

ARMY FLIER

SERVING THE U.S. ARMY AVIATION CENTER OF EXCELLENCE AND THE FORT RUCKER COMMUNITY SINCE 1956

VOLUME 69 • NUMBER 18 • OCTOBER 24, 2019



PHOTO BY SGT. THOMAS CALVERT

Soldiers with 2nd Battalion, 11th Field Artillery Regiment, 2nd Infantry Brigade Combat Team, 25th Infantry Division, prepare to sling load their M777 howitzer onto a CH-47 Chinook during a two-gun raid air assault exercise Oct. 10 at Schofield Barracks, Hawaii. The Soldiers flew from Dillingham Air Field and rapidly emplaced their firing positions back at their home station range. The coordinated exercise was the first live fire air assault of M777 Howitzers ever conducted on the island of Oahu.

FLU FIGHTING

Post gears up to combat influenza in the community

PAGE 2

STAND DOWN

Fort Rucker leadership invests in building its bench

PAGE 4

EXCITING TIME

Army Aviation builds improved readiness and capability

PAGE 5

ROTORS

Spouses tackle Soldier tasks, get taste of training

PAGE 6

REASON TO RIDE

Motorcyclists traverse post to raise breast cancer awareness

PAGE 7

FLU FIGHTERS

Post gears up to combat influenza within community

By Jim Hughes

Fort Rucker Public Affairs

Flu season is here, and Lyster Army Health Clinic officials and Fort Rucker leadership encourage everyone to get ready to get their influenza vaccinations.

While flu shots are available now at the clinic for those 6-35 months old and also those 65 years and older, the rest of the population will need to wait until around mid-November to get vaccinated because of limited availability of the vaccines, according to Maj. Dorma Sanders, chief of the Department of Public Health at Lyster Army Health Clinic.

"As it stands, we're looking to begin giving flu shots to Soldiers Nov. 12-16, and then opening the vaccines up to the public Nov. 18," Sanders said, adding that the shots are mandatory for Soldiers and highly encouraged for other beneficiaries, such as family members and retirees.

To get the shots, beneficiaries can drop in at the immunization clinic during its normal operating hours, Mondays-Fridays from 7:30 a.m. to 3:30 p.m., or can get them while at regular appointment with their health care providers, Sanders said.

Additionally, the flu shot will be available to those 65 and older at the upcoming retiree health fair Oct. 25 from 8 a.m. to noon at Yano Hall, she added.

And the more people within the community who get flu shots the more people are protected from spreading the virus, Sanders said.

"Our vulnerable population – the very

young, the very old and those who are immunocompromised – are the individuals who are at highest risk for complications as a result of contracting the flu virus," she said. "Those complications to the individual can be devastating -- it can turn very serious very quickly for those populations because their immune systems aren't as strong as those within members of the general public.

"Everything that we can do to protect our loved ones in the community benefits everyone in the long run," Sanders added.

According to the Centers for Disease Control and Prevention, during the 2017-18 flu season there were an estimated 49 million people contracting flu illnesses, 960,000 people were hospitalized and 79,000 died.

But even with similarly sobering numbers year after year each flu season, there are always holdouts against getting the flu shot, with many claiming they either get the flu from the shot or they get the flu despite getting vaccinated.

"We get that a lot," Sanders said. "There has been no evidence that getting the shot gives you the flu. It can make you feel a little under the weather because, although it's very weak, we're still introducing it into your system and because of that your body will mount a defense that can make you feel not so great. But it does not give you the flu."

People can, though, get the flu shot and still get the flu for a number of reasons, including coming into contact with an infected

TAKE 3 ACTIONS TO FIGHT FLU

Influenza (flu) is a contagious disease that can be serious. Every year, millions of people get sick, hundreds of thousands are hospitalized, and thousands to tens of thousands of people die from flu. CDC urges you to take the following actions to protect yourself and others from flu.

GET YOURSELF AND YOUR FAMILY VACCINATED!

A yearly flu vaccine is the first and most important step in protecting against flu viruses.

Everyone 6 months or older should get an annual flu vaccine. Protect Yourself. Protect Your Family. Get Vaccinated. #FightFlu

STOP THE SPREAD

Take everyday preventive actions to help stop the spread of flu viruses!

Avoid close contact with sick people, avoid touching your eyes, nose, and mouth, cover your coughs and sneezes, wash your hands often (with soap and water).

ASK YOUR DOCTOR ABOUT FLU ANTIVIRALS

Take antiviral drugs if your doctor prescribes them!

Antiviral drugs can be used to treat flu illness and can make illness milder and shorten the time you are sick.

WWW.CDC.GOV/FLU

#FIGHT FLU

CDC

FLU *cont.*

person prior to getting vaccinated, she said, adding that it can take up to a week for the shot to work through a person's system to where the body is able to mount a response. People might also catch a strain of the virus not included in the vaccine.

