ARMY FAMILY ACTION PLAN

SOLDIER
FAMILY
CIVILIAN

Issue Update Book

Completed and Unattainable Issues

14 June 2005

Army Family Action Plan (AFAP) Issues
Sorted by Subject Area

#	Issue title	Status	Subject area	Entered	Final Action
21	CDS - Availability of Child Care (for DA Civilians)	Completed	Child Care	FY 85	FY 89
22	CDS - Extended Services	Completed	Child Care	FY 84	FY 85
23	CDS – Facilities	Completed	Child Care	FY 84	FY 89
24	CDS - Quality of Care	Completed	Child Care	FY 86	FY 88
25	CDS - Standards of Care	Completed	Child Care	FY 84	FY 85
60	Equitable Child Care Fees CONUS/OCONUS	Completed	Child Care	FY 88	FY 89
99	Sensitivity to the Child Care Needs of Sole/Dual Military Parents	Completed	Child Care	FY 88	FY 89
209	Affordable Child Care Services	Completed	Child Care	10/89	10/92
223	Fees Charged by FCC Providers	Completed	Child Care	10/89	10/94
277	Quality Child Care for the Total Army Family	Completed	Child Care	10/90	10/94
352	Equitable Child Care Fees	Completed	Child Care	10/93	04/95
368	Child Care Cost	Unattainable	Child Care	10/94	10/95
1	AAFES Catalog Not Available to Authorized Users	Completed	Consumer Svcs	9/88	10/89
35	Consumer Affairs Program	Completed	Consumer Svcs	FY 84	FY 85
98	Income Tax Assistance	Completed	Consumer Svcs	FY 86	FY 87
144	RC Legal Services	Completed	Consumer Svcs	FY 86	FY 87
146	Recreation Programs (for single soldiers)	Completed	Consumer Svcs	FY 86	FY 87
227	Group Auto Insurance for Junior Enlisted	Completed	Consumer Svcs	10/89	05/91
231	Inadequate Hours of Commissary Operations	Completed	Consumer Svcs	10/89	FY 90
242	OCONUS Banking Services	Completed	Consumer Svcs	10/89	05/91
289	AAFES Home Layaway Program (HLP) Too Limited	Completed	Consumer Svcs	10/91	10/92
293	Deferred Payment Plan (DPP) Not Available AAFES-wide	Completed	Consumer Svcs	10/91	04/94
299	Government Owed Debts Deducted from Pay	Completed	Consumer Svcs	10/91	10/95
318	Convenience of Services on Military Installations	Completed	Consumer Svcs	10/92	05/93
334	Reduced Funding Downgrades MWR Programs and Facilities	Completed	Consumer Svcs	10/92	04/95
360	Scheduled Bus Service to Main Post Support Facilities	Completed	Consumer Svcs	10/93	05/99
409	Off-Shore Acquired Line Items in Overseas Commissaries	Completed	Consumer Svcs	10/95	10/97
430	Distribution of Army Simplified Dividends	Completed	Consumer Svcs	03/97	05/00
446	Army and Air Force Exchange Service Limited Clothing Selection	Completed	Consumer Svcs	11/99	11/00
210	APO Limitations for Retirees	Unattainable	Consumer Svcs	10/89	10/90
320	Federal Beverage Procurement Laws Reduce NAF Profits	Unattainable	Consumer Svcs	10/92	05/93
340	AAFES/MWR Privileges for DOD Civilian Employees	Unattainable	Consumer Svcs	10/93	04/95
43	Dental Care for the Total Army Family	Completed	Dental	FY 87	04/98
44	Dental Space A	Completed	Dental	FY 84	FY 85
229	Inadequate Dental Care for the Total Army Family	Completed	Dental	10/89	04/95
260	Comprehensive Dental Care Available to the Total Army Family	Completed	Dental	10/90	04/95
264	Expand Dependents Dental Plan Insurance Coverage and Eligibility	Completed	Dental	10/90	04/95
273	Insufficient Staffing Levels at Army Dental Facilities	Completed	Dental	10/90	04/95
294	Deficiencies in DDP Coverage	Completed	Dental	10/91	10/94
348	DDP Coverage for Family Members of Active Duty Personnel	Completed	Dental	10/93	04/95
386	No Cost to the Government Dental Insurance (for retirees and reservists)	Completed	Dental	10/94	04/98
423	Authorization for Dental Treatment (Active Duty Personnel)	Completed	Dental	03/97	10/97
427	Dental Insurance for Mobilized Reserve Component Personnel	Completed	Dental	03/97	11/00
443	Lack of Choice in Family Member Dental Plan	Completed	Dental	04/98	11/00
459	OCONUS Retiree and DOD Civilian Dental Care	Completed	Dental	11/99	11/00
533	Timeliness of Dental Pre-Authorizations	Completed	Dental	11/02	05/05
374	Equitable and Lower Dependent Dental Plan Costs	Unattainable	Dental	10/94	10/95
399	Extension of Family Dental Plan Upon Separation	Unattainable	Dental	10/95	11/98
34	Consistency of Curriculum and Evaluative Criteria in DODDS	Completed	Education	FY 89	04/94
50	DoDDS Counseling Services are Inadequate	Completed	Education	FY 89	FY 90
51	DoDDS Student Scholarship Opportunities	Completed	Education	FY 87	FY 88

#	Issue title	Status	Subject area	Entered	Final Action
52	DoDDS Summer School	Completed	Education	FY 86	FY 87
53	DoDDS Transfer to Department of Education	Completed	Education	FY 85	FY 86
91	High Quality, Standard DoDDS Curriculum	Completed	Education	FY 84	FY 85
123	OCONUS Truancy Law	Completed	Education	FY 88	FY 89
126	Parent Communication with Schools	Completed	Education	FY 86	FY 87
163	School Lunch Program	Completed	Education	FY 84	FY 88
164	School Transportation	Completed	Education	FY 86	FY 87
174	Special Education - Gifted and Talented	Completed	Education	FY 84	FY 85
191	Transfer of Credits	Completed	Education	FY 86	FY 87
214	DODDS Curriculum	Completed	Education	10/89	04/94
215	DODDS Teacher and Administrator Performance	Completed	Education	10/89	10/91
252	Summer School Program in DODDS	Completed	Education	10/89	04/94
259	Communication of DODDS Policies is Inadequate	Completed	Education	10/90	6/92
336	Section 6 Schools: Special Exception to Attendance Eligibility	Completed	Education	10/92	10/95
379	Impact Aid to Schools	Completed	Education	10/94	06/04
426	Certification of OCONUS Schools	Completed	Education	03/97	05/99
432	Full Day Kindergarten	Completed	Education	03/97	11/04
453	Education Transition Assistance for K - 12 Military Family Members	Completed	Education	11/99	11/03
456	Graduation Requirements for Transitioning High School Family Members	Completed	Education	11/99	03/02
54	DoDDS Tuition Costs for Dependents of Retirees	Unattainable	Education	FY 87	FY 89
55	Drivers Training	Unattainable	Education	FY 87	FY 88
57	Elected School Boards, OCONUS	Unattainable	Education	FY 88	FY 89
110	Longer School Day for DoDDS Kindergarten	Unattainable	Education	FY 88	FY 89
262	Course Selection & Graduation Requirements Complicated by Relocation	Unattainable	Education	10/90	05/91
356	High School Diplomas for Transferring DOD Students	Unattainable	Education	10/93	04/94
369	Department of Defense Non-Resident Diploma Program	Unattainable	Education	10/94	10/95
489	Allocation of Impact Aid to Individual Schools	Unattainable	Education	03/02	11/02
498	Employment Status for OCONUS Family Members	Combined	Employment	03/02	No
14	Availability of Army Jobs Especially OCONUS	Completed	Employment	FY 84	FY 85
19	Career Intern Program	Completed	Employment	FY 84	FY 85
58	Employment Information/Assistance	Completed	Employment	FY 85	05/91
70	Family Member Career Development	Completed	Employment	FY 84	FY 85
102	Job Sharing	Completed	Employment	FY 84	FY 85
116	NAF Employment Reinstatement Eligibility	Completed	Employment	FY 89	FY 90
117	NAFI Reinstatement	Completed	Employment	FY 85	FY 86
121	Noncompetitive Appointment	Completed	Employment	FY 85	FY 86
131	Portability of Civil Service Test Results	Completed	Employment	FY 89	03/97
194	Travel to Home of Record Upon Death of Civilian Sponsor	Completed	Employment	FY 86	05/93
202	Volunteer Experience (Employment credit)	Completed	Employment	FY 84	FY 85
206	Youth Employment Availability	Completed	Employment	FY 89	10/91
207	Youth Employment-Summer, Part-Time	Completed	Employment	FY 84	FY 85
217	Employment Assistance for Spouses of Junior Enlisted Soldiers	Completed	Employment	10/89	5/91
257	Civilian Personnel Office (CPO) Program Information	Completed	Employment	10/90	10/91
261	Cost of Living for Civilian Employees	Completed	Employment	10/90	05/91
282	Revise Civilian Sick Leave Policy	Completed	Employment	10/90	04/95
313	Sick Leave Restoration	Completed	Employment	10/91	04/95
315	Waiting Period for Background Investigation	Completed	Employment	10/91	10/94
317	Clarification of Spouse Employment Preference Programs	Completed	Employment	10/92	11/98
328	Marketing the Military Family Work Force	Completed	Employment	10/92	04/96
332	Portability of Benefits Act for NAF Employees of 1990	Completed	Employment	10/92	11/02
370	Dissemination of Federal Employment Information	Completed	Employment	10/94	11/98
403	Honor Current Federal Civilian Retirement Benefits	Completed	Employment	10/95	03/97
405	Limitations of Health Promotion Programs	Completed	Employment	10/95	03/97
433	Geographically Separated Military Spouse Employment Preference	Completed	Employment	03/97	5/01

#	Issue title	Status	Subject area	Entered	Final Action
530	Selective Use of Military Spouse Preference	Completed	Employment	11/02	05/05
541	Employment Protection for Spouses of Deployed/Mobilized Service Members	Completed	Employment	11/03	06/04
13	Total Integration of Family Members of DA Civilians into Army Family	Unattainable	Employment	FY 84	FY 87
147	Regulatory and Legislative Employment Initiative	Unattainable	Employment	FY 86	10/97
301	Inadequate Civilian Insurance Coverage Options	Unattainable	Employment	10/91	04/96
316	Civil Service Employees in Career-Conditional Status at Remote Sites	Unattainable	Employment	10/92	04/96
337	Thrift Savings Plan Deposits for Civil Service Retirement System Members	Unattainable	Employment	10/92	10/94
362	Summer Youth Employment Selection Process	Unattainable	Employment	10/93	10/95
364	Unemployment Benefits for Displaced Family Members	Unattainable	Employment	10/93	04/96
377	Family Member Career Status Eligibility	Unattainable	Employment	10/94	04/96
481	Federal Employee Paid Parental Leave	Unattainable	Employment	11/00	03/02
499	Federal vs Non-Federal Pay Comparability	Unattainable	Employment	03/02	11/04
500	FERS Employee Sick Leave for Retirement Annuity Computation	Unattainable	Employment	03/02	11/02
518	Effects of A76 on Military Spouse Preference	Unattainable	Employment	11/02	11/03
565	Calculation of Family Subsistence Supplemental Allowance OCONUS	Combined	Entitlements	11/04	N/A
41	Death Gratuity Payment to Survivors of Soldiers	Completed	Entitlements	FY 88	FY 89
48	Disparate Eligibility Qualifications for PCS and Funded Student Travel	Completed	Entitlements	FY 89	06/92
61	Establishment of DoD Reserve Component Family Member ID Card	Completed	Entitlements	FY 87	10/91
72	Family Member Insurance	Completed	Entitlements	FY 86	FY 88
75	Family Member Transportation Upon Death of a RC Member	Completed	Entitlements	FY 87	FY 89
84	Funded Student (Family Member) Travel	Completed	Entitlements	FY 84	5/01
86	Gray Area Retirees (Commissary and AAFES benefit)	Completed	Entitlements	FY 86	5/91
138	RC Burial Rights	Completed	Entitlements	FY 86	10/94
141	RC Commissary Privileges	Completed	Entitlements	FY 86	FY 87
142	RC Dependent ID Cards	Completed	Entitlements	FY 85	FY 86
150	Relocation Benefits (Temporary Lodging Expense)	Completed	Entitlements	FY 87	04/94
151	Relocation Costs (Temporary Lodging Expense)	Completed	Entitlements	FY 87	FY 88
156	Reserve Component (RC) Retirement Orientation	Completed	Entitlements	FY 88	06/92
157	Reserve Retirement Benefits for Surviving Spouses	Completed	Entitlements	FY 87	5/91
161	Retired Serviceman's Family Protection Plan (RSFPP) Inequities	Completed	Entitlements	10/89	10/93
165	Second Move for Army Widows/Spouses Who Must Vacate Quarters	Completed	Entitlements	FY 88	10/91
192	Transportation of Retiree Spouse Remains	Completed	Entitlements	FY 89	06/92
199	Variable Housing Allowance	Completed	Entitlements	FY 85	FY 86
200	Veterans Group Life Insurance (VGLI)	Completed	Entitlements	FY 88	05/93
216	Dual Compensation Restrictions	Completed	Entitlements	10/89	10/91
219	Equity for Soldiers and Former Spouses Under FSPA	Completed	Entitlements	10/89	5/91
225	Financial Hardship on Service Members When Relocating	Completed	Entitlements	10/89	04/94
228	Improve COLA	Completed	Entitlements	10/89	5/91
234	Insufficient RC Survivor Assistance Information Support	Completed	Entitlements	10/89	06/92
246	Early Awareness of Retirement Needs and Benefits	Completed	Entitlements	10/89	5/91
249	Source Data Utilized for VHA Computation	Completed	Entitlements	10/89	5/91
250	Continuation of SSI Entitlements for OCONUS Family Members	Completed	Entitlements	10/89	4/90
263	Dual Military BAQ Settlement Upon Separation and Divorce	Completed	Entitlements	10/90	10/91
267	Inadequate Housing Allowance	Completed	Entitlements	10/90	04/98
269	Inadequate Temporary Lodging Expense (TLE) Allowance	Completed	Entitlements	10/90	04/94
271	Increase Servicemen's Group Life Insurance (SGLI) Benefits	Completed	Entitlements	10/90	05/91
272	Insufficient Awareness of Survivor Benefit Plan (SBP)	Completed	Entitlements	10/90	05/91
281	Reserve Component Unlimited Use of Commissary/PX	Completed	Entitlements	10/90	05/91
291	Confusion about Retirement Entitlements and Benefits	Completed	Entitlements	10/91	05/93
306	Inequitable Military Pay	Completed	Entitlements	10/91	11/99
310	Lack of Non-Chargeable Paternity/Adoption Leave	Completed	Entitlements	10/91	4/92
311	Montgomery G.I. Bill Enrollment Period	Completed	Entitlements	10/91	06/92
323	Guaranteed Cost of Living Adjustment for Retirees	Completed	Entitlements	10/92	10/96
329	Moving Expenses Exceed Reimbursement	Completed	Entitlements	10/92	04/94

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339	Unlimited Commissary Privileges for Reserve Component	Completed	Entitlements	10/92	05/99
344	Commissary Benefits for Soldiers, Family Members, Retirees and the RC	Completed	Entitlements	10/93	04/95
346	Continental United States Cost of Living Allowance	Completed	Entitlements	10/93	10/95
349	Dislocation Allowance for Base Realignment and Closure Moves	Completed	Entitlements	10/93	04/96
355	Government Travel for Spouses to Attend Pre-Retirement Briefing	Completed	Entitlements	10/93	04/95
361	Special Meal Charge Exemption for Retirees and DA Civilians	Completed	Entitlements	10/93	10/96
363	Temporary Lodging Expense for Move to First Permanent Change of Station	Completed	Entitlements	10/93	03/02
365	Variable Housing Allowance	Completed	Entitlements	10/93	04/98
367	Ordered Moves	Completed	Entitlements	10/94	10/97
371	Earned Income Tax Credit Overseas	Completed	Entitlements	10/94	04/95
372	Education on Retirement Benefits and Entitlements	Completed	Entitlements	10/94	04/96
381	Increased Commissary Access for Reserve Component Personnel	Completed	Entitlements	10/94	05/99
383	Military Pay Diminished by Inflation	Completed	Entitlements	10/94	11/99
388	Rate System for Variable Housing Allowance	Completed	Entitlements	10/94	04/98
395	Continental U.S. Cost of Living Allowance Threshold	Completed	Entitlements	10/95	03/97
397	Dependency and Indemnity Compensation Excludes RC Members	Completed	Entitlements	10/95	04/98
400	First Time Permanent Change of Station Dislocation Allowance	Completed	Entitlements	10/95	03/02
406	Management of Commissaries by Defense Commissary Agency	Completed	Entitlements	10/95	10/96
418	Variable Housing Allowance Computation	Completed	Entitlements	10/95	04/98
431	Family Separation Allowance	Completed	Entitlements	03/97	05/99
434	Military Savings Plan	Completed	Entitlements	03/97	03/02
442	Lack of Benefits Due to Geographic Location	Completed	Entitlements	04/98	05/05
444	Retirement Benefits/Entitlements -- Perception of Erosion	Completed	Entitlements	04/98	11/99
448	Basic Allowance for Housing Appropriation and Data Collection Criteria	Completed	Entitlements	11/99	03/02
461	Pay Table Reform	Completed	Entitlements	11/99	06/04
495	Concurrent Receipt of Retired Military and Veterans Affairs Disability Pay	Completed	Entitlements	03/02	11/02
504	Recalculation of Dislocation Allowance (DLA)	Completed	Entitlements	03/02	11/02
549	Lodging & Subsistence for Fam Members of Hospitalized Service Members	Completed	Entitlements	11/03	05/05
554	Survivor Benefit Plan and Social Security Offset	Completed	Entitlements	11/03	05/05
16	Benefits for Family Members when RC Soldiers Disabled in Line of Duty	Unattainable	Entitlements	FY 88	10/91
47	Directory of Quality of Life Entitlements	Unattainable	Entitlements	FY 84	FY 89
179	Standard Outline of RC Benefits and Entitlements	Unattainable	Entitlements	FY 88	FY 89
185	Survivor Benefits Plan - Reserve Components	Unattainable	Entitlements	FY 87	FY 89
197	Compensation for Soldiers Assigned to Remote Areas in Civ Communities	Unattainable	Entitlements	FY 89	10/94
305	Inequitable Combat Zone Tax Exclusion	Unattainable	Entitlements	10/91	10/95
319	Dislocation Allowance for Single Soldiers	Unattainable	Entitlements	10/92	10/94
410	Partial Basic Allowance for Quarters	Unattainable	Entitlements	10/95	10/96
419	Dining Facility Meal Rates	Unattainable	Entitlements	10/96	03/97
429	Dislocation Allowance for Retiring Soldiers	Unattainable	Entitlements	03/97	05/99
437	Reserve Component Retirement Pay Options	Unattainable	Entitlements	03/97	11/99
451	CONUS Cost of Living Allowance Threshold Index	Unattainable	Entitlements	11/99	05/05
455	Extension of Temporary Lodging Expense	Unattainable	Entitlements	11/99	11/04
464	Reserve Component Commissary Benefits	Unattainable	Entitlements	11/99	05/01
514	Active Versus Reserve Parachute Jump Pay	Unattainable	Entitlements	11/02	06/04
528	Retirement Dislocation Allowance	Unattainable	Entitlements	11/02	05/05
2	Abandoned Families	Completed	Family Support	FY 85	FY 88
5	ACS Automated Database	Completed	Family Support	FY 85	FY 88
7	ACS Quality of Staff	Completed	Family Support	FY 85	FY 88
9	Adoption Assistance for Military Families	Completed	Family Support	FY 88	FY 89
17	Bi-Cultural Family Adjustment	Completed	Family Support	FY 84	FY 87
33	Community Life Communications	Completed	Family Support	FY 84	FY 88
46	Dining Facility Surcharge	Completed	Family Support	FY 85	FY 86
49	Distaff Development Project	Completed	Family Support	FY 85	FY 86
56	Effects of CFC Rules and Regulations on Family Support Programs	Completed	Family Support	FY 89	FY 89

#	Issue title	Status	Subject area	Entered	Final Action
69	Family Life Centers	Completed	Family Support	FY 85	FY 86
71	Family Member Education Opportunities	Completed	Family Support	FY 86	FY 87
73	Benefits for Family Member Victims of Abuse	Completed	Family Support	FY 87	10/97
74	Family Member Support Groups, Installation or Unit	Completed	Family Support	FY 84	FY 88
77	Family Safety	Completed	Family Support	FY 84	FY 87
78	Family Support at Mobilization	Completed	Family Support	FY 85	FY 89
80	Financial Aid Counseling (for education)	Completed	Family Support	FY 84	FY 85
81	Financial Support of Family	Completed	Family Support	FY 85	FY 86
82	First Term Family Initiatives	Completed	Family Support	FY 85	FY 88
114	Multiple Unit Training Assemblies (MUTA) for Families	Completed	Family Support	FY 85	FY 88
118	Network Progress on Family Support Initiatives	Completed	Family Support	FY 87	FY 90
119	New Manning System Family Support	Completed	Family Support	FY 84	FY 85
127	Parental Kidnapping	Completed	Family Support	FY 84	FY 86
133	Preventive Orientation	Completed	Family Support	FY 84	FY 86
160	Resourcing USAR Family Support (FS) Programs	Completed	Family Support	FY 89	04/95
167	Security Precautions Against Acts of Terrorism	Completed	Family Support	FY 86	FY 88
171	Family Fitness Programs	Completed	Family Support	FY 85	FY 87
180	STARC Training (for Family Support)	Completed	Family Support	FY 86	FY 89
186	Survivor's Assistance	Completed	Family Support	FY 85	FY 86
188	Training for Army Life	Completed	Family Support	FY 84	FY 85
193	Transportation Support	Completed	Family Support	FY 84	05/91
222	Treatment/Counseling to Support Total Force and Their Families	Completed	Family Support	10/89	10/93
224	Financial Assistance for Family Member Education	Completed	Family Support	10/89	FY 90
235	Liability Responsibilities for Command Sponsored Family Activities	Completed	Family Support	10/89	10/93
236	Meal Surcharges	Completed	Family Support	10/89	10/92
265	Family Programs for the Total Army Family	Completed	Family Support	10/90	04/95
296	Family Support Group Mailing Restrictions	Completed	Family Support	10/91	04/95
297	Family Support During Mobilization/Deployment	Completed	Family Support	10/91	11/99
298	Funding for ARNG/USAR Family Programs	Completed	Family Support	10/91	11/04
304	Inconsistent Access/Use of All DOD Facilities	Completed	Family Support	10/91	04/95
308	Insufficient Resources for Increased Roles of FSG During Transition	Completed	Family Support	10/91	04/96
322	Funding Access for Family Assistance During All Stages of Mobilization	Completed	Family Support	10/92	10/97
391	Survivor Benefits for Service Connected Deaths	Completed	Family Support	10/94	06/04
412	Policy and Benefits of Legal Guardians	Completed	Family Support	10/95	04/96
416	Tuition Assistance for Overseas Spouses	Completed	Family Support	10/95	03/02
421	AFAP and AFTB Program Resources	Completed	Family Support	03/97	11/03
422	AFTB Funding for RC and Geographically Separated Units	Completed	Family Support	03/97	11/03
438	Special Supplemental Food Program for WIC for OCONUS Personnel	Completed	Family Support	03/97	11/03
449	Child Care Funds for Family Member Training	Completed	Family Support	11/99	06/04
460	Official Mail Limitations of Family Readiness Group Newsletters	Completed	Family Support	11/99	03/02
466	Program Standards for AFAP and AFTB	Completed	Family Support	11/99	11/03
476	Adoption Reimbursement in Overseas Areas	Completed	Family Support	11/00	11/03
6	ACS Facilities	Unattainable	Family Support	FY 85	FY 88
59	English as a Second Language	Unattainable	Family Support	FY 84	FY 86
83	Food Stamp Eligibility	Unattainable	Family Support	FY 85	FY 88
173	Space Available Travel	Unattainable	Family Support	FY 87	FY 88
181	State Residency Requirements	Unattainable	Family Support	FY 85	FY 88
226	Foodstamps	Unattainable	Family Support	10/89	5/91
286	Tuition Assistance for Military Spouse Education	Unattainable	Family Support	10/90	04/94
330	Multi-Language Translation of Family Support/Family Care Plan Documents	Unattainable	Family Support	10/92	04/94
350	Donations of Used Items at the Army Community Service Lending Closet	Unattainable	Family Support	10/93	10/94
354	GI Bill Benefits	Unattainable	Family Support	10/93	04/95
373	Educational Financial Aid Eligibility for Family Members	Unattainable	Family Support	10/94	11/98
452	Crisis Care for Family Members	Unattainable	Family Support	11/99	05/01

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475	Active Duty Spouse Tuition/Education Assistance	Unattainable	Family Support	11/00	11/03
520	Funding for Reserve Component Family Member Training	Unattainable	Family Support	11/02	11/04
29	Change Applicability in AR 608-1 to Include Reserve Components	Completed	Force Support	FY 89	FY 90
87	G.I. Bill (Publicity of MGIB)	Completed	Force Support	FY 85	FY 86
92	Higher Education for Soldiers Who Spend Extensive Time in the Field	Completed	Force Support	FY 87	FY 88
97	Inadequate DA Guidance for Family Care Plans	Completed	Force Support	FY 89	05/91
113	MSA Facilities (Space Criteria)	Completed	Force Support	FY 86	FY 87
134	Pre and Post Retirement Assistance	Completed	Force Support	FY 87	FY 88
143	RC Information	Completed	Force Support	FY 85	FY 86
145	RC Use of Fitness Facilities	Completed	Force Support	FY 88	FY 89
198	Use of MSA Facilities	Completed	Force Support	FY 85	FY 86
238	Military Mass Transportation Support	Completed	Force Support	10/89	05/91
243	Reduction of Tour Length for Alaska and Hawaii	Completed	Force Support	10/89	05/91
258	Clothing Replacement Allowance (CRA)	Completed	Force Support	10/90	10/92
266	Force Reductions	Completed	Force Support	10/90	06/92
276	Need for Adequate Military Fares for Discretionary Leave	Completed	Force Support	10/90	05/91
278	Reduce Tour Length for Alaska and Hawaii	Completed	Force Support	10/90	05/91
285	Spending Authority for NAF Capital Purchase/Minor Construction	Completed	Force Support	10/90	05/93
290	Compensation for Maintenance and Repair of Basic Issue	Completed	Force Support	10/91	10/92
292	DEERS Deficiencies	Completed	Force Support	10/91	04/94
302	Inadequate Installation Support During Restructuring	Completed	Force Support	10/91	11/98
327	Management of Enlisted Soldiers and Their Assignments	Completed	Force Support	10/92	03/02
333	Promotion Points	Completed	Force Support	10/92	10/93
338	Transition Information and Assistance for the Total Army Family	Completed	Force Support	10/92	10/93
345	Compatibility Between DEERS and SIDPERS	Completed	Force Support	10/93	04/95
347	Continue Army Career and Alumni Program and Broaden Eligibility	Completed	Force Support	10/93	10/96
357	Insufficient Transition Time for Soldiers Separating Due to Disability	Completed	Force Support	10/93	10/97
407	Management of Tuition Assistance at Installation Level	Completed	Force Support	10/95	11/98
417	Uniformity of Better Opportunities for Single Soldiers Programs & Procedures	Completed	Force Support	10/95	10/97
425	Carrying Shoulder Bags in Uniform	Completed	Force Support	03/97	11/98
435	Montgomery GI Bill Enrollment	Completed	Force Support	03/97	04/98
441	Financial Planning Education	Completed	Force Support	04/98	06/04
462	Personnel Tempo / Deployment Tempo	Completed	Force Support	11/99	11/03
463	Quality Military Clothing	Completed	Force Support	11/99	03/02
496	DEERS Status Notification	Completed	Force Support	03/02	05/05
ASB1	Increase Length of Duty Tours	Completed	Force Support	10/89	10/91
ASB5	Personal Skills Training for New Enlistees	Completed	Force Support	10/89	10/91
10	AER for Reserve Components	Unattainable	Force Support	FY 86	FY 87
42	Deferred Use of Travel for Reserve Component	Unattainable	Force Support	FY 86	FY 87
115	MWR Dividends for Inactive Duty for Training	Unattainable	Force Support	FY 87	FY 88
175	Specialty Code Development	Unattainable	Force Support	FY 84	FY 85
211	Army Green Uniform	Unattainable	Force Support	10/89	FY 90
248	Sole Parents Discriminated Against in Job Assignments	Unattainable	Force Support	10/89	FY 90
270	Grandparents as Immediate Family for Authorization of Emergency Leave	Unattainable	Force Support	10/90	05/91
274	MAC Travel for Family Members Without Their Sponsors	Unattainable	Force Support	10/90	05/91
279	Reduction of Tour Length for Okinawa	Unattainable	Force Support	10/90	10/91
358	Occupational Income Loss Insurance	Unattainable	Force Support	10/93	04/98
384	Montgomery G.I. Bill Benefits Distribution	Unattainable	Force Support	10/94	10/95
396	Degree Completion Program for Enlisted Soldiers	Unattainable	Force Support	10/95	10/96
415	Ten Year Cap on Montgomery G.I. Bill for Reservists	Unattainable	Force Support	10/95	10/97
450	Clothing Replacement Allowance	Unattainable	Force Support	11/99	05/01
485	Single Parent Accession	Unattainable	Force Support	11/00	05/01
494	Career Recognition Program	Unattainable	Force Support	03/02	11/03
312	No Standard Casualty Assistance Policy	Unattainable	Force Support	10/91	06/92

#	Issue title	Status	Subject area	Entered	Final Action
37	Crowded Living Conditions in Family Housing	Completed	Housing	FY 88	FY 89
45	Design of Family Quarters	Completed	Housing	FY 84	FY 85
66	Family Housing Deficiencies	Completed	Housing	FY 87	FY 88
67	Family Housing Deficit Elimination	Completed	Housing	7/83	06/04
68	Family Housing Standards	Completed	Housing	FY 84	FY 85
95	Housing Operations Management System	Completed	Housing	FY 84	FY 86
106	Laundry Facilities in Billets	Completed	Housing	FY 86	FY 88
136	Quarters Maintenance	Completed	Housing	FY 84	FY 86
162	Safety in Government Quarters	Completed	Housing	FY 89	04/94
168	Self-Help Program	Completed	Housing	FY 84	FY 85
195	Unaccompanied Living Space	Completed	Housing	FY 86	FY 88
208	Acquisition of GRHP Limited to Sq Foot Requirements & Cost Limitations	Completed	Housing	10/89	05/91
221	Extension of Mileage for Housing Entitlements	Completed	Housing	10/89	05/91
244	Reinstatement of Leased Housing Program	Completed	Housing	10/89	10/91
253	Housing for Families on Medical Compassionate Reassignments	Completed	Housing	10/89	FY 90
268	Inadequate Housing for Unaccompanied Personnel	Completed	Housing	10/90	10/95
382	Lease Assistance Program	Completed	Housing	10/94	04/98
389	Shortage of Funding for Army Family Housing	Completed	Housing	10/94	10/97
392	Unaccompanied Personnel Housing Funding	Completed	Housing	10/94	04/96
398	Distribution of Funding For Army Family Housing	Completed	Housing	10/95	10/97
414	Standardization of Army Barracks Policies	Completed	Housing	10/95	03/97
440	Revitalize All Army Family Housing and Eliminate the Deficit by 2010	Completed	Housing	04/98	06/04
548	Housing for Active Duty Pregnant Single Soldiers	Completed	Housing	11/03	05/05
11	AGR Housing	Unattainable	Housing	FY 85	FY 86
76	Family Quarters for Single Pregnant Soldiers	Unattainable	Housing	FY 89	FY 90
182	Storage Space	Unattainable	Housing	FY 86	FY 87
241	Nonavailability of Government Furniture in CONUS	Unattainable	Housing	10/89	10/91
280	Reinstate Quarters Cleaning Initiative (CONUS)	Unattainable	Housing	10/90	10/91
30	Chapels of the Year Program	Completed	Leadership	FY 87	FY 88
39	CFSC Staffing	Completed	Leadership	FY 85	FY 86
40	Dayrooms	Completed	Leadership	FY 86	FY 87
85	General Officers Steering Committee (GOSC)	Completed	Leadership	FY 84	FY 85
100	Insure Family Action Plan Implementation	Completed	Leadership	FY 84	FY 85
103	Lack of Guidance on AFAPs and Community-Level Quality of Life Programs	Completed	Leadership	FY 89	10/94
107	Leadership Training on Sensitivity to Soldier and Family Issues	Completed	Leadership	FY 88	10/94
108	Leadership Initiatives for Single/Unaccompanied Soldiers in Barracks/BEQs/BOQs	Completed	Leadership	FY 88	FY 89
140	RC Commander/Leader Training	Completed	Leadership	FY 85	10/94
155	Research Topics	Completed	Leadership	FY 84	FY 85
159	Resource Trends	Completed	Leadership	FY 84	FY 85
170	Single/Unaccompanied Soldier Representation at All Levels	Completed	Leadership	FY 88	5/91
189	Training for Chain of Command	Completed	Leadership	FY 84	FY 85
190	Training for the Chain of Concern	Completed	Leadership	FY 87	04/95
240	ARNG and USAR Representation and Involvement at AFAP Conference	Completed	Leadership	10/89	FY 90
255	Army Family Action Plan	Completed	Leadership	10/90	10/91
ASB3	Training of Unit Leaders on Impact on Soldiers Performance by Families	Completed	Leadership	10/89	10/94
ASB4	Treatment of Single/Married Soldiers and Single/Nonsingle Parents	Completed	Leadership	10/89	10/93
ASB6	Policies that Permit Differential Treatment of Soldiers	Completed	Leadership	10/89	10/93
120	Noncommand Sponsored Dependents	Unattainable	Leadership	FY 85	FY 86
158	Reservists Representation on CFSC Staff	Unattainable	Leadership	FY 87	FY 89
283	Self-funded Group Health Plan for RC	Combined	Medical	10/90	N/A
3	Access to Primary Medical Care	Completed	Medical	FY 87	04/96
15	Availability of (Medical) Facilities	Completed	Medical	FY 84	FY 86
20	Catastrophic Health Coverage (for families and retirees)	Completed	Medical	FY 87	FY 88

#	Issue title	Status	Subject area	Entered	Final Action
27	CHAMPUS (To Include Physical Exams and Immunizations)	Completed	Medical	FY 84	04/94
36	Cost and Availability of Civilian Medical Care OCONUS	Completed	Medical	FY 85	10/96
64	Expand CHAMPUS to Include Physical Exams, Immunizations	Completed	Medical	FY 87	04/94
89	Health Care Package for Sponsor and Family on Completion of Active Duty	Completed	Medical	FY 87	FY 88
90	Costs Associated with Obtaining Medical Care in CONUS	Completed	Medical	FY 89	10/94
96	Impact of AIDS on Family Members	Completed	Medical	FY 87	FY 88
104	Lack of Medical Support in the OB/GYN Specialty	Completed	Medical	FY 88	5/91
105	Language Difficulties in Health Care	Completed	Medical	FY 85	FY 88
111	Medical and Medical Support Staffing	Completed	Medical	FY 84	FY 88
112	Military Organ Donor Program	Completed	Medical	FY 87	FY 88
130	Pharmacy Services	Completed	Medical	FY 87	FY 88
139	RC CHAMPUS at Mobilization	Completed	Medical	FY 85	FY 88
154	Remote Site Family Medical Costs	Completed	Medical	FY 85	10/94
212	CHAMPUS Deficiencies	Completed	Medical	10/89	04/94
239	Needs of MEDEVAC Families Not Being Met	Completed	Medical	10/89	10/92
300	Inadequate CHAMPUS Eye Care Benefits	Completed	Medical	10/91	04/95
303	Inadequate Staffing and Training of Health Benefits Advisors	Completed	Medical	10/91	04/95
309	Lack of Aggressive CHAMPUS Marketing and Training	Completed	Medical	10/91	04/95
324	Health Care Deficiencies for Other Than Active Duty Personnel	Completed	Medical	10/92	10/94
325	Inaccessible/Limited Medical Care Impacts Negatively on Quality of Life	Completed	Medical	10/92	10/94
326	Initiatives to Increase CHAMPUS Awareness and Decrease Financial Burden	Completed	Medical	10/92	04/94
341	Catastrophic Health Care (for retirees)	Completed	Medical	10/93	05/01
353	Erosion of Health Care Benefits for Military Beneficiaries	Completed	Medical	10/93	04/96
366	Access to Military and Civilian Health Services	Completed	Medical	10/94	04/96
375	Erosion of Retiree/Survivor Health Benefits	Completed	Medical	10/94	05/01
376	Payment of Active Duty Health Care from Civilian Sources	Completed	Medical	10/94	05/01
378	Health Services for Base Realignment and Closure Installations	Completed	Medical	10/94	04/96
393	Active Duty Subjected to CHAMPUS Maximum Allowance Charges	Completed	Medical	10/95	03/97
402	Health Care Benefits for Retirees Age 65 and Over	Completed	Medical	10/95	03/02
408	Medical Care at Remote Locations (for family members)	Completed	Medical	10/95	11/02
411	Persian Gulf Illness	Completed	Medical	10/95	04/96
428	Deployment Medication	Completed	Medical	03/97	03/02
436	Prescription Printout	Completed	Medical	03/97	11/99
468	TRICARE Chiropractic Services	Completed	Medical	11/99	03/02
469	TRICARE Co-Payments for Emergency Room Services	Completed	Medical	11/99	05/01
470	TRICARE Personnel Training	Completed	Medical	11/99	03/02
471	TRICARE Standard/Extra Deductible Categories	Completed	Medical	11/99	05/01
477	Dissemination of Accurate TRICARE Information	Completed	Medical	11/00	11/02
484	OCONUS Medical/Dental Personnel Shortages	Completed	Medical	11/00	11/03
487	TRICARE Services in Remote OCONUS Locations	Completed	Medical	11/00	11/03
490	Annual Vision Readiness Screening	Completed	Medical	03/02	05/05
505	Regional Portability of TRICARE Boundaries	Completed	Medical	03/02	05/05
508	TRICARE Coverage for Prescribed Nutritional Supplements	Completed	Medical	03/02	11/03
534	TRICARE Coverage of Autologous Blood Collection and Processing	Completed	Medical	11/02	11/03
536	TRICARE Referrals and Authorization Process	Completed	Medical	11/02	11/03
26	CHAMPUS Program for Exceptional Family Members of Retirees	Unattainable	Medical	FY 87	FY 88
28	CHAMPUS Supplement Program	Unattainable	Medical	FY 87	FY 88
88	Health Care After 65 for OCONUS Retirees	Unattainable	Medical	FY 87	05/93
109	Long Distance Phone Access to MTF	Unattainable	Medical	FY 86	FY 88
237	Health Care Benefits for Retirees and their Families	Unattainable	Medical	10/89	5/91
247	Shortage of Health Care Personnel/Facilities	Unattainable	Medical	10/89	FY 90
256	CHAMPUS Cost Share Inequities	Unattainable	Medical	10/90	5/91
287	Utilization of Reserve Component Physicians	Unattainable	Medical	10/90	5/91
394	Binding Arbitration for Medical Malpractice Claims	Unattainable	Medical	10/95	04/96

