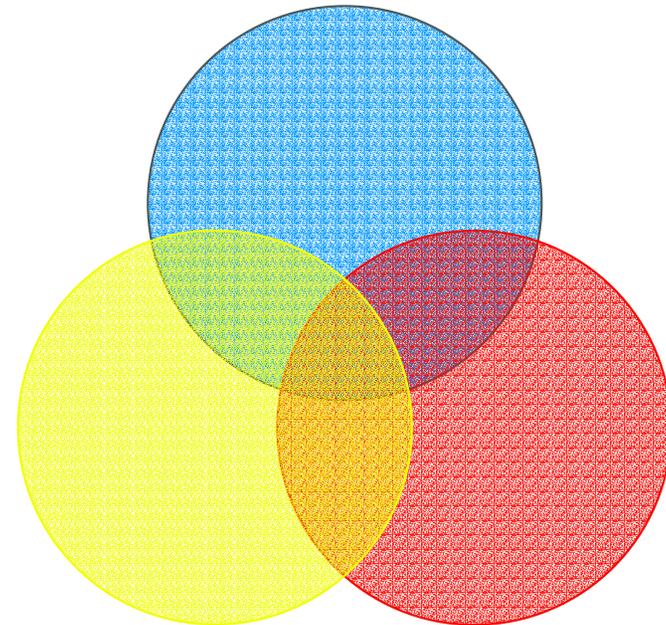
Green, Orange & Purple

Complementary Colors:

Red & Green

Blue & Orange

Yellow & Purple





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The Basics of Silk Painting

Supplies

- Silk
- Blocking Agents –Stop Flow and Aqua Gutta
- Silk Paint Dyes
- Brushes and Eye droppers

Design

Stretching the silk

Setting and fixing the Dyes



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Introduction of the Teen Delegation and Workgroup Staff:

Teen Delegates:

- Stefanie Rodriguez- Alabama
- Allen Kirkpatrick- Colorado
- Ashley Ramey- Alabama
- Victoria Stiene-Alabama
- Jason Cockerham- Colorado
- Chrystal Mitchell- Alabama
- Brandon Stevison- Kwajalen
- Corinne Davis- Kwajalen

Art Project Director

Professor Marietta Dantonio-Fryer

Art Project Coordinator

Rik "Winter Bear" Fryer

Teen Delegates:

- Steven Martinez- New Mexico
- Derrick Persson- Alaska
- Jessi Persson- Alaska
- Mark Coleman- Colorado
- Matthew South- Colorado
- Betsy Shaffer- Colorado
- Kelsey Cagle-Alabama

Facilitator

LaJeannia Lacey

Transcriber

Victoria Binford



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Allen- I loved doing it !

Jason- It was pretty cool.

Meet the Teen Delegates

ick- It was fun.

Matt- It was fun.

“LEAVING THE GROUND BEHIND”

Stefanie- I never thought painting was this fun, but thank you for giving me the opportunity to experiment.

Brandon- It was colorful, see?

Chrystal- It was sooooooo fun!!

Steven- The experience is one I can cherish for years.

Mark- Very awesome experience.

Corrine- Honored, grateful, and empowered!!

Kelsey- It was exciting and fun!
It was all gravy baby!

Ashley- I had a wonderful time.

Betsy- There was always something to do.

Jessi- It was a learning and fun experience worth coming back again.

Tori- It was an exhilarating experience!



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“LEAVING THE GROUND BEHIND”



the High



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SOARING TO NEW HEIGHTS

Presentation of Youth Workgroup Art Project



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“The Birth of Aviation”

Location: Left Wing

Time Period: 1903 – 1930s

Teen Artists: Kelsey Cagle, Chrystal Mitchell, Ashley Ramey, Stefanie Rodriguez and Matthew South

For thousands of years, people wished that they could fly like birds. In the early 1900s two brothers (Wilbur and Orville Wright) from remote Ohio had big dreams of achieving powered flight. They shared the dreams of surpassing other technical advances in flight. This illustration features clouds that represent the Wrights’ dreams. The green tint in the clouds signifies the hope and growth of their dreams. The stars represent the goal of developing the first manned aircraft. They are painted yellow because it signifies their cheerful attitude and their uninhibited spirit. The streaks from the stars symbolize their origin. They are painted brown to represent their roots.