Either way, though, it's better to have the shot than to not have it since the flu vaccine lessens people's chances of having complications from the flu, Sanders said.

"If an able bodied person gets the flu and also gets the vaccine, they won't be as sick as someone who didn't get the vaccine," she said. "They may not feel very well, they may have a low-grade fever, but they will probably feel better within four to five days, whereas someone who doesn't get the flu shot will be down a week or more and will have more se-

vere symptoms."

Above and beyond getting the flu shot, Sanders said people should wash their hands regularly to avoid getting sick.

"That is the No. 1 key to prevention. If you're somewhere where washing your hands isn't possible, hand sanitizer works great, too," she said.

Sanders added that people should also sneeze into the crease of their arm instead of into their hands to help avoid spreading illnesses.

For more information on Fort Rucker's flu shot program, contact your health provider. For more on the 2019-20 flu season, visit <https://www.cdc.gov/flu/season/faq-flu-season-2019-2020.htm>.

the benefits of flu vaccination 2017-2018

The estimated number of flu illnesses prevented by vaccination during the 2017-2018 season:

7million

About the population of New York City



DATA: Journal Clinical Infectious Disease, Effects of Influenza Vaccination in the United States during the 2017-2018 Influenza Season, <https://doi.org/10.1093/cid/ciz075>

The estimated number of flu hospitalizations prevented by vaccination during the 2017-2018 season:

109,000

About the number of vehicles crossing the Golden Gate Bridge each day



The estimated number of flu deaths prevented by vaccination during the 2017-2018 season:

8,000

Twice the number of hospitals in the United States



get vaccinated
www.cdc.gov/flu

CDC GRAPHICS

FIRE PREVENTION WEEK



Maryk Hawkins of the Fort Rucker Fire Department reads 'Sparky the Fire Dog' to children as Sparky (Sp. Brittani Whitley of the fire department) joins the crowd during story time at the Center Library Oct. 11. Sparky and the rest of the fire department had a busy week Oct. 4-11 during Fire Prevention Week, promoting the theme, 'Not Every Hero Wears a Cape. Plan and Practice Your Escape!' During the week, Sparky and company delivered supplies to post schools, and paid visits to Bldg. 5700, the post exchange, the commissary, the child development center and more to promote fire safety. For more on fire prevention, including home escape planning, visit www.fpw.org.



PHOTOS BY JIM HUGHES

Fort Rucker leadership invests in building its bench

By Jim Hughes

Fort Rucker Public Affairs

Fort Rucker leadership invested time and resources into building its bench and enhancing its talent management efforts when it hosted a supervisor stand down Oct. 4 at The Landing.

The need arose from a recent influx of new leaders across the post, and Chief of Staff of the Army Gen. James C. McConville's prioritization of people being the centerpiece of the Army, according to Chester M. Witkowski, deputy to the garrison commander.

"A lot of times we get caught up in the rapid pace of day-to-day operations, and sometimes we lose focus on coming together collectively and looking at strategic objectives and setting baseline standards," he said. "So, that's one of the things I wanted to do with the stand down – get people away from their computers and disengage from electronics for a little while, and really focus on discussions and leadership development."

He also wanted to ensure new and experienced supervisors alike understand the tenets of different programs within the Army, in order to help them be better and more efficient supervisors.

Event organizer Thyais Scott, workforce development specialist with the garrison directorate of human resources, arranged for various briefs and discussions on a variety of programs throughout the day, including equal employment opportunity, civilian hiring policies, employee development, sexual harassment and assault prevention, labor relations, legal policies and resourcing.

"Our goal was to provide a space for supervisors of all levels to have an understand-

ing of our garrison as a whole and provide them with information that they aren't typically exposed to," Scott said. "Also, we wanted to provide a safe space for supervisors to share their experiences and have dialogue about specific topics."

Further, supervisors were asked to use what they learned back at their workplaces, Witkowski said. "With this knowledge and after these discussions, they can go back and have a greater impact on their workforce and developing their employees."

Recent feedback Witkowski has received indicates that Fort Rucker leadership is on track to meet its goals.

"Supervisors were impressed that we took the time to stand down for a day and really invest in them, which hasn't been done here in recent memory," he said, adding that the level of leadership involvement in the stand down also made an impact.

William G. Kidd, U.S. Army Aviation Center of Excellence deputy to the commanding general; Command Sgt. Maj. Brian N. Hauke, Aviation Branch command sergeant major; and Col. Whitney B. Gardner, garrison commander, all took part in the stand down.

"When (supervisors at the stand down) saw leaders from throughout Fort Rucker participating and speaking, it really showed that leadership is investing its time in developing these leaders – whether they've been a leader for a month or whether they've been a leader for 20 years," Witkowski added.