#	Issue title	Status	Subject area	Entered	Final Action
424	Beneficiary Expansion for TRICARE Prime Remote	Unattainable	Medical	03/97	03/02
472	TRICARE Vision Plan	Unattainable	Medical	11/99	05/01
511	TRICARE Prime Enrollment Fees for Retirees Under Age 65	Unattainable	Medical	03/02	11/02
555	TRICARE as Second Payer	Unattainable	Medical	11/03	06/04
557	TRICARE Coverage to DEERS Enrolled Parents and Parents-in-Law	Unattainable	Medical	11/03	06/04
579	Pregnancy Termination Option for Lethal Congenital Anomalies	Unattainable	Medical	11/04	05/05
8	ADAPCP Residential Treatment	Completed	Medical/Command	FY 86	FY 88
12	Alcohol and Drug Abuse	Completed	Medical/Command	FY 84	FY 86
62	Exceptional Family Member Program (EFMP)	Completed	Medical/Command	FY 84	FY 86
63	Exceptional Family Member Student Services	Completed	Medical/Command	FY 87	FY 88
65	Family Advocacy Program	Completed	Medical/Command	FY 84	FY 86
169	Sexual Molestation	Completed	Medical/Command	FY 85	FY 87
183	Suicide Prevention Strategy	Completed	Medical/Command	FY 85	03/97
251	Substance Abuse Throughout Total Force	Completed	Medical/Command	10/89	10/91
295	Exceptional Family Member Program Shortcomings	Completed	Medical/Command	10/91	10/93
342	Civilian Employee Exceptional Family Member Program	Completed	Medical/Command	10/93	10/96
445	Shortage of Professional Marriage and Family Counselors (OCONUS)	Completed	Medical/Command	04/98	11/02
343	Command Sponsorship for Families with Special Education Needs	Unattainable	Medical/Command	10/93	04/94
401	Funded Respite Care for Exceptional Family Member Program Families	Unattainable	Medical/Command	10/95	03/97
482	Full Replacement Costs for Household Goods Shipments	Combined	Relocation	11/00	N/A
4	Access to Surplus Government Furniture	Completed	Relocation	FY 87	FY 89
18	Capital Gains Protection	Completed	Relocation	FY 84	FY 85
31	Claims (Powers of Attorney)	Completed	Relocation	FY 85	FY 86
32	Claims Payment Process	Completed	Relocation	FY 84	FY 85
94	Household Goods Damage and Depreciation	Completed	Relocation	FY 87	FY 89
125	Overseas Orientation	Completed	Relocation	FY 84	FY 89
128	PCS Education	Completed	Relocation	FY 85	FY 86
129	PCS Temporary Housing	Completed	Relocation	FY 89	10/90
132	Power of Attorney	Completed	Relocation	FY 84	FY 85
135	Quarters Cleaning	Completed	Relocation	FY 86	FY 88
137	Quarters Termination	Completed	Relocation	FY 84	FY 85
152	Relocation Licensing of Vehicles and Drivers	Completed	Relocation	FY 89	10/94
153	Relocation Services	Completed	Relocation	FY 89	10/93
166	Security Deposits	Completed	Relocation	FY 85	FY 86
172	Sole Parent Escort Travel with Dependent Children	Completed	Relocation	FY 87	FY 87
176	Sponsorship	Completed	Relocation	FY 84	FY 86
177	Spouses Signing for Quarters w/out Power of Attorney or Notarized Statement	Completed	Relocation	FY 84	FY 85
203	Weight Allowance Disparity	Completed	Relocation	FY 88	10/88
204	Weight Allowances	Completed	Relocation	FY 84	FY 86
233	Installation Video Library	Completed	Relocation	10/89	5/91
245	Require Specialized Training and Personnel for Relocation Services	Completed	Relocation	10/89	10/93
275	Mandatory Relocation Counseling Emphasizing Financial Planning	Completed	Relocation	10/90	5/99
321	Financial Hardship While on TDY Enroute to New Permanent Duty Station	Completed	Relocation	10/92	10/93
331	Multiple Permanent Change of Station Moves	Completed	Relocation	10/92	10/93
387	Privately Owned Vehicle Storage	Completed	Relocation	10/94	10/96
454	Execution of Sponsorship Program	Completed	Relocation	11/99	05/05
467	State Laws Impacting Military Families	Completed	Relocation	11/99	06/04
550	Mandatory Review of Weight Allowance for PCS Moves	Completed	Relocation	11/03	06/04
ASB2	Increase Pinpoint Assignments	Completed	Relocation	10/89	10/93
79	Family Travel--at RC Mobilization	Unattainable	Relocation	FY 84	FY 86
93	House Hunting Compensation	Unattainable	Relocation	FY 84	FY 88
148	Reimbursement for Real Estate	Unattainable	Relocation	FY 84	FY 88
178	Spouses Signing to Ship HHG	Unattainable	Relocation	FY 88	10/95
187	Timely Receipt of Assignment Instructions (AI)	Unattainable	Relocation	FY 88	FY 89

#	Issue title	Status	Subject area	Entered	Final Action
254	Travel Entitlements for Service and Family Members Stationed OCONUS	Unattainable	Relocation	10/89	05/91
420	Privately Owned Vehicle Storage During OCONUS Assignment	Unattainable	Relocation	10/96	10/97
101	Invitational Travel Orders for Family Members	Completed	Volunteers	FY 87	FY 88
149	Reimbursement of Volunteer Expenses	Completed	Volunteers	FY 85	FY 88
184	Support for Volunteers	Completed	Volunteers	10/88	11/04
201	Volunteer Banks	Completed	Volunteers	FY 84	FY 86
213	Child Care Funding for RC & USAREC Nonpaid Staff Supporting FSP	Completed	Volunteers	10/89	06/92
218	Entitle Nonpaid Staff Access to Army Correspondence Courses	Completed	Volunteers	10/89	10/92
288	Volunteer Support Legislation	Completed	Volunteers	10/90	11/04
124	Orientation for RC, AGR, and USAREC Youth	Completed	Youth	FY 89	FY 90
205	Youth Services Program	Completed	Youth	FY 84	5/91
230	Inadequate Educational Information for Relocating Youth	Completed	Youth	10/89	6/92
284	Shortage of Mental Health Professionals to Work with Youth	Completed	Youth	10/90	05/99
314	Teen Program Under-Utilization	Completed	Youth	10/91	11/99
335	Safe Sex/AIDS: Teens Educating Teens	Completed	Youth	10/92	03/97
359	Reinstate Social Worker Positions in DoDDS	Completed	Youth	10/93	05/99
390	Substance Abuse and Violence Impacting Youth in the Army Community	Completed	Youth	10/94	05/99
404	Inadequately Trained Personnel for Teen Programs	Completed	Youth	10/95	11/99
413	Separate Center/Age Appropriate Space for Teens	Completed	Youth	10/95	11/00
196	Unattended Children in Housing Areas	Unattainable	Youth	FY 89	FY 90

Army Family Action Plan Issues

Completed and Unattainable Status

Issue 1: AAFES Catalog Not Available to Authorized Users
a. Status. Completed.
b. Entered. AFAP V; 1987.
c. Final action. AFAP VI; 1988.
d. Subject area. Consumer services.
e. Scope. AAFES catalogs are not available for authorized Reserve Component (RC) personnel living at sites remote to exchanges.
f. AFAP recommendation. Revise DoD Instruction 1015.2 to permit catalog mailing.
g. Progress.
(1) DoD Instruction 1015.2 was changed to allow the purchase of AAFES catalogs through the mail. This will allow eligible RC customers who do not have access to AAFES facilities to obtain catalogs and place orders.
(2) Articles were written for the Army Reserve magazine, Carnotes, and Army Families to explain the procedures. Guidance was provided to the field.
h. Lead agency. DAAR-PE/NGB.
i. Support agency. AAFES.

Issue 2: Abandoned Families
a. Status. Completed.
b. Entered. AFAP II; 1984.
c. Final action. AFAP V; 1987.
d. Subject area. Family support.
e. Scope. Family members are deprived of entitlements as a result of soldier misconduct. This occurs when a soldier is AWOL, in confinement, or has otherwise lost entitlements due to misconduct. The family is thereby deprived of entitlements such as transportation of household goods and, in some cases, Government quarters.
f. AFAP recommendation. Allow transportation of family members and household goods to home of record upon certification of loss of entitlements due to soldier misconduct.
g. Progress. The FY87 Defense Authorization Act allows the Services to provide dependent travel and household goods shipment to the family member's home upon certification of loss of entitlements due to soldier misconduct.
h. Lead agency. DAPE-MBB-C.
i. Support agency. CFSC-FSA.

Issue 3: Access to Primary Medical Care
a. Status. Completed.
b. Entered. AFAP IV; 1986.
c. Final action. AFAP XIII; 1996.
d. Subject area. Medical.
e. Scope. There are problems in the primary medical care system. Examples given include inadequate number of appointments to meet patient need; inefficient means to allocate appointments; and inadequate patient awareness of how to access the health care system.
f. AFAP recommendation.
(1) Implement systems to efficiently allocate appointments.
(2) Improve programs to educate patients on means of accessing primary care.
g. Progress.
(1) *Combined issues.* The ASB issue, "Use of Civilian Medical Services," was incorporated into five AFAP issues: Issue 104, "Lack of Medical Support in the OB/GYN Specialty"; Issue 3, "Access to Primary Medical Care"; Issue 27, "CHAMPUS (To Include Physical Exams and Immunizations)"; Issue 154, "Remote Site Family Medical Costs"; and Issue 36, "Cost and Availability of Civilian Medical Care OCONUS." This issue was combined with Issue 366, “Access to Military and Civilian Health Services” in 2nd Qtr FY95 due to similarity of scope.
(2) *Access to care*.
(a) *Managed care.* The key to resolving access problems, particularly in the downsizing environment and operating under resource constraints, lies within the principles of managed care. The objective of DoD managed care is to ensure the most effective execution of the military health care mission while recognizing the need to ensure access to a secure, quality health care benefit, control costs, and respond to changing national military and health care priorities.
(b) *Access to primary care.* Regional TRICARE contractors establish a timeframe for accessing medical services. See Issue 366 for additional information.
(c) *Allocation of patient appointments.* All Army inpatient medical treatment facilities implemented the Composite Health Care System (CHCS) during FY95. The CHCS contains an enhanced appointment scheduling module and an automatic call distribution system.
(3) *Beneficiary education.* Managed Care Support Contracts contain a requirement to educate patients on availability and access to care.
(4) *GOSC review*.
(a) *Oct 92*. Army will track the expansion of GTC and the automated appointment system.
(b) *Oct 94*. Army will continue to evaluate access to care.
(5) *Resolution.* This issue was resolved when the Apr 96 GOSC declared Issue 366 completed. See Issue 366 for additional information.
h. Lead agency. MCHO-CL.
i. Support agency. OASD(HA).

Issue 4: Access to Surplus Government Furniture
a. Status. Completed.
b. Entered. AFAP IV; 1986.
c. Final action. AFAP VI; 1988.
d. Subject area. Relocation.
e. Scope. Soldiers in need of household furnishings do not have priority access to Government furniture identified for disposal.
f. AFAP recommendation. Review procedures that govern disposal of surplus Government furniture and revise regulations to allow soldiers to purchase these items on a priority basis.
g. Progress.
(1) *Related issue.* Issue relates to Issue 241, "Nonavailability of Government Furniture in CONUS."
(2) *Resolution.* The recommendation proved incapable of completion. As an alternative, in Mar 88, ODCSLOG and the Chief of Engineers (COE) sent a joint message to all CONUS MACOMs encouraging them to make excess Government household furniture available to married junior soldiers before turn-in to the installation Defense Revitalization and Marketing Office (DRMO). They asked that the initiative be made part of each MACOM installation policy. The hand receipt policy for furniture is outlined in AR 710-2. AR 210-50 will include this

change for married junior grade soldiers.
h. Lead agency. DALO.
i. Support agency. COE.

Issue 5: ACS Automated Database
a. Status. Completed.
b. Entered. AFAP II; 1984.
c. Final action. AFAP V; 1987.
d. Subject area. Family support.
e. Scope. Lack of automated data capability for installation Consumer Affairs, Information and Referral, Relocation, Exceptional Family Member, Family Member Employment, and Waiting Family programs degrades the efforts to support soldiers and their families.
f. AFAP recommendation. Fund an automated data system to link ACS Centers worldwide.
g. Progress.
(1) *PDIP.* A Program Development Increment Package (PDIP) to automate the ACS program Army-wide did not survive the prioritization process.
(2) *Support.* A survey revealed that many ACS Centers had purchased automated systems and "off-the-shelf" software with FY 86 funding provided in ACS PDIPs. It was determined that sufficient funding was available in program budget guidance for FY 87 to procure automated capability for ACS programs. MWR Automation Update, Apr 86, published guidelines for procuring hardware and software to support ACS programs.
(3) *Directory.* In Jun 87, CFSC distributed an automatic data processing (ADP) directory, an inventory of existing automated systems and software used in ACS programs, to ACS centers. The directory was the nucleus for an informal ACS automation users group to share ADP software and information Army-wide.
h. Lead agency. CFSC-FSA.
i. Support agency. DISC4

Issue 6: ACS Facilities
a. Status. Unattainable.
b. Entered. AFAP II; 1984.
c. Final action. AFAP V; 1987.
d. Subject area. Family support.
e. Scope. Army Community Service (ACS) Centers have not, in many locations, kept pace with facility upgrade efforts. This causes reduced usage due to poor location and unattractive buildings.
f. AFAP recommendation. Develop a Program Development Incremental Package (PDIP) based on budget data submitted from the MACOM.
g. Progress. Funding for this program was not approved. Building renovation of ACS facilities must be programmed and funded at MACOMs or installations.
h. Lead agency. CFSC-FSA.
i. Support agency. DAEN.

Issue 7: ACS Quality of Staff
a. Status. Completed.
b. Entered. AFAP II; 1984.
c. Final action. AFAP V; 1987.
d. Subject area. Family support.
e. Scope. The quality of services provided by ACS at installations is adversely affected by staff recruitment, retention, and training problems.
f. AFAP recommendation.
(1) Conduct a study to determine the most efficient and effective means for improving civilian personnel management of the ACS program.
(2) Implement the findings of the study.
g. Progress. In Sep 86, the Civilian Personnel Center completed the study. In Apr 87, a staffing guide for ACS was distributed to MACOM CPOs and ACSs Army-wide
h. Lead agency. DAPE-CPE.
i. Support agency. CFSC-FSA/TAPC-CPF-S.

Issue 8: ADAPCP Residential Treatment
a. Status. Completed.
b. Entered. AFAP III; 1985.
c. Final action. AFAP V; 1988.
d. Subject area. Medical/Command.
e. Scope. As part of the Alcohol and Drug Abuse Prevention and Control Program (ADAPCP), the spouse is sometimes required to attend the final 2 weeks of residential treatment program for the soldier to successfully complete treatment and return to active duty. Limited funding is provided for spouse attendance, further exacerbating the situation.
f. AFAP recommendation. Develop, staff, and submit action to provide funding for a soldier's spouse to participate in the last 2 weeks of residential ADAPCP treatment.
g. Progress.
(1) *Regulatory change.* Revisions were made to the regulations and guidelines allowing spouse admission to residential facilities with "boarder" status during the last 2 weeks of patient treatment, eliminating the need for patients to bear the expense of this beneficial facet of the treatment.
(2) *Resolution.* AR 40-3 was published in Jul 88.
h. Lead agency. DAPE-MPH.
i. Support agency. CFSC-FSA/TAPC-CPF-S.

Issue 9: Adoption Assistance for Military Families
a. Status. Completed.
b. Entered. AFAP V; 1987.
c. Final action. AFAP VI; 1988. (Updated: Jul 94)
d. Subject area. Family support.
e. Scope. Military families are often not able to adopt children through State agencies because they lose adoption residency eligibility upon PCS. The frequent moves unique to military families have a direct impact on the eligibility of military families to adopt children. The alternative is private adoption agencies that charge fees prohibitive for most military families.
f. AFAP recommendation. Include State adoption residency requirements as justification for deferment of PCS moves when a soldier has demonstrated good faith intent to complete adoption procedures prior to receipt of PCS orders.
g. Progress.
(1) As a result of federal legislation, AR 614-100 and AR 614-200 were changed in Jul 84 to include provisions for deferring soldiers who have initiated the adoption process. The change reads as follows, "The following conditions normally warrant approval: Adoption cases in which the home study (deciding if the child is to be placed) has been completed and a child is scheduled to be placed in the soldier's home within 90 days. Additionally, the soldier must have initiated the adoption proceed-

ings before assignment notification." AR 614-30 was updated in Apr 88 to change policy to coincide with AR 614-100 and AR 614-200.

(2) As of Jul 94, updates for AR 614-30 (1 Apr 88), AR 614-100 (17 Oct 90), and AR 614-200 (17 Oct 90), contain provisions to defer soldiers who have initiated adoption proceedings prior to receiving assignment instructions. Proponents for all three regulations indicate there are no plans to change or remove the adoption deferment provisions from the regulations.

h. Lead agency. TAPC-EPC-O.

i. Support agency. None.

Issue 10: AER for Reserve Components

a. Status. Unattainable.

b. Entered. AFAP III; 1985.

c. Final action. AFAP IV; 1986.

d. Subject area. Force support.

e. Scope. AR 930-4 authorizes Army Emergency Relief (AER) assistance for members of the Reserve Component (RC) only when they are on continuous active duty for more than 30 days.

f. AFAP recommendation. Coordinate with AER for Board of Managers for policy change to make RC personnel eligible for AER assistance after 72 hours continuous active duty.

g. Progress. The present 30-day active duty requirement for AER eligibility was judged adequate to fulfill RC needs for AER. This issue is further explored in AFAP Issue 351, "Emergency Relief for Reserve Components."

h. Lead agency. DAAR-PE.

i. Support agency. DAPE-HRP/DAAR-PE.

Issue 11: AGR Housing

a. Status. Unattainable.

b. Entered. AFAP II; 1984.

c. Final action. AFAP III; 1985.

d. Subject area. Housing.

e. Scope. Full-time manning (FTM) and Active Guard Reserve (AGR) personnel are frequently assigned to Army National Guard (ARNG) or United States Army Reserve (USAR) units that are located in high-cost areas or isolated from military installations. Depending on the rank of the soldier, such an assignment may create a financial hardship where the cost of housing exceeds Basic Allowance for Quarters (BAQ) and Variable Housing Allowance (VHA) authorized. Availability of housing would reduce financial hardships and thereby promote retention and readiness.

f. AFAP recommendation. Conduct a review of policies and constraints impacting on providing Government housing for FTM and AGR personnel assigned to high-cost or isolated areas.

g. Progress. FTM and AGR personnel have the same benefits and privileges as active duty soldiers. BAQ and VHA are designed to compensate for the cost of living variance where housing is unavailable.

h. Lead agency. DAAR-PE/NGB-ARP.

i. Support agency. DAEN.

Issue 12: Alcohol and Drug Abuse

a. Status. Completed.

b. Entered. AFAP I; 1983.

c. Final action. AFAP III; 1985.

d. Subject area. Medical/Command.

e. Scope. The Alcohol and Drug Abuse Program needs adequate funding and manpower to effectively serve the Army family member population.

f. AFAP recommendation.

(1) Continue efforts to increase resources in the FY 86-90 programming process.

(2) Develop additional low-cost alternatives that capitalize on existing structures.

g. Progress.

(1) Issue 251, "Substance Abuse throughout Total Force," and Issue 8, "ADAPCP Residential Treatment," relate to this issue.

(2) The ADAPCP family counseling courses established at Health Services Command were expanded to USAREUR in 3rd Qtr FY 85.

(3) ADAPCP family counseling courses were reviewed with Health Services Command and USAREUR training components in Feb 85 to ensure course compatibility. The entire program is one of cooperative efforts among the DCSPER, TSG, HSC, and PERSCOM.

h. Lead agency. DAPE-MPH-A..

i. Support agency. DASG/HSC/PERSCOM.

Issue 13: Assure Total Integration of Family Members of DA Civilians into Army Family

a. Status. Unattainable.

b. Entered. AFAP I; 1983.

c. Final action. AFAP IV; 1986.

d. Subject area. Employment.

e. Scope. The need exists to include family members of DA civilian employees in Army programs designed to address family member needs.

f. AFAP recommendation. Develop a plan of action to address child care, sponsorship and relocation, employment information and referral, and overseas considerations.

g. Progress.

(1) *Child Care.* A task force with representatives from the Army Staff, U.S. Army Community and Family Support Center, and Civilian Personnel Center was formed to support the development of a pilot effort at an AMC installation to provide child care services for civilians through the formation of a private association of parents. Concept model and criteria for site selection were determined. Milestones will be developed pending AMC response to the proposed test.

(2) *Sponsorship and relocation.* AR 612-11 (subsequently replaced by AR 600-8-8) and DA Pamphlet 612-1 (1985) require commands to establish sponsorship and orientation programs throughout their commands for military and civilian personnel and their families. Implementation was communicated to the field through messages, bulletins, newsletters, and the Army Times. Comments were requested from MACOMs and the Army Staff on implementation of relocation service entitlements authorized under PL 98-151.

(3) *Overseas considerations.* The DCSPER forwarded a letter to OTSG in Nov 85 expressing concern over the method of charging civilian employees and their family members in overseas areas for medical care. Civilian medical care was pursued in Issue 36, "Cost and Availability of Civilian Medical Care OCONUS."

(4) *Employment preference.* Civilian spouse preference

was pursued in AFAP Issue 147, "Regulatory and Legislative Employment Initiative."
h. Lead agency. TAPC-CPF-S.
i. Support agency. CFSC-FS/DAPE-CPP.

Issue 14: Availability of Army Jobs Especially OCONUS
a. Status. Completed.
b. Entered. AFAP I; 1983.
c. Final action. AFAP II; 1984.
d. Subject area. Employment.
e. Scope. Opportunities for employment, career development, and advancement in overseas areas are generally more limited for family members than for other Army employees. Knowledge of application procedures for OCONUS employment and updated information for CPOs are required.
f. AFAP recommendation.
(1) Provide instruction for family members seeking employment OCONUS, including addresses of OCONUS CPOs.
(2) Review State Department employment model for possible application.
g. Progress. Employment information for all Army installations, CONUS and OCONUS, was developed and distributed to all CPOs in Jan 83. Distribution also included reference sets for ACS to use in their relocation services to family members.
h. Lead agency. DAPE-CP.
i. Support agency. TAPC-CPF-S.

Issue 15: Availability of Facilities
a. Status. Completed.
b. Entered. AFAP I; 1983.
c. Final action. AFAP III; 1985.
d. Subject area. Medical.
e. Scope. The original scope, "Insufficient and inadequate medical facilities," was rewritten in AFAP II, as follows. Family members have expressed concern about the availability of medical facilities. Money for construction and renovation of medical facilities are in the budget.
f. AFAP recommendation. Identify facilities scheduled for construction or renovation.
g. Progress. In 1984, Congress authorized $164.8 million and Fort Hood received a hospital addition and health clinics were built at Fort Ord and Benning. The 1986-1990 budget request included $904 million for construction and renovation of eight medical facilities.
h. Lead agency. DASG.
i. Support agency. None.

Issue 16: Benefits for Family Members when RC Soldiers Disabled in Line of Duty
a. Status. Unattainable.
b. Entered. AFAP V; 1987.
c. Final action. AFAP IX; 1991.
d. Subject area. Entitlements.
e. Scope. Reserve Component (RC) family members lack basic benefits when soldiers are disabled by injury, illness, or disease in line of duty while in a duty or travel status. In some instances, RC soldier hospitalization at a distant location causes separation from family members. A recent change to 37 USC 411h recognized the need for Active Component (AC) soldiers, but RC soldiers and families were not included in this change because of the structure of this statute. Recent training accidents reveal that spouses of injured RC soldiers either have had to commute long distances or in some instances relocate to a place near the military hospital. Such families receive no compensation for travel or per diem and are not authorized access to exchange, commissary, or other facilities as are their AC counterparts.
f. AFAP recommendation.
(1) Draft a legislative proposal to allow the Secretary of the Army to order to active duty, with consent, an RC soldier disabled by injury or disease when it is in the interest of fairness and equity.
(2) Request Secretary of the Army designee status for family members when visiting injured soldiers.
g. Progress.
(1) *Legislative proposal.* Legislation calling to active duty any RC soldier who is seriously injured in the line of duty was submitted, but not included, in the FY91/92 Legislative Contingency package due to fiscal constraints.
(2) *Authorization.* 37 USC 411h provides for transportation of family members of RC soldiers who are disabled by injury, illness, or disease while performing active duty, inactive duty training, or while traveling to or from such duty or training. Transportation is authorized between home and MTF when authorized by the attending physician.
(3) *Exceptions.* An ODCSPER request for Secretary of the Army blanket designee status for medical care for this category of personnel was denied in Jun 91 by OTSG and ASA(M&RA). Reason for denial was that IAW AR 40-3, paragraph 4-59, emergency medical care is authorized. Individual designee requests may be submitted per AR 40-3, paragraph 4-55 at the discretion of the MTF commander.
(4) *Resolution.* The Oct 91 GOSC determined this was unattainable because it could not be validated. Legislation authorizes transportation for family members of RC soldiers when injury is duty related.
h. Lead agency. DAPE-MBB-C.
i. Support agency. None.

Issue 17: Bi-Cultural Family Adjustment
a. Status. Completed.
b. Entered. AFAP I; 1983.
c. Final action. AFAP IV; 1986.
d. Subject area. Family support.
e. Scope. Facilitate adjustment of bi-cultural families to American culture to preclude onset of family dysfunction and increase individual and unit readiness.
f. AFAP recommendation. Determine scope of problem, analyze alternatives, and recommend course of action.
g. Progress. DA Pam 608-44 contains guidance on outreach to bicultural spouses. English-as-a-Second Language is included in the program.
h. Lead agency. CFSC-FSA.
i. Support agency. None.

Issue 18: Capital Gains Protection
a. Status. Completed.
b. Entered. AFAP I; 1983.
c. Final action. AFAP II; 1984.
d. Subject area. Relocation.

e. Scope. Military families selling primary residences experience difficulty in reinvesting the capital gains realized. Currently, a soldier has 4 years to reinvest; DoD seeks re-evaluation of this period for military home buyers.
f. AFAP recommendation. Secure passage of DoD 98-14.
g. Progress. Public Law 98-369 (Jul 84) extends the rollover period of proceeds from the sale of a primary residence until 8 years after the sale for those assigned overseas or to Government quarters.
h. Lead agency. DAPE-MBB-C.
i. Support agency. None.

Issue 19: Career Intern Program
a. Status. Completed.
b. Entered. AFAP I; 1983.
c. Final action. AFAP II; 1984. Updated in July 1994.
d. Subject area. Employment.
e. Scope. Current Army regulations state that intern positions in overseas areas can be filled only by employees who have career or career-conditional status. Procedural changes can be made to permit nonstatus family members in overseas areas to compete for existing intern positions.
f. AFAP recommendation. Change Army regulations to permit nonstatus family members in overseas areas to compete for existing intern positions.
g. Progress.
(1) *Resolution.* AR 690-50 and AR 690-300 were changed in 1984. Intern positions OCONUS are open to non-status family members.
(2) *1994 update.* The drawdown in Europe resulted in fewer civilian positions and consequently fewer intern positions. Intern programs decreased from over 100 positions in the 1980s to 11 positions in 1994.
h. Lead agency. TAPC-CPF-C.
i. Support agency. None.

Issue 20: Catastrophic Health Coverage
a. Status. Completed.
b. Entered. AFAP IV; 1986.
c. Final action. AFAP V; 1987.
d. Subject area. Medical.
e. Scope. The present CHAMPUS program does not provide full coverage for catastrophic family member illness or catastrophic illness and injury coverage for retirees.
f. AFAP recommendation.
(1) Investigate providing active duty military families catastrophic health coverage.
(2) Ensure comparable coverage for retirees.
g. Progress. With congressional passage of monetary caps for catastrophic health needs ($1,000 per year for AD and $10,000 per year for retirees), efforts toward fulfilling this issue are complete.
h. Lead agency. DASG.
i. Support agency. CFSC-FSR.

Issue 21: CDS--Availability of Child Care (for DA Civilians)
a. Status. Completed.
b. Entered. AFAP II; 1984.
c. Final action. AFAP VI; 1988.
d. Subject area. Child care.
e. Scope. Current child care center capacities are insufficient to support DA civilians. Circumstances restricting the availability of civilian child care for soldiers' families also apply to DA civilians assigned to that command; that is, isolated areas with few, if any, child care resources in the civilian community, high costs prohibitive to the lower Department of Army civilian grades, and so on. Presently, military members are given highest priority in use of installation child care facilities. Having adequate child care resources available for all Government employees, military and civilian, would promote efficiency and effectiveness of work performance, hence readiness.
f. AFAP recommendation. Develop CDS policy guidance regarding center-based child care for civilians while continuing to provide required levels of service to soldiers.
g. Progress.
(1) *Related issues.* Issue 209, "Affordable Child Care Services"; 223, "Fees Charged by FCC Providers"; and 277, "Quality Child Care For Total Army Family" are similar.
(2) *Need.* Though many children of military and civilian personnel are cared for in centers and certified homes, the need has not been met. Initiatives continue to develop low-cost alternatives to current programs. In FY87, utilization was 93% military and 7% civilian.
(3) *DoD.* Representatives from CDS and CPO served on a DoD committee to evaluate options and implement child care services for DoD employees in the National Capitol Region. The project established a child care center at the Pentagon.
(4) *Resolution.* A DoD directive permitting local commanders the option of providing child care services for civilian employees in addition to services already being provided to active duty personnel was staffed with the Services and consolidated with DoD Directive 6062.2 for military child care.
h. Lead agency. CFSC-FSC.
i. Support agency. DAPE-MPH/TAPC-CPF-S.

Issue 22: CDS--Extended Services
a. Status. Completed.
b. Entered. AFAP I; 1983.
c. Final action. AFAP II; 1984.
d. Subject area. Child care.
e. Scope. Training and unit mission time is being lost due to conflicting parental responsibilities and unit requirements. Additional adequate extended child care services are needed, both at installations and in family child care homes. Implementing a quarters-based system on each installation remains the primary means of providing affordable extended care.
f. AFAP recommendation. To implement this system, supplemental funding for Family Child Care (FCC) directors is required.
g. Progress.
(1) Issue 209, "Affordable Child Care Services"; 277, "Quality Child Care For Total Army Family"; 223, "Fees Charged by FCC Providers," and 21, "Availability of Child Care" are related to this issue.
(2) Resources were included in the FY 86-90 budget for contracting FCC coordinators. Standing Operating Procedures for baby sitting co-ops were completed and distributed to the field in the 3rd Qtr FY 85.
h. Lead agency. CFSC-FSC.

i. Support agency. DAPE-MBB.

Issue 23: CDS--Facilities
a. Status. Completed.
b. Entered. AFAP I; 1983.
c. Final action. AFAP VI; 1988.
d. Subject area. Child care.
e. Scope. The majority of installation facilities used for child care programs are not safe or suitable.
f. AFAP recommendation. .
(1) Develop a plan to capture necessary resources in the programming process during FY 86-90.
(2) Develop criteria to ensure project scope and prioritization of CDS Military Construction, Army (MCA) projects are consistent Army-wide.
(3) Develop standard designs in seven sizes for MCA child development projects.
(4) Monitor facility status and take corrective action to ensure renovation upgrade and waiver corrections continue per DoD and DA requirements.
g. Progress.
(1) Issues 277, "Quality Child Care for Total Army Family," and Issue 21, "Availability of Child Care," relate to this issue.
(2) *Standard facility design.* In 1986, CDS construction project guidance was released that addressed documentation and design criteria. Standard facility designs are prepared in seven sizes for use with CDS projects FY 88 and beyond. Two facility models of the standard designs were completed. The standard design brochure was disseminated through OCE and CDS channels.
(3) *Evaluation.* In 1988, at the direction of the Director of the Army Staff, the Army Child Care Actions Group was formed to review child care facilities, program execution, and FCC systems Army-wide. The fact finding group is the Army Child Care Evaluation Team (ACCET). Most ACCET findings relate to health, safety, fire, and facility issues in CDS center and home settings.
(4) *Compliance.*
(a) A message was released by Headquarters, U.S. Army Corps of Engineers Army Branch, Construction, requesting all new CDS construction projects be reviewed for compliance with requirements. A one-source document was drafted, consolidating requirements in one instrument. Beginning in 1988, an annual inspection of CDS facilities is conducted by community functional proponents. HQDA developed guidelines for MACOMs to obtain variances to facility standards.
h. Lead agency. CFSC-FSC.
i. Support agency. DAPE-MBB/DAEN.

Issue 24: CDS--Quality of Care
a. Status. Completed.
b. Entered. AFAP III; 1985.
c. Final action. AFAP V; 1988.
d. Subject area. Child care.
e. Scope. The quality of child care provided by installation child development programs is directly affected by staff training, recruitment and retention, and by program assessment.
f. AFAP recommendation. .
(1) Develop and implement a CDS Standard Training Plan addressing training for center-based and quarters-based staff.
(2) Review and update existing CDS action plans to implement operational and monitoring initiatives.
g. Progress.
(1) *History.* In AFAP III, two issues, "CDS (New) Staffing" and "CDS Quality of Staff", were combined and renamed "CDS Quality of Care".
(2) *Job descriptions.* Model job descriptions for CDS management personnel were completed in Jan 84. Standard job descriptions for direct services positions were distributed.
(3) *Educational specialists.* USACFSC successfully defended the PDIP (FY 87-91) for early childhood educational specialists to develop and implement center curriculum and train care givers.
(4) *Training.* Training packets were distributed to the field in Jun 84, and standard training for Child Development Associate credentialing is in place. Training for Education Program Specialists was conducted.
(5) *Program assessment.* Risk assessment tools for both centers and FCC and multi-media program materials to evaluate the quality of care in FCC homes are being developed.
h. Lead agency. CFSC-FSC.
i. Support agency. None.

Issue 25: CDS--Standards of Care
a. Status. Completed.
b. Entered. AFAP I; 1983.
c. Final action. AFAP II; 1984.
d. Subject area. Child care.
e. Scope. Facilities, quality of staff, and service availability for CDCs need a set of minimum standards to eliminate variations from installation to installation.
f. AFAP recommendation.
(1) Publish AR 608-10 to establish minimum CDC standards.
(2) Develop program materials and provide training to assure full implementation of installation Development Assessment Teams.
g. Progress.
(1) Issue 277, "Quality Child Care for the Total Army Family," is related to this issue.
(2) *Regulatory change.* In 1983, AR 608-10, regarding minimum standards, was published. CFSC will continue efforts to increase resources for facilities upgrade and construction in programming process.
(3) *Standards compliance.* The Developmental Assessment Tool is used at all installations to ensure compliance with Army standards. Action plans to implement operational guidance and monitor initiatives to support quality child care were developed.
h. Lead agency. CFSC-FSC.
i. Support agency. None.

Issue 26: CHAMPUS Program for Exceptional Family Members of Retirees
a. Status. Unattainable.
b. Entered. AFAP IV; 1986.
c. Final action. AFAP V; 1987.
d. Subject area. Medical.
e. Scope. CHAMPUS covers exceptional family members of active duty personnel. Exceptional family members of retirees are not covered, subjecting those retirees to enormous financial hardships or reduced quality of

care.
f. AFAP recommendation. Amend CHAMPUS to include exceptional family members of retirees.
g. Progress. DASG initiated a proposal to expand the CHAMPUS EFMP coverage to retirees. However, each State, under PL 94-142, has primary responsibility for many of the services covered under the (CHAMPUS) Program for the Handicapped (TPFH). Active duty families, in many cases, are obliged to live in States where they cannot establish residency or meet other criteria for State benefits, and therefore have access to TPFH. Recommendation was made to delete this issue from AFAP as an unattainable issue.
h. Lead agency. SGPS-CP-P.
i. Support agency. None.

Issue 27: CHAMPUS (To Include Physical Exams and Immunizations)
a. Status. Completed.
b. Entered. AFAP I; 1983.
c. Final action. AFAP XI; 1994.
d. Subject area. Medical.
e. Scope. Soldiers and family members are dissatisfied with CHAMPUS. Family members have reported experiences with CHAMPUS that indicate CHAMPUS reimbursement is inadequate, updates to the schedule are not accomplished on a timely basis, and they have a difficult time finding civilian physicians who will accept CHAMPUS patients on assignment as participating providers. Physical exams and immunizations are not covered under CHAMPUS, and "space available" physical examinations for retirees at military facilities are practically nonexistent. Preventive medicine is cost effective. CHAMPUS is viewed by health care providers and beneficiaries as a severely inadequate health care insurance plan. There are major deficiencies in administrative processing areas as well as clinical services.
f. AFAP recommendation.
(1) Administrative processing problems.
(a) Maintain an ongoing training program for claims processing personnel.
(b) Installations need to focus on continuing education of beneficiaries on services, proper claims procedures, and CHAMPUS supplements.
(2) Clinical problems.
(a) Continue the process of CHAMPUS Reform Initiative (CRI) and demonstration projects; and expedite information gathering and decision making about comprehensive preventive medical coverage.
(b) Introduce variable medical expense provision to compensate for inequitable cost-sharing induced by geographical location.
g. Progress.
(1) *Issues combined.* Four AFAP issues: "CHAMPUS"; "CHAMPUS Reimbursement Schedule Update/Physicians Participation"; Issues 64, "Expand CHAMPUS to Include Physical Exams and Immunizations"; and 212, "CHAMPUS Deficiencies," are combined in this one issue.
(2) *Training for claims personnel.*
(a) Contracts require CHAMPUS Fiscal Intermediaries ensure ongoing training programs for claims processing personnel and regional civilian provider populations. Contracts include performance incentives (subject to financial bonuses or penalties) for speed and accuracy in processing claims.
(b) OCHAMPUS provides year-round training to HBAs in Denver and in regional areas OCONUS and CONUS-wide. Upon request, an OCHAMPUS training team will travel to a specific location to conduct classes.
(3) *Beneficiary education.* The Health Benefits Advisor (HBA) and OCHAMPUS are primary sources for providing information such as the CHAMPUS Handbook, fact sheets, news releases, and slide and video presentations. Articles covering changes in the CHAMPUS program appear regularly in "CHAMPUS Newsletters", the "Army Times", and other Army association publications. The HBA is responsible for assisting beneficiaries understand CHAMPUS benefits and is the key to educating soldiers and their families.
(4) *CHAMPUS Reform Initiative (CRI) demonstration projects.* A Rand Corporation study on the cost and accessibility of care under CRI, published in 1993, indicated--
(a) Government costs for the average adult beneficiary were 9% higher in CRI areas than control areas using standard CHAMPUS. Under CRI, costs were lower for active duty spouses, but higher for retirees and their dependents.
(b) CRI increased access, especially to civilian care, with accompanying increases in costs. Retirees and their dependents who enrolled in CHAMPUS Prime, which resembles a Health Maintenance Organization (HMO), had high utilization rates.
(c) Beneficiaries enrolled in CHAMPUS Prime had fewer access problems and reported higher satisfaction with all aspects of MTF care than beneficiaries in control areas.
(5) *Variable expenses.* On 1 May 92, CHAMPUS introduced the National Average Prevailing Charge method of paying outpatient costs. This approach permits adjustment of the total bill paid to the clinician by "locality." In 1994 there were 205 different locations that were used to adjust physician charges.
(6) *Preventive medicine.* HMOs provide more preventive services than fee-for-service physicians. HMO populations may, in fact, utilize fewer hospital days than the general population--assumed to be uncovered for most preventive care. Analysts differ as to whether the lower hospital rates and attendant lower cost are attributable to preventive care practice and referral patterns. Studies have not demonstrated the cost effectiveness of physical exams in terms of preventing more expensive medical services. OCHAMPUS has no estimates of the additional funding required to cover physical examinations in the absence of symptoms. However, this benefit is known to be costly and, if authorized under standard CHAMPUS, is likely to be well utilized, even by persons who would not normally use the program.
(7) *Managed care.*
(a) *Gateway to Care (GTC).* The logical progression of maximizing the best of both military and civilian health care systems resulted in the development of the GTC program. All sites were operational by FY 93. GTC offered physicals, immunizations, and eye examinations as enhancements to encourage beneficiary commitment/enrollment in the managed care program.
(b) *TRICARE.* The DoD managed care program,

called TRICARE, organized CONUS into 12 health care regions which will be serviced by regional managed care support contracts. This is expected to provide greater flexibility in managing medical assets of all Services. The basic tenet of TRICARE is that beneficiaries will have some freedom of choice in the methods of how they will obtain health care.