Early days of flight are represented by older planes which are light blue in color signifying the fulfillment the brothers felt knowing their dreams had become reality. The modern planes are darker blue in color to represent the deeper feelings of accomplishment and the awareness of technical advances the future offered. The rays trailing the plane are painted red to show the success of the development of aircraft. The black symbol is a German warplane symbol which depicts the negativity of war. The red bomb symbolizes the hatred of war, and is accompanied by gray smoke – a border in no man’s land.



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“Born from the Ashes”

Location: Right Wing

Time Period: 1930s – 1950s

**Teen Artists: Jordan Elle, Steven Martinez, Derrick Persson,
Betsy Shaffer, and Brandon Stevison**

The Hindenburg blimp, which crashed in 1936, is shown prominently at the bottom of the wing. The blimp is painted green to represent resistance to change and refusal of new ideas which results in its crashing. It depicts the transition from the old to the new. It is symbolic of the old perceptions and technology and its destruction fosters new technology to be born from the ashes. The fiery smoke igniting from the blimp is gray. The gray zone represents the time period in between the old age (when blimps were used) and the new age (featuring jets).

The large jet is painted red symbolizing energy and the clamor for success. The triangular propellers symbolize trinity and are yellow representing power and energy. The star on the larger jet represents the light of the new age and the hope which is being transformed. The smaller jet is painted yellow representing power and energy. The propellers are red representing force protection along with the determination to succeed.

The red circle on the jet symbolizes its impulse to win. Both the smoke and propellers spiraling through the painting represents rebirth and evolution of the new day.

The background is painted like purple signifying the fantasy of the new age becoming reality.



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SOARING TO NEW HEIGHTS

Location: Top Wing

Time Period: 1960s

Teen Artist: Allen Kirkpatrick

The stars on my painting symbolize peace and hope. The reason they symbolize peace and hope is because the Army wishes for peace and hope. The blue clouds symbolize calmness. The clouds are most of the time calm. That is why I think the clouds are always blue.

The airplane is painted green because they are a part of nature to the Army. I painted the helicopter black because they are sometimes used as death machines. I painted the background red because it symbolizes power. The power of the Army prevails over many obstacles. I put the eagle's head on it too because I believe it symbolizes the pride of the US Army.



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“Dancing into the Flight of the 70’s”

Location: The Bottom tail

Time period: 1970s

Teen Artist: Jessi Persson

In 1969 the world was awed by Neil Armstrong’s first steps on the moon’s surface. That was a foray to incredible space and scientific research. The bottom tail consist of the following:

- The astronaut, moon and flag symbolize freedom.
- The helicopter shown is one that was perfected in the 1971 and can transport up to 16 troops or four stretchers and four seated casualties. Its brown color symbolizes its physical importance. The helicopter represents safe and fast transportation.
- The front of the airbus, developed in 1972, is the first widebody, certified plane for a two person cockpit crew.
- The wheels, developed in 1972, are of a capital MiG21F depicts the Soviet Union first production capable of Mach2.
- The front of the plane symbolizes going further in time.
- The background colors are orange and the sky theme because as you get higher and further away from earth your view may change. Also orange is for love and mine is the love of dancing.
- The star is black for darkness.
- The wheels are green because of growth is in the tires when filling with air.



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“Rising Again”

Location: #3 By the Tail

Time Period: 1980s

Teen Artist: Jason Cockerham

The picture is about soaring to new heights and continuing to do so even after tragedies. The grass in the right lower corner is the earth. The smoke coming out of the space shuttle in the lower left corner is green because it shows our connection to earth. The space shuttle the smoke is coming from is red, orange and yellow which represents the power of the space shuttle lifting off.