One of those providing positive feedback, and also a briefer at the stand down, was Michelle Hood, Fort Rucker EEO officer, who said she felt leadership was right on target with the effort.

"Managers and supervisors need to keep up to date with current information, such



PHOTO BY JIMMIE CUMMINGS

Col. Whitney B. Gardner, Fort Rucker garrison commander, speaks to post supervisors and managers at the supervisor stand down Oct. 4 at The Landing.

as the training that is available to their employees, and their roles and responsibilities as leaders," she said. "So, whether it was EEO or resources or training, I feel that the stand down was a great way to get all of that information out to the supervisors and managers all at once, and also give them a chance to ask any questions they may have had."

Hood said that what leadership is doing reminds her of a quote she likes.

"Train people well enough so they can leave, treat them well enough so they don't want to," is the quote, attributed to Richard Branson, British business magnate, she said.

"I think that this is a good way to start at the top in getting the supervisors and managers the best information that we can get them and then ensuring it trickles down to the employees," Hood added.

All of that positive feedback led

Witkowski to making the stand down a quarterly event, although it will likely be shortened, he said.

"Going forward, we probably won't have a full-day session. We'll probably have half-day sessions and maybe do one full day annually," he said, adding that managers seemed interested in learning more about civilian personnel hiring systems, human resources regulations, budgeting and command plans. "They also seem to really want to learn more about employee development, and hiring and retaining employees, so that will be our focus for next couple of sessions."

Witkowski said the event wouldn't have been successful without help from agencies across in the installation, including USAACE, the civilian personnel advisory center and legal office.

"This was a total Fort Rucker event," he said.

Army Aviation builds improved readiness and capability

By Kelly Morris

USAACE Public Affairs

It's an exciting time to be part of Army Aviation, as the Army sets the conditions to achieve Multi-Domain Operations 2028 capability.

As a U.S. Army Training and Doctrine Command entity, the Aviation Center of Excellence helps ensure the Army is ready for today, while also investing in tomorrow as it transforms the fielded force by integrating cutting edge technology, Soldier and leader development, and the tenets of the Army Profession.

A top priority for Aviation continues to be growing combat Aviation leaders who employ mission command while dispersed over great distances, according to Maj. Gen. David J. Francis, commanding general of the U.S. Army Aviation Center of Excellence and Fort Rucker.

"It's all about leader development, and that means we've got to deliver the highest quality training to our aviation force out there that we possibly can," Francis said.

The training model that worked in the past must be adjusted going forward.

"We know we're going to have to modify leader development because the training model that has produced the best (counterinsurgency) Army in the world is not going to get it for MDO 2028. We're going to have Soldiers, officers, warrant officers that are operating independently in remote locations that have to come together at a certain point in time to provide an effect," Francis said.

To put it in into perspective: today's lieutenants will be combat aviation brigade S3's and executive officers in 2028, and battalion commanders by 2035. Current sergeants will be platoon sergeants and command sergeants



PHOTO BY KELLY MORRIS

Francis

major when Aviation is multi-domain operations capable and ready. The newest warrant officers today will be seasoned standardization pilots, Aviation mission survivability officers, maintenance test pilots and safety officers by then.

"You're going to have to have leaders that are agile and adaptive, that know what they're doing, they know their doctrine, they have mastered the fundamentals of their profession that will allow that to occur in a high threat environment. It's imperative that we adapt and adjust how we're training our leaders right now," Francis said.

The branch is relooking the professional career development models as one effort to improve leader effectiveness.

Significant efforts across multiple areas of the DOTMLPF-P (Doctrine, Organization, Training, Materiel, Leader Development, Personnel, Facilities, Policy), are required to bring new technology in and synchronize efforts across the fielded and the future force, according to Francis.

"We cannot afford not to modernize,"

Francis said. "Our challenge is this--with a foot in both worlds, as the Force modernization proponent for fielded force, which is the force we have today, and the future force, we have to ensure we keep our current fleet up to standard so they can go fight and win tonight if required, while simultaneously going out and acquiring new capabilities that will lead us into the future."

A critical capability for MDO, Future Vertical Lift targets the priorities of Reach, Protection, Lethality, and Sustainment, to deliver combined arms maneuver to the joint force to fight and win in LSCO.

The Army must look beyond just the material solutions and focus also on the necessary facilities and training. Current facilities will most likely require adjustments to house the FVL platforms. The introduction of long range fires, increased speeds and ranges, air launched effects, and teaming of systems will also require changes to the facilities currently used to train these capabilities.

"As we move into the future, we have to make sure we're ahead of the bow wave on resources, facilities, and other things to ensure we're immediately ready to train when those things hit," said Francis.

Army Aviation is rapidly developing holistic doctrinal changes that will drive how the Army employs Aviation in Multi-Domain Operations.