(8) *GOSC review.* This issue was briefed at the Jun 92 GOSC. The VCSA directed that this issue remain active until full implementation of the GTC program.

(9) *Resolution.* The Apr 94 GOSC determined this issue, and the issues combined with it, are completed based on improvements in HBA training and beneficiary education, implementation of locality billing, and the inclusion of preventive medicine in managed care initiatives.

h. Lead agency. SGPS-PSA.
i. Support agency. AUSA.

Issue 28: CHAMPUS Supplement Program

a. Status. Unattainable.
b. Entered. AFAP IV; 1986.
c. Final action. AFAP V; 1987.
d. Subject area. Medical.
e. Scope. CHAMPUS does not fully fund medical costs without supplemental civilian insurance. Soldiers and retirees need a planned medical program to cover their family needs throughout their lives.
f. AFAP recommendation. Review the stated problem and report findings.
g. Progress. Preliminary findings in the study on the feasibility of a Government-sponsored supplemental insurance policy was viewed as being in direct competition with policies already offered by military associations. Such a policy would not eliminate the 20% co-payment that is required by CHAMPUS medical treatment.
h. Lead agency. SGPS-PSA.
i. Support agency. CFSC-FSR.

Issue 29: Change Applicability in AR 608-1 to Include Reserve Components

a. Status. Completed.
b. Entered. AFAP VI; 1988.
c. Final action. AFAP VII; 1989.
d. Subject area. Force support.
e. Scope. At this time, AR 608-1 does not address RC family programs because, with the evident geographical dispersion, the RC must usually rely on local community resources rather than Army installation support. Although RC family programs are almost totally dependent on volunteer services for implementation and sustainment, HQDA regulatory guidance is needed to incorporate viable family support and services complementing the quality of life mission.
f. AFAP recommendation. Incorporate the RC in all pertinent paragraphs of AR 608-1.
g. Progress.

(1) CFSC-FSA published Interim Change No. 101 in Dec 89 incorporating the RC in all pertinent applicability paragraphs of AR 608-1.

(2) All paragraphs in AR 608-1, except those dealing with volunteer corps orientations and installation volunteer corps training, are pertinent to the USAR. These sections are specific to the ACS volunteer corps.

(3) DA PAM 608-47 addresses both Active and RC Family Support Group volunteer training requirements.

h. Lead agency. CFSC-FSA.
i. Support agency. None.

Issue 30: Chapels of the Year Program

a. Status. Completed.
b. Entered. AFAP IV; 1986.
c. Final action. AFAP V; 1987.
d. Subject area. Leadership.
e. Scope. Chapels, mainstays of Army community life, are not available at many locations. In 1984, the Corps of Engineers, Chief of Chaplains, and Chief of Staff Army instituted a Chapel of the Year Program to rectify this situation. Under this program the MACOMs identify their greatest needs for chapel construction. A DA Construction Board then selects the two top projects to send to Congress as part of the appropriate FY MCA budget.
f. AFAP recommendation. Ensure prioritization and funding continue on an annual basis.
g. Progress. A consistent chapel construction program is in place, with priorities set through FY 91; however, budget constraints have placed a hold on future construction plans.
h. Lead agency. DACH.
i. Support agency. COE.

Issue 31: Claims (Powers of Attorney)

a. Status. Completed.
b. Entered. AFAP II; 1984.
c. Final action. AFAP III; 1985.
d. Subject area. Relocation.
e. Scope. A spouse is required to have a power of attorney to initiate a claim with a JAG office. This constrains spouses in their role as responsible adult family members.
f. AFAP recommendation. Review policy and legal constraints that restrict nonmilitary adult family members from initiating claims.
g. Progress. The U.S. Army Claims Service changed existing procedures to allow the spouse of a soldier to initiate the necessary documents for the claims process. A message advising commanders of this change was sent to the field in Sep 85.
h. Lead agency. DAJA.
i. Support agency. Army Claims Service.

Issue 32: Claims Payment Process

a. Status. Completed.
b. Entered. AFAP I; 1983.
c. Final action. AFAP II; 1984.
d. Subject area. Relocation.
e. Scope. Soldiers are paid actual value rather than replacement cost of property which is lost, damaged or destroyed incident to their service.
f. AFAP recommendation. Make reasonably priced supplemental household goods transit insurance coverage available to Army personnel worldwide.
g. Progress. AR 210-7 was changed to allow the local commander to authorize the placement of supplemental insurance information in transportation offices.
h. Lead agency. DAJA.
i. Support agency. None.

Issue 33: Community Life Communications

a. Status. Completed.
b. Entered. AFAP I; 1983. *Reopened*: 1986.
c. Final action. AFAP V; 1987.
d. Subject area. Family support.
e. Scope.
(1) *1983 issue:* MACOMs and installations are unaware of Army policy concerning maintenance and use of home address mailing lists. Systems managers (for example, DPCA, club manager, ACS Officer) may use a mailing list to inform family members of official information of a general nature. A HQDA letter, subject: Use of Mailing List for Informing Military Family Members of Official Matters, 5 Oct 83, was forwarded to MACOMs. Privacy Act implications have been addressed (Privacy Act for Bulk Mail).
(2) *1986 issue.* Family Support Group (FSG) newsletters, which exchange social news with family members, are an integral part of family communications. While these newsletters are permitted in order to foster morale and esprit de corps, the official indicia mailing of these items is not permitted because the information they contain is unofficial. There is a need to allow use of official indicia mail to support this effort.
f. AFAP recommendation. Permit commanders to use official indicia mail to fulfill their official morale and esprit de corps obligations to family members through authorized newsletters.
g. Progress.
(1) *Issue history.* In 1983, guidance on use of mailing lists was given to the field, and this issue was completed. However in 1986, it was discovered that the guidance was not sufficient, and the issue was reintroduced and titled, “Community Life Communications.” Updated newsletter information can be found in Issue 296, “Family Support Group Mailing Restrictions” and Issue 460, “Official Mail Limitations of Family Readiness Group Newsletters”.
(2) *Resolution.* AR 310-1 (subsequently included in AR 25-30) supports commanders' use of indicia mail for family newsletters that contain information they deem necessary to maintain morale and esprit de corps within their unit provided they do not violate mail regulations. Additionally, family member home addresses can be released for this purpose only. In May 87, a message to this effect was disseminated to all Deputy Chiefs of Staff for Information Management and Directors of Information Management.
h. Lead agency. DISC4.
i. Support agency. CFSC-FSA/DAPE-ZXF.

Issue 34: Consistency of Curriculum and Evaluative Criteria in DoDDS
a. Status. Completed.
b. Entered. AFAP VI; 1988.
c. Final action. AFAP XI; 1994.
d. Subject area. Education.
e. Scope. There is a need for remedial programs, for credit make-up courses required toward graduation for students transferring into the DoDDS system, for supplemental courses for academic skills, and for enrichment courses for additional resources into choice subject matter. Content and availability of specialized curricula, such as advanced placement (AP), talented and gifted programs, foreign language offerings, and vocational courses are not consistent among DoDDS regions. The maximum grade point average (GPA) is 4.0, which cannot compete with CONUS AP students with weighted GPAs. Scholarships and university acceptances are based on GPAs.
f. AFAP recommendation.
(1) Survey all communities in OCONUS commands to determine educational programs needed and numbers of students in target groups.
(2) Develop and implement summer school programs from survey results. Consolidate community summer school as needed within feasible limitations. Provide information to relocating families.
(3) Explore mentor program and incorporate it into the summer hire program.
(4) Ensure that college prep, honors, and basic courses remain in all DoDDS locations.
(5) Develop required memorandum for record (MFR) for in- and out-processing briefing for sponsors leaving CONUS and implement MFR through community commanders and school system for all sponsors including those located OCONUS.
g. Progress.
(1) *Combined issues.* Issue 214, "DoDDS Curriculum," was combined with this issue per the April 1990 GOSC. Issue 252 was combined with this issue per the October 1990 GOSC. Issues 52, "DoDDS Summer School," and 124, "Special Education--Gifted and Talented," relate to this issue.
(2) *Survey method.* DoDDS initiated a new parent "Report Card" in the spring 1991. (The first survey was in 1989.) The comments section of the survey affords parents the opportunity to address not only summer school issues, but any aspect of the DoDDS system that may concern them.
(3) *Summer school.* Limited funding precludes DoDDS from offering system-wide summer school as part of the basic program. DoDDS offers summer school on a fee basis where sufficient parent and student interest exists. Summer school programs are marketed through newspaper, radio, and television media and through school newsletters, community publications, and letters to parents. DoDDS instructed counselors to address summer school issues with sponsors as they in-process.
(4) *Mentor program.* The mentor and summer hire programs are two separate programs that do not readily lend themselves to being combined. The mentor program is a local program. Army encourages its use at local levels when feasible.
(5) *Advanced courses.*
(a) DoDDS offers a Talented and Gifted Program in all schools. Some programs are more extensive and sophisticated than others, based primarily on school size.
(b) Austere funding, remote locations, and varying school sizes preclude AP classes in every school. Emphasis is on AP in the major disciplines. During SY 93-94, all DoDDS high schools had at least one AP course, and 85% of DoDDS high schools had at least two AP courses. DoDDS is delivering AP instruction in Calculus, Computer Science, and German via telecommunication.
(6) *Specialized courses.*
(a) Foreign language study is offered to all students in grades 7-12. DoDDS has emphasized the importance of foreign language study by incorporating system-wide

7th and 8th grade language programs in their response to the President's National Goals for education. DoDDS also offers language immersion programs at the elementary level.

(b) DoDDS offers vocational courses to students in grades 9 through 12. These include such courses as home economics, industrial arts, business education, among others.

(7) *Weighted grades.* Weighted grades were fully implemented throughout DoDDS in the Fall 1993.

(8) *Seven period day.* DoDDS fully implemented the 7-period day system wide in SY 92-93.

(9) *GOSC review.* This issue was briefed at the Jun 92 GOSC. It remained active pending further survey results.

(10) *Resolution.* The Apr 94 GOSC determined that this issue and the issues combined with it are completed based on the results of the Spring 1993 DoDDS Report Card which shows a 65% rating of good/excellent on the quality of DoDDS education. DoDDS provides summer school programs, enriched and AP courses, language and vocational courses, weighted grades and a 7 period day.

h. Lead agency. DoDDS.

i. Support agency. None.

Issue 35: Consumer Affairs Program

a. Status. Completed.

b. Entered. AFAP I; 1983.

c. Final action. AFAP II; 1984.

d. Subject area. Consumer services.

e. Scope. An Army Consumer Affairs Program has been mandated by an Executive Order and DoD Directive. In addition, the increasing number of bad checks, AER and Red Cross loans, as well as other financially-related difficulties (such as child and spouse abuse cases) are indicative of the need for a new, proactive expanded educational approach to these problems that detract from unit readiness and cohesiveness.

f. AFAP recommendation. Determine the full extent of the problem and provide alternative, low-cost solutions.

g. Progress.

(1) *USDA assistance.* In Jan 84, a Memorandum of Understanding (MOU) was signed between DoD and USDA Extension Services. This MOU assists CONUS ACS staff with support from various USDA Extension Service personnel in providing educational assistance to military personnel and their families in such areas as: food and nutrition, financial and resource management, child development and family strength, housing energy, and consumer education.

(2) *Positions.* The FY 86-90 budget contained resources to hire consumer affairs program coordinators, both CONUS and OCONUS, to provide debt counseling, financial planning and assistance, and to establish a preventive education program in soldier money management and consumerism.

h. Lead agency. CFSC-FSA.

i. Support agency. None.

Issue 36: Cost and Availability of Civilian Medical Care OCONUS

a. Status. Completed.

b. Entered. AFAP II; 1984.

c. Final action. AFAP XIII; 1996.

d. Subject area. Medical.

e. Scope. Civilian employees OCONUS are required to pay a flat fee regardless of services rendered to them at medical treatment facilities (MTFs). This issue, monitored in 1986, was refocused and reopened in 1987 because cost and availability of medical care are becoming a recruiting and retention concern in the civilian workforce.

f. AFAP recommendation.

(1) Eliminate the flat fee charges.

(2) Improve civilian access to OCONUS medical care through host nation sources.

(3) Determine if impediments to access exist within the Federal Employee Health Benefits Plan.

g. Progress.

(1) *History.* "Medical Charges--Civilian OCONUS" was renamed "Cost and Availability of Civilian Medical Care OCONUS" in AFAP V.

(2) *Billing.* Early DASG efforts, submitted through the OSD Comptroller, to lessen restrictions and change the charging methods were unsuccessful. As of 1 Oct 94, policy for the DoD Third Party Collection Program allows for direct billing of care by Diagnostic Related Groups. This will allow billing inpatient hospitalization by specific diagnoses with over 500 applicable rates. This change also allows more than 40 outpatient visit charge rates, dependent upon clinical services. These strategies move the military in line with medical charging methodologies used by most civilian hospitals and insurance companies.

(3) *Access to military medical care.* The drawdown of military forces overseas will continue to impact access to the military direct care system for both active duty and civilians. Beneficiaries should expect to receive more medical care from host nation physicians. The law states that all beneficiaries, other than active duty, receive care on a space available basis. However, the Army Medical Department and DoD leadership are aggressively implementing managed care principles to optimize access to routine and emergency health care OCONUS.

(4) *Host nation care.* In Jan 94, the Acting Assistant Secretary of Defense (Health Affairs) visited Europe to assess U.S. Forces capability to provide health care to all beneficiaries. The following initiatives came as a result of that visit:

(a) The increased use of host nation liaison personnel has been a tremendous success for civilians and active duty beneficiaries. The liaison assist beneficiaries negotiate the cultural, language, administrative, financial, and insurance issues when accessing host nation health care. Staffing standards to ensure quality of life, standardized procedures, and 24 hours on-call services guarantee the success of the program.

(b) Redistribution of uniformed medical personnel to support the realignment of active duty forces in Europe resulted in an improved provider-beneficiary ratio for primary care. However, beneficiaries should expect to receive at least some of their care from host nation providers.

(c) DoD(HA) investigated features of the FEHBP which already exist and could be adjusted to improve civilian personnel access and use of host nation health care. Current health insurance policies pose no problems with accessing either military or host nation health care.

(5) *Assessment.* Interviews conducted in 1996 with a

random sample of DoD civilians and contractors in Europe indicate high overall satisfaction with quality of life and cost of living, including health care cost and access.

(6) *Resolution.* The Oct 96 GOSC determined this issue is completed based on implementation of the variable fee rate and the availability of medical care for civilians OCONUS.

h. Lead agency. MCHO-CL.

i. Support agency. OASD(HA).

Issue 37: Crowded Living Conditions in Family Housing

a. Status. Completed.

b. Entered. AFAP V; 1987.

c. Final action. AFAP VI; 1988.

d. Subject area. Housing.

e. Scope. Age criteria for bedroom requirements force families with children close in age to live under crowded conditions. The current DoD and DA policy for bedroom requirements is based on age and sex of the children. Two children of the same sex share a room until one is 10 years of age, or share a room until age 6 when they are opposite sexes.

f. AFAP recommendation. Revise Army regulation after DoD revision is received.

g. Progress.

(1) DoD 4165.63-M (Housing Management) deleted the age criteria for bedroom assignments. The deletion can be interpreted to allow one child per bedroom where at all possible. The installation commander may stipulate two family members share a bedroom for equitable allocation of the inventory. Also, soldiers may elect a housing unit where more than one family member shares a bedroom.

(2) AR 210-50 is under revision with age criteria deleted. It is scheduled for publication in Jun 90.

h. Lead agency. DAPE-MPH-S.

i. Support agency. None.

Issue 39: CFSC Staffing

a. Status. Completed.

b. Entered. AFAP II; 1984.

c. Final action. AFAP III; 1985.

d. Subject area. Leadership.

e. Scope. The USACFSC is charged with developing policy and operating programs to support the total community. The staffing is presently limited to MWR, ACS, CDS, and dependent education.

f. AFAP recommendation. Develop a staffing plan to provide expertise from all specialties that affect community and family support programs.

g. Progress. The USACFSC staff was broadened through realignment of the Table of Distribution and Allowances (TDA) rather than through actual additions. Since Nov 84, personnel have been acquired to establish a Staff Judge Advocate, Inspector General, and Internal Review. A memo from the CG, USACFSC, was sent to other Army agencies asking them to provide a staff officer to join the USACFSC staff. In Oct 85, USACFSC submitted a recommendation for additions to the TDA based on increased missions.

h. Lead agency. CFSC.

i. Support agency. DAPE-CP/DAEN/OCAR.

Issue 40: Dayrooms

a. Status. Completed.

b. Entered. AFAP III; 1985.

c. Final action. AFAP IV; 1987.

d. Subject area. Leadership.

e. Scope. Dayrooms, in their present condition, often do not offer an atmosphere conducive to satisfying leisure time activity.

f. AFAP recommendation. Review the concept for dayrooms and propose alternatives to the Sep 86 GOSC.

g. Progress.

(1) In Jul 86, CFSC-CR forwarded options (for example, managing, monitoring, assisting dayrooms) to MACOMs for comment. MACOM suggestions were as follows:

(a) "Ownership" must be retained by the user.

(b) Dayrooms are the direct responsibility of the unit commander. The recreation staff is available to provide professional assistance.

(c) Commanders can obtain support without generating additional personnel expenses.

(d) Commanders can obtain support based on unique needs.

(2) Policy guidance concerning innovative use of dayrooms to satisfy leisure time activity was published in MWR Update 12, AR 215- 2, Feb 87.

h. Lead agency. CFSC-ZG-R.

i. Support agency. DAEN/DAPE-MPH.

Issue 41: Death Gratuity Payment to Survivors of Soldiers

a. Status. Completed.

b. Entered. AFAP V; 1987.

c. Final action. AFAP VI; 1988.

d. Subject area. Entitlements.

e. Scope. The current $3,000 death gratuity payment is inadequate to meet immediate the needs of survivors. At present, Servicemen's Group Life Insurance (SGLI) takes 30-90 days to be received. Bank accounts are frozen in some instances. Sufficient funds are necessary to meet everyday living expenses such as rent and groceries.

f. AFAP recommendation.

(1) Prepare legislative proposal to raise gratuity to $5,000 across the board without consideration of military rank.

(2) Review procedures to expedite SGLI.

g. Progress.

(1) *Related issue*. Issue 271, "Increase Servicemen's Group Life Insurance (SGLI) Benefits," relates to this issue.

(2) *History*. The death gratuity was established in 1908 to provide for survivors of soldiers at a time when there was no Government life insurance and commercial insurance often contained war clauses. In 1917, SGLI was authorized, and the death gratuity was repealed. It was reinstated in 1919 because Congress was convinced the earlier repeal constituted a breech of faith to those previously entitled. The last time Congress looked closely at the gratuity was in 1956 when the notion was advanced that the payment was an "emergency fund" intended to tide survivors over until the various benefits began.

(3) *Current death gratuity*. A major improvement, and one which effectively raises the total death gratuity to

about $5,000, became effective in Dec 85 when an additional 3 months of quarters allowance, to include variable housing allowance, was included in the death gratuity computation.

(4) *SGLI.* Efforts to improve timeliness of SGLI will continue outside of the AFAP process.

h. Lead agency. DAPE-MBB-C.

i. Support agency. TAPC-PEC.

Issue 42: Deferred Use of Travel for Reserve Component

a. Status. Unattainable.

b. Entered. AFAP III; 1985.

c. Final action. AFAP IV; 1986.

d. Subject area. Force support.

e. Scope. Reservists conducting annual training OCONUS must return to CONUS immediately upon completion of their annual training period.

f. AFAP recommendation. Change AR 350-9 to permit reservists to defer use of their space-required return transportation to CONUS until completion of a vacation as an American tourist with passport status.

g. Progress. An assessment by ODCSOPS indicates that such a regulation change would not be in the best interest of the overseas deployment training (ODT) programs, would impact on OCONUS command, would create significant administrative and travel or transportation problems, and would present an undesirable picture of ODT as a "vacation" opportunity rather than an important training effort.

h. Lead agency. DAMO-TRF.

i. Support agency. DALO-TSP/DAPE-HRP.

Issue 43: Dental Care for the Total Army Family

a. Status. Completed.

b. Entered. AFAP IV; 1986.

c. Final action. AFAP XV; 1998.

d. Subject area. Dental.

e. Scope. At many installations, dental facilities are not staffed to provide dental care to family members or retirees on a regular basis. Space-available dental care is often inadequate to fulfill needs. On 1 Aug 87, the DoD Active Duty Dental Insurance Plan became effective for active duty family members, but no dental health plan is available for the Total Army family.

f. AFAP recommendation. Attempt to expand the dental care program to the Total Army Family.

g. Progress.

(1) *History.* This issue was combined with Issue 229, "Inadequate Dental Care for the Total Army Family," in 1989.

(2) *Resolution.* The staffing and resource concerns expressed in this issue were addressed in the resolution of Issue 229 in Apr 95. Dental insurance for retirees and reservists was tracked in Issue 386, “No Cost to the Government Dental Insurance” which was completed in Apr 98 with the implementation of retiree and RC dental insurance plans.

h. Lead agency. MCDS.

i. Support agency. USAR/NGB.

Issue 44: Dental Space A

a. Status. Completed.

b. Entered. AFAP I; 1983.

c. Final action. AFAP II; 1984.

d. Subject area. Dental.

e. Scope. Within CONUS, with the exception of dentally underserved installations, dental care for family members is not available.

f. AFAP recommendation. Develop a strategy to gain congressional approval for space available dental care in CONUS.

g. Progress. An amendment contained in the FY 85 Defense Authorization Bill authorizing worldwide space-available dental care for family members was approved in Jul 85.

h. Lead agency. DASG.

i. Support agency. None.

Issue 45: Design of Family Quarters

a. Status. Completed.

b. Entered. AFAP I; 1983.

c. Final action. AFAP II; 1984.

d. Subject area. Housing.

e. Scope. There is a concern that Government family housing is designed without benefit of a military family member's perspective.

f. AFAP recommendation. Invite family member participation on Family Housing Construction and Design Boards.

g. Progress. Army policy was changed to include the requirement to invite family members to participate in design panels. A message was sent to the field with this information. The Office of the Chief of Engineers expanded participation to all aspects of housing management; that is, project prioritization, housing office renovations and operations, and customer feedback.

h. Lead agency. DAEN.

i. Support agency. None.

Issue 46: Dining Facility Surcharge

a. Status. Completed.

b. Entered. AFAP II; 1984.

c. Final action. AFAP III; 1985.

d. Subject area. Family support.

e. Scope. Dining facility surcharge is a hardship on junior enlisted soldiers and their families.

f. AFAP recommendation. Develop a legislative initiative to eliminate dining facility surcharge for family members of junior enlisted soldiers (rank SPC and below).

g. Progress. DCSLOG initiated a legislative proposal to exempt family members of junior enlisted soldiers from paying the dining facility surcharge. The 1986 DoD Authorization Act provides relief from the surcharge for spouses and dependent children of junior enlisted soldiers.

h. Lead agency. DALO.

i. Support agency. None.

Issue 47: Directory of Quality of Life Entitlements

a. Status. Unattainable.

b. Entered. AFAP I; 1983.

c. Final action. AFAP VI; 1988.

d. Subject area. Entitlements.

e. Scope. Benefits and entitlements of soldiers (Active and Reserve Component) are numerous and in some ways complicated or unknown to the soldiers they were

designed to aid. Soldiers and families need to be aware of the full range of benefits and entitlements.
f. AFAP recommendation.
(1) Use all command information resources to disseminate information on benefits and entitlements to soldiers and their families.
(2) Develop and produce a directory that is clear, understandable, and oriented to all soldiers and families.
g. Progress.
(1) "Publish List of Benefits" was combined with this issue in AFAP V.
(2) A publicity campaign was conducted to inform soldiers and family members of benefits and actions ongoing to support community and family programs.
(3) USACFSC developed a publication on benefits and entitlements that included benefits for spouses of a deceased soldier. However, the publication was not printed. Research during AFAP V brought to light a commercial book entitled, "Uniformed Services Almanac," detailing benefits for active duty personnel (not Army-specific benefits). It is available under GSA Contract Number GS-01F--09687.
h. Lead agency. CFSC-FSM.
i. Support agency. DAPE-MBB-C.

Issue 48: Disparate Eligibility Qualifications for PCS and Funded Student Travel
a. Status. Completed.
b. Entered. AFAP VI; 1988.
c. Final action. AFAP IX; 1992.
d. Subject area. Entitlements.
e. Scope. Although the Joint Federal Travel Regulation (JFTR) authorizes one funded round trip annually from school for students (to age 23) to join their families stationed OCONUS, an eligibility qualification for PCS arbitrarily disqualifies some families from this benefit.
f. AFAP recommendation. Initiate legislative action to bring the age qualifications for the JFTR provisions in line at 23 years of age for full-time students.
g. Progress.
(1) *Background.* A student 21 years of age was not considered a "dependent" under section 401, title 37 United States Code (37 USC 401), and could not travel under a member's PCS orders.
(2) *Definition of "dependent".* The National Defense Authorization Act of 1989 directed OSD to study the definition of dependent because of variances in the law (37 USC 401) and Service Regulations (JFTR). OSD recommended to Congress that the definition of dependent in 37 USC 401 be expanded to include full-time students under the age of 23.
(3) *Resolution.* The Jun 92 GOSC declared this issue completed by because the FY 92 National Defense Authorization Act changed the definition of dependent to include full-time students under the age of 23.
h. Lead agency. DAPE-MBB-C.
i. Support agency. None.

Issue 49: Distaff Development Project
a. Status. Completed.
b. Entered. AFAP II; 1984.
c. Final action. AFAP III; 1985.
d. Subject area. Family support.
e. Scope. The Army and family members have a partnership. The role of the Army has been defined, and the Army has a plan of action to give the definition substance. The family member's role is not defined. Operationally, many family members are demonstrating their roles in supporting soldiers and civilians and participating in building wholesome communities; however, the family role needs to be more fully defined, captured, and supported in offering guidance and greater uniformity.
f. AFAP recommendation. Work with family member volunteers to design a Distaff Development Project regarding family members in their partnership role of supporting soldiers and civilians and participating in building a more wholesome community. As a minimum, the project will include assisting family members in establishing "How To" guidelines for organizing family member supported programs.
g. Progress.
(1) *History.* This issue was part of "Family Member Representatives-- Installation" in AFAP I.
(2) *Resolution.* DA Pam 608-47, establishing Family Support Groups, was published in Jan 88.
h. Lead agency. CFSC-FSA.
i. Support agency. None.

Issue 50: DoDDS Counseling Services are Inadequate
a. Status. Completed.
b. Entered. AFAP VI; 1988.
c. Final action. AFAP VII; 1989.
d. Subject area. Education.
e. Scope. The current counselor-to-student ratio of 1 to 600 (kindergarten through grade 6) and 1 to 450 (grades 7 through 12) does not meet the increasing needs of students enrolled in DoDDS.
(1) Statistics from Army OCONUS commands for the 1986-87 school year indicate that there were 15 attempted suicides, 86 teen pregnancies, 2,856 school suspensions, 7,791 behavioral counseling referrals, 38 runaways, 1512 substance abuse cases, and 87 early returns of problem youth.
(2) DoDDS students do not receive adequate information on college and career planning. Computer programs containing related information are not up to date and are not being effectively utilized by counselors or students.
f. AFAP recommendation.
(1) Provide a more efficient counselor-to-student ratio.
(2) Ensure guidance services include identification, prevention, and referral of dysfunctional student behavior and information and programs related to college and career planning.
g. Progress.
(1) *Related issue.* Refer to Issue 284, "Shortage of Mental Health Professionals to Work with Youth."
(2) *Standards.* Standards for accreditation as set by the North Central Association are that for grades K through 6, the school provides for guidance services and for grades 7 through 12, there is one counselor for each increment of 450 students. DoDDS exceeds current accreditation standards. The DoDDS ratio for guidance counselors is one counselor for each increment of 600 students in grades K through 6 on a school-wide basis and one counselor for each increment of 450 students in grades 7 through 12 on a school-wide basis.
(3) *Information.* College and career counseling materials are maintained by the guidance departments of each

school. Resources include--

(a) Guidance Information System. Computer-based college and career information program designed to assist students in career and college searches or decisions. (Installed in all high schools in Jul 89; updates made annually).

(b) CASHE-EPSILON. Computer-based college and career information program designed to assist students in career and college searches or decisions. (Installed in all high schools in Jul 89; updates made annually).

(c) College catalog libraries.

(d) Career-Interest Inventory.

h. Lead agency. CFSC-FSY-E.
i. Support agency. DoDDS.

Issue 51: DoDDS Student Scholarship Opportunities
a. Status. Completed.
b. Entered. AFAP IV; 1986.
c. Final action. AFAP V; 1987.
d. Subject area. Education.
e. Scope. Students need additional access to scholarship opportunities for both academic and athletic scholarships.
f. AFAP recommendation. Recommend innovative ways to inform DoDDS students of scholarship opportunities.
g. Progress.

(1) In 1985, 25% of graduating seniors received scholarships and financial aid for post-high school education. This represented 45% of the graduating seniors who intended to go to college. Of these students, 59% received these benefits from local groups such as wives' clubs.

(2) Conversely, DoDDS students were not receiving sufficient athletic scholarships in proportion to their athletic abilities. In 1986, letters were dispatched to the National Collegiate Athletic Association and similar organizations requesting assistance or suggestions in obtaining exposure of DoDDS athletes to American colleges and universities.

(3) In 1987, DoDDS funded computer software programs to provide each high school student with personalized, current, and comprehensive information concerning careers, colleges, and other post-high school educational opportunities, scholarships, and financial aid. The programs expand student options through special interest inventories, ability assessments, and provisions for counselor and student interaction.

h. Lead agency. CFSC-FSY-E.
i. Support agency. DoDDS.

Issue 52: DoDDS Summer School
a. Status. Completed.
b. Entered. AFAP III; 1985.
c. Final action. AFAP IV; 1986; updated in April 1994.
d. Subject area Education.
e. Scope. Multiple problems arise in DoDDS schools because of the lack of opportunity to attend summer school. This impacts especially unfavorably on high school students who fail required subjects in the senior year.
f. AFAP recommendation. Establish a DoDDS summer school program.
g. Progress.

(1) Issue relates to Issue 252, "Summer School Program in DoDDS" and Issue 34, “

(2) *Original resolution.* Issue was determined unattainable in 1986 because the GOSC was informed that summer school in DoDDS is primarily a regional prerogative based on the needs of individual schools and availability of resources. Disposition is determined by local principals.

(3) *Updated information.* The status of this issue was changed to completed based on information provided to the Apr 94 GOSC. Limited funding precludes DoDDS from offering system-wide summer school as part of the basic program. However, DoDDS offers summer school on a fee-only basis where sufficient parent and student interest exists. DoDDS summer school programs are marketed through newspaper, radio, and television media as well as through school newsletters, community publications, and letters to parents. In addition, the DoDDS Director of Pupil Personnel Services instructed counselors to address summer school issues with sponsors as they in-process.

h. Lead agency. DoDDS.
i. Support agency. DAPE-HRP.

Issue 53: DoDDS Transfer to Department of Education
a. Status. Completed.
b. Entered. AFAP II; 1984.
c. Final action. AFAP III; 1985.
d. Subject area. Education.
e. Scope. DoDDS is slated to become a part of the Department of Education on 1 May 1986.
f. AFAP recommendation. Monitor this issue and provide data as required to continue to oppose the transfer.
g. Progress. A position of nonsupport for the transfer of DoDDS to the Department of Education was transmitted to Congress. Section 1204 of the FY86 Defense Authorization Act repealed the transfer of DoDDS to the Department of Education. In addition, the Advisory Council on Dependent Education will return to the DoD to be co-chaired by the Secretaries of Defense and Education. As a compromise, each local bargaining unit is permitted to appoint one nonvoting member to each local school advisory committee. Repeal of the transfer became effective at midnight 12 Nov 85.
h. Lead agency. CFSC-FSY-E.
i. Support agency. None.

Issue 54: DoDDS Tuition Costs for Dependents of Retirees
a. Status. Unattainable.
b. Entered. AFAP IV; 1986.
c. Final action. AFAP VI; 1988.
d. Subject area. Education.
e. Scope. Perception exists that tuition charges to retirees for their dependents is excessive.
f. AFAP recommendation. Re-examine tuition to determine if it is excessive and report findings of re-examination.
g. Progress.

(1) Public Law 95-561, Defense Dependents Education Act of 1978, codified at 20 USC, paragraph 921-932, requires that the Secretary of Defense charge tuition for dependents enrolled on a space-available basis at a rate "not ... less than the rate necessary to defray the average cost of the enrollment of children in the system...," 20 USC paragraph 923(b). Public Law 99-145, paragraph

1404, Department of Defense Authorization Act for FY 86, codified at 20 USC, paragraph 926(d), states that the Secretary may not waive tuition for space-available students (for whom the Secretary authorizes DoDDS to program resources) in order to accommodate space-available enrollment. Accordingly, no part of tuition charged for dependents of retirees may be waived unless the Secretary withdraws authority to program resources. The Secretary has previously declined to waive tuition for retirees in order to avoid inequity. It would be inequitable to grant tuition waivers for retiree dependents and not for dependents of those personnel still actively serving the national interest of the United States overseas.

(2) DoDDS reviewed the formula for calculating tuition fees at the request of the OSD Dependents Education Council. It was agreed that there would be no change in the tuition rate for dependents of retirees because any reduction in the retiree tuition rate would have to be offset by requesting more funds from Congress or from other military programs to compensate for the loss of funds. It is not equitable to reduce tuition rates for this group when higher priority groups are expected to pay their full share of tuition costs.

h. Lead agency. CFSC-FSY-E.
i. Support agency. DoDDS/DAPE-ZXF.

Issue 55: Drivers Training
a. Status. Unattainable.
b. Entered. AFAP IV; 1986.
c. Final action. AFAP V; 1987.
d. Subject area. Education.
e. Scope. Drivers' training, with a certificate, is not generally available OCONUS, resulting in increased insurance rates and, in some instances, inability to obtain a drivers' license upon return to the United States.
f. AFAP recommendation. Develop a drivers' education program for students and family members overseas that provides recognized certification in local jurisdictions.
g. Progress. The issue was determined to be a local concern and was closed as an AFAP issue.
h. Lead agency. CFSC-FSY-E.
i. Support agency. DoDDS/DAPE-ZXF.

Issue 56: Effects of CFC Rules and Regulations on Family Support Programs
a. Status. Completed.
b. Entered. AFAP VI; 1988.
c. Final action. AFAP VI; 1988.
d. Subject area. Family support.
e. Scope. Under the new Office of Personnel Management (OPM) regulations, only programs that are tax exempt and receive less than 51% APF support are eligible to receive Combined Federal Campaign (CFC) funds. As a result, ACS, CDS, and YS will no longer be eligible to receive CFC funding. This funding supports volunteer programs, mayoral programs, emergency food assistance, outreach programs, and transportation support.
f. AFAP recommendation. Pursue legislation to obtain a blanket certification of tax-exempt status for family support programs and exemption to the less than 51% appropriated fund support criterion for CFC funding eligibility.
g. Progress.

(1) CFSC-FSA pursued the tax-exemption issue and found that legislation was not required. Family support programs are part of the U.S. Army and are tax exempt.

(2) The issue of obtaining an exemption to the 51% rule was raised with OSD in Aug 88.

(3) Guidance was sent to the field in Jul 89 regarding procedure for applying for CFC funds.

h. Lead agency. CFSC-FSA.
i. Support agency. None.

Issue 57: Elected School Boards, OCONUS
a. Status. Unattainable.
b. Entered. AFAP V; 1987.
c. Final action. AFAP VI; 1988.
d. Subject area. Education.
e. Scope. Parents of children OCONUS do not have an effective forum to influence the establishment and change of school policy. There is presently no local governing school board with parental representation. There is a school advisory council system established, but its purpose is advisory only. Parents of children OCONUS feel they have no influence in major school policies. Parental involvement in schools is seen as a constitutional right. Section 6 schools in CONUS have established governing school boards. The establishment of governing school boards OCONUS will increase parental involvement and commitment.
f. AFAP recommendation. Review current subject regulatory procedures for DoDDS and Section 6 schools.
g. Progress.

(1) At a May 88 meeting of the OSD Dependents Education Council, it was the consensus of the council that the establishment of elected school boards to govern DoDDS was not feasible. In view of the above, the Assistant Secretary of the Army (Manpower and Reserve Affairs) asked the Assistant Secretary of Defense (Force Management and Personnel) to consider the possibility and feasibility of establishing a system that ensures effective parental impact, participation, and influence on DoDDS policies and administration.

(2) Deputy Assistant Secretary of Defense (Family Support, Education and Safety) responded that DoDDS is implementing new parent communication processes at the local school and superintendent levels. Also, DoDDS has implemented new superintendent and principal selection processes involving parents, teachers, and commanders. This should give parents more of a forum to address concerns regarding policy matters relating to the education of their children.

h. Lead agency. CFSC-FSY-E.
i. Support agency. DoDDS.

Issue 58: Employment Information/Assistance
a. Status. Completed.
b. Entered. AFAP II; 1984.
c. Final action. AFAP VIII; 1990.
d. Subject area. Employment.
e. Scope. Family members of Army soldiers or civilians lack sufficient employment information and assistance. The working family members of Army soldiers or civilians face substantial hardship when the sponsor is transferred.
f. AFAP recommendation. **.** Publicize to ACS and CPO personnel Army research evaluation findings on successful initiatives.
g. Progress.

(1) *History.* "Employment Information and Referral" was renamed "Employment Assistance for Junior Enlisted Spouses" in 1984. In 1989, it was combined with Issue 217, "Employment Assistance for Junior Enlisted Spouses."

(2) *Marketing.* Due to limited resources, the Army Family Research Program could not conduct a study to identify effective Family Member Employment Assistance Program initiatives. However, TAPC-CPF sent a messages to MACOMs and CPOs identifying helpful marketing techniques. A similar message was forwarded to ACSs worldwide by CFSC-FSA. Successful marketing techniques were briefed to the Oct 89 GOSC.

(3) *Resolution.* Issue 217, into which this issue was incorporated, was declared completed in May 91 because employment resources are now included on in-processing checklists and because ACAP is providing employment-related services.

h. Lead agency. TAPC-CPF-S.

i. Support agency. None.

Issue 59: English as a Second Language

a. Status. Unattainable.

b. Entered. AFAP I; 1983.

c. Final action. AFAP III; 1985.

d. Subject area. Family support.

e. Scope. To provide English language instruction for family members whose native language is other that English. Funds are not currently available for this purpose.

f. AFAP recommendation. Determine the extent of the problem and develop a program, if required, to provide low-cost alternatives with maximum use of existing civilian sector programs.

g. Progress. ESL training was centralized at the Defense Language Institute, which resulted in diminished opportunities for family members. Although funding for this program was not approved, ESL is available as part of the Bicultural Families Program offered through ACS. This program is directed by AR 608-1.

h. Lead agency. DAPE-MPE.

i. Support agency. None.

Issue 60: Equitable Child Care Fees CONUS/OCONUS

a. Status. Completed.

b. Entered. AFAP V; 1987.

c. Final action. AFAP VI; 1989.

d. Subject area. Child care.

e. Scope. Center child care fees OCONUS are an average 10% higher than those charged CONUS. Inability to access the U.S. Department of Agriculture (USDA) Child Care Food Program (CCFP) or use APF for the purchase of food for child care are two primary causes of this increased cost.

f. AFAP recommendation.