The tree and the hot air balloon represents our strength, endurance and willingness to go on with life after the tragedies. The yellow in the hot air balloon symbolizes the willingness to on after the tragedy. The red in the tree represent the strength and the orange represents our endurance. The blue in the hot air balloon symbolizes the weight of tragedy.

In the upper left corner is another space shuttle which is blue and symbolizes the fact that we were reaching for new heights. The dark gray smoke behind the space shuttle is the tragedy that occurred that our nation got passed. The blue sky represents what our nation was reaching for. The circle that surrounds the blue space shuttle is yellow to represent the national viewing of the space shuttle.



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SOARING TO NEW HEIGHTS

Location: #2 From the Nose

Time Period: 1990s

Team Artist: Mark Coleman

The main idea behind this picture is about being up in the sky. The blue represents air and wind; the green stands for spirituality and growth. The red depicts destruction and heat. The most prevalent color is orange which symbolizes life, jealousy, and reproduction.

Altogether this symbolizes flying in the sky. It comes together like the destruction is for the crashing plane. Jealousy is shown by the diversity of planes developed during the decade of the 1990s – some were unpowered and many were increasingly more developed than others depending on the timeframe.

Last but not least is life and reproduction that are going to be made in the future.



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“Flying to the Future”

Location: #1 Next to the Nose

Time Period: 2000s

Teen Artist: Corinne Davis

This spaceship panel consists of the following:

Ladder: The ladder represents our climb to new heights, achieving goals, and becoming the person we were destined to be. The light green color is a mixture of white and green. White represents virtue and light. The green represents hope and growth.

Twin Towers: Remembering 9-11 and the tragic occurrences, the buildings are painted red signifying destruction, and the bottom is green signifying growth. The horrific situation actually strengthened the relationship between all Americans.

Airplane: The black airplane represents death and the ignorance of the pilots.

Mars Robot Rover is also pictured.

Columbia Spacecraft: This spacecraft is broken into because of the explosion which resulted in overwhelming grief and devastation.

Uninhabited Combat Air Vehicle (UCAV): This remote control vehicle was developed and flown in 2002. I picked it because I thought it was a pretty cool aircraft.



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**“Flight for Freedom”
Location: Nose**

Teen Artist: Tori Stiene

Duck: The duck represents the people who look for new ideas. They are trying to discover how to make technology as quiet as the flight of a duck. Half of the tail and the tip of the wings are red representing life. The collar is green signifying regeneration and hope. The beak and feet are orange representing hunger and sensitivity to their surroundings. The crest is blue to signify peace and coolness. The body is yellow meaning intuition.

Star: The star represents the light in all people of the earth. We are all related – “elanquamankw”. The star is a multiplicity of colors. The contrasting blues represent depth of feeling, unity, and oneness. The red signifies warmth and light purple means desire.

Laser: The laser represents the new technology made by man to protect himself from unwanted dangers. The laser and fire are green representing superiority and pride. The red mixed with orange signifies destruction and hatred. The yellow signifies jealousy. The white signifies light and glory.

Moon: The moon represents man’s desire to conquer the unknown.

Background: The background colors are red, white, and blue signifying eternal patriotism.



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Top 6 Most Critical Active AFAP Issues

- 1. (521) In-State College Tuition**
- 2. (549) Lodging & Subsistence for Family Members of Hospitalized Service Member**
- 3. (439) Teen Program Standardization**
- 4. (539) Dental & Vision Insurance Coverage for Federal Employees**
- 5. (497) Distribution of Montgomery GI Bill Benefits to Dependents**
- 6. (499) Federal vs Non-Federal Pay Comparability**



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Top 5 SMDC AFAP Issues

1. DEPLOYMENT POLICY FOR SURVIVING DUAL MILITARY PARENT
2. STABLIZATION BETWEEN DEPLOYMENTS
3. TRANSPORTATION OF REMAINS FOR DECEASED MILITARY FAMILY MEMBERS
4. RETIREMENT POINTS FOR RESERVE COMPONENTS
5. LACK OF STANDARIED YOUTH OUTREACH PROGRAMS (YOP) TO ATTRACT HIGH SCHOOL STUDENTS TO ARMY CAREERS