Organization changes will also be required, with leap ahead technology, new platforms and emerging doctrine in order to strike a balance and optimize the current force while simultaneously preparing to integrate new materiel solutions. The Army must optimize the Aviation force to get maximum capacity while also integrating FVL.

Aviation must remain synchronized with other Centers of Excellence and Cross

Functional Teams as the Army modernizes. Institutional and home station training will change, and the training base must expand also.

At Fort Rucker, the Center is adding more tactical applications into initial training so students arrive at their first unit more tactically proficient, as well as ramping up the training throughput and increasing its numbers of aircraft to meet demand.

The changes that are currently underway stem from the 2018 National Defense Strategy, which drives all planning documents in the Army. It outlined proximate and pacing threats for the foreseeable future. Based on that strategy, the Multi-Domain Operations concept was born.

This prompted Army Aviation to change the way it trains and fights, as the Army pivots away from counterinsurgency to Large Scale Combat Operations against potential peer or near-peer adversaries.

Army Aviation, operating in the third dimension, continues to provide the Joint force with the critical and decisive fires and movement as the aerial arm of Combined Arms Maneuver. Army Aviation helps penetrate the enemy's Anti Access and Area Denial and Integrated Air Defense Systems, dis-integrate components of the enemy's military system, and then exploit freedom of maneuver necessary to achieve strategic and operational objectives in order to return to competition on terms favorable to the Joint force.

Partnerships with industry, including leap ahead technology, ensure Aviation remains survivable as it becomes Multi-Domain Operations capable by 2028. Aviation also will invest in the continued readiness of its existing fleets (AH-64s, UH-60s, and CH-47s) that are slated to remain in the fight for at least the next 20 years.

ROTORS

Aviation spouses tackle Soldier tasks

By Kelly Morris
USAACE Public Affairs

More than 30 spouses of Fort Rucker Soldiers had an opportunity to learn some of the types of training their Soldiers experience during a Realistic Opportunity Training and Orientation of Rucker Spouses event Oct. 17.

The intent was to provide an educational and fun experience, and to say, “Thank you,” to Fort Rucker family members for what they do, and what they empower their Soldier to be able to do, according to Capt. James W. Forsyth, officer in charge of the event.

“A lot of times people get fixated on the Soldier but they forget about the support group that’s behind (them). We wanted them to go out there and have a good time, and make them feel they truly are important – because at the end of the day they are incredibly important,” he said.

The day of friendly competition began at the U.S. Army Aviation Museum, where spouses were divided into four teams and issued color coordinating bandanas. Each team selected a leader, decided on a team name and team motto, and received instructions for the day.

“We start the team building process right off the bat with that, and immediately they have to start working together as a team. By the end of the day, they’ve usually bonded really well. Even with their drivers. In the space of a day we tend to generate long-term friendships out of that shared challenge,” said Sgt. Maj. Shawn C. McKay, operations sergeant major for the U.S. Army Aviation Center of Excellence.

McKay spoke about esprit de corps and explained to the spouses that in addition to some hands-on training, and the opportunity to eat at a dining facility, they would be exposed to some acronyms, and learn the Army and Army Aviation songs during the day.

“I wanted them to understand some of the culture that Soldiers are used to,” McKay said.

Teams rotated through multiple events, including survival training, where spouses learned how to build a fire with help from the Survival Evasion Resistance and Escape instructor cadre. The cadre demonstrated how to use sticks of various sizes and cotton to burn, and a knife and ferro rod to ignite it. They also learned to prevent the fire from producing too much smoke.

At the grenade range, spouses were taught techniques to throw simulated grenades at targets set up at various stations, learning a basic Soldier skill to engage the enemy.

At Victory Hall, spouses experienced some of the simulations training technology used during flight school. They flew UH-72A operational flight simulators with the help of a current or former Aviator, and took turns flying straight and level, making basic climbs, descents and turns, and hovering, according to Kevin Hottell, chief, Simulator Requirements Integration Division, USAACE Directorate of Simulations.

“Our goal was to show them that learning to fly a helicopter can be a daunting task,



PHOTO BY KELLY MORRIS

Spouses get a taste of what their Soldiers experience by participating in a special day of Realistic Opportunity Training and Orientation of Rucker Spouses.

but we are using the highest levels of technology to assist in that learning process,” Hottell said. “For the spouses it was a great opportunity to understand what their student is going through at the flight line.”

At the Leaders Reaction Course, spouses navigated obstacles as part of a timed, scenario-based team building event that required them to successfully maneuver across obstacles to accomplish a mission.

“We would love to see the Soldiers do it, because we think it can’t be done,” said Pam McKay, participating senior spouse, referring to one of the challenges.

“What I liked about it is we all talked to each other. They all tried to figure out what to do and how to do it, how to use the belts. Everybody was active in it,” she said.