(1) Investigate procurement of commodities in OCONUS programs through existing programs.

(2) Submit legislative proposals to Congress requesting expansion of the USDA CCFP to overseas locations.

(3) Request DoD approval to purchase food with APF pending expansion of USDA CCFP.

g. Progress.

(1) Issue 277, "Quality Child Care for the Total Army Family," relates to this issue.

(2) In 1989, supplemental NAF dividends were provided for food service and legislation allowing AAFES procurement for USDA commodities was passed. These initiatives alleviate the costs involved in providing child care.

(3) The use of APF funds to purchase food was stalled due to legal constraints of AR 215-1, but the need was met through the use of NAF for this purpose. Efforts continue to obtain APF for this purpose.

h. Lead agency. CFSC-FSC.

i. Support agency. None.

Issue 61: Establishment of DoD RC Family Member ID Card

a. Status. Completed.

b. Entered. AFAP IV; 1986.

c. Final action. AFAP IX; 1992.

d. Subject area. Entitlements.

e. Scope. Lack of uniformity in Reserve Component (RC) family member ID card results in the denial of access to and use of authorized benefits. The existence of several cards results in confusion and misunderstanding among the Services.

f. AFAP recommendation.

(1) Request that DoD standardize the RC family member ID card.

(2) Explore the feasibility of linking the Individual Ready Reserve (IRR) ID card expiration date to the sponsor's expiration of service date.

g. Progress.

(1) *DoD RC ID Cards.* DoDI 1000.13 implemented DD Form 1173-1 (DoD Guard and Reserve Family Member Identification Card). DoD issued a letter authorizing implementation in Sep 90. The ID card is prescribed for Army users in AR 600-8-14.

(2) *Expiration date.* Cards expire at end of sponsor's expiration of service date or four years after issuance, whichever is sooner. This is a DoD policy, which was developed based on direction by Congress to create policies and procedures which would reduce fraud and abuse of ID cards. Originally, DoD policy was an expiration date of 6 years. It was determined that 6 years created excessive fraud. DoD is not receptive to amending existing policy.

(3) *GOSC review.* The Oct 91 GOSC requested ODCSPER explore linking IRR ID card expiration date to sponsor's expiration of service date.

(4) *Resolution.* This issue was completed by the Jun 92 GOSC because DoD established a standardized RC family member ID card.

h. Lead agency. DAPE-MBB-C.

i. Support agency. DAAR-PE/NGB.

Issue 62: Exceptional Family Member Program (EFMP)

a. Status. Completed.

b. Entered. AFAP I; 1983.

c. Final action. AFAP III; 1985.

d. Subject area. Medical/Command.

e. Scope. The increasing number of exceptional family members in the Army has created problems in overseas areas for DoDDS and the medical support facilities. There are inadequate staff, technicians, and equipment available for support. Social support structures such as

respite care, advocacy, recreational, and cultural programs are also required.
f. AFAP recommendation. Develop a capstone regulation that will describe the responsibilities and limitations of the program.
g. Progress.
(1) Issue 220, "Exceptional Family Member Program," relates to this issue.
(2) HQDA letters were published revising medical treatment facility (MTF) procedures and stating program policy.
(3) Coverage of DA civilian family members was included in AR 690-300, revised 1 Apr 85.
(4) *Resolution.* A capstone regulation, AR 600-75, was published in Mar 86, and EFMP became a full program.
h. Lead agency. CFSC-FSA.
i. Support agency. DAPE-CPE.

Issue 63: Exceptional Family Member Student Services
a. Status. Completed.
b. Entered. AFAP IV; 1986.
c. Final action. AFAP V; 1987.
d. Subject area. Medical/Command.
e. Scope. Exceptional family member students experience educational and physical regression when transferring from one school to another when the receiving school delays implementation of the valid Individualized Education Program (IEP).
f. AFAP recommendation. Establish transfer procedures with local schools for exceptional family member students who relocate.
g. Progress. The requirement to forward complete, coordinated IEPs when families with exceptional family members PCS is published in AR 600-75, paragraph 2-5b (23 Apr 90). State schools, however, retain the right to accept or refuse the IEPs. All possible efforts have been taken for this issue.
h. Lead agency. CFSC-FSA.
i. Support agency. CFSC-FSY-E.

Issue 64: Expand CHAMPUS to Include Physical Exams, Immunizations
a. Status. Completed.
b. Entered. AFAP IV; 1986.
c. Final action. AFAP XI; 1994.
d. Subject area. Medical.
e. Scope. Physical exams and immunizations are not covered under CHAMPUS, and space-available physical examinations for retirees at military facilities are practically nonexistent. Preventive medicine is cost effective.
f. AFAP recommendation.
(1) Review issue in light of cost-savings of preventive medicine.
(2) Propose including physical exams under CHAMPUS, if review so indicates.
g. Progress.
(1) *History.* “CHAMPUS Reimbursement Schedule Update/ Physician Participation," was renamed "CHAMPUS" in AFAP II, and was combined with Issue 64, "Expand CHAMPUS to Include Physical Exams, Immunizations." Issue 64 was then combined with Issue 27, "CHAMPUS (To Include Physical Exams and Immunizations)."
(2) *Preventive medicine.* Studies have not demonstrated the cost effectiveness of physical exams in terms of preventing more expensive medical services. OCHAMPUS has no estimates of the additional funding required to cover physical examinations in the absence of symptoms. However, this benefit is known to be costly and, if authorized under standard CHAMPUS, is likely to be well utilized, even by persons who would not normally use the program. The Gateway to Care program offers physical and eye examinations as enhancements to encourage involvement in this managed care program.
(3) *Resolution.* The Apr 94 GOSC determined Issues 64 and 27 are completed based on improvements in HBA training and beneficiary education, implementation of locality billing, and the inclusion of preventive medicine in managed care initiatives.
h. Lead agency. SGPS-PSA.
i. Support agency. None.

Issue 65: Family Advocacy Program
a. Status. Completed.
b. Entered. FAP I; 1983.
c. Final action. AFAP III; 1985.
d. Subject area. Medical/Command.
e. Scope. The Family Advocacy Program needs adequate fiscal and personnel resources for effective implementation Army-wide.
f. AFAP recommendation. Design programs and policies to ensure Army has an effective institutional response to family violence.
g. Progress.
(1) Briefing materials for commanders were developed and initial distribution made.
(2) A training course for Family Advocacy staff was developed by U.S. Army Health Services Command Academy of Health Sciences. The first class was taught in Sep 85.
(3) A curriculum for child care and youth activities staff was developed and distributed to the field.
h. Lead agency. CFSC-FSA.
i. Support agency. None.

Issue 66: Family Housing Deficiencies
a. Status. Completed.
b. Entered. AFAP IV; 1986.
c. Final action. AFAP V; 1987.
d. Subject area. Housing.
e. Scope. The quality of quarters construction and materials varies. Potential living space existing in quarters is often not well utilized.
f. AFAP recommendation.
(1) Research living space in quarters (basements, attics) and change regulations and procedures as indicated.
(2) Review quality standards of construction and materials to include appliances.
g. Progress.
(1) In 1986, the attic renovation program began in West Germany. Attics were renovated in 13 communities. With the Government Rental Housing Program (GRHP) in effect, the need for renovation of attic space is less critical.
(2) The quality control portion of this issue was deleted at an AFAP In-process Review (IPR) in Sep 87, because quality control is already a viable, institutionalized pro-

gram at the Corps of Engineers.
h. Lead agency. CEHSC-HM.
i. Support agency. OCLL.

Issue 67: Family Housing Deficit Elimination
a. Status. Combined.
b. Entered. AFAP I; 1983.
c. Final action. No.
d. Subject area. Housing.
e. Scope. Family housing for all families by the end of FY 90 remains a goal of the Army.
f. AFAP recommendation. Aggressively pursue programs and funds to eliminate the family housing deficit.
g. Progress.
(1) *Issue history.* "Availability of Family Housing" was renamed "Family Housing Deficit Elimination" in 1985. In Oct 97, the GOSC recommended drafting a new housing issue. Issue 440 was developed to address the elimination of the housing deficit and revitalization of Army Family Housing.
(2) *Housing deficit reduction.* Between 1985 and 1997, Army lowered the housing deficit from 28,500 units to approximately 10,000 units using a combination of construction and leasing. Completion of this issue was consistently slipped from year to year due to inadequate funding.
(3) *Business ventures.* Using the FY96 Capital Venture Initiatives (CVI) legislation, 20 privatization projects were under development in 1997. This privatization of Army housing is tracked in Issue 440.
(4) *Community Homefinding, Relocation, and Referral Service (CHRRS).* Until the privatization projects are completed, the Army will continue to emphasize the CHRRS program arena to acquire additional community housing assets. Many installations have introduced programs such as the Set-Aside Program which finds landlords that are interested in renting at soldiers' allowance level and waive credit reports and security deposits.
(5) *Housing allowance.* In FY98, Congress approved a single housing allowance. This allowance replaces the BAQ, VHA, and OHA system with a single allowance that is tied to location. It will not only simplify the current system, but will assure that overall housing allowances increase in proportion to increases in housing costs experienced by soldiers. This should reduce the portion of the housing deficit that is determined by excessive out-of-pocket costs.
(6) *GOSC review.*
(a) *Jun 92.* Alternatives to APF housing construction were explored as a means of reducing the housing deficit.
(b) *Oct 95.* Army will continue to pursue privatization initiatives and leverage private capital to lease, buy, and barter.
(c) *Mar 97.* It would take the Army 65 years to reduce the housing deficit in the traditional manner. Through privatization, Army can leverage civilian dollars to build and revitalize housing in a quicker time.
(d) *Oct 97.* During discussion of a housing funding issue, the GOSC recommended drafting a new housing issue to replace Issue 67. (See Issue #440)
h. Lead agency. DAIM-FDH.
i. Support agency. DAPE-PRR-C.

Issue 68: Family Housing Standards
a. Status. Completed.
b. Entered. AFAP I; 1983.
c. Final action. AFAP II; 1984.
d. Subject area. Housing.
e. Scope. Family housing adequacy standards need to be reviewed to ensure families have an acceptable living environment.
f. AFAP recommendation. Examine housing adequacy standards, review OSD standards.
g. Progress. A review of family housing adequacy standards revealed that current criteria for new construction are adequate. Substandard units are being upgraded to adequate standards.
h. Lead agency. DAPE-MPH-S.
i. Support agency. None.

Issue 69: Family Life Centers
a. Status. Completed.
b. Entered. AFAP II; 1984.
c. Final action. AFAP III; 1985.
d. Subject area. Family support.
e. Scope. The Family Life Center concept has proven to be an effective model to assist families. While a plan exists to expand Family Life Centers, action depends on initiation of action by local commanders.
f. AFAP recommendation. Develop a system to publicize procedures for establishing and expanding Family Life Centers.
g. Progress. The CCH approved and distributed Policy No. 12, Family Life Center-Family Life Ministries, in Oct 85.
h. Lead agency. DACH.
i. Support agency. None.

Issue 70: Family Member Career Development
a. Status. Completed.
b. Entered. AFAP I; 1983.
c. Final action. AFAP II; 1984.
d. Subject area. Employment.
e. Scope. Until recently, many family members employed by the Army encountered significant systemic obstacles to continuous Federal employment. As a result, their opportunities for career development and advancement were limited more than most other Army employees.
f. AFAP recommendation.
(1) Monitor implementation of Executive Order 12362 and ensure that family members are informed of future changes.
(2) Monitor and evaluate Priority Placement Program for family members accompanying sponsor in CONUS.
g. Progress.
(1) The Army successfully implemented Executive Order 12362, which authorizes noncompetitive appointment to competitive positions after serving 24 months in overseas, competitive U.S. Government positions. It facilitated placement in the United States of eligible family members. As of 31 Dec 84, the Army made 1338 noncompetitive Executive Order appointments and exceeded the placements of all other Federal agencies.
(2) A test Priority Placement Program was implemented in Sep 83 to assist family members accompanying sponsors on CONUS to CONUS PCSs. The Priority Placement Program is now a DoD initiative.
h. Lead agency. DAPE-CP.

i. Support agency. None.

Issue 71: Family Member Education Opportunities
a. Status. Completed.
b. Entered. AFAP III; 1985.
c. Final action. AFAP IV; 1986. (Updated: Jul 94)
d. Subject area. Family Support.
e. Scope. Family members experience difficulty in obtaining additional education because of frequent moves that disrupt educational programs.
f. AFAP recommendation.
(1) Publicize benefits available through the Army Continuing Education System (ACES); include family member opportunities in ACES marketing.
(2) Determine Army-wide needs.
g. Progress.
(1) *History.* "Continuing Education for Spouses--GED and College" was renamed "Family Member Education Opportunities" in AFAP III (1985) to reflect appropriate Army terminology. This issue relates to Issue 224, "Financial Assistance for Family Member Education".
(2) *Army Continuing Education System (ACES).*
(a) ACES was structured and resourced to provide educational programs and opportunities to soldiers, but supports family members as much as is legally permitted on a space-available and cost-reimbursable basis. ACES has increased publicity of programs aimed at family members and is emphasizing family members in training and planning sessions for ACES professionals.
(b) Education center counselors assist family members applying for financial aid, finding appropriate or job-related training, and advising them on degree completion requirements.
(c) Army family members are included in all ACES marketing material. During Desert Shield/Storm many education centers offered basic skills, vocational training and reduced-fee college courses for the spouses of deployed soldiers. All Education Services Officers encourage local colleges and community organizations to sponsor scholarships and tuition reductions for family members.
(3) *Degree completion.* Service member Opportunity Colleges also authorize family members to initiate the same degree completion agreements as their soldier spouses.
(4) *In-state tuition.* ACES, as well as DANTES and AUSA, continue to encourage all States to provide in-state tuition rates to soldiers and their family members.
h. Lead agency. TAPC-PDE.
i. Support agency. None.

Issue 72: Family Member Insurance
a. Status. Completed.
b. Entered. AFAP III; 1985.
c. Final action. AFAP V; 1987.
d. Subject area. Entitlements.
e. Scope. Soldiers are currently unable to purchase inexpensive group health and life insurance for their spouses and family members through their employer.
f. AFAP recommendation.
(1) Study the viability of a RC group life and health plan.
(2) Seek legislation that would permit soldiers to buy group life insurance through the Servicemen's Group Life Insurance (SGLI) underwriters at no cost to the Government.
g. Progress.
(1) *RC health insurance*. Health insurance for the RC is contained in Issue 122, “Nonsubsidized RC Group Health and Dental Insurance.”
(2) *Analysis.* Meetings were held with proponents of SGLI and representatives of major insurance companies to discuss the practicality and procedures necessary to establish a new category for group life insurance.
(3) *Resolution.* In Sep 87, research revealed numerous low-cost insurance plans existed in the private sector. A letter was sent by ACS to the Insurance Underwriters' Association stating that if any members wished the addresses of ACS centers worldwide for use in distributing their materials, the addresses could be made available.
h. Lead agency. CFSC-FSA.
i. Support agency. NGB/DAAR/CFSC-FSR/ZG.

Issue 73: Benefits for Family Member Victims of Abuse
a. Status. *Unattainable*: 1987; *Completed:*1997.
b. Entered. AFAP IV; 1986; *Reopened*: Oct 94.
c. Final action. AFAP XIV; 1997.
d. Subject area. Family Support.
e. Scope. Family members lose entitlement to retirement benefits when punitive discharges occur because of child or spouse abuse.
f. AFAP recommendation. Authorize compensation for family member victims of abuse.
g. Progress.
(1) *History.* Entitlement to retirement benefits for family members who are victims of abuse was determined unattainable in 1987. This issue was reopened by the Oct 94 GOSC to pursue alternate benefits for abuse victims and was renamed, "Benefits for Family Member Victims of Abuse."
(2) *Retirement benefits.* In 1987, an extensive review of records was completed. Out of 84 soldiers administratively separated or punitively discharged for child or spouse abuse, only four were eligible for retirement. Legislation to address retirement benefits for this small population is not possible.
(3) *Medical care.* Public Law 99-661 (Oct 86) authorized uniformed service medical treatment for spouse or child abuse related injuries for a period of 1 year following discharge of the responsible soldier.
(4) *Congressional action.*
(a) The FY 93 National Defense Authorization Act (PL 102-484), Section 653(e) required DoD to conduct a study to provide statistics and other information relating to the reporting of spouse and child abuse and its consequences and to report on actions taken and planned to be taken to reduce or eliminate disincentives of a dependent of a member of the Armed Forces abused by the member to report the abuse to appropriate authorities. The report was presented to Congress in Jul 94.
(b) The FY 94 National Defense Authorization Act (PL 103-160), Section 554 reduces monetary disincentives for dependents to report abuse by paying Transitional Compensation -- a maximum of 36 monthly payments at the rate specified for Dependency Indemnity Compensation (DIC). The DoD Instruction 1342.24, Transitional Compensation for Abused Dependents, 23

May 95 implements policies, assigns responsibilities and prescribes procedures under 10 U.S.C., 1059 for the payment of monthly transitional compensation to dependents of members separated for dependent abuse.

(6) *Army proponency and policy.*

(a) In Jun 95, The U.S. Army Community and Family Support Center (USACFSC) assumed proponency of transitional compensation for abused dependents. In Sep 95, USACFSC disseminated an ALARACT message on program implementation and points of contact.

(b) In Feb 97, AR 608-1 regulatory change on transitional compensation was published.

(7) *GOSC review.* The Oct 95 GOSC agreed this issue will remain active as Army implements transitional compensation.

(8) *Resolution.* The Oct 97 GOSC determined that this issue is completed based on legislation that authorized medical treatment for one year and established Transitional Compensation for victims of abuse and neglect.

h. Lead agency. CFSC-SFA.

i. Support agency. None.

Issue 74: Family Member Support Groups, Installation or Unit

a. Status. Completed.

b. Entered. AFAP I; 1983.

c. Final action. AFAP V; 1988.

d. Subject area. Family support.

e. Scope. Guidance on establishing and operating family member support groups at installation (AC) and unit (RC) level is needed.

f. AFAP recommendation.

(1) Develop a pamphlet on establishing and operating family support groups.

(2) Review policy and legal constraints that restrict RC family member travel and provide recommendations and possible changes to allow RC family members funded travel to affiliation programs, briefings, family conferences, etc.

g. Progress.

(1) *History.* "Family Member Representatives--Installation" from AFAP I was renamed "Family Member Support Groups, Installation or Unit" in AFAP II and was expanded to include active and Reserve Components.

(2) *Publication of DA Pam 608-47.* Publication of a DA Pam on FSGs was delayed until legal and regulatory issues were resolved. In Feb 87, TJAG determined that "family support groups" were "family support programs" and subject to the 1983 Amendment to 10 USC 1588. This section gives the Service Departments authority to accept voluntary services and cover volunteers under the Federal Tort Claims Act and for Workmen's Compensation. DA Pam 608-47 was published in Jan 88.

(3) *RC issues.* During AFAP III, it was reported that NGB would handle local travel of family members through State transportation funds and private officer and enlisted associations. OCAR changed training regulations to include family members in one regular unit training activity annually.

h. Lead agency. CFSC-FSA.

i. Support agency. TAPC-CPF-S/OCAR/NGB.

Issue 75: Family Member Transportation Upon Death of a RC Member

a. Status. Completed.

b. Entered. AFAP IV; 1986.

c. Final action. AFAP VI; 1988.

d. Subject area. Entitlements.

e. Scope. Reserve Component family members are not authorized transportation, as are Active Component families, to and from the selected burial site of the RC member who dies on duty.

f. AFAP recommendation. Seek legislation to authorize round-trip transportation for immediate family members.

g. Progress.

(1) Legislation, prepared by ODCSPER, was reviewed by the Sixth Quadrennial Review of Military Compensation (6QRMC) in early 1988 and approved for inclusion in the DoD appropriations bill.

(2) The FY 89 National Defense Authorization Act contained amendatory legislation that authorizes round-trip travel and transportation allowances to RC family members to attend burial ceremonies of deceased RC soldiers who die while on active duty or inactive duty. The 30-day stipulation was removed. The Joint Federal Travel Regulation (JFTR) was modified to reflect legislative change.

h. Lead agency. DAPE-MBB-C.

i. Support agency. TAPC-PDZ-X/DAAR/NGB.

Issue 76: Family Quarters for Single Pregnant Soldiers

a. Status. Unattainable.

b. Entered. AFAP VI; 1988.

c. Final action. AFAP VII; 1989.

d. Subject area. Housing.

e. Scope. Pregnant single soldiers are allowed to place their names on housing lists when pregnancy is verified, but may not move into the quarters until after delivery. In many cases, their living conditions during the later months of pregnancy are unsafe for the unborn baby.

f. AFAP recommendation.

(1) Change AR 210-50 to allow pregnant single soldiers to move to family quarters 3 months before delivery date.

(2) Authorize soldiers to live off post with nondependent basic allowance for quarters (BAQ) until birth if family housing is not available

g. Progress.

(1) *Regulatory guidance.*

(a) DoD Directive 4165.63-M, Jun 88, states, "Unmarried pregnant service members without dependents may apply for family housing but shall not be assigned to the quarters until the birth of the child."

(b) AR 210-11, Jul 83, states, "Installation commanders may authorize pregnant service members to move off-post and receive housing allowances on written recommendation of medical or social work staff members on an individual basis."

(c) Msg HQDA DAPE-HRP-R, Aug 85, Subject: Family Housing Policy for Pregnant Members Without Family Members, incorporates DoD Directive 4165.63-M into AR 210-50, chapter 3.

(2) *Resolution.* Installation commanders may request exception to policy to allow assignment of quarters to pregnant single soldiers if the circumstances warrant.

h. Lead agency. DAPE-MPH-S.

i. Support agency. None.

Issue 77: Family Safety
a. Status. Completed.
b. Entered. AFAP I; 1983.
c. Final action. AFAP IV; 1986. (Updated: Aug 94)
d. Subject area. Family support.
e. Scope. Family safety initiatives are needed to minimize off-duty related accidents (for example, motor vehicle, recreational, and home safety).
f. AFAP recommendation.
(1) Develop a plan of action and milestones to integrate family safety into the overall Army Safety Program.
(2) Contract or develop family safety countermeasures for Army-wide use.
g. Progress.
(1) A family safety survey was conducted at three representative Army installations to evaluate, review, and recommend specific countermeasure programs as well as implementation and control procedures.
(2) USACFSC agreed to be the Army spokesperson for family and recreational safety. Safety management program requirements were integrated in AR 215-2.
(3) A Family Accident Prevention Program was integrated into the Army Safety Program. Key elements included--
(a) Revision of AR 385-10, requiring MACOMs to establish effective family safety programs.
(b) Designation of the installation safety manager as the Family Accident Prevention Program coordinator.
(c) Use of the National Safety Council's Family Safety and Health magazine, with a four-page Army family safety insert, as the major vehicle for disseminating safety information to the homes of Army soldiers.
(d) An installation guide, "Family Accident Prevention Program," with initially 44 individual activity support packages, was distributed to installation safety offices worldwide in 1988.
(4) The Army Safety Program, including family safety, remains viable.
(a) Emphasis has moved from distribution of materials through The National Safety Council magazine to production of various information packets available at all safety offices. Current topics include a Family Burn Program campaign, "Bikes," "Baseball," "Baby Sitting," "Backyard Mechanics," and a family traffic film.
(b) AR 215-2 is being updated to include safety guidance in sports and recreation.
(5) The trend in total military accidents (from 1991-1994) is downward, including POV and recreational accidents.
(6) Service members' on and off- duty accidents that meet established criteria are reported to the U.S. Army Safety Center and are briefed to the CSA/VCSA at quarterly IPRs. The U.S. Army Safety Center does not maintain data on accidents incurred by non service members (family members).
h. Lead agency. DACS-SF.
i. Support agency. None.

Issue 78: Family Support at RC Mobilization
a. Status. Completed.
b. Entered. AFAP II; 1984.
c. Final action. AFAP VI; 1988.
d. Subject area. Family support.
e. Scope. Current Army plans to support families (Total Army) during mobilization (Army Mobilization and Operations Planning System (AMOPS)) do not provide detailed plans to support various levels of mobilization.
f. AFAP recommendation.
(1) Finalize policies and plans that address the full impact of mobilization upon RC families and existing Army support structures.
(2) Develop a handbook to assist families of overseas civilians who are designated as emergency essential and who may be required to remain in the overseas area in the event of hostilities.
g. Progress.
(1) *Reserve Component support.*
(a) National Guard points of contact were identified; the National Guard Family Program Pamphlet was published; a PDIP was initiated to staff the Family Support Program at the State level; and further guidelines were developed.
(b) OSD established an inter-Service panel, the Reserve and Guard Subcommittee of the DoD Family Policy Coordinating Committee, to address RC issues.
(c) All States have family support plans based on FORSCOM guidance, coordinated by the major Army areas (CONUSA). Family support planning guidance was refined to specify missions assigned to installations and mobilization stations and to define minimum essential levels of service for all stages of mobilization.
(2) *Overseas civilians.* A handbook to assist families of overseas civilians was developed.
(3) *Resolution.* The Fall 88 GOSC determined HQDA actions were completed. The issue will remain active as a FORSCOM-USAREC Mobilization and Deployment Improvement Program initiative.
h. Lead agency. OCAR/NGB.
i. Support agency. DAPE-CPE/CFSC-FSA.

Issue 79: Family Travel at RC Mobilization
a. Status. Unattainable.
b. Entered. AFAP I; 1983.
c. Final action. AFAP III; 1985.
d. Subject area. Relocation.
e. Scope. Some U.S. Army Reserve (USAR) and Army National Guard (ARNG) units are programmed to be employed within CONUS during mobilization. Current mobilization plans do not authorize family member travel and household goods (HHG) shipment for USAR and ARNG unit members to first duty station upon mobilization. This blanket policy could be a substantial morale problem for USAR and ARNG units upon mobilization.
f. AFAP recommendation. Conduct a review of policy and provide a recommendation.
g. Progress. The ARNG conducted a review of policy and legal impact and recommended that no changes be made to current travel authorizations. The current policy is that no one is authorized to accompany soldiers to the site of mobilization. Housing for family members will not be available at the mobilization site. However, after mobilization is completed, movement of family members and shipment of household goods may be authorized if the soldier is assigned to an installation where family members are allowed to join the service member.
h. Lead agency. DAAR-PE.
i. Support agency. None.

Issue 80: Educational Financial Aid Counseling
a. Status. Completed.
b. Entered. AFAP I; 1983.
c. Final action. AFAP II; 1984.
d. Subject area. Family support.
e. Scope. Often family members are not aware of the various educational financial aid programs available.
f. AFAP recommendation. Update DA Pamphlet 352-2.
h. Progress.
(1) Issue relates to Issue 224, "Financial Assistance for Family Member Education."
(2) DA Pam 352-2, August 1984, clarifies procedures for obtaining financial assistance for education.
h. Lead agency. CFSC-FSY-E.
i. Support agency. None.

Issue 81: Financial Support of Family
a. Status. Completed.
b. Entered. AFAP II; 1984.
c. Final action. AFAP III; 1985. (Updated: Feb 96)
d. Subject area. Family support.
e. Scope. Soldiers sometimes fail to support their families. The problem is especially severe among families whose sponsor is on an unaccompanied overseas tour. Extended time often lapses in trying to contact the soldier overseas or enlist the help of the chain of command in assuring family support is provided.
f. AFAP recommendation. Review regulations and policies and recommend changes to support allowances to the spouse in the amount of the soldier's Basic Allowance for Quarters (BAQ) and Variable Housing Allowance (VHA).
g. Progress.
(1) AR 608-99, published Nov 94, updates and clarifies Army policies with regard to the financial support of family members.
(2) The revision of this regulation directly addresses the concerns raised by this issue. Specifically, this revision--
(a) Implements the transfer of proponent responsibility for this regulation from the ODCSPER to OTJAG.
(b) Continues to require soldiers to obey court orders on financial support of family members and paternity. With regard to the financial support of family members, the regulation requires a soldier to comply with an existing court order, or, in the absence of a court order, with the financial support provisions of a written financial support agreement, or in the absence of an order or agreement, with the financial support provisions of the regulation. These provisions generally require a soldier to pay his or her family members on a monthly basis an amount equal to the soldier's basic allowance for quarters at the with-dependents rate.
(c) Provides that a violation of the financial support provision of a court order, a support agreement, or this regulation is a violation of lawful general regulation under Article 92, Uniform Code of Military Justice. Offenders are subject to the full range of statutory and regulatory sanctions, including trial by court-martial and non judicial punishment.
(d) Requires all commanders, and those on their staffs at every level of the Army, before recommending approval of requests for, or extensions of, military assignments outside the United States, to consider whether the soldier's assignment, or continued assignment, outside the United States will adversely affect the legal rights of others in pending or anticipated court actions against the soldier, or against the soldier's family members, or will result in a repeated or continuing violation of an existing court order or this regulation.
(e) Provides legal authority for terminating a soldier's military assignment outside the United States, consistent with other military requirements, when such assignment adversely affects the legal rights of others in financial support or paternity cases.
(f) Provides guidance to general court-martial convening authorities on assigning installation responsibilities for monitoring compliance with this regulation.
(g) Establishes specific OTJAG responsibility for disseminating--and updating--standard form letters and fact sheets (utilizing the Legal Army-Wide Automation System (LAAWS)) to commanders for use in responding to inquiries under this regulation.
(h) Outlines the role of attorneys providing legal assistance to clients on legal problems and needs relating to the subject area of this regulation.
(i) Implements DoDD 5525.9, "Compliance of DoD Members, Employees, and Family Members Outside the United States with Court Orders," December 27, 1988 on court-related requests for assistance arising from financial support, child custody and visitation, paternity, and related cases.
h. Lead agency. DAJA-LA.
i. Support agency. None.

Issue 82: First Term Family Initiatives
a. Status. Completed.
b. Entered. AFAP II; 1984.
c. Final action. AFAP V; 1988.
d. Subject area. Family support.
e. Scope. With 30% of the soldiers (PVT to SPC) married, the first-term soldiers and their families face special problems, particularly when living off-post away from Army support networks and facilities. There are no standardized Army-wide outreach programs (although many installations have excellent local programs). There is minimal Army policy addressing the needs of these families. While the focus of this issue is on first-term soldiers, many actions will have a positive impact on career soldiers and their families.
f. AFAP recommendation. **.** Develop an Outreach Program with standard components to be implemented Army-wide.
g. Progress.
(1) *Paternity leave.* DAPE-HR staffed a proposal for authorization of 10 days nonchargeable paternity leave for soldiers of all ranks. MACOMs did not support the proposal. No further action is planned on the issue at this time.
(2) *Outreach.* A PDIP to fund an ACS Outreach coordinator was submitted for the FY 87-91 budget cycle. Some commanders reallocated resources to fund this position before the requirement was funded. In 1987, HQDA funding for Outreach was eliminated. Local commanders have authority to fund this program from the ACS MDEP based upon local need.
(3) *Resolution.* Issue was completed in 1988 because Outreach Program policy and standards were completed

and incorporated in AR 608-1, and the WRAIR study was completed, validating the need for an Outreach Program.
h. Lead agency. CFSC-FSA.
i. Support agency. TAPC/DACH/CFSC-FSY-E.

Issue 83: Food Stamp Eligibility
a. Status. Unattainable.
b. Entered. AFAP II; 1984.
c. Final action. AFAP V; 1988. Updated in July 1994.
d. Subject area. Family support.
e. Scope. Personnel living in Government quarters may be eligible for food stamps while personnel living in non-Government quarters may not be, due to the difference in computation of net monthly pay.
f. AFAP recommendation. Eliminate food stamp eligibility inequity by excluding Basic Allowance for Quarters (BAQ) and Variable Housing Allowance (VHA) from the computation of net monthly income.
g. Progress.
(1) *Proposed legislation.* Legislation was drafted, but it did not receive clearance from DoD.
(2) *Inclusion of value of Government quarters.* The General Accounting Office (GAO) recommended in an Apr 83 report on military participation in the food stamp program that members residing in Government quarters be required to include the value of Government quarters as income. DoD concurred with the recommendation.
(3) *DoD study.* A 1992 DoD study indicated that less than 1% of the military force receives food stamps. Food stamp eligibility seems to be more a function of family size than inadequate military income. Military income for the junior enlisted member who is married with one or two children is above the current poverty level. Only when a junior member has four or more dependents does he/she become eligible for this type of public assistance. DoD continues to reject any effort to open this program to scrutiny.
(4) *Resolution.* This issue was determined unattainable in 1988 in view of the fact that it was rejected by DoD, is contrary to the recommendations of GAO, and pursuit of this issue could lead to scrutiny and possible loss of other benefits.
h. Lead agency. DAPE-MBB-C.
i. Support agency. None.

Issue 84: Funded Student (Family Member) Travel
a. Status. Completed.
b. Entered. AFAP I; 1983 (reopened in 1996)
c. Final action. AFAP XVII; May 01 (Updated: Jun 01)
d. Subject area. Entitlements
e. Scope. Military dependents (under age 23) of soldiers stationed overseas are allowed one trip per year between their school and sponsor's overseas duty location. Travel should be authorized for all military dependents who are enrolled in a full time program of study. This benefit will improve morale significantly and reduce the financial hardship on families stationed overseas.
f. AFAP recommendation. Expand eligibility for funded OCONUS travel to include military dependents under age 23 who are enrolled in a full-time post graduate area of study.
g. Progress.
(1) *History.*
(a) In AFAP I this issue was named, "Student Travel OCONUS," and was completed based on Nov 83 legislation that authorized funded student travel for military dependents.
(b) The issue was reopened in 1985 when Congress eliminated authority to pay for travel of military dependents in CONUS, thus eliminating funded travel to dependents of Alaska and Hawaii personnel. The issue was completed in 1989 following congressional authorization of the benefit to Alaska and Hawaii personnel.
(c) The issue was reopened by the Oct 96 GOSC to expand travel benefits to military dependents under age 23 who are pursuing post-graduate study. Currently, funded student travel is only authorized to dependents pursuing undergraduate study.
(2) *Legislative initiatives.*
(a) This initiative was included in the FY99 Omnibus legislative packet, but it was not approved by either the House or Senate. The issue was not supported as part of the FY00 Omnibus DOD legislative package.
(b) The initiative was submitted in the FY01 legislative packet. However, OMB disapproved the proposal again for inclusion in the Omnibus packet. Through alternate channels, the initiative was included in the FY01 NDAA and passed in that bill. Implementation began 1 Apr 01.
(3) *Joint Federal Travel Regulation (JFTR) change.* The JFTR change includes graduate and vocational programs in the paragraph of approved programs of instruction that qualify for the funded student dependent travel program.
(4) *GOSC review.*
(a) *May 99.* Army will resubmit the legislative proposal.
(b) *May 00.* The House and Senate versions of the FY01 NDAA contain language expanding funded student travel to the identified category of students.
(5) *Resolution.* The May 01 GOSC declared this issue completed based on the FY01 NDAA and the resulting JFTR change.
h. Lead agency. DAPE-PRR-C.
i. Support agency. None.

Issue 85: General Officers Steering Committee (GOSC)
a. Status. Completed.
b. Entered. AFAP I; 1983.
c. Final action. AFAP II; 1984.
d. Subject area. Leadership.
e. Scope. There is currently no structure to ensure top-level involvement in the AFAP execution and future development.
f. AFAP recommendation.
(1) Establish a General Officer--SES Steering Committee to review ongoing actions and provide direction for future initiatives within the plan by 31 January 1984.
(2) Convene, by 1 Oct 84, an annual Family Action Planning Conference to provide input to the plan and identify additional issues facing the Army.
g. Progress. The AFAP General Officer Steering Committee (GOSC) was established in DA Memo 15-32, Boards, Commissions, and Committees, Army Family Action Plan General Officer Steering Committee.
h. Lead agency. CFSC.

i. Support agency. None.

Issue 86: Gray Area Retirees.
a. Status. Completed.
b. Entered. AFAP III; 1985.
c. Final action. AFAP VIII; 1990.
d. Subject area. Entitlements.
e. Scope. During the period between retirement from the RC and age 60, RC retirees are in a "gray area" and do not receive most retirement privileges.
f. AFAP recommendation.
(1) Develop a gray area retiree benefits package.
(2) Put RC retirees on a mailing list for "Army Echoes" upon receipt of a "20 year retirement eligibility letter".
g. Progress.
(1) *Newsletter.* Beginning with the Jan-Feb 1986 issue, RC retirees receive "Army Echoes" following receipt of their "20 year retirement eligibility letter" from the United States Army Reserve Personnel Center.
(2) *PX and MWR privileges.* In Oct 90, DoDI 1000.13 authorized gray area retirees unlimited access to Exchanges and Morale, Welfare, and Recreation (MWR) facilities.
(3) *Legislation.* The FY 91 National Defense Authorization Act authorizes unlimited access to Exchanges and MWR facilities and 12 visits per year to commissary stores.
(4) *Resolution.* This issue was completed because the National Defense Authorization Act for FY 91 authorizes gray area retirees unlimited access to Exchange and MWR facilities and 12 commissary visits per year.
h. Lead agency. DAPE-MBB-C.
i. Support agency. NGB-ARP-RRM/DAPE-HRP.

Issue 87: G.I. Bill (Publicity)
a. Status. Completed.
b. Entered. AFAP II; 1984.
c. Final action. AFAP III; 1985.
d. Subject area. Force Support.
e. Scope. The current GI Bill is scheduled to expire in 1989. A "new" GI Bill will replace the benefits for Vietnam era veterans.
f. AFAP recommendation. Publicize the "new" GI Bill and procedures to convert from the current GI Bill.
g. Progress. The Montgomery GI Bill was successfully implemented on 1 Jul 85. DAPE-MPA continues efforts to publicize the new GI Bill.
h. Lead agency. DAPE-MPA.
i. Support agency. None.

Issue 88: Health Care After 65 for OCONUS Retirees
a. Status. Unattainable.
b. Entered. AFAP IV; 1986.
c. Final action. AFAP X; 1993.
d. Subject area. Medical.
e. Scope. Retirees lose their CHAMPUS eligibility at age 65 when they become eligible for Medicare. Additionally, retirees living OCONUS have no medical coverage upon reaching age 65 because, along with losing CHAMPUS eligibility, they are not covered by Medicare as long as they live overseas.
f. AFAP recommendation.
(1) Investigate continuing CHAMPUS for retirees worldwide at age 65.
(2) Consider supplementing Medicare for retirees over 65 by a contributing plan.
g. Progress.
(1) *Related issues.* Issue 237, "Health Care Benefits for Retirees and Their Families," and Issue 402, “Health Care Benefits for Retirees Age 65 and Over,” relate to this issue.
(2) *CHAMPUS beyond age 65 OCONUS.*
(a) In Jan 91, CFSC-FSR forwarded to OCLL, through the DCSPER and CSA, a legislative proposal providing CHAMPUS benefits to OCONUS retirees age 65 and over. Estimated first year cost was $3.3M. ASA(M&RA) and ASA(FM) nonconcurred with the legislative proposal on the basis of cost and advised that, if there is to be a legislative solution, it should be a change to Medicare rather than creating a new system of CHAMPUS coverage.
(b) Legislation was introduced in the 102nd Congress that would extend CHAMPUS to OCONUS retirees and make CHAMPUS second payer for all Medicare eligible military retiree. However, Congress did not take action on the bills.
(3) *Medicare supplement.* Retirees can supplement their Medicare coverage with Medicare Supplemental Insurance offered by major military retiree associations. This is a contributing plan. There is no requirement for an additional supplemental plan, which would increase the retirees' cost while not resulting in an additional benefit. Health care insurance, to include supplements, have "coordinated care" provisions. Such provisions mean that two insurance companies will not pay for the same medical care treatment.
(4) *Resolution.* The May 93 GOSC determined this issue is unattainable. Army and OSD do not support providing CHAMPUS benefits to OCONUS retirees age 65 and over. Since Medicare supplemental coverage is obtainable from civilian sources, there is no support for a Government sponsored plan.
h. Lead agency. CFSC-FSR.
i. Support agency. SGPS-CP-P.

