



DEPARTMENT OF THE ARMY
HEADQUARTERS, 1ST INFANTRY DIVISION AND FORT RILEY
580 1ST DIVISION ROAD
FORT RILEY, KANSAS 66442-7000

06 May 2020

Big Red One Leaders,

Command Sergeant Major Harris and I cannot thank you enough for the leadership you have displayed over the past month and a half. Your efforts to **P**rotect the force and **P**revent the spread of COVID-19 have proved effective in neutralizing a formidable opponent while **P**reserving the readiness required to fulfill mission requirements. Although we have made strides, now is not the time for complacency. While many areas of our Nation have surpassed their projected peak infection period, we have not. Continued due diligence and adherence to the three **P**'s is critical to maintaining the health and safety of our community.

As many of you know, on 30 April 2020, Governor Laura Kelly published two executive orders, implementing phase one of "Ad Asta: A Plan to Reopen KANSAS" and extending certain provisions and restrictions related to the COVID-19 pandemic. In congruence with the Governor, I have further modified and extended my *Fort Riley Stay At Home Directive* through 18 May 2020. Please ensure everyone within your organization has read and understands the modified directive. We are cognizant of the hardship and inconveniences these restrictions may cause, but they are necessary.

While protecting our Soldiers, Department of the Army Civilians, Family members, and local community remains paramount, we will execute a deliberate and phased return to **required readiness activities** in the coming weeks. I have approved specific operations and training plans for each Brigade, continuing to focus on the essentials and basics.

Commanders and all leaders will limit the number of Soldiers required to execute approved operations and when unavoidable, limit groups of Soldiers or DACs in confined spaces to four or less. In all cases, unit commanders and supervisors will ensure all physical (social) distancing, sanitation requirements, and the use of Personal Protective Equipment (PPE) is met before any activity is executed. If you "**See Something**" that does not comply with my Directive or the Governor's Stay at Home Executive Order, then it is your duty to politely and tactfully "**Say Something**" to the individuals involved or your chain of command. Individual Soldier discipline, accountability, and compliance with directives are essential to preventing the spread of the virus.

Implement the same disciplined approach taken to **P**rotect and **P**revent on-duty (physical distancing, PPE, frequent hand washing, etc.) *into your off-duty and off-installation activities*. Additionally, our Family members play a key role in prevention; please ensure your Families continue to comply with directives, practice physical distancing, and take prudent precautions.

Unfortunately, last week we lost a valued member of our team to a tragic watersport accident. As we move into the summer and the weather becomes temperate, many of our Soldiers and Families will begin to spend more time engaging in outdoor recreational activities. It is important to remember that summer brings a new set of risks and we traditionally see an increased number of accidents involving alcohol consumption,

reckless driving, motorcycles, failure to use seatbelts, and watersports (swimming, boating, etc.). Every member of the team is important and even our most experienced teammates need a safety reminder from their battle buddy—keep each other safe.

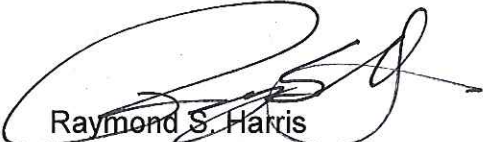
In line with keeping each other safe, the effects of prolonged distancing will affect our Soldiers and Families for the foreseeable future. Active and engaged leadership at echelon remains critically important—leaders are still expected to check on their Soldiers multiple times throughout the day and counsel them in accordance with the BRO Counseling Guide (monthly). Continue to leverage our SFRGs, and open lines of communication to ensure the well-being of our Families. It is imperative that we prevent a situation where the "cure" (physical distancing, telework, and limited social interaction) becomes a bigger problem than the disease (COVID-19). Moving forward, there are two ways we can all do our part:

(1) ***Never Walk Away From a Trooper with a Problem.*** If you notice somebody struggling, do not walk away. Instead, ask how you can help. If a Soldier approaches you to discuss an issue, remember that seeking help is a sign of strength and courage; something that more of us must do. You have the power and responsibility to protect each other on and off the battlefield, which includes recognizing uncharacteristic behaviors and offering solutions to temporary problems. Effective leadership is a key component of building and maintaining a culture of trust, empathy, and mutual respect. Rank and duty status are immaterial, every Soldier, Airmen, DAC, and Family member is valued and critically important to our mission. Everyone is a sensor— continue to stay engaged.

(2) ***Consistent and Genuine Dialogue*** with our Chaplains, MRTs, ACS, MFLCs, Behavior Health experts, and chains of command. We are well resourced at Fort Riley and you have an immense amount of tools at your disposal. The challenge is often aligning the 'right' resource to an individual's needs. If you are not sure where to send a Soldier to get help, ask a fellow leader or your chain of command! They will be able to help or get you to the right person/agency.

Again, Command Sergeant Major and I are inspired by all you do on a daily basis. Your commitment to not only our mission, but to the Troopers on your left and right is truly special. We can and will prevail!

Duty First!!



Raymond S. Harris
Command Sergeant Major, U.S Army
1ID & Fort Riley Command Sergeant Major



John S. Kolasheski
Major General, U.S Army
Commanding