Pam, who routinely serves as a mentor at these events, encouraged younger spouses to get involved in the Army community.

The day concluded with a ceremony where spouses earned their wings. After a tie between the Black team and the Orange team, a motto sound-off challenge determined the winner was the Black team who sounded off a convincing, “It gets better!”

Forsyth said the event involved support from agencies across post, including USAACE G3, 1st Aviation Brigade, 110th Aviation Brigade, the Directorate of Simulations, the NCO Academy, the Directorate of Plans, Training, Mobilization and Security, Religious Support Office, Logistics Readiness Center, Staff Judge Advocate and Multimedia Visual Information Service Center.

“They made it all possible,” Forsyth said. “Everybody, no matter how small their part, was vital, and they did a great job of buying in and coming together to make it such a great day for the spouses.”



The group of riders and organizers pose with the flag at Howze Field during the ride finale.

PHOTOS BY JIM HUGHES

HONORING COURAGE

Soldiers ride motorcycles across post to honor breast cancer survivors

By Jim Hughes

Fort Rucker Public Affairs

Emotions ran as high as the octane levels as a group of 10 Soldiers rode their motorcycles in formation across the post, making stops at six locations Oct. 18 to honor six people on post who conquered breast cancer.

During each stop, tears flowed from both

survivors and Soldiers, and that was just fine with Staff Sgt. Nickolas Hooe, 1st Battalion, 13th Aviation Regiment battalion motorcycle rider mentor, who admitted to becoming quite emotional while soaking in the magnitude of the battles each woman faced.



Staff Sgt. Nickolas Hooe, 1st Battalion, 13th Aviation Regiment battalion motorcycle rider mentor, and Lt. Col. Juan-Carlos Segura, commander of the 1-13th Avn. Regt., present a rose, certificate of appreciation and the flag signed by people affected by breast cancer to Joy Ericksen, Fort Rucker School Age Center, in honor of her volunteer efforts in raising breast cancer awareness.

COURAGE *cont.*

"I kept my sunglasses on for a reason," said Hooe, who led the second annual Fall Motorcycle Mentorship Ride in Support of Breast Cancer Awareness formation on his white bike while flying a white flag with a large pink ribbon in the middle. "It makes me feel good to be giving back. Soldiers get recognized all the time, but many of the people who support us behind the scenes ... a lot of times they don't get the same recognition. This is a way for us to recognize them and give back."

At each stop – Silver Wings Golf Course, school age center, child development center, Bldg. 5700, U.S. Army Combat Readiness Center and Howze Field – the group of riders presented a survivor a pink rose, a certificate of appreciation and asked them to sign the flag on Hooe's motorcycle. Other people at each location affected by breast cancer were invited to sign the flag, as well.

The impact of the thunder of a group of motorcycles rumbling up to a facility, the public show of support to those battling the illness and the sincere gestures of support to breast cancer survivors was apparent on the faces of all the witnesses at each stop, and appreciated greatly by all of the survivors, according to Dorothy Newell, employee at Silver Wings Golf Course and a breast cancer survivor who was honored and agreed to be interviewed.

"I cried," she said. "It makes you just feel full of happiness – conquering this and being recognized by everyone. I received the first one, and when I saw (Hooe) pull up at the golf course, I just hugged him and held him a little bit longer."

Newell said she was diagnosed last year, and it's been quite a battle and it's still ongoing.

"I knew I had to be brave for my husband



Riders perform safety checks on their motorcycles shortly before embarking on the second annual Fall Motorcycle Mentorship Ride in Support of Breast Cancer Awareness Oct. 18.



A person whose life was affected by breast cancer signs the pink ribbon flag at the formation's first stop, Silver Wings Golf Course.

and my family," she said, adding that she has 13 grandchildren. "I think it was harder on the people around me than for me. I knew I had to stay up for them."

"I'm doing great now," Newell added. "You have to wait five years before you can say you're cancer free, so in 3 ½ years I can say it!"

She also had words of advice for anyone finding themselves in the same battle she's engaged in.

"Stay positive! Do not give up your energy – you keep it, and you keep the happiness, and you keep living for you. Do not give cancer the energy," Newell said. "Hey, everyone – stay strong!"

At the end of the event, a sizable group of children from the SAC attended the finale at Howze Field because an employee from the facility, Joy Ericksen, was the final person to be recognized.

Ericksen was honored for her volunteer efforts on behalf of raising breast cancer awareness, Hooe said at the closing.

"Over the past year, you've done a tremendous amount of volunteer work in support breast cancer awareness, and you've had a hand in helping out through your efforts all of the people whose names are on this flag," Hooe said as he presented Ericksen with a rose, a certificate and the flag that had flown on the back of his motorcycle all afternoon.