Issue 89: Health Care Package for Sponsor and Family on Completion of Active Duty
a. Status. Completed.
b. Entered. AFAP IV; 1986.
c. Final action. AFAP V; 1987.
d. Subject area. Medical.
e. Scope. There is a need for a continued health care program to transition families back to civilian life on completion of active duty.
f. AFAP recommendation. Investigate extension of health care coverage for soldiers and families on completion of active duty.
g. Progress. Research revealed a 90-day health care package is available for soldiers and families transitioning from the Army. A message was sent to all transition points reaffirming availability of this program.
h. Lead agency. DAPE-MBB-C.
i. Support agency. None.

Issue 90: Costs Associated with Obtaining Medical Care in CONUS
a. Status. Completed.
b. Entered. AFAP VI; 1988.

c. Final action. AFAP XII, 1994.
d. Subject area. Medical.
e. Scope.

(1) When medical care is not locally available, soldiers and family members must travel to obtain medical care. At these times, soldiers incur excessive financial burdens for nonmedical expenses, such as transportation, lodging, and child care. This problem is particularly acute when the patient is a family member of minor age. Reimbursement for nonmedical expenses is not authorized except for soldier patients in accordance with the Joint Federal Travel Regulations (JFTR), paragraph U3500-C.

(2) Soldiers and families assigned within an approximate 40-mile radius of a medical treatment facility (MTF) must use that facility for nonemergency in-patient medical treatment. Those assigned to remote sites outside medical catchment areas must use CHAMPUS or travel long distances to a MTF to avoid CHAMPUS expense. In either situation, this medical treatment, over which the soldier has no choice, can cause financial hardship particularly in junior grades. Additionally, within catchment areas, the excessive travel involved often results in considerable loss of duty time to the Army. With medical catchment areas as large as they are, these hidden costs often remain, even when care is available.

f. AFAP recommendation.

(1) Compensate family members for non-medical costs when travel is required outside the catchment area to obtain medical care.

(2) Include survey questions in the semi-annual soldier survey to evaluate the need for a medical cost of living allowance.

(3) Sponsor legislation for a medical cost of living allowance based on location.

(4) Publicize availability of purchasing CHAMPUS supplement.

g. Progress.

(1) *History*. In Apr 90, Issue 154, "Remote Site Medical Costs," was combined with this issue and renamed "Costs Associated with Medical Care in CONUS." The lead was transferred from OTSG to ODCSPER. In Dec 93, Issue 325, "Inaccessible/ Limited Medical Care Impacts Negatively on Quality of Life" was combined with this issue.

(2) *Active duty medical care.* Soldiers may obtain civilian medical care at Army expense in emergencies when the urgency of the situation does not permit prior authorization. In a 1994 revision to AR 40-3, soldiers assigned to remote locations where health care is not available through a military MTF may be authorized by their commander to obtain routine care in the civilian sector after determination that the cost for the treatment will not exceed $500. If the required treatment is expected to exceed $500, prior authorization must be obtained from the commander of the military MTF having administration responsibility for that geographic area. Soldiers ordered to a medical facility for a required physical, diagnosis, or treatment are authorized a mileage allowance in accordance with paragraph U3500-C, JFTR. Travel for receipt of outpatient medical care away from the soldier's permanent duty station is funded by the unit to which the soldier is assigned.

(3) *Family member medical care.* Family members must use military medical facilities for non-emergency inpatient care if they reside within the catchment area of a military medical facility, normally a 40-mile radius. When a military medical facility does not have the capability or facilities available, a non-availability statement may be issued authorizing civilian sources of care. The FY 94 DoD Authorization Act permits MTF commanders to authorize, effective 1 Jul 94, reimbursement for travel to specialized treatment facilities for soldiers and family members when care cannot be obtained locally.

(4) *Medical supplements*. Medical supplements are offered by most military associations. The "Army Times" provides a yearly supplement reviewing the different plans.

(5) *Medical COLA.* The DCSPER does not believe it is prudent to pursue medical COLA with TRICARE on the horizon and the national health care reform in Congress.

(6) *GOSC review*. The Jun 92 GOSC directed that this issue remain active during implementation of the AMEDD Coordinated Care initiative, "Gateway to Care".

(7) *Resolution*. The Oct 94 GOSC determined that this issue and the issues combined with it are completed because commanders may reimburse soldiers and family members for travel incurred when specialized medical care requires travel and because local commander approval limits have been increased for soldiers to receive civilian medical care.

h. Lead agency. DAPE-MBB-C.
i. Support agency. OTSG/DAAR-PE/NGB.

Issue 91: High Quality, Standard DoDDS Curriculum

a. Status. Completed.
b. Entered. AFAP I; 1983.
c. Final action. AFAP II; 1984.
d. Subject area Education.
e. Scope. Family members experience DoDDS education to be of lesser quality than that provided by public school systems in the United States.
f. AFAP recommendation. Publicize the results of the independent study.
g. Progress.

(1) Issue relates to Issues 34, "Curriculum and Evaluative Criteria in DoDDS"; 174, "Special Education-Gifted and Talented"; 214, "DoDDS Curriculum"; and 252, "Summer School Program in DoDDS."

(2) Three booklets were published detailing the results of an independent study on DoDDS. Study findings reflected higher test scores for DoDDS students than equivalent public schools. The findings of the study were publicized.

h. Lead agency. CFSC-FSY-E.
i. Support agency. None.

Issue 92: Higher Education for Soldiers Who Spend Extensive Time in the Field

a. Status. Completed.
b. Entered. AFAP IV; 1986.
c. Final action. AFAP V; 1987.
d. Subject area. Force support.
e. Scope. Soldiers who spend time in the field have difficulty improving education.
f. AFAP recommendation. Continue to develop and implement alternative educational delivery methods where feasible.
g. Progress.

(1) DANTES, the DoD agency responsible for developing nontraditional programs for the Services, regularly investigates educational options for soldiers unable to attend classes. They have developed independent study courses soldiers may take to the field, computer lesson grading and testing, classes designed to break when soldiers are in the field, flexible hours, and circuit rider instructors.

(2) Additionally, Education Centers offer counseling services to help soldiers plan and select alternative options prior to field deployment; testing for college credit where logistically feasible; scheduling classroom courses around training schedules where possible; Service Members Opportunity College associate and bachelor degree program credit transfer; use of military experience credits; and alternative degree options.

h. Lead agency. TAPC-PDE.

i. Support agency. None.

Issue 93: House Hunting Compensation

a. Status. Unattainable.

b. Entered. AFAP I; 1983.

c. Final action. AFAP V; 1987.

d. Subject area. Relocation.

e. Scope. Soldiers are not authorized funded trips for purposes of locating housing if quarters are not available at next duty station. Action was deferred due to a trade-off strategy to gain approval of Temporary Lodging Allowance, increase of mileage allowance, and increase of weight allowance.

f. AFAP recommendation. Initiate legislation that would authorize travel and per diem for up to 7 days for members and spouses to locate suitable housing at the new duty station.

g. Progress.

(1) *Legislative proposal.* The FY 86 Authorization Act directed cost absorption for all new PCS initiatives. A house- hunting proposal was submitted as an FY87 and FY88-89 legislative contingency issue. Based on cost and congressional direction on PCS funding, the Services concurred with the proposal in principle but non-concurred with submission to Congress.

(2) *Estimated cost.* Round-trip transportation between the old and new CONUS duty station and up to 10 days per diem for both soldier and spouse to locate suitable housing could affect approximately 227,000 DoD military personnel and at a cost between $368.9M and $372.7M for FY88-92.

(3) *Resolution.* In Nov 87, the GOSC recommended this initiative be deleted from the plan as an unattainable issue. It is cost prohibitive.

h. Lead agency. DAPE-MBB-C.

i. Support agency. None.

Issue 94: Household Goods Damage and Depreciation

a. Status. Completed.

b. Entered. AFAP IV; 1986.

c. Final action. AFAP VI; 1988.

d. Subject area. Relocation.

e. Scope. Service associated with household good shipment is inadequate and antiquated.

f. AFAP recommendation.

(1) Improve quality assurance of goods in storage is needed.

(2) Adequately compensate soldiers for loss or damage.

(3) Simplify claims procedures.

g. Progress.

(1) *Storage.* In 1987, actions were initiated to intensify the surveillance of storage warehouses and improve the overall quality of facilities. The new program, Contractor Assured Performance Plan, concentrates on marginal performers and contains procedures to randomly select shipments for decontainerization and inspection. Facilities lacking specialized fire detection systems are being removed from participating in the storage program. Facilities with unsatisfactory fire prevention programs, housekeeping, or security violations are denied further shipments until all deficiencies are corrected. An environmental assessment of the facility is required if it is not insulated or otherwise protected from extreme cold, heat, moisture or other climatic conditions.

(2) *Replacement allowance.* The Allowance List Depreciation Guide was revised in Aug 87 and is equal to or more beneficial than the Joint Military-Depreciation Guide and the United Services Automobile Association (USAA) guide.

(3) *Claims procedures.* Claims notification procedures were simplified in Oct 85. Claimants now submit only one copy of each form and one copy of supporting documents. The small-claims procedure, applicable to claims that can be settled for less than $1,000 without extensive investigation, is emphasized in claims training. Claims offices should process small claims for payment within 1 working day.

(4) *Carrier liability.* On 1 May 87, carrier liability increased from 60 cents per pound or article to $1.25 times the net weight of the domestic shipment. In Oct 95, this liability was expanded to the international program. This creates significantly greater carrier liability and increased incentive to reduce loss and damage.

h. Lead agency. DALO-TSP.

i. Support agency. DAJA/TAPC-CPF-S.

Issue 95: Housing Operations Management System

a. Status. Completed.

b. Entered. AFAP I; 1983.

c. Final action. AFAP III; 1985.

d. Subject area. Housing.

e. Scope. Family housing management techniques are not standardized and have not employed modern techniques through the use of automated systems where applicable.

f. AFAP recommendation. Develop standardized family housing information procedures and provide an automated management tool to those installations where economic analysis indicates cost effectiveness.

g. Progress.

(1) Module 1, Assignment and Terminations. Deployment began in FY 84 and was completed in Dec 89.

(2) Module 2, Housing Referral and Survey. Deployment, completed Dec 89.

(3) Module 3, Billeting. Deployment, completed in Oct 89.

(4) Module 4, Headquarters. Deployment, completed Aug 89.

(5) Module 5, Furnishings. Expected completion, Dec 91.

(6) Module 6, Housing Plans and Programming, approval will be requested Feb 91.

(7) Funding. All funding has been approved.
h. Lead agency. CEHSC-HM.
i. Support agency. None.

Issue 96: Impact of AIDS on Family Members
a. Status. Completed.
b. Entered. AFAP IV; 1986.
c. Final action. AFAP V; 1987.
d. Subject area. Medical.
e. Scope. Currently no policy exists addressing the impact of AIDS on family members.
f. AFAP recommendation. Develop policies addressing the impact of AIDS on family members and the legal rights, privileges, and benefits of family members to include clarification of notification of family member rights.
g. Progress.
(1) Current policy is based on DoD guidance issued on 20 April 1987 in a SECDEF memorandum subject: Policy on Identification, Surveillance, and Administration of Personnel Infected with Human Immunodeficiency Virus (HIV).
(2) Army policy--
(a) Provides for voluntary testing of active duty family members on space-available basis.
(b) Permits HIV positive family members to accompany their sponsors OCONUS.
(c) Allows soldiers with HIV positive family members to request deletion from overseas assignment instructions for compassionate reasons or request an "all others" tour.
(d) Allows soldiers assigned OCONUS accompanied by family members who are subsequently determined to be HIV positive to request a compassionate reassignment or a tour curtailment.
(3) Family members determined to be at risk of HIV infection will be notified by military health authorities.
(4) DoD policy on RC family member notification was changed, effective Aug 88. Family members of RC soldiers on active duty for less than 30 days, who are not military health care beneficiaries, may now be notified of their military spouse's HIV infection by military authorities.
(5) Policy providing Child Development Services to HIV positive children is contained in AR 608-10 and AR 600-75.
h. Lead agency. DAPE-MPH.
i. Support agency. DASG/DAJA.

Issue 97: Inadequate DA Guidance for Family Care Plans
a. Status. Completed.
b. Entered. AFAP VI; 1988.
c. Final action. AFAP VIII; 1990. Updated in Nov 93.
d. Subject area. Force support.
e. Scope.
(1) AR 600-20 fails to specify clearly what a Family Care Plan should contain. The wording in the prescribed forms is insensitive in that it is similar to punitive counseling forms. This leads single parents and dual-Service parents to feel that they are being treated as disciplinary problems, impacting adversely on morale and duty performance, which in turn has a negative impact on readiness and retention.
(2) Reserve Components (RCs) are in need of specific enforceable guidance for Family Care Plans (FCPs).
f. AFAP recommendation.
(1) Revise DA Forms 5304-R (Family Care Counseling Checklist) and 5305-R (Family Care Plan) to be less punitive, clearer, and more specific. Relate forms and guidance to the Total Army family.
(2) Develop pamphlet, handbook, or packet with excerpts from referenced regulations and pertinent information for use by single parent soldiers, dual-military couples, and commanders of the Total Army, to include RC.
g. Progress.
(1) *Regulatory change.* AR 600-20, revised Sep 89, includes significant changes in the wording and format of DA Form 5304-R and DA Form 5305-R. The AR and DA forms clearly and concisely define the responsibilities of soldiers and required actions of commanders. AR 600-20 contains examples of documents that should be included in the completed FCP.
(2) *Information.* More than 80 thousand copies of an informational brochure, "About Family Care Plans," on FCP requirements was distributed to the field in the Fall 1990.
(3) *Policy review.* FCP policy was thoroughly tested during Operations Desert Shield and Desert Storm. All reports indicate that basic policy is sound and sufficiently clear and that soldiers of all components were able to comply with requirements and deploy as ordered.
(4) *Civilians.* In Nov 92, DoDD 1342.19, "Family Care Plans", encouraged emergency essential civilians to prepare a FCP in accordance with instructions in AR 600-20. The directive defined minor children as children under the age of 19 years.
(5) *Resolution.* Issue was completed because of changes to wording and format of DA Form 5304-R and DA Form 5305-R. Guidance for RC Family Care Plans was distributed in an informational brochure, "About Family Care Plans."
h. Lead agency. DAPE-HR-S.
i. Support agency. DAMO-TRO/CFSC-FSC.

Issue 98: Income Tax Assistance
a. Status. Completed.
b. Entered. AFAP III; 1985.
c. Final action. AFAP IV; 1986.
d. Subject area. Consumer services.
e. Scope. Many soldiers and family members are paying commercial companies to prepare very simple tax returns. Some are apparently intimidated by the forms and perceive no alternative to outside help.
f. AFAP recommendation. Have ACS centers set up an income tax advisor program.
g. Progress.
(1) The plan for an income tax advisor program was distributed to the field 25 Nov 85. Volunteers receive training and materials through the legal assistance office and the IRS VITA program. This program is available through the integrated efforts of the ACS, IRS, JAG, and volunteers at installations.
(2) The Judge Advocate General's School published a program in their Model Tax Assistance Handbook for local JAG personnel on establishing a volunteer tax assistance program.
h. Lead agency. CFSC-FSA.

i. Support agency. DAJA.

Issue 99: Sensitivity to the Child Care Needs of Sole/Dual Military Parents
a. Status. Completed.
b. Entered. AFAP V; 1987.
c. Final action. AFAP VI; 1988.
d. Subject area. Child care.
e. Scope. Army child care operational procedures need to reflect the unique child care requirements of sole and dual-military parents.
f. AFAP recommendation.
(1) Review and revise operational procedures.
(2) Include issue in CDS management training classes.
g. Progress.
(1) Operational procedures are addressed in the update of AR 608-10 and in the School-Age--Latch Key Administrative Manual. Interim guidance was provided to the field in a Letter of Instruction, 21 Dec 88.
(2) This issue was a topic of instruction in the CDS Management Training Course, completed in March 1990.
h. Lead agency. CFSC-FSC.
i. Support agency. None.

Issue 100: Insure Family Action Plan Implementation
a. Status. Completed.
b. Entered. AFAP I; 1983.
c. Final action. AFAP II; 1984.
d. Subject area. Leadership.
e. Scope. There is no established structure that will ensure implementation of the Army Family Action Plan.
f. AFAP recommendation.
(1) Establish a Family and Community Policy Division to coordinate and monitor all family actions.
(2) Implement a standardized DCSPER structure at installation level.
g. Progress. The Family and Community Policy Division was established 1 Dec 83 within the ODCSPER. The establishment of the U.S. Army Community and Family Support Center implemented the support for our communities and families.
h. Lead agency. DAPE-MPH.
i. Support agency. None.

Issue 101: Invitational Travel Orders for Family Members
a. Status. Completed.
b. Entered. AFAP IV; 1986.
c. Final action. AFAP V; 1987. Updated in July 1994.
d. Subject area. Volunteers.
e. Scope. Advance funds for family members attending family related seminars are available only if local transportation officers assume responsibility for any liability incurred.
f. AFAP recommendation. Review and rewrite Army directives as needed.
h. Progress.
(1) *Regulatory change.* In Jul 87, SAFM issued an interim change to AR 37-106, authorizing the issuance of an advance travel and transportation allowance to individuals issued invitational travel orders under the provisions of the Joint Federal Travel Regulations. IAW Update 13, AR 37-106, paragraph 5-2. Advances on ITOs are only authorized if the individual is entitled to per diem. The regulation states, "advance of travel and transportation allowance may be made only to individuals who can be considered an unpaid consultant."
(2) *Controls.* Appropriate controls will be established within the Finance Officers to ensure that settlement travel vouchers are submitted and that any outstanding amounts are collected.
h. Lead agency. SFFM-FCL
i. Support agency. None.

Issue 102: Job Sharing
a. Status. Completed.
b. Entered. AFAP I; 1983.
c. Final action. AFAP II; 1984.
d. Subject area. Employment.
e. Scope. Some family members cannot or do not wish to work a standard 40-hour work week. DA guidance encourages the use of part-time employees, and commands now have the opportunity to expand the number of part-time job opportunities and still get full utilization of their authorized end strength. HQDA is studying part-time employment.
f. AFAP recommendation.
(1) Complete study of part-time employment.
(2) Based on study, determine if further action is required.
g. Progress. A study of part-time employment was completed in Dec 83. Guidance was issued to the field to improve the program. The field will continue to be encouraged to foster part-time and job-sharing opportunities.
h. Lead agency. DAPE-CP.
i. Support agency. TAPC-CPF-S.

Issue 103: Lack of Guidance on AFAPs and Community-Level Quality of Life Programs
a. Status. Completed.
b. Entered. AFAP VI; 1988.
c. Final action. AFAP XII; 1994.
d. Subject area. Leadership.
e. Scope. DA Circular 608-88-2, The Army Family Action Plan V, though directive in nature, does not offer guidance for commanders at local levels on how to develop and implement AFAP and quality of life (QOL) programs, including provisions for feedback to constituents on issues surfaced.
f. AFAP recommendation.
(1) Provide guidance to the MACOMs to ensure that commanders at all levels understand their responsibility in the AFAP process.
(2) Demonstrate the value of scheduling local and MACOM symposia or forums before the annual HQDA Conference.
(3) Publish an AFAP program manager's handbook for MACOM and installation AFAP coordinators.
g. Progress.
(1) *Army publications.*
(a) AR 215-1, AR 608-75, AR 608-1, AR 608-10, and AR 608-18 give guidance on QOL programs and have been published and distributed to the field:
(b) The AFAP DA Circular 608-XX-X describes the AFAP process, including the responsibilities of MACOM and installation commanders.
(2) *After Conference Report.* Annually, an Post-Conference report is sent to the field from Commander,

USACFSC, providing an update of the AFAP conference and process.

(3) *Handbook* A memorandum was sent to all MACOMs during 2nd Qtr FY90, requesting input and ideas for the program manager's handbook. The handbook was revised to include that information and was distributed 1st Qtr FY95.

(4) *Resolution.* The Oct 94 GOSC determined this issue is completed based on the 1st Qtr FY95 publication of the installation handbook.

h. Lead agency. CFSC-FSM.

i. Support agency. None.

Issue 104: Lack of Medical Support in the OB/GYN Specialty

a. Status. Completed.

b. Entered. AFAP V; 1987.

c. Final action. AFAP VIII; 1990.

d. Subject area. Medical.

e. Scope. Inadequate staffing in the OB and GYN specialty hinders the delivery of diagnostic and preventive services such as PAP smears and mammograms to family members. There is currently no provision under CHAMPUS for these services.

f. AFAP recommendation. Initiate legislation that expands CHAMPUS coverage to include PAP smears and mammograms.

g. Progress.

(1) *Diagnostic services.* Pap smears and mammograms are available at PRIMUS clinics and as an enhancement to the Catchment Area Management and PPO demonstration projects. CHAMPUS is authorized for diagnostic or preventive PAP smears and mammograms, effective 5 Nov 90.

(2) *Resolution.* Issue was completed because legislative change authorized CHAMPUS coverage for diagnostic or preventive mammograms and PAP smears.

h. Lead agency. DASG.

i. Support agency. None.

Issue 105: Language Difficulties in Health Care

a. Status. Completed.

b. Entered. AFAP II; 1984.

c. Final action. AFAP V; 1987.

d. Subject area. Medical.

e. Scope. Families perceive that they receive substandard medical care because of language or cultural differences between some contract givers and patients.

f. AFAP recommendation. Ensure that all health care providers, both military and civilian, are conversant in English.

g. Progress.

(1) *History.* In AFAP II, this issue was titled, "Contract Care Givers," and was completed because guidance for major medical commanders was being prepared for the development of language proficiency and communication skill standards to be included in contract specifications. Issue resurfaced in AFAP III as, "Language Difficulties in Health Care."

(2) *Resolution.* Issue was determined to be resolved in 1987. The Surgeon General maintained that this was a perceived problem and stated that all health care providers, both military and civilian, must be conversant in English. Patient Representative Officers, available at all MTFs, should be contacted if language difficulties are noted.

h. Lead agency. DASG.

i. Support agency. None.

Issue 106: Laundry Facilities in Billets

a. Status. Completed.

b. Entered. AFAP III; 1985.

c. Final action. AFAP V; 1987. (Updated: Jul 94)

d. Subject area. Housing.

e. Scope. The number of washers and dryers in billets are not considered adequate for the number of people serviced.

f. AFAP recommendation. Determine adequate ratio of population to washers and dryers in barracks and take action to adjust as necessary.

g. Progress.

(1) *Validation.* MACOMs were queried and most agreed that an increase from one washer and dryer set per 20 soldiers was needed.

(2) *Policy change.* In Nov 87, the Common Table of Allowances, CTA 50-909, was changed to authorize one washer and dryer set per 10 soldiers (space permitting). Stacked sets are authorized where appropriate. Due to structural constraints in older barracks, the ratio of 1 washer/dryer to 10 soldiers may not be practical. However, during the Whole Barracks Renewal Program (see Issue 268), the standard will apply.

h. Lead agency. DAIM-FDH-M.

i. Support agency. None.

Issue 107: Leadership Training on Sensitivity to Soldier and Family Issues

a. Status. Completed.

b. Entered. AFAP V; 1987.

c. Final action. AFAP XII; 1994.

d. Subject area. Leadership.

e. Scope. Unit leaders at all levels are the key to successful implementation of family and quality of life programs. Training unit leaders (Reserve and Active Components) on the management of family-unit and soldier-unit relationships is the key to unit readiness and mission accomplishment. The care and well-being of Army families is part of the unit leader's mission, not an adjunct responsibility. Unit leadership needs to be better informed about the impact their decisions have on soldiers and families and how this manifests itself through the soldier to effect unit cohesion and unit readiness. Subjects could include coordinating career duties and family needs in today's Army, managing unit-soldier-family relationships, and employer support for the USAR and ARNG. The unique requirements of the RC in implementing family programs needs to be addressed.

f. AFAP recommendation.

(1) Educate unit leaders at all levels as to the critical impact of families on soldier satisfaction, and hence unit performance, and make leaders accountable for the success of family programs in their units.

(2) Evaluate and update leadership training based on research findings.

(3) Provide instruction on soldier and family needs and counseling techniques.

(4) Educate leaders to better balance and plan for time in garrison, in the field, and on temporary duty (TDY) to

allow soldiers to have planned and predictable time with families.

g. Progress.

(1) *Combined issues.* Issues 140, "RC Commander-Leader Training," and ASB3, "Systemic Training of Unit Leaders on Impact on Soldiers by Families," were combined with this issue as directed by the Oct 90 GOSC.

(2) *Validation.* Results of a Walter Reed Army Institute of Research (WRAIR) and Chaplaincy Services Support Agency sampling of Officer Basic Course, Officer Advanced Course and U.S. Army Sergeants Major Academy lessons plans indicated:

(a) Leader training emphasizes primary linkage between Army (installation) service programs and family well being. Army service programs are treated as the key ingredients, and are actually secondary to family-unit support systems/efforts.

(b) Family-unit relationships could be strengthened by focusing on specific leadership practices and techniques designed to effectively communicate and demonstrate the leader's understanding and insight of family-unit dynamics (group information, welcoming, family support groups, etc.).

(c) The concept of "family well being" is not simply a matter of telling future leaders which Army service agency provides for family needs. Army family research indicates:

1. Leadership awareness and sensitivity involves family identification with the unit and family self-reliance for resolving problems.

2. Support for families works best via networks of informational exchange among families in units and communities.

3. Unit leader roles and behavior toward soldiers and families are crucial to perceptions of caring leadership.

(d) Consistent with periodic revision of leader training and professional development, it is necessary for trainers to keep pace with and incorporate emerging family programs/issues and Army research/survey findings.

(e) Results of the WRAIR/Chaplaincy review were forwarded to TRADOC. TRADOC is developing a block of instruction to incorporate Family Awareness Training, Leadership Sensitivity to Soldier-Family Issues, and Army Family Team Building.

(3) *Sample Survey of Military personnel (SSMP).* The overall consensus among married enlisted soldiers (Fall 1991 SSMP) is that leaders are supportive of the Army family. Specific survey indicators of note:

(a) It is perceived that up to 31% of unit leaders have slight (21%) to no (10%) interest in family welfare, and 26% have slight (18%) to no (8%) knowledge of family programs.

(b) 42% of married enlisted soldiers indicate they rarely or almost never can depend on predictable time off.

(c) 82% indicate that they sometimes to almost always speak to their "boss" about family problems; 46% state they almost always do. 86% indicate they sometimes to almost always have time to handle urgent matters; 53% indicating they almost always do.

(4) *Army Family Team Building (AFTB).* Leader development, in the form of AFTB training, is targeted to soldiers, civilian employees, and family members.

(a) *Soldiers.*

1. Beginning Jan 94, training on sensitivity to soldier and family issues was incorporated into AFTB instruction for Officer, Warrant Officer and Noncommissioned Officer Education systems, and Initial Entry Training.

2. Senior leaders receive AFTB instruction at the Pre-Command Course by an Army spouse volunteer. Instruction is reinforced during presentations by the Chief of Staff, Army; Deputy Chief of Staff for Personnel; Deputy Commandant, Command and General Staff College; and CG, CFSC.

(b) *Civilian employees.* Training packages for civilians, developed by ODCSPER and TRADOC, were distributed to CPOs in the Spring 94 for immediate implementation. Training packages are in the form of self-instruction and classroom instruction and are incorporated into selected civilian training courses such as Army Management Staff College and the Supervisor Development Course.

(5) *GOSC review.* The Apr 94 GOSC agreed that this issue will remain active pending further development of AFTB.

(6) *Resolution.* This issue was completed by the Oct 94 GOSC based on inclusion of AFTB training in Officer, Warrant Officer, Noncommissioned Officer Education Systems.

h. Lead agency. DAPE-HR-L.

i. Support agency. ARI/WRAIR/CFSC.

Issue 108: Leadership Initiatives for Single/Unaccompanied Soldiers in Barracks/BEQs/BOQs

a. Status. Completed.

b. Entered. AFAP V; 1987.

c. Final action. AFAP VII; 1989.

d. Subject area. Leadership.

e. Scope. For single and unaccompanied personnel, the barracks are the only "homes" available. In these barrack "homes" soldiers want the respect and courtesy due their grade, per leadership manuals, from their commanders and first-line supervisors. For example, rooms should not be inspected for soldiers who are on TDY or leave and soldiers should not be used as supplemental labor for civilian contractors. Standardized guidelines concerning barracks policy would provide continuity necessary to improve barracks life.

f. AFAP recommendation. Review guidelines that--

(1) Address the frequency of health and welfare inspections.

(2) Ensure that the personal privacy of soldiers is not violated during their absence.

(3) Give consideration for visitation and privacy based on the soldier's current grade.

(4) Govern utilization of barracks personnel for duties that should be or have been under contract to civilian firms.

g. Progress. All aspects of this issue are addressed in Army policy:

(1) AR 210-11 addresses frequency of health and welfare inspections (quarterly). The inherent responsibility of command determines frequency of inspections, beyond regulation, per AR 600-20.

(2) AR 190-31, AR 190-51, and DA Pam 25-30 govern security and personal property during soldier absence.

(3) Local commanders are responsible for establishing policy governing visitation and privacy of individuals per AR 600-20.

(4) Guidelines in AR 600-50 provide safeguards against improper use of soldiers for civilian contractor responsibilities. AR 600-50 was superseded by DoD 5500.7-R.

h. Lead agency. DAPE-HR.

i. Support agency. None.

Issue 109: Long Distance Phone Access to MTF

a. Status. Unattainable.

b. Entered. AFAP III; 1985.

c. Final action. AFAP V; 1987.

d. Subject area. Medical.

e. Scope. Many soldiers, retirees, and family members experience a considerable expense for long distance telephone calls to medical treatment facilities (MTF).

f. AFAP recommendation. Analyze the issue and determine corrective action.

g. Progress.

(1) *Toll free lines.* Although the implementation of toll-free access lines would ease the financial burden imposed on personnel outside the local calling area who are attempting to schedule an appointment, it does not provide a viable solution to the inclusive problem.

(2) *Appointment system.* A study conducted through coordination with the United States Information System Command, Health Services Command , and State of the Art Systems, Inc., identified the primary problem is an outdated appointment scheduling system. Issue 3, “Access to Primary Care,” tracked the automation of the central appointment system.

h. Lead agency. DISC4.

i. Support agency. DASG.

Issue 110: Longer School Day for DoDDS Kindergarten

a. Status. Unattainable.

b. Entered. AFAP V; 1987.

c. Final action. AFAP VII; 1989. (Updated: Nov 04)

d. Subject area. Education.

e. Scope. The current policy in DoDDS is a 2 1/2-hour instructional day for students in kindergarten. Most CONUS civilian schools offer longer instructional periods for kindergarten. Based upon a 3 1/2-hour instructional day, approximately 25 instructional days are lost per school year when using the 2 1/2-hour day. Army children should have the equal opportunity for development that an increased class day would provide.

f. AFAP recommendation. Review DoDDS’ kindergarten school day policy.

g. Progress.

(1) *Validation.* DoDDS kindergarten instructional day complies with the standards established by the national accreditation association (North Central Association of Colleges and Schools).

(2) *Policy review.* Army requested that Assistant Secretary of Defense (Force Management and Personnel) consider expanding the current DoDDS 2 1/2-hour instructional day for kindergarten to 3 1/2 hours. The Deputy Assistant Secretary of Defense (Family Support, Education and Safety) responded that DoDDS current practice is common in the greatest number of schools with kindergarten in the United States. Therefore, DoDDS will retain half-day kindergarten.

(3) This issue was resolved with implementation of Issue 432 in Nov 04.

h. Lead agency. CFSC-FSY-E.

i. Support agency. DoDDS.

Issue 111: Medical and Medical Support Staffing

a. Status. Completed.

b. Entered. AFAP I; 1983.

c. Final action. AFAP V; 1987.

d. Subject area. Medical.

e. Scope. Medical and medical support staffing continues to be a concern. Retirees and family members receive medical care on a space-available basis, as required by law, and civilians assigned overseas receive medical and dental care on a space-available basis.

f. AFAP recommendation. Pursue alternatives to the current medical system for the health care of active duty family members, retirees, members of the RC, and overseas civilians.

g. Progress.

(1) Issues from earlier AFAPs were combined with this issue: "Medical Staff Shortages"; 16, "Family Practice"; and 2, "Dental CHAMPUS Insurance".

(2) In 1987, The Surgeon General directed implementation of the Army Medical Enhancement Program, a five-part program to enhance medical readiness, improve quality assurance, provide total staffing for mission accomplishment, improve access to the medical system, and implement a primary care delivery base.

(3) Initiatives to increase medical support personnel and physicians were approved. During FY87, 190 contract man-year spaces were made available (primarily for family practitioners, nurses, administrative support, pharmacy staff and X-ray and lab technicians.)

h. Lead agency. DASG.

i. Support agency. DAPE/MPH/TAPC-CPF-S.

Issue 112: Military Organ Donor Program

a. Status. Completed.

b. Entered. AFAP IV; 1986.

c. Final action. AFAP V; 1987.

d. Subject area. Medical.

e. Scope. The military has no organ donor bank.

f. AFAP recommendation.

(1) Explore the need for a military organ donor bank.

(2) Increase CONUS and OCONUS education and participation in organ donor opportunities.

g. Progress.

(1) *OSD direction.* DoD Directive 6465.3, Organ and Tissue Donation, Aug 87, directed the Services to develop implementing instructions.

(2) *Army policy.* In Jan 88, Army converted the organ donation card to an Army form. It requires Army hospitals to actively seek organs, document those efforts, and affords the transplant services first chance to use the organs. It requires Army hospitals to enter into agreements with local civilian organ procurement organizations, increasing the number of transplantable organs available to the general public. Every active duty soldier is afforded the opportunity to complete an organ donor card.

(3) *Marketing.* A Jul 91 ARNEWS release provided information on the European command's organ donor pro-

gram. This program coordinates successful donations and educates military communities about organ donations.
h. Lead agency. DASG.
i. Support agency. SAPA.

Issue 113: MSA Facilities (Space Criteria)
a. Status. Completed.
b. Entered. AFAP III; 1985.
c. Final action. AFAP IV; 1986.
d. Subject area. Force support.
e. Scope. Although AR 215-2 recognizes members of the Total Army family as authorized users of Morale Support Activities (MSA) facilities and programs, the basis for space criteria in DoD 4270.1-M, Construction Criteria Manual, is often limited to active duty military plus a percentage of family members.
f. AFAP recommendation. Identify facilities and programs that should be authorized to all or specific components of the Total Army family.
g. Progress. Increased authorizations for MSA facilities were published in The DoD Construction Criteria Manual for gyms and physical fitness facilities, bowling centers, golf courses, libraries, arts and crafts centers, administration, swimming pools, theaters, and community services.
h. Lead agency. CFSC-ZR.
i. Support agency. None.

Issue 114: Multiple Unit Training Assemblies for Families
a. Status. Completed.
b. Entered. AFAP II; 1984.
c. Final action. AFAP V; 1987.
d. Subject area. Family support.
e. Scope. Multiple Unit Training Assemblies (MUTAs) provide a viable mechanism for family-oriented activities to improve bonding, foster better understanding of unit and soldier roles, and as a forum for information. Currently no officially authorized time is available for family member involvement in pre-mobilization, retention, and readiness training.
f. AFAP recommendation. Review policies and constraints which restrict MUTA from being used for family-oriented activities and provide recommendations to allow at least two family-oriented activities each year.
g. Progress.
(1) *Army Reserve policy.* OCAR revised AR 140-1 to read: "USAR commanders at all levels are authorized and encouraged to schedule unit training time to conduct family-oriented training activities. The unit training time devoted to this purpose should not exceed 8 hours annually."
(2) *Army National Guard policy.* NGR 600-12 and ANGR 211-1 require an orientation for all new Guard families and annual unit information briefing for all Guard members and their families. NGR 350-1 authorizes and encourages ARNG commanders at all levels to include families in information briefings and family processing in mobilization training.
h. Lead agency. DAAR.
i. Support agency. ARNG/DCSOPS.

Issue 115: MWR Dividends for Inactive Duty for Training
a. Status. Unattainable.
b. Entered. AFAP IV; 1986.
c. Final action. AFAP V; 1987.
d. Subject area. Force support.
e. Scope. Reserve units do not receive Morale, Welfare, and Recreation (MWR) dividends from (AAFES) sales that are allocated to units on a pro rata basis (other than for annual training) even though they utilize Army exchange facilities throughout the year.
f. AFAP recommendation. Review policy, evaluate this issue, and take appropriate action.
g. Progress.
(1) *Policy review.* AR 215-1 delegates responsibility to individual MACOMs for policy, administrative procedures, and method and level of funding of MWR support to isolated and Reserve units. Reserve units whose members are on active duty for training (ADT) receive unit fund dividends. To fund units on IDT would be duplicative since these same reservists receive dividends for their ADT and would increase MACOM requests for exemption to the self-sufficiency program.
(2) *Resolution.* Upon recommendation of the Community and Family Support Review Committee and at the direction of the Nov 87 GOSC, this issue was determined unattainable.
h. Lead agency. CFSC-AE.
i. Support agency. OCAR/CFSC-RM.

Issue 116: NAF Employment Reinstatement Eligibility
a. Status. Completed.
b. Entered. AFAP VI; 1988.
c. Final action. AFAP VII; 1989.
d. Subject area. Employment.
e. Scope. Currently nonappropriated fund (NAF) eligibility extends for a period of 6 months only. This is inconsistent with appropriated fund (APF) eligibility. It also creates additional hardship for PCSing spouses who have extended permanent change of station (PCS) movements, nonconcurrent travel OCONUS, and other delays related to a soldier's PCS. The job search period is often longer than 6 months.
f. AFAP recommendation. Bring NAF eligibility in line with APF eligibility on PCS.
g. Progress. A change in policy allows reinstatement up to 3 years following separation. This new policy was published in the MWR Update 16, AR 215-2, Oct 1990.
h. Lead agency. CFSC-ZS.
i. Support agency. TAPC-CPF-S/CFSC-FSA.

Issue 117: NAFI Reinstatement
a. Status. Completed.
b. Entered. AFAP II; 1984.
c. Final action. AFAP III; 1985.
d. Subject area. Employment.
e. Scope. Nonappropriated fund (NAF) employment policy, as stated in AR 25-3 was amended to provide for reinstatement of former DA nonappropriated fund instrumentality (NAFI) employees; however, reinstatement is limited to DA NAFI employees. Frequently, family members have been formerly employed by other DoD NAFIs, especially AAFES).
f. AFAP recommendation. Explore the extension of NAFI reinstatement eligibility to former employees of other DoD component NAFIs, especially AAFES.

h. Progress. The DoD Advisory Committee for NAF personnel matters approved a change to DoD Directive 401.1-M, Personnel Policy Manual for Nonappropriated Fund Instrumentalities, to expand re-statement eligibility to employees of all NAFIs, effective Jan 86.
h. Lead agency. CFSC-HR-P.
i. Support agency. None.