In closing, Lt. Col. Juan-Carlos Segura, commander of the 1-13th Avn. Regt., explained to the children present the importance of the occasion and the seriousness of the illness, and thanked everyone who made the event a success, including Hooe, the Directorate of Public Safety, the Directorate of Public Works, the riders and other organizers, and, most of all the six survivors the event honored.

"We presented each of them with a certificate of appreciation, but it's really more a certificate of courage," he said, "because it takes a lot of courage, to get through all of this."



UNITED STATES ARMY SOLDIER FOR LIFE

FORT RUCKER MOVIE SCHEDULE

FOR OCT. 24 – NOV. 3

Thursday, October 24

Maleficent: Mistress of Evil (PG) 7 p.m.

Friday, October 25

Maleficent: Mistress of Evil 3D (PG) 7 p.m.

Saturday, October 26

Abominable (PG) 4 p.m.

Downton Abbey (PG) 7 p.m.

Sunday, October 27

Abominable (PG) 1 p.m.

Ad Astra (PG-13) 4 p.m.

Thursday, October 31

Abominable (PG) 7 p.m.

Friday, November 1

Terminator: Dark Fate (R) 4 & 7 p.m.

Saturday, November 2

Terminator: Dark Fate (R) 4 & 7 p.m.

Sunday, November 3

Terminator: Dark Fate (R) 1 & 4 p.m.

**The theater will be closed
November 4 – December 24
for maintenance and repairs.**

We thank you for your patience.

TICKETS ARE \$6 FOR ADULTS AND \$5 FOR CHILDREN, 12 AND UNDER. MILITARY I.D. CARDHOLDERS AND THEIR GUESTS ARE WELCOME. SCHEDULE SUBJECT TO CHANGE. FOR MORE INFORMATION, CALL 255-2408.

Transition expert reveals salary negotiation tips

By Bryan Tharpe

Fort Rucker Soldier for Life-Transition Assistance Program Center

Negotiating a salary is every job hunter's final hurdle.

Many times, job seekers are so eager to have an offer that they forget to take advantage of the leverage they have at this critical moment. Your negotiating strength is never stronger than at the moment when the company invites you to join their team. Many job seekers fail to prepare themselves for this final hurdle and may end up with less compensation than they are worth.

This can be avoided by researching, practicing and expecting negotiations.

Before you can begin to develop a negotiation strategy, you must learn about yourself. You can begin this process by analyzing your financial needs and wants. Determine what compensation you will require by preparing a brief balance sheet of your assets and liabilities. This simple exercise will quickly reveal your salary needs.

In addition, you need to research current compensation packages within your specific

career field. You should become familiar with all parts of the compensation package because there are options with a civilian package that may be new to you. You can find salary information in the "Jobs Rated Almanac," the "American Almanac of Job Salaries," and the "Occupational Outlook Handbook," all of which are available at SFL-TAP Center or on line at www.salary.com.

You should enter the negotiation process with a win-win attitude. The end result should be a benefit to you and the company. You should determine how soon the company needs to fill the position and whether or not you are a good fit.

Never be the first to mention money. The rule is that the first to mention money loses." This is true. You want the employer to reveal their money position first - this gives you the upper hand in negotiation. Always remember that you can come across as too greedy and this may turn-off your potential employer. You must use tact and common

sense during the negotiation.

If you find yourself at an impasse with a potential employer, try to negotiate something other than salary. There are a multitude of benefits other than salary that you may be able to negotiate, such as vacation/leave time, 401K plans, stock options and health benefits. Many times relocation benefits are also a negotiation point. Do not overlook these benefits when you begin to develop your own negotiation strategy.

In summary, the most important points are to never mention money first and always enter the negotiation with a win-win attitude. In order to receive the compensation you want, you will need to prepare so you will come across as calm, confident and flexible. Communicate that you are searching for a mutually satisfactory agreement as a potential member of the team.

The Fort Rucker SFL-TAP Center is available to assist you or answer questions about how to properly enter a salary negotiation. The center also offers workshops on the employment process.

For more information, call 255-2558.

FROM DFMWR



Visit Fort Rucker Army Community Service on Facebook for a calendar of our activities!

HAUNTED BARN

For a frightening good time, visit the Haunted Barn at the Fort Rucker Riding Stables Oct. 25-26 from 7-10 p.m. Cost is \$5 per person. This spooky haunted barn will thrill those adventurous ones, so keep your eyes open as you never know what's around the corner. The Haunted Barn is open to the public, but is not recommended for children 13 and younger.

For more information, call 255-0021.

TWO-PERSON BUDDY BASS TOURNAMENT

Fort Rucker Outdoor Recreation will host its Two-Person Buddy Bass Tournament Oct. 26 from 6 a.m. to 2 p.m. Entry fee is \$100 per two-man team, with 25 slots available. Top three weigh-in totals will receive a cash prize. There will be a cash prize for biggest fish. Participants must have an Alabama State Fishing License, Fort Rucker Post Fishing Permit and Fort Rucker Boater Safety Completion Card. The event is open to the public. People can register at ODR or MWR Central.

For more information, call ODR at 255-4305 or MWR Central at 255-2997.

FALL YARD SALE

Fort Rucker's Fall Outdoor Yard Sale and Flea Market is Oct. 26 from 7-11 a.m. at the festival fields. For details, call 255-1749.

SMART START BASKETBALL

Registration for Start Smart Basketball runs Oct. 1-31. Start Smart Basketball is a six-session instructional program that with 100-percent parent participation. It is for children 3-4 years old. Participants will meet every Monday and Wednesday for three weeks starting Nov. 4. The cost is \$25 and

children will receive a shirt.

For more information, call 255-2254.

YOUTH SPORTS BASKETBALL REGISTRATION

Youth sports basketball registration runs through Oct. 31. Teams will be broken into 6 groups: beginners league, ages 5-6; training league, ages 7-8; peewee league, ages 9-10; minor league, ages 11-12; junior league, ages 13-14; and senior league, 15-18.

Parents can register children at parent central services or on Webtrac. Cost is \$45. There will be a parent's meeting Nov. 4 at 6 p.m. at the youth center gym, Bldg. 2800 on Seventh Avenue.

For more information, call 255-2254 or 255-9105.

DAY OF THE DEAD CERAMICS

The arts and crafts center will offer a craft session Oct. 26 where people will have the chance to paint "Day of the Dead Ceramics." For more information, call 255-9020.

FEDERAL JOB WORKSHOP

Interested in working for the federal government? Mystified by the federal hiring process, or maybe you're just frustrated by your repeated attempts to put together an effective and impactful USAJOBS.gov resume? Then make plans to attend Army Community Service's Federal Job Workshop Oct. 30 from 8 a.m. to 12:15 p.m. in Bldg. 5700, Rm. 284 with a hands-on breakout session from 1:15-2:15 p.m. This informative and interactive workshop is aimed at getting you the information you need to increase your federal employment possibilities. Participants will receive a free copy of Kathryn Troutman's "Jobseeker's Guide" (7th Edition). Registration is required two days

prior to the workshop. Space is limited to the first 60 people to register and is open to authorized patrons only. For more information or to register, call 255-2594.

COFFEE AND FRIENDS

Do you need help understanding military life, or are you new to Fort Rucker, or are you just looking to make some new friends? ACS hosts Coffee and Friends for people in those situations at the Bowden Terrace Community Center the first Friday of each month from 9-11 a.m.

For more information, call 255-3898.

FUNNY HALLOWEEN MOVIE MARATHON

Fort Rucker youth are invited to come watch funny Halloween movies at the youth center Nov. 1. For more information, call 255-2271.

FORT RUCKER BIG BUCK CONTEST

Outdoor recreation is hosting a Big Buck Contest from Nov. 2 to Feb. 10. Participants must be registered before harvesting their buck and the buck must be harvested on Fort Rucker to qualify. Fort Rucker requires that individuals ages 16 and older have an Alabama State Hunting License, a Fort Rucker Post Hunting Permit – available at isportsman.net – and a Hunter Education Card. Entry fee is \$25 per person and open to the public.

For more information and to register, call 255-4305.

INFANT MASSAGE CLASS

In recognition of Child Abuse Prevention Month, ACS is offering free infant massage classes Nov. 5, 12, 19 and 26 from 9:30-11:30 a.m. at the new parent support office in Bldg.

530. Beyond the joy of spending quality time bonding with a new baby, infant massage has been shown to provide many benefits to the baby, the parents, and to the rest of the family. Expectant parents are also welcome to attend. Recommended for children ages birth to pre-crawling. Registration is limited to 10 participants.

For more details or to register, call 255-3359 or 255-9805.

EMPLOYMENT READINESS PROGRAM WORKSHOP

Mark your calendars and make plans to attend the employment readiness program workshop scheduled for Nov. 7 from 9-11:30 a.m. at Bldg. 5700. Patrons will meet in Rm. 350 at 8:45 a.m. for paperwork and attendance prior to the session. You'll get the essentials about how to conduct a successful job campaign, to include crafting a winning resume, prepping for job interviews and other helpful tips. Advance registration is required.

For more information and to reserve your seat, call 255-2594.

LITERARY LEAGUE

The Center Library's book club for adults is back with a new name and a new attitude – the Literary League. The club will meet the third Tuesday of every month from 5-6 p.m. for an evening devoted to the appreciation of literature. Enjoy good books, intelligent discussion and light refreshments. The club is for people ages 18 and up.

For more information, visit the Center Library or call 255-3885.