Issue 118: Network Progress on Family Support Initiatives
a. Status. Completed.
b. Entered. AFAP IV; 1986.
c. Final action. AFAP VII; 1989.
d. Subject area. Force support.
e. Scope. Planned research and evaluation efforts are yielding increasing amounts of useful findings with policy and program implications and practical information that family members will find helpful. Regular feedback from family members about their views (as consumers) on the effectiveness of official family programs also helps to keep policy-makers and program planners advised. There remains a need to ensure that the flow of findings, information, and feedback is timely, accurate, and well focused.
f. AFAP recommendation.
(1) Develop and refine effective feedback systems to increase involvement at the family member level.
(2) Devise a system to provide key policy and program offices with current research and evaluation findings.
(3) Develop effective communication systems to increase awareness of emerging information and study findings at the installation, community, and family member levels.
g. Progress.
(1) In 1988, the first AFAP Research and Evaluation Annual was distributed to ARSTAF, MACOM, and installation offices.
(2) Results of the first (Annual) Survey of Army Families were distributed in 1988.
(3) OCPA implemented a communications plan, providing information to installations, communities, and family members through varied media.
(4) Other initiatives include:
(a) A description of the AFAP process in the circular (DA Circular 608-XX), with guidance for all levels of personnel.
(b) An After-Conference letter sent by the Commanding General, USACFSC, to the field immediately following the AFAP Conference.
(c) Successful AFAP and quality of life programs are published in "News For Army Families" by the Family Liaison Office.
(d) CFSC sends MACOMs a list of all submitted issues and their disposition following the HQDA AFAP Conference.
h. Lead agency. CFSC-FSM.
i. Support agency. OCPA/DAPE-ZXF.

Issue 119: New Manning System Family Support
a. Status. Completed.
b. Entered. AFAP I; 1983.
c. Final action. AFAP II; 1984.
d. Subject area. Force support.
e. Scope. The need exists to develop a family support plan to be integrated into the New Manning System.
f. AFAP recommendation. Develop a family support plan.
g. Progress. Basic to the New (or Unit) Manning System personnel concept is the development of cohesive units by keeping these units together as a group on all assignments. DA Pam 360-525, 15 Jan 84, was selected as the comprehensive guide from which family support plans specific to the New Manning System could be drawn.
h. Lead agency. CFSC-FSA.
i. Support agency. None.

Issue 120: Noncommand Sponsored Dependents
a. Status. Unattainable.
b. Entered. AFAP II; 1984.
c. Final action. AFAP III; 1985.
d. Subject area. Leadership.
e. Scope. The presence of noncommand sponsored dependents in overseas commands creates quality of life support requirements which the command is unable or unprepared to provide.
f. AFAP recommendation. Determine changes that may be needed in current programs and policies and brief progress of the study.
g. Progress. The noncommand sponsored issue is primarily concerned with family members in Korea because of the ratio of command sponsored to noncommand sponsored families. An extensive study was conducted by United States Forces Korea to find the extent of the problem and establish specific courses of action to resolve the issue. This study was completed in Aug 85. Changes will include a time-phased increase in the number of command-sponsored positions.
h. Lead agency. CFSC-FSA.
i. Support agency. None.

Issue 121: Noncompetitive Appointment
a. Status. Completed.
b. Entered. AFAP II; 1984.
c. Final action. AFAP III; 1985.
d. Subject area. Employment.
e. Scope. Executive Order 12362 requires 24 months creditable service under an overseas local hire appointment to be eligible for noncompetitive appointment to a competitive service position upon return to CONUS. Many family members are unable to fulfill this requirement during the sponsor's overseas tour. Twenty-four months appears to be an arbitrary service requirement.
f. AFAP recommendation. Determine if the requirement should be changed and, if indicated, change appropriate policies.
g. Progress.
(1) The Federal Personnel Manual includes the provisions of Executive Order 12362. The program has had excellent acceptance in the Army and will continue to provide long term benefits as more family members use their eligibility to enter the career civil service.
(2) In Jul 85, a change to the Overseas Employment Regulation prescribed procedures to be followed by overseas CPOs in counseling an documenting family members' eligibility determinations. This change also prescribed use of a form to document overseas creditable service.

h. Lead agency. DAPE-CPE.
i. Support agency. None.

Issue 123: OCONUS Truancy Law
a. Status. Completed.
b. Entered. AFAP V; 1987.
c. Final action. AFAP VI; 1988.
d. Subject area. Education.
e. Scope. There are no requirements for youth to attend school when living OCONUS with their sponsor. In CONUS, truancy is regulated by the State. OCONUS, commanders are requested to encourage school attendance or a suitable approved substitute. Parents are not required to enroll their children and family members through their civilian misconduct action authority regulation. In this circumstance, there have been times when parents have disenrolled children from school when their children have become involved in delinquent behavior related to school.
f. AFAP recommendation. Examine the legality and feasibility of establishing an enforceable uniform policy among the military departments for mandatory school enrollment and attendance for school-age children of military and APF civilian personnel employed by DoD.
g. Progress.
(1) This issue has been interpreted two ways:
(a) DoDDS establish a mandatory attendance policy requiring all school-age children of DoD employees paid from appropriated or nonappropriated funds to be enrolled in DoDDS or an alternative course of instruction.
(b) DoDDS should require mandatory attendance following registration of school-age children by the sponsor.
(2) Paragraph (1)(b) was interpreted as correct by the Deputy Assistant Secretary of Defense (Family Support, Education and Safety). DoDDS revised DS Manual 2005.1 with Change 3 (15 May 1989) to require mandatory attendance after registration.
h. Lead agency. CFSC-FSY-E.
i. Support agency. None.

Issue 124: Orientation for RC, AGR, and USAREC Youth
a. Status. Completed.
b. Entered. AFAP VI; 1988.
c. Final action. AFAP VII; 1989.
d. Subject area. Youth.
e. Scope. The RC, AGR, and USAREC youth can play significant roles in public relations at their school and communities, educating people on the Army's role as a peacekeeper. They can also be valuable players in implementing mobilization plans, should this become necessary. Not only is specific orientation not given to these youth, many have never visited a military installation. Informed orientation of this group is essential to effect an integrated Total Army family.
f. AFAP recommendation.
(1) Include ARNG and RC youth in mobilization family days, needs assessment conferences, and other activities that will educate them and enhance a feeling of belonging.
(2) Review USAREC youth orientation program.
g. Progress.
(1) *Reserve youth.*
(a) Reserve youth are encouraged to attend Army National Guard and Army Reserve open houses, command sponsored family day activities, mobilization readiness briefings, and educational seminars. Articles on youth, their needs, and the importance of keeping them informed about the role of their parents in the RC have been published.
(b) In some regions of the country, summer youth camps are sponsored by the ARNG and USAR to teach values, teamwork, physical and mental wellness, and instill a greater sense of patriotism and belonging.
(2) *USAREC youth.* USAREC incorporated youth information in their family information welcome packet. USAREC youth are encouraged to accompany the recruiter to the annual recruiter training conference where family member briefings are conducted.
h. Lead agency. DAAR/ARNG.
i. Support agency. CFSC-FSC/CFSC-FSY-Y.

Issue 125: Overseas Orientation
a. Status. Completed.
b. Entered. AFAP I; 1983.
c. Final action. AFAP VI; 1988.
d. Subject area. Relocation.
e. Scope. Family members require an effective Overseas Orientation Program with standardization of relocation information and distribution to relocating Army families in sufficient time.
f. AFAP recommendation. Update the Overseas Orientation Program pamphlets on a timely schedule to ensure that information is current and in line with DA policy, overseas command policy, and host nation laws and customs.
g. Progress.
(1) *Related issue.* See Issue 153, "Relocation Services," and 233, "Installation Video Library."
(2) *Videos.* In AFAP II the requirement for updating DA Pam 608-XX, "Facts You Need to Know," was replaced with production and distribution of Overseas Orientation videos for Germany, Southern Europe, Hawaii, Korea, Japan/Okinawa, and Alaska. The videos are available through Army Community Service, Personnel Service Centers and Visual Information Libraries. A request to have these videos shown on Military Airlift Command charter flights was denied.
(3) *Publications.* AR 608-1, revised in 1988, places new focus on predeparture preparation, relocation counseling, and inclusion of family members in orientations.
h. Lead agency. CFSC-FSA.
i. Support agency. DAPE-CP/TAPC.

Issue 126: Parent Communication with Schools
a. Status. Completed.
b. Entered. AFAP III; 1985.
c. Final action. AFAP IV; 1986.
d. Subject area. Education.
e. Scope. Family members perceive communication is limited among parents, commanders, and administrators concerning educational related issues in DoDDS.
f. AFAP recommendation. Review the current School Advisory Committee (SAC) guidance (DoDI 5105.49) and support changes that will allow better communication among school administrators, commanders, and families.
g. Progress.

(1) *Related issue.* See Issue 259, "Communication of DoDDS Policies are Inadequate."

(2) *Communication.* DoD Instruction (DoDI) 1342.15, Educational Advisory Committees and Councils, was distributed in 1987. It provided for informal committed communications with all levels of DoDDS and the military administration. The DoDI also requires that installation commanders and school principals attend all School and Installation Advisory Committee meetings (four times during the school year).

(3) *Feedback.* Following an extensive survey of DoD families, "The DoDDS Report Card," was distributed to all parents, students, and teachers worldwide in 1989. The survey showed a 76% overall approval rating of DoDDS by parents.

h. Lead agency. CFSC-FSY-E.

i. Support agency. DoDDS.

Issue 127: Parental Kidnapping

a. Status. Completed.

b. Entered. AFAP I; 1983.

c. Final action. AFAP III; 1985. Updated: Feb 96.

d. Subject area. Family support.

e. Scope. Parental kidnapping typically involves a parent taking a child from the parent having custody and taking the child to an overseas environment. The problem of enforcement of custody decrees or orders must be addressed exclusively by the civil court system.

f. AFAP recommendation. Revise AR 608-99 to clarify Army policy on child custody.

g. Progress.

(1) AR 608-99 was revised in 1994 to update and clarify Army policies with regard to child custody. The revision--

(a) Implements the transfer of proponent responsibility for the regulation from ODCSPER to OTJAG.

(b) Continues to require soldiers to obey court orders on child custody. Violation of the child custody provisions of the regulation is a violation of a lawful general regulation under Article 92, Uniform Code of Military Justice. Offenders are subject to the full range of statutory and regulatory sanctions, including trial by court-martial and nonjudicial punishment. The revision requires the immediate return of children wrongfully taken or detained to their lawful custodian.

(c) Requires all commanders, and those on their staffs at every level of the Army, before recommending approval of requests for, or extensions of, military assignments outside the United States, to consider whether the soldier's assignment, or continued assignment, will adversely affect the legal rights of others in pending or anticipated court actions against the soldier or against the soldier's family members, or will result in a repeated or continuing violation of an existing State court order or this regulation.

(d) Provides legal authority for terminating a soldier's military assignment outside the United States, consistent with other military requirements, when such assignment adversely affects the legal rights of others in child custody cases.

(e) Provides guidance to general court-martial convening authorities on assigning installation responsibilities for monitoring compliance with this regulation.

(f) Implements DoDD 5525.9, "Compliance of DoD Members, Employees, and Family Members Outside the United States with Court Orders," 27 Dec 88, with regard to soldiers and family members stationed or residing outside the United States on court-related requests for assistance arising from financial support, child custody and visitation, paternity, and related cases.

h. Lead agency. DAJA-LA.

i. Support agency. None

Issue 128: PCS Education

a. Status. Completed.

b. Entered. AFAP II; 1984.

c. Final action. AFAP III; 1985.

d. Subject area. Relocation.

e. Scope. The actions to increase reimbursement for PCS expenses are long-term solutions. In the interim, assistance can be provided by educating soldiers and their families to move more economically.

f. AFAP recommendation. Develop a simple, plain-English guide to PCS moves that is provided to each family at the time they are counseled concerning a forthcoming PCS move.

g. Progress. ODCSLOG developed a guide to PCS household goods moves (DA Pam 55-2) which is provided to each family at the transportation office when they are counseled on a PCS move. It contains information on weight allowances, shipment of privately owned vehicles, submitting claims for loss or damage, and overall guidance for preparation for a move.

h. Lead agency. DALO.

i. Support agency. None.

Issue 129: PCS Temporary Housing

a. Status. Completed.

b. Entered. AFAP VI; 1988.

c. Final action. AFAP VIII; 1990.

d. Subject area. Relocation.

e. Scope. During permanent change of station (PCS), when soldiers and families most need affordable temporary housing, on-post billeting is often not available.

f. AFAP recommendation.

(1) Provide guidance to ensure first priority is given to PCS soldiers and families for existing guest house and temporary duty (TDY) facilities.

(2) Provide guidance that directs installations to pursue local agreements for overflow billeting within the civilian community.

g. Progress. MACOMs received guidance (Memo dated 26 July 90, Subject: Utilization of UPH Facilities). Policy allows PCSing soldiers and families to occupy TDY facilities on a Priority 1 basis when guest house facilities are not available. MACOMs were encouraged to pursue local agreements with private sector hotel or motel facilities.

h. Lead agency. CEHSC-HM.

i. Support agency. DAPE-MPH-S.

Issue 130: Pharmacy Services

a. Status. Completed.

b. Entered. AFAP IV; 1986.

c. Final action. AFAP V; 1987.

d. Subject area. Medical.

e. Scope. Pharmacy services are perceived as inadequate at many military installations.

f. AFAP recommendation. Review the current pharmacy services program, to include improving service through mail refills, filling unavailable prescriptions from other posts, and establishing pharmacies in central locations such as commissaries.
g. Progress.
(1) Refilling prescriptions by mail is not in the best interest of the patient because critical issues such as drug interactions, dosage and possible sensitivities associated with drug therapy cannot be discussed with the patient. Army Medical Department (AMEDD) pharmacies honor prescriptions from pharmacies within the same geographical area because the pharmacist has access to the patient and the originating pharmacy.
(2) Policy for establishment of Post Exchange satellite pharmacies was approved in 1987 and forwarded by letter to the field. The policy states that pharmacies may be established at post exchange sites where the service is feasible.
h. Lead agency. DASG.
i. Support agency. None.

Issue 131: Portability of Civil Service Test Results
a. Status. Completed.
b. Entered. AFAP VI; 1988.
c. Final action. AFAP XIV; 1997.
d. Subject area. Employment.
e. Scope. Many family members rated in one region move before finding employment. Before relocating, a family member may request, in writing, that his or her current rating be transferred. As long as the appropriate Office of Personnel Management (OPM) register is open and OPM utilizes the same examining procedures in the new geographical area, this is possible. However, if the register is closed, or different examining procedures are utilized in the new area, the rating cannot be transferred, and the family member will not be able to take the corresponding test until the register reopens. This situation creates barriers to employment for family members.
f. AFAP recommendation.
(1) Seek OPM approval to allow family members to open civil service registers upon relocation.
(2) Monitor implementation of new legislation enabling full delegation of examining authority.
h. Progress.
(1) *Registers.* Three times, DAPE-CPC requested OPM allow family members to transfer eligibility to a closed civil service register in the new region. OPM emphasized the need to improve the image of the public service as an employer open to all citizens.
(2) *Examining authorities.* Nov 95 legislation enables OPM to delegate examining authority in all occupations except Administrative Law Judges. OPM delegated examining authority to OSD in Feb 96. In Nov 96, OSD delegated examining authority to the Army for the Southeast and Southwest Civilian Personnel Operations Centers (CPOC), the first two Army CPOCs to stand up. Each Army CPOC will examine for jobs within its serviced region as vacancies occur, using the case examining method. Under this method, applicants are rated for jobs actually being filled and no “notices of rating” for general occupational qualification will be issued. Individuals seeking employment through delegated examining apply on a case by case basis under specific job vacancy announcements within specified dates.
(3) *GOSC review.* The Oct 93 GOSC was informed that SAMR-CP would monitor OPM actions.
(4) *Resolution.* The Mar 97 GOSC agreed that this action is completed based on legislative change that allowed the expansion of the case examining method whereby applicants are rated for jobs actually being filled and applicants apply on a case by case basis under specific job vacancy announcements.
h. Lead agency. SAMR-CP.
i. Support agency. CFSC-SFA.

Issue 132: Power of Attorney
a. Status. Completed.
b. Entered. AFAP I; 1983.
c. Final action. AFAP II; 1984. Updated July 1994.
d. Subject area. Relocation.
e. Scope. Unnecessary legal and regulatory restrictions requiring the use of powers of attorney to accomplish routine, service related family tasks have constrained spouses in their role as responsible adult family members.
f. AFAP recommendation. Review policy and legal constraints that restrict nonmilitary adult family members in performing routine service-related family tasks
g. Progress.
(1) This issue is related to Issue 178, "Spouses Signing to Ship Household Goods (HHG)".
(2) *Purpose.* A power of attorney (POA) is a useful legal document that allows a person to appoint another to act on his or her behalf with regard to certain matters.
(a) Soldiers frequently use POA to authorize others --often their family members-- to handle certain matters in their absence. The need for a POA to handle even so-called "service-related family tasks" allows soldiers to protect their legal rights concerning their property and privacy.
(b) Powers of attorney are provided to clients as a routine service, without the need for an appointment and with minimum waiting time, in nearly every legal assistance office throughout the Department of the Army and the other military services. A survey of soldiers conducted by the Army Personnel Survey Office in the Fall 1993 revealed that 55% of officers and 46% of enlisted personnel obtained POAs during the two years preceding the survey.
(3) *Legislation.* The FY94 NDAA added Title 10, United States Code, section 1044b, which provides for the recognition by states of military POAs. The purpose of this statute was to enhance the usefulness and acceptance of military-drafted POAs throughout the U.S, and to override state law requirements that detract from this goal.
(4) *HHG powers of attorney.* Title 37, U.S. Code, section 404(a) makes HHG shipment a statutory entitlement of the soldier, not the soldier's family members.
(a) A soldier, however, may designate a family member (or another person) in a POA to act as the soldier's authorized agent with regard to matters involving HHGs. The entitlement belongs to the soldier for both CONUS and OCONUS moves. (See Joint Federal Travel Regulations, Vol., paras U5300, U5305, and U5310.)
(b) A soldier may also designate a family member (or another person) to act on the soldier's behalf in block

10b of DD Form 1299 to receive property.

(c) A family member with travel authorization to or from overseas may apply for HHG shipment without the soldier's POA, provided the shipment is to the soldier's new duty station or the property is being placed in non-temporary storage at Government expense.

h. Lead agency. DAJA-LA.

i. Support agency. DALO-TSP.

Issue 133: Preventive Orientation

a. Status. Completed.

b. Entered. AFAP I; 1983.

c. Final action. AFAP III; 1985.

d. Subject area. Family support.

e. Scope. A need exists for an improved prevention and treatment program for family members in the areas of physical conditioning, weight control, smoking cessation, individual stress management, and reduction of alcohol and drug abuse.

f. AFAP recommendation.

(1) Appoint fitness facilitators to coordinate fitness matters between the community and the hospital.

(2) Monitor the medical aspects of Army compliance with the DoD health promotion policy.

g. Progress.

(1) Total fitness activities are an installation and command responsibility. This policy is in consonance with the DoD position on health promotion, which was published early in 1984. Medical facilities have the technical knowledge and medical expertise to assist with development of installation programs.

(2) Health and Fitness Advisory Teams and Fitness Facilitators were established at each U.S. Army Medical Center (MEDCEN) and MTF.

(3) A directory of Health and Fitness Education Resources was published and distributed in FY 84.

(4) A guide for setting up health fairs was published in FY 85 and distributed with the Family Fitness Handbook.

(5) In Dec 88, the video, "Fit to Win," was produced and distributed to the field. Other videos on smoking cessation and nutrition were purchased in 1989 and distributed.

(6) In FY 89-90, a health promotion implementation plan was completed and distributed to the field. These items are available at fitness facilitator offices where they have been established on installations or at MTFs.

h. Lead agency. DASG.

i. Support agency. None.

Issue 134: Pre and Post Retirement Assistance

a. Status. Completed.

b. Entered. AFAP IV; 1986.

c. Final action. AFAP V; 1987.

d. Subject area. Force Support.

e. Scope. Retiring soldiers and their families are not adequately prepared to transition to retired status. Spouses do not always attend pre-retirement orientation. Retirees and their spouses are not always aware of employment opportunities and programs available.

f. AFAP recommendation.

(1) Continue with the Transition Management Process (TMP) which will provide tracking for attendance at pre-retirement orientations.

(2) Include in the TMP direct correspondence to spouses to increase their participation at pre-retirement orientation.

g. Progress.

(1) Issue relates to Issue 246, "Early Awareness of Retirement Needs and Benefits."

(2) In the TMP, five modules were designed to prepare retiring soldiers and their families to transition to a retired and alumni status. The goal was to produce a program so effective in providing information, with procedures so simple to understand, that prospective retirees and alumni would want to attend. Mar 89 budget constraints forced elimination of TMP, and the program was never implemented or expanded.

(3) One exception in the voluntary transition process is the Survivor Benefit Plan (SBP) briefing. This briefing is mandatory as prescribed by PL 99-145. Direct correspondence is provided to those spouses who do not attend. Correspondence is sent by certified mail, return receipt requested, to ensure spouses are aware of possible SBP benefits.

h. Lead agency. TAPC-PDZ-X.

i. Support agency. CFSC-FSR.

Issue 135: Quarters Cleaning

a. Status. Completed.

b. Entered. AFAP III; 1985.

c. Final action. AFAP V; 1987. Updated 1991.

d. Subject area. Relocation.

e. Scope. Soldiers and civilian employees need policy and procedures to implement a low-cost Government quarters cleaning program.

f. AFAP recommendation.

(1) Examine the feasibility of forfeiting a portion of the temporary lodging allowance (TLA) in exchange for the Government being responsible for the quarters being cleaned.

(2) Designate an activity on the installation with responsibility for oversight and administration of the effort.

(3) Develop specific procedures for establishing relief from responsibility for cleaning quarters when a contract is needed.

g. Progress.

(1) *Related issue.* Issue relates to Issue 280, "Reinstate Quarters Cleaning Initiative (CONUS)."

(2) *Policy implementation.* Secretary of Defense approved worldwide implementation of Government paid cleaning in May 87. Army implementation began in Jun 87. In Jan 88, OSD authorized family housing maintenance funds to pay for quarters cleaning, and all MACOMs directed implementation.

(3) *Policy change.* The FY90 Military Construction Appropriations Bill limits the Quarters Cleaning Initiative (QCI) to locations where net savings can be documented, because the intent of the congressional policy was to permit quarters cleaning at Government expense only if it was cost-effective. In FY90, QCI was phased out in CONUS locations. An Air Force conducted a survey to determine feasibility of continuing QCI in CONUS could not document cost savings. The OCONUS QCI program remained because a cost savings is realized from decreased TLA expenditure.

h. Lead agency. CEHSC-HM.

i. Support agency. CFSC-FSM.

Issue 136: Quarters Maintenance
a. Status. Completed.
b. Entered. AFAP I; 1983.
c. Final action. AFAP III; 1985.
d. Subject area. Housing.
e. Scope. Family quarters maintenance problems consist of workload backlogs, insufficient funding, and lack of supplies.
f. AFAP recommendation. Develop a plan to reduce backlogs.
g. Progress.
(1) *Regulatory guidelines.* Specific standards and guidelines for quarters maintenance were published in AR 210-50, appendix D.
(2) *Funding.* Funding constraints prevented reduction of the DMAR backlog. All other aspects of the plan are in place as documented in the regulation.
h. Lead agency. CEHSC-HM.
i. Support agency. None.

Issue 137: Quarters Termination
a. Status. Completed.
b. Entered. AFAP I; 1983.
c. Final action. AFAP II; 1984. Updated 1991.
d. Subject area. Relocation.
e. Scope. Installations do not have standardized procedures for terminating Government quarters, which make quarters contract cleaning a viable alternative for Army families.
f. AFAP recommendation.. Develop Army procedures for quarters termination and publish changes to AR 210-50.
g. Progress.
(1) *Related issue.* This issue was the forerunner to Issue 135, "Quarters Cleaning." A system for contract cleaning was set up, but was dropped in favor of the Army's current cleaning and maintenance program.
(2) *Exceptions.* At the local commander's discretion, departing soldiers are relieved from quarters cleaning when major repairs to quarters are scheduled.
(3) *Congressional prohibition.* In Jan 88, the Army paid for quarters cleaning worldwide. Broom sweeping and surface cleaning were the only responsibilities of departing soldiers. However, the FY90 Military Construction Appropriations Bill limited Government-paid cleaning to locations where net savings could be documented.
(4) *Resolution.* The Army quarters cleaning initiative (QCI) will be phased out in CONUS unless net savings result. The QCI program in OCONUS remains in effect because a cost savings is realized from decreased expenditure for TLA.
h. Lead agency. DAPE-MPH-S.
i. Support agency. None.

Issue 138: Reserve Component Burial Rights
a. Status. Completed.
b. Entered. AFAP III; 1985.
c. Final action. AFAP XII; 1994.
d. Subject area. Entitlements.
e. Scope. The Department of Veterans Affairs (VA) authorizes burial in a national cemetery for veterans who have been on active duty for more than 180 continuous days. Retired Reserve Component (RC) personnel who have 20 years of creditable service and who are eligible for retirement benefits at age 60 are not eligible for this burial benefit if they have not met the 180-day continuous active duty service criteria.
f. AFAP recommendation. Submit legislation that authorizes RC soldiers with 20 years of Reserve service creditable for retirement benefits full burial rights regardless of active duty service.
g. Progress.
(1) *Early efforts.* The Sixth Quadrennial Review of Military Compensation recommended that RC soldiers who have completed 20 years of qualifying service for retirement be eligible for full burial benefits, regardless of active duty service. Legislative attempts (1989 and 1990) were unsuccessful.
(2) *Legislative changes.*
(a) Public Law 102-547, 28 October 1992 authorized flags, headstones or markers, and burial in national cemeteries for RC soldiers who are entitled to retired pay at age 60.
(b) Public Law 103-240, 4 May 1994, gives "gray area" retirees the burial benefit.
(3) *Resolution.* The Oct 94 GOSC agreed this issue is completed based on legislation authorizing burial in national cemeteries to RC soldiers who are entitled to retired pay at age 60.
h. Lead agency. DAPE-MBB-C.
i. Support agency. DAAR-PE/NGB.

Issue 139: RC CHAMPUS at Mobilization
a. Status. Completed.
b. Entered. AFAP II; 1984.
c. Final action. AFAP V; 1987.
d. Subject area. Medical.
e. Scope. During mobilization, CHAMPUS services are available to families of USAR and NGB only after a CHAMPUS authorization form is matched with Defense Eligibility Enrollment System (DEERS). All members of the Reserve Component (RC) are not on DEERS.
f. AFAP recommendation. Ensure that all facilities, such as civilian medical facilities, treat any family member, based upon an ID card and authorization form.
g. Progress.
(1) *Validation.* The concept of using current RC ID cards as an automatic benefit authorization for all RC families at the time of mobilization was recommended as feasible. Reserve Component personnel and families were added to DEERS to ensure health benefits for RC beneficiaries at mobilization.
(2) *Policy clarification.* The Army developed DA Form 5431 (Army Guard/Reserve Family Member Identification Card) as a temporary ID card for use by mobilized RC families during the period before a permanent ID card could be obtained. The Surgeon General stated that, with a copy of orders, DA Form 5431 would establish eligibility for military health benefits. The issue was reported as completed.
h. Lead agency. DASG.
i. Support agency. OCAR/NGB.

Issue 140: RC Commander/Leader Training
a. Status. Completed.
b. Entered. AFAP II; 1984.
c. Final action. AFAP XII, 1994.
d. Subject area. Leadership.

e. Scope. The Total Army family concept and support of families to promote retention and readiness is a change in thrust of actions for Reserve Component (RC) commanders. The unique requirements of the RC in implementing family programs needs to be address ed. There is a need for family awareness training for members of the RC chain of command.

f. AFAP recommendation.

(1) Examine alternative methods such as video tapes, programmed texts, etc. for providing family awareness training to RC commanders or leaders.

(2) Examine opportunities to assist and support the RC commander or leader in providing appropriate information and support to unit family members.

g. Progress.

(1) *Combined issues.* This issue was combined with Issue 107, "Leadership Training on Sensitivity to Soldier and Family Issues." per the Oct 90 GOSC.

(2) *Policy review.*. When this issue entered the AFAP in 1984, it was directed toward the production of a "how to" handbook, not leadership training. In Apr 89, the issue was transferred to ODCSOPS for TRADOC coordination to modify existing POIs to include family awareness training. Although AC schools have incorporated family awareness training into POIs, a parallel action to incorporate such training into the POIs of RC schools is not feasible. RC POIs are constructed around weekend training (2 days) or annual training (2 weeks). To make the course content fit these severely constrained training periods, only the most critical and essential warfighting tasks are included. The few RC leaders (and their spouses) who are able to attend resident AC courses will receive the family awareness training provided in those programs. For the large majority of RC leaders, a new approach that will not significantly exacerbate existing time management problems is required.

(3) *GOSC review.* The Oct 90 GOSC directed that issues addressing leadership training within the Total Army be shaped into one issue of leader training and development in support of family issues.

(4) *Resolution.* Issue 107, and the issues combined with it, were completed by the Oct 94 GOSC based on inclusion of AFTB training in Officer, Warrant Officer, Noncommissioned Officer Education Systems.

h. Lead agency. DAPE-HR.

i. Support agency. AR/NGB/DAMO/CFSC.

Issue 141: RC Commissary Privileges

a. Status. Completed.

b. Entered. AFAP III; 1985.

c. Final action. AFAP IV; 1986. Updated in Jan 95.

d. Subject area. Entitlements.

e. Scope. Reserve Component (RC) soldiers have commissary privileges during 14 days of Annual Training (AT). Family members normally do not accompany soldiers to AT and frequently do not have the opportunity to use commissary privileges soldiers have earned during the year.

f. AFAP recommendation. Seek legislative authority for RC to use commissary over a 1-year period, not to exceed a total of 12 days per year.

g. Progress.

(1) This issue was initially opposed by the OMB, and thus by DoD (1986). In a complete reversal in 1987, RCs were authorized to use their 12 days earned commissary benefit at any time during the year following the year of their AT or active duty training (ADT).

(2) Effective 1 Jan 90, reservists and their family members began using amended procedures that authorized two separate entitlement methods:

(a) Entitlement while performing AT, ADT, or Active Duty for Special Work (ADSW).

(b) Use of DD Form 2529 (Armed Forces Commissary Privilege Card).

(3) All select reservists (including IRR) can use the commissary during periods of AT, ADT, or ADSW by presenting a copy of their orders and a valid DD Form 2A (Reserve) (Armed Forces of the United States Identification Card). Their family members must present a copy of the sponsor's orders and a DD Form 1173-1 (DoD Guard and Reserve Family Member Identification Card).

(4) *Resolution.* Select reservists and their family members can now make 12 commissary visits during the year following their 2-week training or accrual of a creditable retirement year or while performing AT, ADT, or ADSW.

h. Lead agency. DAPE-MBB-C.

i. Support agency. OCAR/NGB/DAPE-MPH.

Issue 142: RC Dependent ID Cards

a. Status. Completed.

b. Entered. AFAP II; 1984.

c. Final action. AFAP III; 1985.

d. Subject area. Entitlements.

e. Scope. Reserve Component (RC) families are embarrassed and feel like second class citizens when required to show a "permission slip" and civilian ID when using benefits. Procedures degrade AC and RC bonding and the Army family philosophy of community and partnership. The RC soldier must accompany RC family members to receive benefits.

f. AFAP recommendation.

(1) Determine rationale, justification, impact, and use of ID cards for RC family members.

(2) Develop procedures and policy for creation and issue of ID cards to RC family members.

g. Progress.

(1) *Army RC ID cards.* The Army Guard and Reserve family member ID card was approved, and complete guidance on application and issue procedures were fielded to all active and RC commands in 1985. The first cards were issued in Jun 85.

(2) *DoD RC ID cards.* Various cards for each Service created confusion and led in some cases to cards not being honored by other Services. An AFAP issue resurfaced in AFAP IV requesting a DoD-wide ID card. Issuance of a DoD-wide RC family member ID card was pursued in AFAP Issue 61, "Establishment of DoD RC Family Member ID Card."

h. Lead agency. DAAR/NGB.

i. Support agency. CFSC.

Issue 143: RC Information

a. Status. Completed.

b. Entered. AFAP II; 1984.

c. Final action. AFAP III; 1985.

d. Subject area. Force support.

e. Scope. There is a lack of awareness and understanding of the Reserve Component (RC) family and their role in the Total Army family. This inhibits the implementation of the total family concept.
f. AFAP recommendation..
(1) Develop and conduct an ongoing Army-wide public information effort to inform all components of the importance of the RC family and its role in the Total Army.
(2) Formulate and implement of public affairs strategy.
g. Progress. The public information effort has been increased at all levels to inform all components of the importance of the RC family and its role in the Total Army. Various publications, to include Army Reserve Magazine, News for Army Families, and CARNOTES, print feature articles oriented toward the RC family.
h. Lead agency. DAAR-PE/NGB.
i. Support agency. SAPA.

Issue 144: RC Legal Services
a. Status. Completed.
b. Entered. AFAP III; 1985.
c. Final action. AFAP IV; 1986. Updated: Feb 96.
d. Subject area. Consumer services.
e. Scope. Reserve Component (RC) soldiers and families do not receive consistent and adequate legal services.
f. AFAP recommendation. Develop guidelines for RC predeployment legal assistance (preparation of wills and powers of attorney) to soldiers and families. Provide guidelines to RC JAG officers and to the JAG school.
g. Progress.
(1) *Training.* Guidelines for preparation of wills and powers of attorney were provided to RC JAG officers and to the JAG school in 4th Qtr FY 86.
(2) *Responsibility.* Premobilization briefings and legal advice counseling are RC Judge Advocate (JA) responsibilities directed in the FORSCOM Mobilization Deployment System. TJAG Policy Letter 86-9, 8 Jul 86, directed RC Judge Advocates (JAs) provide premobilization assistance to the maximum extent resources permit. RC soldiers on orders for OCONUS training are specifically authorized mobilization assistance by active duty or RC JAs.
(3) *Regulatory change.* AR 27-3, revised 10 Sep 95, authorizes RC JAs to provide legal assistance to RC members on matters that have arisen from or have been aggravated by their mobilization.
h. Lead agency. DAJA.
i. Support agency. DAPE-MPH/DAAR/NGB.

Issue 145: RC Use of Fitness Facilities
a. Status. Completed.
b. Entered. AFAP V; 1987.
c. Final action. AFAP VI; 1988.
d. Subject area. Force support.
e. Scope. RC soldiers are required to remain physically fit but are not authorized use of fitness facilities other than during AT, ADT, AD and IDT. They are seldom able to use these facilities due to mission workload requirements.
f. AFAP recommendation. Revise MWR regulations to permit RC use of fitness facilities while in nonmilitary status with an assigned priority consistent with meeting AD needs first.
g. Progress.
(1) *Policy guidance.* A Jan 89 message informed MACOMs that CFSC obtained DoD permission to expand Army patronage policy to allow USAR and ARNG members use of noncommercial-type activities, such as gymnasiums, for fitness purposes. Installation commanders may authorize use of fitness facilities on a priority basis per AR 215-2.
(2) *Related issue.* AFAP Issue 198, "Use of Morale Support Activity (MSA) Facilities," extended MSA privileges to reservists on active duty. All facility access is at the discretion of the local commander.
h. Lead agency. CFSC-ZG.
i. Support agency. CFSC-AE-P/NGB/DAAR.

Issue 146: Recreation Programs
a. Status. Completed.
b. Entered. AFAP III; 1985.
c. Final action. AFAP IV; 1986.
d. Subject area. Consumer services.
e. Scope. Recreation and social programs for the single soldier have not kept pace with activities offered to other members of the Army family.
f. AFAP recommendation. Develop innovative single soldier recreation and social programming, particularly at "holiday time."
g. Progress.
(1) *Training.* A segment of Army Recreation Center Training Workshops and the DPCA Course is devoted to single soldier recreation activity programming - emphasizing development of novice instructional courses in sports, outdoor adventure, music, arts, crafts, and working with unit representatives on a quarterly basis to promote programs soldiers want.
(2) *Guidance.*
(a) A letter was sent to all MACOM and Community Activity Centers listing program ideas emphasizing holiday programs, the development of special tours, unit participation and people-to-people community programs. The suggestions included camping, triathlons, hiking, local October fests, and soldier dining in family homes.
(b) MWR Update 12 (AR 215-2), Feb 87, emphasizes the importance of recreation and social programming for the single soldier, especially at holiday time.
h. Lead agency. CFSC-CR.
i. Support agency. None.

Issue 147: Regulatory and Legislative Employment Initiatives
a. Status. Unattainable.
b. Entered. AFAP III; 1985.
c. Final action. AFAP XIV; 1997.
d. Subject area. Employment.
e. Scope. Certain laws and regulations restrict career continuity and retention of benefits of working Army family members relocating with a sponsor.
f. AFAP recommendation.
(1) Initiate legislative action to expand the provisions of the Military Family Act to include spouses of certain civilian sponsors.
(2) Propose legislation to allow within-grade increases for temporary positions over 1 year.
(3) Propose legislation to improve benefits and entitlements for the temporary work force.
h. Progress.

(1) *Preference for spouses of civilian employees.*

(a) Army prepared draft legislation to expand preference to spouses of specified DoD civilians equal to that provided to military spouses. The proposal received the support of the other Services and was forwarded to the Office of Management and Budget (OMB) in Apr 89. After being stalemated at OMB for more than 18 months, OSD forwarded the proposal for congressional consideration in Jul 91. The proposal died because of opposition from veterans groups and lack of support from the Armed Services Committee.

(b) The proposal was resubmitted in the package to the OSD HRMI task force in May 93. Because of priorities associated with Federal-wide National Performance Review (NPR) issues it received no action.

(c) In Jun 95, Army resubmitted the proposal to OSD for the FY97 Unified Legislation and Budget (ULB) package. There was no consensus among the DoD components to include the proposal in the legislative package. In the Spring 97, Army submitted the proposal for FY99 ULB legislation, but the proposal was not adopted. Air Force supported the proposal, but Navy objected strongly, expressing concern about increased competition for scarce employment opportunities and concern that Congress would not be receptive.

(2) *Benefits and entitlements for the temporary work force.*

(a) In Feb 93, OSD reported that OPM was conducting a study on employee benefits/entitlements. OSD recommended general proposals to extend benefits and entitlements to the temporary work force. OPM included these proposals in their 1995 legislative proposal (HRM Reinvention Act) and later included it in a larger legislative proposal (HRM Flexibility Act). No action occurred.

(b) OMB disagreed with an OSD proposal for the FY98 ULB package that would permit DoD to conduct a pilot to increase flexibility to hire temporary employees and improve their benefits.

(3) *Duration of temporary employment.* Under current regulations, temporary appointments must truly be temporary in nature. Otherwise, individuals are to be appointed under a term appointment and entitled to benefits (e.g., health insurance, life insurance, and retirement). This regulation is an OPM interim measure to address issues within their control, pending more comprehensive reform. However, it is noted that the NPR recommended that temporary employees should serve no more than two years without benefits. The new regulation fulfills that recommendation. (Federal Register, Volume 59, No. 176, dated Sept 13, 1994).

(4) *GOSC review.* The Oct 96 GOSC was updated on status of expanding spouse preference and the legislative proposal addressing temporary appointments.

(5) *Resolution.* The Oct 97 GOSC debated the feasibility of expanding spouse preference. The VCSA recommended closing this issue because it had limited supported. Temporary workforce initiatives are tracked in Issue 38.

h. Lead agency. SAMR-CP.
i. Support agency. None.

Issue 148: Reimbursement for Real Estate

a. Status. Unattainable.
b. Entered. AFAP I; 1983.
c. Final action. AFAP V; 1987.
d. Subject area. Relocation.
e. Scope. Soldiers must absorb all costs associated with buying and selling of a residence. Action was deferred due to trade-off strategy to gain approval of temporary lodging expense allowance, increase of mileage allowance, and increase in weight allowance.
f. AFAP recommendation. Initiate legislation that will authorize reimbursement for some of the expenses incurred in selling and buying a home incident to PCS.
g. Progress. A legislative proposal was included as one of the Army's priorities for the FY87 legislative contingency list. The initiative was not approved for funding in the FY88-89 and FY90 legislative contingency. This is a high-cost issue that was not completed after four years' effort.
h. Lead agency. DAPE-MBB-C.
i. Support agency. None.

Issue 149: Reimbursement of Volunteer Expenses

a. Status. Completed.
b. Entered. AFAP II; 1984.
c. Final action. AFAP V; 1987.
d. Subject area. Volunteers.
e. Scope. Many Army family support programs depend on volunteers. In many cases, volunteers must pay to volunteer. This decreases the availability of volunteers and can degrade programs.
f. AFAP recommendation.

(1) Examine alternative sources of funding and recommend optional ways of raising money and publicizing procedures.

(2) Develop a regulation that implements recent legislative changes on use of volunteers.

g. Progress.

(1) *History.* This issue first appeared in AFAP I as "Remuneration for Volunteers." Scope of the original issue stated, "There are avenues through which volunteers can be effectively and legally reimbursed for expenses incurred during volunteer service. These have not been thoroughly explored and publicized."

(2) *NAF funds.* Congress authorized the use of NAF for reimbursement of incidental expenses for volunteers in family service centers and ombudsman programs (that is, ACS, FSGs, and installation mayoral programs).

(3) *Regulatory attempt.* A proposed volunteer regulation was not published because the legislative history behind 10 USC 1588 did not support an expansive interpretation of "family support programs" that would have included MWR programs. This was the legal position of both TJAG and the DoD General Counsel. As a result, a volunteer regulation was not published. However, provisions in this proposed regulation on the management, liability, and reimbursement of volunteers were included in a revision of AR 608-1 and in an update of AR 215-1 with regard to ACS, FSG, and mayoral program volunteers.

h. Lead agency. CFSC-FSA.
i. Support agency. DAPE-MPH/OCLL/DAJA

Issue 150: Relocation Benefits (Temporary Lodging Expense)

a. Status. Completed.
b. Entered. AFAP IV; 1986.

c. Final action. AFAP XI; 1994.
d. Subject area. Entitlements.
e. Scope. There is a lack of parity between relocation benefits provided to military and civilian personnel. Soldiers and their families experience undue hardships with PCS moves within and to CONUS. When relocating within CONUS, soldiers with families are entitled to no more than 4 days of temporary lodging expense (TLE) allowance. Finding a new place or moving into quarters in 4 days is difficult. Limiting TLE to 4 days forces soldiers and their families into making unfavorable housing decisions.
f. AFAP recommendation. Increase TLE from 4 to 10 days.
g. Progress.
(1) *Combined issues.* AFAP recommendation (1) of Issue 225, "Financial Hardship on Service Members When Relocating," was combined with this issue in April 1990. Issue 269, "Inadequate Temporary Living Expense Allowance," was combined with this issue in December 1990 due to similarity of scope and recommendations.
(2) *TLE*. A FY 2-93 Air Force legislative proposal to increase allowance to 10 days was rejected by DoD. FY93 legislation allowed 10 days TLE at selected CONUS locations. The FY94 National Defense Authorization Act (NDAA) contained a permanent increase in TLE from 4 to10 days for all CONUS locations, effective 1 Apr 94.
(3) *GOSC review*. The Apr 90 GOSC directed the combination of Issue 225 with this issue. The May 91 GOSC directed an analysis of the need for additional TLE allowance.
(4) *Resolution.* This issue and the issues combined with it were completed by the Apr 94 GOSC because the FY94 NDAA allows all grades (with families) TLE payments of $110 per day for ten days.
h. Lead agency. DAPE-MBB-C.
i. Support agency. None

Issue 151: Relocation Costs (Temporary Lodging Expense)
a. Status. Completed.
b. Entered. AFAP IV; 1986.
c. Final action. AFAP V; 1987. (Updated: Nov 94)
d. Subject area. Entitlements.
e. Scope. The continuing resolution authorization passed by Congress in FY 87 limited temporary lodging expense (TLE) payments to those soldiers in rank SPC and below with family members moving within CONUS. The present TLE entitlement, while significantly helpful, is not sufficient to prevent members from incurring high out-of-pocket expenses when they move. Temporary lodging allowance (TLA) is currently authorized for all grades at OCONUS locations and is paid in 10-day increments.
f. AFAP recommendation. Pursue legislation to expand the TLE reimbursement from 4 days for moves in CONUS to 10 days for all uniformed members within the DoD.
g. Progress.
(1) *Related issues.* Issue relates to Issue 150, "Relocation Benefits"; 225, "Financial Hardships on Service Members when Relocating"; and 269, "Inadequate Temporary Lodging Expense (TLE) Allowance."
(2) *TLE.* In 1988 all grades were authorized up to $110 per day TLE (CONUS) for a maximum of 4 days. A FY 92-93 Air Force legislative proposal to increase allowance to 10 days was rejected by DoD. FY93 legislation allowed 10 days TLE at selected CONUS locations. The FY94 National Defense Authorization Act contained a permanent increase in TLE from 4 to 10 days for all CONUS locations, effective 1 Apr 94.
h. Lead agency. DAPE-MBB-C.
i. Support agency. CFSC-FSA.

Issue 152: Relocation/Licensing of Vehicles and Drivers
a. Status. Completed.
b. Entered. AFAP VI; 1988.
c. Final action. AFAP XII; 1994.
d. Subject area. Relocation.
e. Scope. Requirements of the relocation process result in delays in obtaining OCONUS drivers' licenses causing lost duty time, diminished readiness, immobility, and increased family stress. Additionally, soldiers and families returning from OCONUS to CONUS assignments often find valid OCONUS drivers' licenses and license plates are not recognized, even on a temporary basis, in some States that they must drive to or through.
f. AFAP recommendation.
(1) Offer USAREUR testing for permanent USAREUR drivers' licenses as part of the preparation for overseas rotation (POR) at CONUS installations.
(2) Review which States do not recognize drivers' licenses and vehicle registrations. Coordinate with CFSC-FSA to input data into the Standard Installation Topic Exchange Service (SITES) identifying State recognition of USAREUR driver and vehicle licenses.
h. Progress.
(1) *OCONUS driver testing in CONUS.*
(a) The SOFA does not preclude the Services from administering the OCONUS drivers' license test in CONUS.
(b) In Jul 90, USAREUR agreed to provide testing materials to CONUS locations that desired to include the test in POR training. There was initial interest from CONUS installations, but Desert Shield/ Desert Storm delayed implementation. Export packages were mailed to CONUS test sites in Jan 93, but USAREUR did not implement the test, citing the limited number of Europe-bound personnel and families who could take advantage of the test program.
(c) Eighth Army provides a temporary 30-day license grace period. Exportation of testing is unnecessary. USARSO provides a 30-day grace period. USARJ believes exportation of testing is not feasible due to the complexity of traffic laws and driving.
(d) Drivers license information is included as part of the Standard Installation Topic Exchange Service (SITES).
(2) *USAREUR policies.*
(a) There is nothing in the SOFA or supplement that precludes the use of a valid state driver's license to drive a car (for a period of one year) in Germany or the sovereign states that are a party to the supplemental agreement. However, USAREUR policy, to promote safety, requires that a USAREUR driver's license is required to drive a USAREUR licensed vehicle.
(b) In Sep 94, USAREUR made acquisition of a

USAREUR driver's license part of the in-processing procedure for service members. Study material for USAREUR driver's license is sent to a family by their USAREUR sponsor to allow the family to prepare for the USAREUR test. FORSCOM requested several thousand drivers manuals for distribution to soldiers and installations in FY 94 and FY 95.

(3) *Recognition of USAREUR drivers licenses in CONUS.*

(a) Every two years, USAREUR conducts a poll of the 50 States to determine which recognize USAREUR drivers' licenses, vehicle registrations, and license plates. Nine states do not accept a USAREUR drivers license. Remaining states vary acceptance by time and military status.

(b) Service members should maintain current stateside drivers licenses. The majority of States honor (for time periods up to 90 days) other States' valid driver's licenses, expired driver's license of service member returning from overseas, or will accept requests from OCONUS service members for renewal by mail. Reciprocal agreements by the States ensure that almost all service members are covered.

(4) *Recognition of USAREUR license plates in CONUS.* All States recognize, for a specified time, USAREUR license plates for service members' vehicles. States vary acceptance by time and/or by status. This information has been included in SITES. Licensing is a state right and Army would have to negotiate with each State for any changes.

(5) *GOSC review.*

(a) *Jun 92.* This issue will remain active pending implementation of the USAREUR drivers' license testing program in CONUS.

(b) *Oct 93.* Explore other ways to address driver and vehicle licensing recognition.

(c) *Apr 94.* Dialogue with States who do not recognize USAREUR licenses or tags.

(6) *Resolution.* The Oct 94 GOSC determined this issue is completed based on availability of driver's license study books, state recognition of USAREUR license plates and procedures that ensure state recognition of license to drive when personnel return from overseas.

h. Lead agency. DALO-TSP.

i. Support agency. CFSC-FSA.

Issue 153: Relocation Services

a. Status. Completed.

b. Entered. AFAP VI; 1988.

c. Final action. AFAP XI; 1993.

d. Subject area. Relocation.

e. Scope. Current sponsorship and relocation efforts are ineffective. Sponsorship is least effective for lower enlisted personnel and does not include families. Failure to recognize the distinction between the human touch of sponsorship and the expertise required to provide relocation assistance has resulted in the program's failure to meet the needs of mobile Army families, increased stress during PCS, and resulted in fragmented and inconsistent information from post to post. Quality and comprehensive relocation services personnel and training are necessary.

f. AFAP recommendation.

(1) Increase pinpoint assignments.

(2) Implement the principles of the Relocation Assistance Center (RAC) concept within the existing framework, designating ACS as the lead agency. Obtain software developed in the RAC test.

(3) Implement an automated database. Require installations worldwide to update information, provide hardware, and train personnel.

(4) Obtain authorizations and staffing for the existing recognized-as-required ACS relocation specialists. Augment the relocation staff. The tables of distribution and allowances (TDA) must reflect an authorized relocation specialist at each ACS facility.

(5) Aggressively implement proposed training.

(6) Design an Army-wide marketing plan to promote the vital link between command responsibility and relocation assistance.

(7) Coordinate efforts between unit sponsorship and relocation assistance.

g. Progress.

(1) *Combined issues.* Issue 245, "Required Specialized Training and Personnel for Relocation Services," was combined with this issue in 1989. Per the Oct 90 GOSC, Issue ASB2, "Increase Pinpoint Assignments," was combined with this issue.

(2) *Pinpoint assignments.* MILPER message of 17 July 1992 requires that inbound officers and enlisted personnel (excluding AIT soldiers) will be informed at least 90 days prior to expected arrival of their ultimate assignment down to battalion/activity level. Advance sponsorship commitments/assignments will not be changed except when required for significant readiness requirements.

(3) *Relocation program.* AR 608-1, chapter VI, contains policy for the RAP. It employs the principles of the congressionally mandated contract RAC evaluation conducted by the Army in 1987-88 for DoD.

(4) *Automation.* The RAIS application was distributed to ACS centers Army-wide.

(5) *Authorizations and funding.*

(a) MDEP QACS was plussed-up by $5.5M for FY91 and beyond to establish relocation counselor positions that will augment the existing RAP manager positions currently funded in the MDEP. RAP managers have been encouraged to use overhires or nonpersonal service contracts to establish workload requirements to justify authorizations. MDEP QACS was plussed-up by $1.5M for FY91 for installations to procure automated data processing equipment for the RAIS.

(b) DoD provided Army with $5.5M for FY 92 to fully implement the requirements of PL 101-189, Relocation Assistance. DoD funds can be used to procure personnel by filling authorized, vacant TDA positions, temporary overhires, or nonpersonal services contracts.

(6) *Training.* As of 1993, 145 RAP managers have attended the DoD course that replaced Army training.

(7) *Marketing.*

(a) The DCSPER established a Relocation Study Advisory Committee to monitor the expansion and revitalization of the Army Relocation Assistance and Sponsorship programs. A major focus of this group was the design and implementation of an Army-wide marketing plan to raise the awareness of commanders and communities regarding relocation.

(b) Prior to Operations Desert Shield and Desert Storm, success stories were disseminated Army-wide on

a monthly basis through such outlets as "ARNEWS," "Commander's Notes," "Sergeant's Business," and "Army" Magazine.

(c) USACFSC established model reactive sponsorship test programs at three sites and designed a "Tips for Sponsors" pamphlet for reproduction at local level and use in unit sponsor programs.

(d) Orientation videos on Germany, Korea, Japan, Southern Europe, Okinawa, Hawaii, and Alaska were distributed for use in overseas orientations.

(8) *Unit coordination.* AR 600-8-8 was published in Jul 93. Soldiers are referred to ACS during the reassignment interview, to allow pre-move assistance. AR 600-8-10, revised Feb 93, requires soldiers to inprocess through ACS centers to receive post-move assistance.

(9) *Resolution.* The Oct 93 GOSC completed this issue based on improved assignment notification, availability of RAIS, increased relocation staffing and training, and the requirement that soldiers process through ACS centers for relocation assistance.

h. Lead agency. CFSC-FSA.

i. Support agency. TAPC-OPD/DAPE-MPH.

Issue 154: Remote Site Family Medical Costs

a. Status. Completed.

b. Entered. AFAP II; 1984.

c. Final action. AFAP XII; 1994.

d. Subject area. Medical.

e. Scope. Soldiers and families assigned within an approximate 40-mile radius of a medical treatment facility (MTF) must use that facility for medical treatment. Those assigned to remote sites outside medical catchment areas must use Civilian Health and Medical Program of the Uniformed Services (CHAMPUS) or travel long distances to the MTF to avoid CHAMPUS expense. In either situation, this medical treatment, over which the soldier has no choice, can cause financial hardship, particularly in junior grades. Additionally, within catchment areas, the excessive travel involved often results in considerable loss of duty time to the Army.

f. AFAP recommendation. HQDA (DASG) will--

(1) In coordination with U.S. Total Army Personnel Command, assess the magnitude of the problem.

(2) In coordination with DAPE-MBB-C, submit a legislative proposal to authorize reimbursement to soldiers for expenses when traveling to MTFs.

(3) Ensure that all active duty soldiers are aware of their entitlement to reimbursement for travel expenses to an MTF.

h. Progress.

(1) *Combined issue.* In Apr 90 this issue was combined with Issue 90, "Costs Associated with Obtaining Medical Care in CONUS." See Issue 408 for remote site TRICARE information.

(2) *Active duty medical care.* Soldiers may obtain civilian medical care at Army expense in emergencies when the urgency of the situation does not permit prior authorization. In a 1994 revision to AR 40-3, soldiers assigned to remote locations where health care in not available through a military MTF may be authorized by their commander to obtain routine care in the civilian sector after determination that the cost for the treatment will not exceed $500. If the required treatment is expected to exceed $500, prior authorization must be obtained from the commander of the military MTF having administrative responsibility for that area. Soldiers ordered to a medical facility for a required physical, diagnosis, or treatment are authorized mileage allowance in accordance with the JFTR, Paragraph U3500-C. Travel is funded by the soldier's assigned unit.

(3) *Travel.* The FY94 NDAA permits, effective 1 Jul 94, MTF commanders to authorize reimbursement for travel to specialized treatment facilities for soldiers and family members when such care cannot be obtained locally.

(4) *TRICARE.* Active duty soldiers and their families assigned in remote locations without access to an MTF will be allowed to enroll in a managed care plan called TRICARE Prime Remote. See Issue 408 for more information.

(5) *Resolution.* The Oct 94 GOSC determined that Issue 90, and the issues combined with it, is completed because commanders may reimburse soldiers and family members for travel incurred when special medical care requires travel and because commanders can authorize up to $500 of civilian medical treatment for soldiers at remote sites.

h. Lead agency. DAPE-MBB-C

i. Support agency. OTSG.

Issue 155: Research Topics

a. Status. Completed.

b. Entered. AFAP I; 1983.

c. Final action. AFAP II; 1984.

d. Subject area. Leadership.

e. Scope. There is no organized approach to researching Army family issues and programs. Relationships to readiness and retention and strategies to build partnership, wellness, and sense of community are not known. The impact of the New Manning System on families is not known.

f. AFAP recommendation.

(1) Army Research Institute (ARI) and Walter Reed Army Institute (WRAIR) will review the research plan and provide comments to USACFSC. USACFSC will revise research requirements based on comments.

(2) ARI will review existing literature on Army and military families in light of revised research plan and provide consolidated review of literature to USACFSC.

(3) ARI and WRAIR will develop research initiatives to answer remaining research requirements provided by USACFSC.

g. Progress.

(1) The Army Family Research Program, started in Nov 86, is a 5-year, integrated research program to determine the demographic characteristics of Army families, identify positive motivators and negative detractors to the retention of high-performing soldiers, help the Army develop pilot programs and policy options to increase retention and improve family adaptation to Army life and improve the measurement of operational readiness and the Army's understanding of how family factors influence it.

(2) To date, approximately $15M has been expended on over 60 separate research efforts.

(a) Research from the Arroyo Center of the RAND Corporation provides the Army with unbiased, independent analytical research on major policy and management concerns with emphasis on mid to long-term problems.

(b) Walter Reed Army Institute of Research

(WRAIR) focuses on the stress of military life and family response to the stress for the family well-being and combat readiness.

(c) The U.S. Army Research Institute (ARI) assesses issues related to family influence on readiness and retention. ARI research contribution is on the family and community systems level.

h. Lead agency. CFSC-AE-R.

i. Support agency. DAPE-ZXO/ARI/WRAIR.

Issue 156: Reserve Component (RC) Retirement Orientation

a. Status. Completed.

b. Entered. AFAP V; 1987.

c. Final action. AFAP IX; 1992.

d. Subject area. Entitlements.

e. Scope. Reserve Component (RC) soldiers require adequate counseling before making retirement decisions. Currently, RC soldiers receive very limited information concerning retirement and the benefits available. The information contained in the "20-year letter" (the only regulatory-directed information for RC retirement) does not contain sufficient guidance on available entitlements. Active duty regulations and job descriptions do not provide for counseling RC soldiers concerning retirement.

f. AFAP recommendation. Review procedures for RC retirement orientation and make recommendations for establishment of an RC-specific program.

g. Progress.

(1) Each State Headquarters and USAR MUSARC needs to identify personnel to serve as RSOs.

(2) USACFSC developed standardized pre-retirement and Survivor Benefit Plan (SBP) briefings in video format for USAR soldiers approaching retirement to be used by units and individuals.

(3) The ARNG developed a program of instruction (POI) for ARNG RSOs to be taught as a 1-week course at the ARNG Professional Education Training Center. The Army Reserve may utilize this same course at its training centers.

(4) The Commander, ARPERCEN is responsible for all retired reserves and directs USAR retired activities from St. Louis. Because there are no RC retirees in troop program units (TPU), and RC retirees do not necessarily live near MUSARCs, centralized and/or offsite service by full-time, retired activities personnel (from ARPERCEN) is more cost-effective than the recommended additional duty MUSARC RSOs.

(5) This issue was completed by the Jun 92 GOSC because of the establishment of a RC-specific retirement orientation program that includes a pre-retirement/SBP video, POIs for RSOs, improved computer software, mobile outreach teams, and expanded information dispensing.

h. Lead agency. DAAR-PE/NGB.

i. Support agency. CFSC-FSR/DAPE-MBB-C.

Issue 157: Reserve Retirement Benefits for Surviving Spouses

a. Status. Completed.

b. Entered. AFAP IV; 1986.

c. Final action. AFAP VIII; 1991.

d. Subject area. Entitlements.

e. Scope. If a retired reservist dies before age 60 (retirement entitlement eligibility), then the surviving spouse is not entitled to most of the retiree's earned benefits, as would be the case if death occurred after age 60.

f. AFAP recommendation.

(1) Review current policy and, if warranted, initiate action to allow surviving un-remarried spouses at age 60 to receive the benefits the retired reserve member would have been entitled to had the reservist passed away after age 60.

(2) Prepare policy revision, as indicated.

(3) Authorize PX, Commissary, and MWR benefits for surviving spouses and their eligible dependents.

h. Progress.

(1) *Legislative proposal.*

(a) In Jan 89, the 6th Quadrennial Review of Military Compensation (6QRMC) proposed CHAMPUS entitlement, under section 1086, title 10 (which applies to retired members and their dependents), for un-remarried surviving spouses of retired reservists on the 60th anniversary of the deceased member's birth, without regard to Survivor Benefit Plan (SBP) election. The 6QRMC further proposed the extension of PX, commissary, and MWR benefits. Due to funding constraints, the recommendation to extend medical and dental care was not included in any legislative package.

(2) *Resolution.* This issue was completed because the National Defense Authorization Act for FY91 extends unlimited Exchange and MWR privileges to Gray Area retirees and their survivors and authorizes up to 12 discretionary visits to the commissary each year. There is no support in DoD for unlimited commissary benefits.

h. Lead agency. DAPE-MBB-C.

i. Support agency. CFSC-FSR/DAAR-PE.

Issue 158: Reservists Representation on CFSC Staff

a. Status. Unattainable.

b. Entered. AFAP IV; 1986.

c. Final action. AFAP VI; 1988.

d. Subject area. Leadership.

e. Scope. To satisfy the needs of the Total Army family, development of programs and services unique to Reserve Component (RC) families and representation for RC issues are necessary. There is currently no one on the USACFSC staff who is knowledgeable of reserve operations and issues and therefore able to ensure continuous efforts to improve the quality of life for RC members and their families.

f. AFAP recommendation. Consider the assignment of one officer and one NCO from OCAR and NGB to the USACFSC staff on a full-time basis.

g. Progress.

(1) *RC interaction.* In Aug 87, OCAR co-located an officer from their Family Support Assets to USACFSC. In 1988, ARNG and OCAR and representatives worked with CFSC to address RC issues, but were not physically located at CFSC.

(2) *Resolution.* With improved communication and continued cooperative effort, it was determined that co-location will not be necessary.

h. Lead agency. CFSC-FSM.

i. Support agency. DAAR-PR/NGB-ARP-RRM.

Issue 159: Resource Trends

a. Status. Completed.

b. Entered. AFAP I; 1983.
c. Final action. AFAP II; 1984.
d. Subject area. Leadership.
e. Scope. There is no single point of contact or method of planning, programming, monitoring, and evaluating family program resources through the Program Planning Budget Execution System (PPBES) cycle.
f. AFAP recommendation.
(1) Develop a system to monitor family program resources throughout the PPBES cycle.
(2) Develop and promulgate a standard classification for the Army family program that is consistent with the Army Resource Management System.
g. Progress.
(1) A monitoring system for tracking resources was developed and published in the document, "Resourcing the Family Action Plan." Distribution was to ARSTAF proponents for their use and information.
(2) All family programs have Army Management Structure Codes (AMSCO) so that expenditures can be tracked. Effective FY 92, ACS, CDS, and YS will be program elements within the P87 funding account.
h. Lead agency. DAPE-ZXO.
i. Support agency. None.

Issue 160: Resourcing USAR Family Support (FS) Programs
a. Status. Completed.
b. Entered. AFAP VI; 1988.
c. Final action. AFAP XII; 1995.
d. Subject area. Family support.
e. Scope. Study results demonstrate where a strong FS program is in place, first-term reenlistments increase, manageable losses decrease, unexcused absences from drills decline, and compliance with Defense Enrollment Eligibility Reporting System (DEERS) enrollment and ID card issuance increases. Family support programs contribute materially to the retention of quality soldiers and overall readiness for mobilization, yet the current funding level is $1 per person.
f. AFAP recommendation.
(1) Each MUSARC will hire a Family Support Coordinator.
(2) Raise the funding level for FS programs to approximately $6 per RC soldier and family member. g. ***Progress.***
(1) *Combined issue.* This issue was combined with Issue 265, "Family Programs for the Total Army Family," per the Apr 91 IPR, and is further explained in that issue.
(2) *Resolution.* This issue was closed when the Apr 95 GOSC determined Issue 265 was completed. RC family program positions were tracked as part of that issue.
h. Lead agency. CFSC-FSA.
i. Support agency. None.

Issue 161: Retired Serviceman's Family Protection Plan (RSFPP) Inequities
a. Status. Completed.
b. Entered. AFAP VI; 1988.
c. Final action. AFAP XI; 1993.
d. Subject area. Entitlements.
e. Scope. The "pay forever" and cost-of-living allowance (COLA) provisions of RSFPP are inconsistent with current Survivor Benefit Plan (SBP) provisions. The original SBP law (1972) had a "pay forever" provision that was eliminated in 1976, yet RSFPP enrollees without option 4 continue to pay a premium even if there is no longer a beneficiary. Option 4 costs more than options 1 through 3. Surviving spouses prior to 20 March 1974 have COLA-adjusted RSFPP, post 20 March 1974 surviving spouses have no COLA-adjusted RSFPP. All SBP annuitants have COLA.
f. AFAP recommendation. Prepare legislation to amend the RSFPP law, non-retroactive, to--
(1) Remove the "pay forever" provision.
(2) Recalculate the cost of Option 4.
(3) Provide COLAs to post 20 Mar 74 surviving spouses.
h. Progress.
(1) In a 10 Aug 89 memorandum, the Office of the Assistant Secretary of Defense (Force Management and Personnel), stated that providing COLA adjustment to all RSFPP payments would increase the unfunded liability of the DoD Retirement Fund by $266.7M. A 24 Aug 89 memorandum stated that elimination of the Option 4 extra cost would increase the fund by $10M. The memoranda also expressed concern as to the possibility of serious problems in implementing the proposal to eliminate the Option 4 extra cost.
(2) In Apr 91, a legislative proposal was forwarded to OCLL. Per PL 101-189, a DoD Ad Hoc SBP Working Group was established to review all aspects of SBP. In its draft report in May 91 the group recommended elimination of RSFPP premiums when there is no eligible beneficiary and converting all RSFPP elections to SBP elections. In Oct 91, DoD submitted its final report to Congress, but Congress did not act on the proposals in the report.
(3) Participants of RSFPP may discontinue RSFPP with a six-month waiting period before discontinuance becomes effective. Many retirees with RSFPP also have SBP coverage. Therefore, while their survivors will not receive COLA to RSFPP payments, they will receive COLA to SBP.
(4) PL 101-189 established an open enrollment period for SBP during which RSFPP participants could enroll in SBP with no extra premium costs. This is the third open enrollment period for retirees with RSFPP to elect SBP.
(5) In Nov 92, the 1600 Army retirees with RSFPP coverage, and without SBP coverage, were mailed a first class letter drawing attention to the differences between RSFPP and SBP and advising them to consider enrollment in SBP.
(6) This issue was briefed at the May 93 GOSC. It will remain active to determine the number of survivors who do not receive COLA-adjusted benefits and the projected cost of providing that adjustment.
(7) In Jun 93, Office of the DoD Actuary reported that as of 30 Sep 92, there were 5,128 RSFPP survivors with COLAs, 10,137 without COLAs, and 24,614 retirees with RSFPP coverage under which their survivors will not receive COLAs. DoD estimates that Federal outlays to provide COLAs to this group would increase from $.4M in 1994 to $3.7M in 1999.
(8) *Resolution.* This issue was completed by the Oct 93 GOSC because Army has provided RSFPP retirees 3 opportunities to convert to SBP coverage. Providing COLA to RSFPP annuitants whose sponsor did not elect COLA

would result in a $97M unfunded liability to the military retirement system.
h. Lead agency. CFSC-FSR.
i. Support agency. None.

Issue 162: Safety in Government Quarters
a. Status. Completed.
b. Entered. AFAP VI; 1988.
c. Final action. AFAP XI; 1994.
d. Subject area. Housing.
e. Scope. Although military housing is considered high-density construction, firewalls are not present in all multifamily units.
f. AFAP recommendation.
(1) Inventory multifamily units for firewalls.
(2) Develop policy addressing procedures for correcting deficiencies in Family Child Care (FCC) homes.
g. Progress.
(1) *Code compliance.* An inventory of all CONUS family quarters was completed in 1991, and no major deficiencies were identified. An FY 93 inventory of OCONUS multi-family quarters identified no deficiencies. Army-owned family quarters are in compliance with Life Safety Code NFPA 101 and Uniform Building Code criteria for residential construction.
(2) *FCC homes.* The National Fire Protection Association stated that there is no difference in firewall separation criteria for family quarters and units designated for FCC use. Family quarters proposed for use as a FCC home will be inspected for compliance with applicable life safety and uniform building codes. Where deficiencies are identified, due to possible building modifications or failures of building components due to age/use, required corrections will be initiated using AFH appropriated funds.
(3) *Message.* A message was disseminated to Army installations world-wide addressing Army policy pertaining to fire walls in AFH units and procedures for corrections when minor deficiencies are identified.
(4) *GOSC review.* Based on MACOM input at the Oct 92 GOSC, the Director of Facilities and Housing will coordinate firewall findings and inspection standards with CFSC for FCC safety requirements.
(5) *Resolution.* The Apr 94 GOSC completed this issue based on family quarters' compliance with Life Safety and Uniform Building Codes and the establishment of procedures to correct safety deficiencies should they arise.
h. Lead agency. DAIM-FDH-M.
i. Support agency. None.

Issue 163: School Lunch Program
a. Status. Completed.
b. Entered. AFAP I; 1983.
c. Final action. AFAP V; 1987.
d. Subject area. Education.
e. Scope. Family members are concerned about the availability and quality of school lunch programs in overseas areas.
f. AFAP recommendation. Pursue additional funding for school lunch programs.
h. Progress.
(1) The Army received $2.8M during FY 83 from DoD to support the improvement and expansion of this program.
(2) In 1985 a formal needs assessment was conducted to update and validate the remaining student lunch needs and associated costs to upgrade cafeterias and food service operation at DoDDS schools.
(3) In 1986, USAREUR received $6M for the school lunch program in the Repair and Primary Maintenance program. Requests for additional funding did not survive budget prioritization.
(4) In 1987, the United States Department of Agriculture (USDA) Student Meal Program required that meals served to students meet USDA prescribed standards (7CFR220.8. 210.10), which focus on nutrition, not necessarily hot meals. Arrangements were completed for meals OCONUS to be offered by AAFES and by appropriated fund dining facilities (DoDI 1338.10-M).
h. Lead agency. CFSC-FSY-E.
i. Support agency. DALO/DAPE-ZXF/DoDDS.

Issue 164: School Transportation
a. Status. Completed.
b. Entered. AFAP III; 1985.
c. Final action. AFAP IV; 1986.
d. Subject area. Education.
e. Scope. Transportation of students is lacking in safety measures while riding, boarding, or exiting buses. Students' comfort and health may also be affected due to unheated buses.
f. AFAP recommendation.
(1) Support DoDDS in obtaining funds for bus monitors.
(2) Request OCONUS MACOM and DoDDS coordinate, establish, and implement a student and parent-oriented safety prevention program that includes feasibility of using seat belts on school buses.
(3) Request OCONUS MACOM and DoDDS provide resolution on heating of buses.
g. Progress.
(1) *Monitors.* DoDDS included funds for school bus monitors in the FY 87 budget. USACFSC transmitted a message in Mar 86 requesting OCONUS MACOMs establish and implement student and parent-orientated bus safety programs.
(2) *Safety.* ODCSLOG recommended against installing school bus seat belts, based on Federal studies of seat belts use on school buses. USARJ installed seat belts in buses on its own initiative and uses soldier and family member bus monitors.
(3) *Heat.* Issues involving the heating of school buses is a MACOM responsibility.
h. Lead agency. CFSC-FSY-E.
i. Support agency. DALO/DAPE-MPH-S.

Issue 165: Second Move for Army Widows/Spouses Who Must Vacate Quarters
a. Status. Completed.
b. Entered. AFAP V; 1987.
c. Final action. AFAP IX; 1991.
d. Subject area. Entitlements.
e. Scope. Experts recommend no major decisions be made within 1 year of a spouse's death because the surviving family may need the stability and support of the known local military community--friends, schools, and job. According to Joint Federal Travel Regulation (JFTR)

U5355, widows in CONUS may have two moves when vacating Government quarters: the first move to the local metropolitan area and the second move (initiated within 1 year) is the final move selection. However, this policy is not publicized and many widowed do not benefit because of lack of information. Military widowed OCONUS are entitled to one move only and must make this decision too quickly while in the depths of depression and grief.
f. AFAP recommendation. HQDA (ODCSLOG) will--
(1) Prepare and send guidance to transportation and casualty sections worldwide clarifying the current JFTR, paragraph U5355, which allows two moves at Government expense for the widowed, CONUS.
(2) Initiate action to expand the JFTR to include a provision for a second move within a 1-year period for widowed, OCONUS.
g. Progress.
(1) *CONUS policy.* In Jan 89, a message was sent to all transportation and casualty sections worldwide clarifying widows' moving and HHG shipping entitlement, CONUS, and emphasizing that upon death of a sponsor, the surviving spouse is allowed a local move out of Government quarters without jeopardizing the final move.
(2) *Policy change.* In Oct 90, a formal request to change the JFTR to afford widows the same entitlement as retirees to ship to the final home of selection, subject to excess cost, was sent through ODCSPER to the Per Diem, Travel, and Transportation Allowance Committee. The Service chiefs approved the change in Jul 91. The JFTR now reads "... when dependents are residing outside CONUS at the time the member on permanent duty outside CONUS dies, the HHG overseas may be transported at Government expense to non-temporary storage under paragraph U5380, and/or a part of the HHG may be shipped to the interim location where the dependents will reside pending a decision on where to exercise the entitlement to a final move of HHG at Government expense... If the dependents take physical possession of the HHG shipped to the interim location, they must agree to bear all costs in excess of the cost of shipping the HHG in one lot from the overseas origin to the final destination via that interim location."
(3) *Resolution.* The Oct 91 GOSC voted this issue completed because, effective 1 Oct 91, the JFTR authorizes a second move for spouses widowed OCONUS, subject to certain distance restrictions.
h. Lead agency. DALO-TSP.
i. Support agency. CFSC-FSR.

Issue 166: Security Deposits
a. Status. Completed.
b. Entered. AFAP II; 1984.
c. Final action. AFAP III; 1985.
d. Subject area. Relocation.
e. Scope. PCS moves create financial hardships for soldiers, particularly those serving in the lower ranks. One of the more significant expenses associated with establishing a new residence is payment of security deposits often required by landlords and utility companies for such services as electricity, gas, telephone, water, and rent security. Some Army installations have negotiated agreements with local utility companies that waive payment of utility deposits for soldiers.
f. AFAP recommendation. Develop a strategy to replicate a "no deposit" arrangement to the widest extent possible.
g. Progress.
(1) *Validation.* USACFSC researched this issue and found that, of the 11 installations stating a problem existed, 7 have deposit waiver or reduction programs in operation.
(2) *Marketing.* Through the Chief of Staff, Army (CSA) Weekly Summary, press releases, and articles published in DPCA Briefs, USACFSC marketed successful programs to inform commanders of the various aspects of this effort.
(3) *Implementation.* A "How To" package providing examples on each type of program was developed and distributed by CFSC-AE to DPCAs in 1986. The agency responsible for obtaining waivers varies from post to post. Army Community Service and the Housing Office are most often mentioned as responsible agencies. Soldiers not familiar with this program should check with their local DPCA or unit.
h. Lead agency. CFSC-FSA/CFSC-AE.
i. Support agency. SAFM.

Issue 167: Security Precautions Against Acts of Terrorism
a. Status. Completed.
b. Entered. AFAP III; 1985.
c. Final action. AFAP V; 1987.
d. Subject area. Family support.
e. Scope. Increased incidents of terrorism create an adverse impact on family members.
f. AFAP recommendation. Develop policy and assist commanders in developing and implementing programs to educate soldiers and family members to the threat of terrorism.
g. Progress.
(1) AR 525-13 was published in Feb 88.
(2) The Terrorism Counteraction Improvement Plan (TCIP) was subsequently developed to provide long range guidance to the Army and supplement AR 525-13. TCIP was not disseminated worldwide, but was forwarded to MACOMs so that they could use locally applicable portions.
(3) TRADOC added 12 new terrorism counteraction courses to its curriculum for soldiers and family members; security at Army installations was enhanced to include community support activities, and the Military Police School initiated personal security briefings for family members.
h. Lead agency. DAPE-MPE.
i. Support agency. CFSC-FS/DAJA/DAMO.

Issue 168: Self-Help Program
a. Status. Completed.
b. Entered. AFAP I; 1983.
c. Final action. AFAP II; 1984.
d. Subject area. Housing.
e. Scope. The Government quarters self-help program does not appear to provide significant dollar savings. Occupants complain that they are not reimbursed for major improvements to quarters. Some claim the program is underutilized and that courses are outdated. The program is under Government Accounting Office (GAO) review.
f. AFAP recommendation. Examine total structure of

self-help program Army-wide and determine what a basic self-help program should be and what training is needed to support it.

g. Progress.

(1) DA Pam 420-22 (1985) incorporates new DoD guidance in a revised Army policy on self-help. The major theme is "occupant incentives." It is available through the Director of Engineering and Housing, housing offices and self-help stores on installations where they have been established.

(2) The self-help program is designed to improve housing conditions, give soldiers "ownership" in their assigned housing and help reduce costs to the Army.

h. Lead agency. CEHSC-HM.

i. Support agency. None.

Issue 169: Sexual Molestation

a. Status. Completed.

b. Entered. AFAP II; 1984.

c. Final action. AFAP IV; 1987.

d. Subject area. Medical/Command.

e. Scope. There is no institutional Army strategy to deal with problems of sexual molestation of children. This problem differs from child abuse (battering and neglect) and needs to be dealt with on a priority basis.

f. AFAP recommendation.

(1) Arrange for a national organization with experience in addressing child sexual abuse to study the Army system and make recommendations for an institutional response to the problem.

(2) Develop an action plan to implement recommendations.

g. Progress.

(1) *Policy review.* USACFSC contracted with the National Legal Resources Center for Child Advocacy and Protection (American Bar Association) to coordinate a review of existing Army policy. The review was forwarded to ARSTAF agencies for policy recommendations.

(2) *Action plan.* The HQDA Family Advocacy Committee developed a Child Sexual Abuse Action Plan that specifies actions the Army Staff will take to ensure staff Army-wide is trained to prevent, identify, investigate, and treat child sexual abuse. The plan was finalized and disseminated in Feb 86. AR 608-18 (1987) incorporates Army policy on child sexual abuse.

(3) *Medical staff.* The Health Services Command developed the Army's model protocol to be used by medical staff at MTFs for the identification, diagnosis, and management of child sexual abuse.

h. Lead agency. CFSC-FSA.

i. Support agency. DAPE-MPE/DASG-PSC.

Issue 170: Single/Unaccompanied Soldier Representation at All Levels

a. Status. Completed.

b. Entered. AFAP V; 1987.

c. Final action. AFAP VIII; 1990.

d. Subject area. Leadership.

e. Scope. There is need for increased leadership awareness of single and unaccompanied soldier concerns at local, MACOM, and headquarters levels. Policies and regulations should reflect greater awareness of the needs of single and unaccompanied personnel.

f. AFAP recommendation.

(1) Revise and review Army publications to include single and unaccompanied soldier issues as appropriate.

(2) Include single and unaccompanied soldier representation at the HQDA AFAP Planning Conference.

(3) Revise AR 608-1 to require representation from these groups on the Human Resource Council and encourage their participation in mayoral programs.

h. Progress.

(1) *Regulatory change.*

(a) In revising the installation MWR 5-Year Plan, installations are now required by AR 215-1, paragraph 7-2d, to identify and satisfy future community needs, including those of single and unaccompanied soldiers, based on local assessment and market analysis. DA Pam 600-19 (subsequently rescinded) was changed to state that "Commanders at all levels should be aware of the single-unaccompanied soldier concerns and ensure that their needs and wants are being considered."

(b) AR 608-1 was revised to require single and unaccompanied representation on community councils to ensure consideration of single soldier issues.

(2) *Policy review.* The soldier policy division reviewed the following publications to ensure single and unaccompanied soldier issues are included in AR 600-50, AR 190-31, AR 190-51, AR 210-11, and DA Pam 190-31 (subsequently rescinded).