OPEN FLAG FOOTBALL TOURNAMENT

Fort Rucker will host its open flag football 7vs7 tournament Nov. 9 at 8 a.m. at the Fort

Rucker Physical Fitness Center. Deadline to register a team at the Fort Rucker Physical Fitness Center is Nov. 1. Registration fee for the double-elimination tournament is \$225. The tournament is open to the public – ages 18 and older, non-high school, are eligible to participate. At least six teams must sign up to play for the tournament to be held. Rosters are limited to 15 players, including coach or team manager.

For more information, call 255-2296.

TIMELESS TURKEY 5K PREDICTION RUN

Make plans to be a part of the Fort Rucker

Timeless Turkey 5K Prediction Run at the physical fitness center Nov. 16 from 8-10 a.m. The run is not about being the fastest runner, but rather about most accurately predicting your finish time. Those with the most accurate predictions will win a frozen turkey. The exact course route will be kept a secret until race day. Watches, cell phones or other timekeeping devices are not allowed, and the finish clock will not be visible to the runner. Patrons can register and enter their predicted times at either Fortenberry-Colton or PFC. This is a free run and bibs will be available for pick up on race day.

For more information, call 255-2296.

VETERANS DAY GOLF CHALLENGE

Silver Wings Golf Course will host its Veterans Day Golf Challenge Nov. 11 with breakfast and the driving range open at 7 a.m. and a shotgun start at 8 a.m. Lunch and awards will immediately follow play. Cost is \$60 for non-members and \$50 for members. Fee includes 18 holes of golf, cart, driving range balls and lunch. Format is four-person team scramble. There will be a limit of 36 teams. Priority for team slots will be given to active-duty Soldiers. Deadline to enter is

Nov. 8.

For more information, call 255-0089.

NEWCOMERS WELCOME

The next newcomers welcome is scheduled for Nov. 16 from 9-11:30 a.m. at The Landing. Active-duty military, spouses, foreign students, Army civilians and family members are all encouraged to attend this informative event. For free childcare, register your children by calling 255-3564. Reservations must be made 24 hours prior to the newcomers welcome.

For more information, call 255-3735.



NEWS IN BRIEF

VETERANS DAY CEREMONY

Fort Rucker will host its Veterans Day ceremony Nov. 8 at 11 a.m. at Veterans Park. All are invited to attend and honor the nation's service members.

ROWA MEETS

The Retired Officers' Wives Association will host a luncheon at The Landing in the Saint Michael's Dining Room in honor of the nation's veterans Nov. 12. The program will be "Legacy & Legends" with retired Col. James Muskopf as the guest speaker, featuring Honor Flights. To RSVP, call 334-347-4966. For more information about ROWA, send an email to esse4him@gmail.com.

RETIREE COUNCIL MEETINGS

The Fort Rucker Installation Retiree Council meets the first Thursday of each

month in The Landing at 11:30 a.m. The meeting is an open forum and all retirees are invited to attend. Retirees are also encouraged to apply for one of the open positions on the council. For more information, call 255-9124.

LOST AND FOUND

People who have lost or misplaced property while on Fort Rucker can call the Directorate of Public Safety's lost and found point of contact at 255-3239 to inquire if their property has been turned in. To claim their property, people must be able to demonstrate ownership of the property. DPS retains property found or turned in at special events held on the installation, such as Freedom Fest – the most common items turned-in are keys, cell phones and wallets.



CFC
Combined Federal Campaign
NOVEMBER 1 – DECEMBER 2
Visit WWW.SETRISTATECFC.ORG today
and learn how you can help!

ARMY FLIER

COMMAND

Maj. Gen. David J. Francis
Fort Rucker Commanding General

Col. Whitney B. Gardner
Fort Rucker Garrison Commander

EDITORIAL STAFF

Jimmie E. Cummings Jr.
Director of Public Affairs

Jim Hughes
Command Information Officer

David Agan
Digital Media Manager

The "Army Flier" is an authorized publication for the Fort Rucker community, published under the authority of AR 360-1.

Contents are not necessarily official views of, or endorsed by the U.S. Government, Department of Defense, Department of the Army, or Fort Rucker.

The "Army Flier" is published digitally bi-monthly by the Fort Rucker Public Affairs Office, Bldg. 131, Sixth Avenue, Fort Rucker, AL, 36362.

Questions, comments or submissions for the "Army Flier" should be directed to the editor at usarmy.rucker.us-ag.mbx.atzq-pao@mail.mil.

The PAO staff reserves the right to edit submissions selected for publication. For more information about the "Army Flier," call (334) 255-1239.

ON THE WEB:



HOME.ARMY.MIL/RUCKER

LIKE US AT:



FACEBOOK.COM/FTRUCKER

FOLLOW US AT:



[@FT_RUCKER](https://TWITTER.COM/FT_RUCKER)

Deadline for submissions is one week before publication.