(3) *AFAP.* Since Fall 89, single soldier representatives have been included as MACOM delegates to the HQDA AFAP Planning Conference.

(4) *The Better Opportunities for Single Soldiers (BOSS).* The BOSS program was established in Jun 89. The BOSS program identifies needs and concerns of single soldiers and increases single soldier involvement in effecting change. A message is being prepared for the DCSPER to send to the field stating that single soldier initiatives are a commander's responsibility and encouraging commanders to provide a voice for single soldiers.

(5) *Resolution.* This issue was completed because single and unaccompanied soldier needs are considered in the revision of installation MWR 5-year Plans; single soldiers are represented on community councils; and commanders are more aware of their needs. The BOSS program has increased awareness of single soldier issues and single soldier involvement.

h. Lead agency. CFSC-AE-M.

i. Support agency. DAPE-MPH-S/USACFSC.

Issue 171: Family Fitness Programs

a. Status. Completed.

b. Entered. AFAP II; 1984.

c. Final action. AFAP IV; 1986.

d. Subject area. Family support.

e. Scope. Family members need a program to promote healthy lifestyles and further the concept of wellness. The authorization and establishment of family fitness programs Army-wide will implement and support this action.

f. AFAP recommendation. Publish a family fitness handbook.

g. Progress.

(1) *History.* On 4 Apr 86, the GOSC was briefed on a family fitness idea from CSA Task Force for Soldiers and Families. The idea was transferred as an issue to AFAP

and USACFSC was tasked with implementing the program and publishing a Family Fitness Handbook.

(2) In 1984, the Soldier Support Center published and distributed a Family Fitness Handbook, DA Pam 350-21.

(3) In Oct 86, Family Fitness was authorized as a program in AR 215-2, but budget cuts prevented funding the program. It was absorbed by the Health Readiness Policy Branch of the Deputy Chief of Staff for Personnel. Information on the program is contained in AR 600-63.

h. Lead agency. CFSC-CR.

i. Support agency. None.

Issue 172: Sole Parent Escort Travel with Dependent Children

a. Status. Completed.

b. Entered. AFAP IV; 1986.

c. Final action. AFAP IV; 1986.

d. Subject area. Relocation.

e. Scope. Sole parents who do not receive concurrent travel for dependents must travel back to CONUS at personal expense to escort under-age dependents to their overseas station.

f. AFAP recommendation. Authorize single parents to travel to CONUS to escort under-age dependents to the overseas station upon receipt of concurrent travel.

g. Progress.

(1) *History.* This issue entered the AFAP after publication of AFAP III and was completed before publication of AFAP IV in 1986. No record of the original issue remains.

(2) *Policy changes.* In 1986, a USAREUR policy change was disseminated by message stating that parents on USAREUR PCS are eligible for automatic concurrent travel, thereby allowing children to accompany their parents. No policy was written. In 1989, due to a housing shortage in USAREUR, another USAREUR message rescinded the concurrent travel permission.

(3) *Resolution.* Paragraph U7550, Joint Federal Travel Regulation, effective 1 Jun 89, states that sole parents and dual-military parents on orders to Europe may not bring their children to USAREUR until housing is available, but may return to CONUS at Government expense to accompany the dependent children to USAREUR.

h. Lead agency. DAPE-MBB-C.

i. Support agency. None.

Issue 173: Space Available Travel

a. Status. Unattainable.

b. Entered. AFAP IV; 1986.

c. Final action. AFAP V; 1987.

d. Subject area. Family support.

e. Scope. Family members cannot travel unaccompanied on military aircraft for leisure purposes.

f. AFAP recommendation. Allow unaccompanied Space-A travel for family members of soldiers on active duty and for spouses of service members who die while on active duty.

g. Progress.

(1) Recommendations were forwarded to the Air Force, the DoD Airlift executive agent, in Aug 84 and Oct 85 and were proposed under the Model Installations Program in May 86. Requests were not supported for following reasons:

(a) Current policy is consistent with intent of Congress as cited in HAC on the DoD Appropriation Bill, 1974.

(b) Specified use by active duty personnel and their dependents is for emergencies and ordinary leave.

(c) Use by retirees was challenged--DoD succeeded in retaining retiree use.

(d) Current policy allows unaccompanied travel for family members under emergency conditions and in connection with the Environmental Morale Leave Program.

(e) All available space is occupied by authorized, priority travelers. Past GAO criticism of DoD use of airlift has resulted in maximum utilization of seats and cargo space with revenue traffic and has diminished excess capability. Proposal to Congress for approval to revise regulations could jeopardize existing Space-A Program.

(4) *Resolution.* This issue was determined to be unattainable by the Apr 87 GOSC.

h. Lead agency. DALO-TSP.

i. Support agency. None.

Issue 174: Special Education - Gifted and Talented

a. Status. Completed.

b. Entered. AFAP I; 1983.

c. Final action. AFAP II; 1984. Updated: 1989

d. Subject area. Education.

e. Scope. Family members are concerned about their knowledge of availability and quality of DoDDS programs for handicapped and gifted-talented school children.

f. AFAP recommendation. Review DoDDS programs for gifted and talented students and ensure that they receive programs and opportunities as extensive as those provided to handicapped students.

g. Progress.

(1) *History.* Issue relates to Issues 34, "Curriculum and Evaluative Criteria in DoDDS"; 214, "DoDDS Curriculum"; 252, "Summer School Program in DoDDS"; and 91, "High Quality, Standard DoDDS Curriculum."

(2) *Resolution.* Following a DoDDS review of programs for gifted and talented students, new staffing criteria were implemented. An increase of 55 teachers resulted.

(3) *Update.* In 1989, increased staff authorizations placed one gifted and talented teaching specialist at each DoDDS school.

h. Lead agency. CFSC-FSY-E.

i. Support agency. None.

Issue 175: Specialty Code Development

a. Status. Unattainable.

b. Entered. AFAP I; 1983.

c. Final action. AFAP II; 1984.

d. Subject area. Force support.

e. Scope. There is no single specialty code or additional skill identifiers (ASI) for military personnel assigned to family management and community related programs or activities.

f. AFAP recommendation. Determine the need and feasibility of establishing specialty codes and additional skill identifiers (ASIs) within officer personnel management systems and enlisted personnel management systems.

g. Progress. No additional specialty code, military occupation skill (MOS), or ASIs was deemed necessary. Sol-

diers in the administration and personnel fields are sufficiently trained in this field, and no special designation is required. Action on this issue was closed at the direction of the AFAP GOSC.
h. Lead agency. DAMO.
i. Support agency. None.

Issue 176: Sponsorship
a. Status. Completed.
b. Entered. AFAP I; 1983.
c. Final action. AFAP III; 1986.
d. Subject area. Relocation.
e. Scope. The current sponsorship program is not effective. It needs to be expanded to include all relocation and separation tours and add concepts such as rear detachment, out-sponsorship, and family member sponsorship.
f. AFAP recommendation.
(1) Determine needs and develop milestones and specific recommendations for an effective sponsorship program.
(2) Coordinate with the Family Liaison Office to ensure that this program is closely linked to family members and to ensure that family members are also "recruited" to the program.
g. Progress.
(1) *Regulatory change.* AR 612-11 (superseded by 600-8-8) was rewritten and DA Pam 612-1 (superseded by DA Pam 25-30) was developed. Both were distributed in the field to unit level. These directives greatly expanded the sponsorship activity and target population to include civilian employees.
(2) *Video production.* Two video tapes, one short version and one long version, were produced in 1986 (both were named, "Sponsorship, the Human Touch"); the DAIG included sponsorship as a special item of interest in their inspections; and the issue was considered completed.
(3) *Issue history.* At the 1988 AFAP Planning Conference family members reported that the sponsorship program was not effective because guidance in the regulation was not being consistently followed. Sponsorship was incorporated into Issue 153, "Relocation Services," and became a part of AFAP VI.
h. Lead agency. CFSC-FSA.
i. Support agency. DAPE-CP/TAPC.

Issue 177: Spouses Signing for Quarters Without Power of Attorney or Notarized Statements
a. Status. Completed.
b. Entered. AFAP I; 1983.
c. Final action. AFAP II; 1984.
d. Subject area. Relocation.
e. Scope. Is there a possibility of spouses signing for quarters without power of attorney (POA)?
f. AFAP recommendation.
(1) Review ways spouses may sign for quarters by developing new procedures.
(2) Publish revised procedures in AR 210-50.
g. Progress.
(1) *Related issue.* Issue relates to Issue 132, "Power of Attorney."
(2) *Policy change.*
(a) In 1985, OTJAG determined that there is no requirement in Federal law that members execute POAs or notarized statements to authorize their spouses to sign for quarters or furnishings. To permit spouses to sign on behalf of their sponsors would not change the basic responsibility of the soldier for such property.
(b) AR 210-50 was changed to reflect the OTJAG determination. DD Form 1746 (Application for Assignment to Housing) was modified, eliminating the need for a power of attorney or notarized statement.
h. Lead agency. DAPE-MPH-S.
i. Support agency. CEHSC-HM/OTJAG.

Issue 178: Spouses Signing to Ship HHG
a. Status. Unattainable.
b. Entered. AFAP V; 1987; Reopened in Apr 94.
c. Final action. AFAP XIII; Oct 95.
d. Subject area. Relocation.
e. Scope. Spouses may not initiate shipment of HHG during PCS moves without a power of attorney (POA) or letter of permission from their sponsors, even though all names are on orders.
f. AFAP recommendation. Arrange a meeting with OSD, OTJAG, DCSPER, CFSC, and spouses to discuss facts, options, and opinion.
h. Progress.
(1) *History.* This issue was completed in 1987 based on the availability of POAs and documents that authorized spouses to ship HHGs. It was reopened by the Apr 94 GOSC because of continued concern over the necessity for spouses to have special authorization to ship HHGs to the next duty station.
(2) *Legal basis.* Section 404 and 406 of Title 37, United States Code grants members of the uniformed services an entitlement for the shipment of HHG. This entitlement results from a member's military service, not his or her marital status. Accordingly, except where otherwise authorized by law, a soldier's spouse is not authorized to ship HHG in his or her own right. Soldiers have the ultimate responsibility for the shipment of HHG, to include liability for unauthorized shipments and excess charges. Delegation of those responsibilities requires some clear action on the part of the soldier, such as a POA.
(3) *Authorization procedures.* A soldier's spouse can ship HHG if the soldier has authorized the spouse to do so. This authorization may be in any form that clearly indicates the soldier's intent: a general or special POA, forms prepared through any transportation office, or a letter of authorization. Automation has made applying for the movement of HHG easier. The Transportation Operational Personal Property Standard System and fax machines enable a soldier not co-located with the family member to apply for the shipment or storage of HHG.
(4) *Policy review.* In Apr 95, a task force agreed that the current procedures are at the lowest level within the law and are convenient and expeditious for soldiers and family members to apply for movement of HHG. It was noted that transportation offices are inconsistent in requiring POAs. A message DTG 201600Z Jul 95, subject: Army Family Action Plan Issue 178 - Spouses Signing to Ship HHG, requests transportation offices to adhere to the guidelines in the Personal Property Traffic Management Regulation when persons other than the member applies for the shipment/storage of HHG.
(5) *GOSC review.* The Oct 94 GOSC directed

ODCSLOG to explore ways to make it easier for spouses to ship HHGs.

(6) *Resolution.* The Oct 95 GOSC determined this issue was unattainable because current procedures to authorize shipment are convenient, expeditious, and are at the lowest level within the law.

h. Lead agency. DALO-TSP

i. Support agency. DAJA.

Issue 179: Standard Outline of RC Benefits and Entitlements

a. Status. Unattainable.

b. Entered. AFAP V; 1987.

c. Final action. AFAP VI; 1988.

d. Subject area. Entitlements.

e. Scope. Because of the number of regulations one has to review, it is difficult or impossible for individuals to compile a list of RC benefits and entitlements. Additionally, RC benefits and entitlements vary depending on the status of the soldier (TPU member, gray area retiree, individual mobilization augmentees (IMA), IRR, or retiree).

f. AFAP recommendation. Compile a spreadsheet that details RC benefits and entitlements by status or soldier.

g. Progress.

(1) *Commercial publications.* Commercial publications listing varied benefits exist. They are not Army-specific, but do have the advantage of explicit information updated annually. The "Reserve Forces Almanac" is under GSA-FSA Contract Number GS-02F-52022 and is distributed worldwide. In 1989, the over-the-counter cost per issue is $4.50. To duplicate a publication such as this would be expensive and require annual updates. Under the GSA contract, the Army may order the publication at reduced cost. Many ARCOMs order it for distribution within their commands.

(2) *Resolution.* Since the ARCOMs continue to distribute the "Reserve Forces Almanac" to their soldiers, the issue was deleted from the AFAP.

h. Lead agency. DAAR-PE/NGB.

i. Support agency. None.

Issue 180: STARC Training (Family Support)

a. Status. Completed.

b. Entered. AFAP III; 1985.

c. Final action. AFAP VI; 1988. (Updated: Aug 94)

d. Subject area. Family support.

e. Scope. Some State Area Commands (STARC) presently receive insufficient training in providing family support at mobilization.

f. AFAP recommendation. Assist States in coordinating standardized annual training programs for STARC family support at mobilization.

g. Progress.

(1) *Regulatory requirement.*

(a) NGR 600-12 and ANGR 211-1, 8 Jan 86, direct the development and implementation of the Family Program for the ARNG in each State and gives specific guidance in providing various levels of service to families.

(b) Army National Guard unit commanders are required to ensure that all unit members comply with the requirements for completing Family Care Plans as outlined in AR 600-20, IO2, 1 April 1992, paragraph 5-5. Plans must be updated upon any change of information and are reviewed annually. Family Care Plans are considered a critical element of readiness and can result in a nondeployable status determination.

(2) *Training.*

(a) In 1988, National Guard State Family Program Coordinators were funded in each State to provide staff expertise for effective family support training.

(b) Unit commanders are authorized/required to use up to eight hours of training time for preparation of families for mobilization/activation.

(c) National Guard volunteers and staff attend Army Family Team Building Master Trainer courses. Courses at the state/unit level train additional trainers in the states and train family members in unit FSGs.

(3) *Family support groups.* FSGs exist in all STARCs, but not at all units. Goal is to have an active FSG in every unit.

h. Lead agency. NGB-HRF.

i. Support agency. DAAR-PE/CFSC-FS/DAPE-MPH.

Issue 181: State Residency Requirements

a. Status. Unattainable.

b. Entered. AFAP II; 1984.

c. Final action. AFAP V; 1987.

d. Subject area. Family support.

e. Scope. Public social services are often not available for military families upon arrival at a new duty station because of State residency requirements. This poses especially critical problems for soldiers with exceptional family members who suffer major setbacks from extended interruptions in service.

f. AFAP recommendation. Determine and define the problems, issues, and whether the problems are of a local or national nature.

g. Progress. USACFSC surveyed MACOMs and installations regarding State residency problems encountered by military families in receiving social, educational, and employment services. The surveys showed that no problems for family members occurred with sufficient frequency to justify pursuing legislative changes in the various States.

h. Lead agency. CFSC-FSA.

i. Support agency. OTJAG.

Issue 182: Storage Space

a. Status. Unattainable.

b. Entered. AFAP III; 1985.

c. Final action. AFAP IV; 1986.

d. Subject area. Housing.

e. Scope. A need exists for family quarters and barracks occupants to have facilities available for storage of excess personal items.

f. AFAP recommendation. Explore use of AAFES or MWR program to develop low-cost rental storage facilities on post.

g. Progress. A review revealed this to be a local issue, and this issue was determined to be unattainable at HQDA level.

h. Lead agency. CFSC-AE.

i. Support agency. None.

Issue 183: Suicide Prevention Strategy

a. Status. Completed

b. Entered. AFAP II; 1984; reopened April 1994.
c. Final action. Initially closed in 1985; final action in 1997.
d. Subject area. Medical/Command.
e. Scope. There is a need to design a suicide prevention strategy for soldiers and family members of all components.
f. AFAP recommendation. Review suicide prevention strategy to see if it includes violent dimensions, such as murder/suicide and violence/suicide in the workplace.
g. Progress.

(1) *History.* This issue was completed in 1985. It was reopened by the Oct 94 GOSC because of renewed focus on suicide prevention strategies.

(2) *Proponency for suicide prevention.* AR 600-63 was published in Nov 87. The DCSPER Personnel Readiness Division was designated proponent. The plan targets soldiers, family members and civilian employees for the prevention effort. The Chief of Chaplains coordinates suicide prevention activities with the DCSPER and TSG. DoDDS suicide awareness and prevention programs were compiled into Dependent Schools Manual 2943.0, "Crisis Intervention" (1 Feb 90).

(3) *Army's suicide prevention program.* The Chief of Chaplains developed a multidisciplinary approach which relies on the installation mental health officer for technical training and the MTF for treatment. The program focuses on assistance adjusting to the military environment, opportunities to relieve stress, identification of the potential for suicide, and referrals. Installation Chaplains will ensure the Unit Ministry Teams conduct soldier and family member suicide prevention education/awareness activities.

(4) *Suicide prevention training.* To help prepare Chaplains and Chaplain Assistants, a suicide prevention training program with the Menninger Clinic was held. The training program is continuing. A training resource, "Suicide Awareness and Prevention: A Resource Manual for Military Chaplains" was developed in conjunction with the Menninger Clinic. It provides a resource for the chaplain to conduct awareness and prevention training for soldiers and their families. The manual was sent to all Active and Reserve Component Army Chaplains.

(5) *Commander's guide.* As proponent for the Army Violence Prevention Program, the Human Resources Director, ODCSPER produced and distributed (4th Qtr FY96) a Violence Prevention Commander's Guide to assist Installation and Garrison Commanders develop a violence prevention strategy. It simplifies and collates, in a prevention-oriented format, behavioral information that is reported and tracked on installations. The guide offers a proactive, coordinated approach to violence prevention and describes roles that various members of the community play in preventing violence. In addition to suicide prevention, the guide provides direction for other violence areas (workplace, family, youth and school, gang, and extremist organizations).

(6) *Active duty suicide rate.* From 1993 to 1997, the Army's active duty suicide rate declined from a 1993 high of 15.5 suicides/100,000 to 12.9/100,000. This is below the 22-25/100,000 rate for the civilian at-risk population we use for comparison.

(7) *GOSC review.* The Apr 95 GOSC reviewed the progress on this issue and transferred the action to the ODCSPER to see if additional violent dimensions need to be addressed.

(8) *Resolution.* The Mar 97 GOSC determined this issue is completed because Army reviewed its suicide prevention strategy and has included suicide and other violent dimension in a Violence Prevention Commander's Guide.

h. Lead agency. DAPE-HR-PR
i. Support agency. None.

Issue 184: Support for Volunteers
a. Status. Completed.
b. Entered. AFAP VI; 1988.
c. Final action. AFAP XXI; 2004. (Updated: Nov 04)
d. Subject area. Volunteers.
e. Scope. Volunteerism is a low-cost, high-payoff contribution to the well-being of America's Army. Communities of excellence cannot exist without quality services and the involvement of its citizens. Current legislation restricts the Army from recognizing and supporting volunteers in programs other than ACS, unit family support groups, and mayoral programs. Only these volunteers receive reimbursement for volunteer expenses and non-appropriated funds (NAF) for training. The Armed Forces are prohibited from using appropriated funds (APF) to support volunteer initiatives. There is inconsistent support and coordination of volunteer activities and resources.
f. AFAP recommendation.

(1) Pursue legislation to expand the Military Service secretary's ability to accept volunteers in any program or service that provides support to soldiers and their families.

(2) Include in legislation the request for authority to recruit and train volunteers without restriction on the source of funds. Provide the mechanism for volunteer expense reimbursement to all Active Army and U.S. Army Reserve volunteers.

(3) Revitalize and fund the Army Installation Volunteer Coordinator Program to focus volunteer resources, training, and contributions while advocating for volunteer support. Provide funding for volunteer training and program expenses.

(4) Pursue authorization for reimbursement of volunteers for costs of parking while providing service to the Army.

(5) Pursue authorization for reimbursement of local volunteers for food and beverages when providing a service in support of an official conference concerning Army Family Programs or Quality of Life issues.
g. Progress.

(1) *Combined issues.* Due to similarity in scope, Issue 288, "Volunteer Support Legislation," was combined with this issue in Dec 90; Issue 298, "Funding for ARNG and USAR Family Programs," was combined with this issue in Dec 92.

(2) *Expanded definition of volunteers.*

(a) The FY95 NDAA required that the Secretary of Defense conduct a 6-month pilot program to accept voluntary services under the authority prescribed in this legislation, followed by a report to Congress prior to full implementation of the law. The legislation authorizes volunteers within: the medical, nursing, dental, and related services; museum and natural resources programs;

and programs providing services to members of the Armed Forces such as but not limited to: Family Support, Housing Referral, and Spouse Employment.

(b) The pilot was conducted from 1 Feb to 31 Jul 95 at 35 pilot sites that included 23 active component installations, two ARCOMs, and 10 states (Guard). All Army pilot sites recommended expansion of the volunteer legislation DoD wide. The DoD Report to Congress was submitted 1 Mar 96. On 20 Feb 96, the ASD(FMO) authorized the expanded use of volunteers for installations and units affected by the Bosnian deployment, and installations that were part of the pilot program were authorized to continue the program.

(c) Consecutive versions of the implementing DoDI were staffed in Mar 97, Mar 99 and Mar 01. Pending publication of the DODI, CFSC drafted a Headquarters DA (HQDA) Letter to bring all Army installations under the same operating guidance and immediately effect the expansion of voluntary services Army-wide. The HQDA Letter was published in Apr 98 and was extended three times pending approval of the implementing DoDI. The OASD Office of Family Policy published the DoD Instruction 1100.21 (Voluntary Services in the Department of Defense) on 11 Mar 02. The policy in the DoDI was incorporated in AR 608-1, Army Community Service Center, published Oct 03.

(3) *Funding.*

(a) Three regulatory changes were included in Update 16 of AR 215-1 or AR 608-1. These include--

1. *Funding for volunteer training and travel.* Commanders can authorize NAF for volunteers when training or travel will benefit the installation to improve performance of voluntary service.

2. *Reimbursement for child care expenses.* Money may be provided from either petty cash for child care by FCC providers or CDS by the volunteer agency.

3. *Funding awards, banquets, mementos.* Change authorizes use of NAFs for volunteer recognition programs such as awards, banquets, and mementos if budgeted for and approved.

(b) The NDAA for FY 92/93 authorized the Army to reimburse authorized volunteers for incidental expenses from either APF or NAFs. Telephone, mileage, and mailing costs are identified as reimbursable expenses. Interim changes to AR 608-1 and AR 215-1 were published.

(4) *Volunteer reimbursement.*

(a) At the Mar 02 AFAP GOSC, the CG, CFSC identified the inability of volunteers to be reimbursed for parking and the inability of volunteers to be reimbursed for food and beverages when providing a service in support of an official conference concerning Army Family Programs or Quality of Life issues unless they are on travel status.

(b) The CFSC SJA determined there is no fiscal or statutory prohibition against reimbursing volunteers for food and beverages. Coordination with the Per Diem Committee, completed Jan 04, confirmed this is an internal Army matter. Reimbursement for parking fees incurred while providing any voluntary service and food and beverages when providing a service in support of an official conference concerning Army Family Programs or Quality of Life issues were included in revisions of AR 608-1 (Jul 04) and AR 215-1 (Jun 04). This includes local volunteers as well as those in a travel status.

(5) *Revitalization and funding volunteer program.*

(a) The ACS web site was developed in 1998 and has a section for the Army Volunteer Corps (AVC) which includes resources for training opportunities, awards, recognition, policy, volunteer management, volunteer organizations, etc.

(b) Army Volunteer Summit (Sep 02) revitalized the volunteer program, established the AVC, and centralized marketing management. A multi-component Army Volunteer Corps Working Group was established to address systemic volunteer issues and assure integration with the National Guard and the US Army Reserves.

(c) CFSC requirements for AVCC were not validated in FY 06-11 POM; however, commanders have the ability to fund and fill positions.

(d) The AVCC program and policy for all volunteer programs was included in AR 608-1 Army Community Service Center, published in Oct 03.

(6) *GOSC review.*

(a) *Oct 93.* Army will monitor the legislative proposal.

(b) *Oct 94.* Army will participate in the volunteer pilot and track its analysis.

(c) *Apr 98.* Issue stays active pending DoDI publication.

(d) *Nov 00.* The DoDI must be restaffed. Publication is anticipated in FY01.

(e) *Mar 02.* CFSC will work with the Office of the Judge Advocate General to address the fact that volunteers cannot be Army for some expenses (e.g., meals, parking) unless they are on travel status.

(7) *Resolution.* The Nov 04 GOSC declared this issue completed based on legislative and policy changes that have strengthened volunteer programs in the Army and reduced costs to "volunteer".

h. Estimated cost. The potential cost for food and beverages for local volunteers supporting official conferences is estimated at $158,958. The cost of parking for volunteers is estimated to be $18,022.

h. Lead agency. CFSC-FP.

i. Support agency. CFSC-SP, CFSC-FSC

Issue 185: Survivor Benefits Plan--Reserve Components

a. Status. Unattainable.

b. Entered. AFAP IV; 1986.

c. Final action. AFAP VI; 1988.

d. Subject area. Entitlements.

e. Scope. Retirees must decide immediately upon retirement to elect the Survivor Benefit Plan (SBP). Also, the off-set in payment upon social security eligibility is perceived as an erosion of benefits to the RC and RC survivors.

f. AFAP recommendation.

(1) Review SBP procedures, and, if warranted--

(a) Initiate action that would allow retirees to enroll in SBP up to 1 year after retirement.

(b) Initiate action to eliminate off-set (reduction) in SBP benefits upon eligibility for social security.

(2) Consider allowing retirees to elect this option on a periodic basis.

g. Progress.

(1) The 6th Quadrennial Military Compensation Re-

view Committee (6QRMC) recommended no change in the present social security/SBP off-set because the Government subsidy to RC SBP is already greater than the subsidy to SBP.

(2) Legislative change to allow soldiers one year to increase or discontinue coverage was staffed. The Army nonconcurred.

h. Lead agency. CFSC-FSR.

i. Support agency. DAPE-MBB-C.

Issue 186: Survivor's Assistance

a. Status. Completed.

b. Entered. AFAP II; 1984.

c. Final action. AFAP III; 1985. (Updated: Feb 96)

d. Subject area. Family support.

e. Scope. Casualty Assistance Officers and NCOs (SAO, SANCO) are often not equipped with the skills necessary to respond to all aspects of the duty. SAO and SANCO are confronted with situations for which they may not be prepared, resulting in personal embarrassment and possible embarrassment to the Army in a delicate situation. A pamphlet is generally made available which outlines duties, but does not teach skills.

f. AFAP recommendation.

(1) Review procedures for notification and assistance to families.

(2) Develop a program to include training, that will prepare personnel to perform notification and assistance duties. Training modules should be appropriate for use by Army and civilian survivor assistance designees. The special needs of Army widows(ers) will be addressed as a part of the action.

g. Progress.

(1) *Army policy.* AR 600-10, -named and re-numbered AR 600-8-1, was published in 1986. AR 600-8-1 was updated in Oct 94. It, along with DA Pam 608-4 and DA Pam 600-5, provide guidance for all survivors, including widows and widowers. Notification and assistance procedures are continually reviewed and updated. A training and briefing program, to include extensive material for the notification and assistance officer, was developed and provided to the field.

(2) *Films.* Eleven films were produced between 1986 and 1988 to train survivor assistance officers on topics such as survivor notification and assistance dealing with the elderly, young, emotional, negative, and hostile survivor. The films are available to all personnel through local installation audio-visual departments. A Joint Service video was produced and is expected to be released in 1996.

h. Lead agency. TAPC-PE.

i. Support agency. DAPE-CP.

Issue 187: Timely Receipt of Assignment Instructions

a. Status. Unattainable.

b. Entered. AFAP V; 1987.

c. Final action. AFAP VI; 1988.

d. Subject area. Relocation.

e. Scope. The continuous problem of late receipt of assignment instructions (AI) causes unnecessary stress on soldiers and family members. By regulation, AI should be published at the installation not later that 120 days prior to departure of soldier from unit.

f. AFAP recommendation. Examine and evaluate implementation of and adherence to current procedures at installations.

g Progress.

(1) Issue relates to Issue ASB2, "Increase Pinpoint Assignments."

(2) A survey was taken, as requested. Results showed that in general AIs are issued within the prescribed time frame.

h. Lead agency. TAPC-EP-AS.

i. Support agency. None.

Issue 188: Training for Army Life

a. Status. Completed.

b. Entered. AFAP I; 1983.

c. Final action. AFAP II; 1984.

d. Subject area. Family support.

e. Scope. Military family members do not currently receive training concerning Army lifestyle and community. However, with the married content of the Army increasing, the impact of family member adjustment into the Army community and the need for family member support are significant.

f. AFAP recommendation.

(1) Determine training needs and review and evaluate ongoing efforts.

(2) Ensure that civilian training includes AFAP.

g. Progress.

(1) Training materials, developed in 1984 and 1985, provided the structure and consistency for Army-wide family member support and training. Two videos were developed and distributed Army-wide in late 1984.

(a) "The Army Family -- a Partnership" is designed for family members new to the Army. It is accompanied by DA Pam 352-5, of the same title, which gives new family members more detailed information about Army life and is printed in English, Spanish, German and Korean.

(b) "Today's Army Family--A Commitment to Caring" targets leadership in both the chain of command and the Chain of Concern, giving guidance on how to succeed with family programs and initiatives.

(2) Civilian Personnel Offices (CPOs) constantly update and inform both civilian and military family members on family member employment.

h. Lead agency. DAIM-FLO.

i. Support agency. None.

Issue 189: Training for Chain of Command

a. Status. Completed.

b. Entered. AFAP I; 1983.

c. Final action. AFAP II; 1984.

d. Subject area. Leadership.

e. Scope. The Army Family Action Plan represents a major philosophical change in the Army's relationship to families. This change needs to be reinforced in leader training and doctrine.

f. AFAP recommendation. Develop and implement leader training which will focus on the Army's responsibility to and relationship with the family.

g. Progress.

(1) Training materials on family awareness were developed and train-the-trainers sessions were held in 4th Qtr FY 84.

(2) Family Awareness Training was integrated into all

of the following courses that began on or after 1 Oct 84, to include the Primary Leadership Development Course , Advanced Non-Commissioned Officer Course, First Sergeants Course, Sergeants Major Academy, Officer Basic Course, Battalion S1 Course, Officers Advanced Course, Morale Support Officers Course, Director of Personnel and Community Activities Course, and Command and General Staff College.
h. Lead agency. DAMO-TRO.
i. Support agency. DAPE-CP/TRADOC.

Issue 190: Training for the Chain of Concern
a. Status. Completed.
b. Entered. AFAP IV; 1986.
c. Final action. AFAP XII; 1995.
d. Subject area. Leadership.
e. Scope. Unit readiness and mission accomplishment may be adversely affected when Army spouses are not knowledgeable of family programs. Training for family support should be institutionalized at all levels of the Total Army family.
f. AFAP recommendation.
(1) Prepare training programs and instructional packages such as military structure, volunteer management, communication skills, leadership style, and stress management, which are exported from existing military family program segments of courses at the Army War College (AWC), Precommand Course (PCC), and Sergeants Major Academy.
(2) Issue procedures for use of these training packages in installation courses and DA-certified instruction.
(3) Develop "working friendly" workshop packets for use by installations.
h. Progress.
(1) *Military education.*
(a) *PCC.* The PCC provides 32 hours of training for the Chain of Concern to support unit readiness by providing command teams (commander and spouse) with awareness and skills needed to make contributions to the family, unit, and community environments. Twelve iterations are conducted yearly for battalion-brigade commanders. Training includes individual skills such as conflict management, stress, and organizational values; group skills that address role clarification; leader skills needed for problem solving; and guest speakers.
(b) *Command and General Staff College (CGSC).* CGSC provides seminars to students and spouses to increase self-awareness and leadership skills. The seminars include training on self-awareness and community leadership.
(c) *Officer Advanced Courses (OACs).* All OACs provide training to spouses and students to enhance readiness and retention by increasing personal knowledge of the Army's leading and caring goals. The POI recommends 14-26 hours of training, to interpersonal skills such as communications, group dynamics, and leadership and personal development skills, which includes community resources and stress and time management.
(d) *The Sergeants Major Academy.* The Sergeants Major Academy presents a CSM Spouses Seminar similar to the course offered at the PCC.
(2) *FSG resources.* CFSC developed a basic Family Support Group training resource package which was distributed 4th Qtr FY91 to all ACS Centers and USAR MUSARC and State National Guard Family Program Coordinators.
(3) *Mobilization resources.* Through a memorandum of agreement between CFSC and the USDA, a library of training resource materials (Operation READY manuals and videos) were developed to serve as mobilization, training, and reference materials for commanders, ACS staff, RC Family Program staff and volunteers, Family Support Groups, unit leaders, rear detachment personnel, soldiers, and family members. In 3rd Qtr FY 95, Operation READY materials were distributed to ACS centers and National Guard and Army Reserve Family Program Coordinators.
(4) *Army Family Team Building (AFTB).*
(a) *Development.* Action officers, of which more than 50% were spouses, developed a complete spouse development program for all levels. The plan was briefed to a Council of Colonels and a Senior Spouse Council in Aug 92 and the Chief of Staff, Army in Feb 93.
(b) *Purpose.* The purpose of the AFTB program is to improve overall readiness of the force by teaching and promoting personal and family readiness through progressive and sequential education; to assist America's Army in adapting to a changing world (drawdown, reduced resources, etc.); and to respond to family issues in lessons learned from recent deployments (rear detachment, standardized programs, false expectations, etc.).
(c) *Instruction*. The AFTB program is taught to soldiers and DA civilians in the Army's official training programs. Training for the soldier portion of AFTB began in Nov 93. Training for DA civilians began in Apr 94. The family portion of AFTB (for family members of active duty, guard, reserve and civilian personnel) is taught by family member volunteers. AFTB Master Trainer Courses train the trainers who then train instructors at installation level.
(5) *GOSC review.*
(a) *Oct 92*. Feedback from spouses involved with family support groups will be incorporated into the family support group training resource package under development.
(b) *May 93.* The VCSA asked the ARSTAF and MACOMs to stay involved as AFTB is developed and fielded.
(6) *Resolution.* The Apr 95 GOSC determined this issue is completed based on the spouse training available at military schools, the development of AFTB, and distribution of Operation READY resources designed to establish sound family assistance upon deployment.
h. Lead agency. CFSC-FST.
i. Support agency. DAMO-TRO.

Issue 191: Transfer of Credits
a. Status. Completed.
b. Entered. AFAP III; 1985.
c. Final action. AFAP IV; 1986.
d. Subject area. Education.
e. Scope. High school students sometimes encounter difficulty transferring class credits from one State to another (and OCONUS to CONUS) and occasionally lose high school credits.
f. AFAP recommendation.
(1) Require installations to appoint an advocate to assist parents and students in resolving individual student prob-

lems regarding transfer of credits.

(2) Develop a fact sheet outlining individual requirements for graduation, to be included in welcome packets, and identifying the advocate. Review DoDDS procedures for implementation Army wide.

g. Progress.

(1) *Related issues.* Issue relates to Issues 259, "Communication of DoDDS Policies are Inadequate"; 262, "Course Selection and Graduation Requirements Complicated by Relocation"; and 230, "Inadequate Education Information for Youth," and 369, "Department of Defense Non-Resident Diploma."

(2) *Incoming (to DoDDS) students.* Students enrolled in DoDDS in their senior year may graduate by meeting the requirements of their school if they cannot meet DoDDS graduation requirements within their senior year.

(3) *Stateside transfers (from DoDDS).* A senior student who transfers from a DoDDS school to a stateside school and has met the DoDDS requirements up to the point of the transfer, may be graduated at the new school with a diploma from the DoDDS school if the student cannot meet or complete the stateside school's requirements for graduation within the student's senior year. This permits the former DoDDS student to participate with classmates in the graduation ceremony at the stateside school. A DoDDS diploma is provided to the stateside school for the graduation. Students transferring schools during the school year should enroll in the Education Advocate Assistance Program immediately on arrival at the new school. The Education Advocate will then arrange for issue of a diploma from the student's former high school through the DoDDS system.

(4) *DoD study.* There is no consistency between States relative to transfer of high school credits. The DoD study of this issue was completed and distributed to MACOMs in Oct 86. It indicated--

(a) Although there are differing requirements for graduation among the States, generally, students who would graduate with their class in the school from which they transferred will graduate from the new school in the same year of matriculation.

(b) Potentially severe disruptions occur in student education programs when permanent changes of station moves occur during the school year. Military family moves should occur at a time when students complete a specific marking period, preferably during the summer.

(5) *DoDDS credits.* DoDDS high schools are accredited by the North Central Association of Colleges and Schools, which have educational standards that equal or transcend those required by most State educational agencies; therefore, credits earned in DoDDS schools generally are accepted by stateside schools. DoDDS constantly is striving to ensure that the transition for students between a DoDDS school and a stateside school is a smooth one. If problems occur, it is important to share that information with DoDDS staff.

h. Lead agency. CFSC-FSY-E.

i. Support agency. DAPE-MPH/DAPE-MPE.

Issue 192: Transportation of Retiree Spouse Remains

a. Status. Completed.

b. Entered. AFAP VI; 1988.

c. Final action. AFAP IX; 1992.

d. Subject area. Entitlements.

e. Scope. Lack of DoD funding for transportation of retiree spouse remains from a military medical treatment facility (MTF) is inequitable and a financial hardship. DoD funds round-trip transportation when a retiree spouse is referred to another military MTF for treatment, but does not fund return transportation for spouse remains should the spouse die at the MTF. Transportation of a deceased retiree, in the same scenario, is DoD-funded per 10 USC 1490.

f. AFAP recommendation. Amend 10 USC 1490 to include return transportation of retiree spouse remains should the spouse die while undergoing treatment on referral to another military MTF.

g. Progress.

(1) *Legislation.* A legislative proposal was submitted to the 102nd Congress to authorize return of retiree dependent remains. Replacing "spouse" with "dependent," provided funding for transportation of the remains of any dependent family member. The change was included in the FY92-93 DOD Authorization Bill.

(2) *Resolution.* This issue was completed by the Jun 92 GOSC because section 626 of PL 102-190 allows the return of dependent remains should the dependent die at a MTF to which he or she had been transported for treatment.

h. Lead agency. CFSC-FSR.

i. Support agency. DAPE-MBB/TAPC-PEC.

Issue 193: Transportation Support

a. Status. Completed.

b. Entered. AFAP I; 1983.

c. Final action. AFAP VIII; 1990.

d. Subject area. Family support.

e. Scope. Transportation is needed for family members living off post and at military sites separated from military services and programs when an adequate transportation system is not available. The DoD Appropriations Act amends the law to allow the Services to provide this transportation if the area is determined by the Service secretary to be inadequately served by regularly scheduled, timely, mass transit services. The law also states that the secretary concerned may waive any requirement for fare.

f. AFAP recommendation.

(1) Obtain an Army General Counsel opinion on delegation of authority for inadequate service and fare waiver.

(2) Issue implementation procedure to MACOMs for approval of fare-free transportation requests.

(3) Publish new implementation procedures in AR 58-1.

g. Progress.

(1) *Related issue.* The issue of bus transportation is also addressed in AFAP Issue 360, "Scheduled Bus Service to Main Post Support Facilities."

(2) *Legislative change.* Previously, when a command chose to provide mass transit bus service to bring soldiers or dependents from off post locations to on-post shopping and recreational facilities, full-fare recoupment of operational costs was required. Section 318 of the FY87 DoD Appropriations Act amended 10 USC 2632 to allow SECARMY to provide transportation to and from a military installation for soldiers and their dependents in areas determined by the SECARMY as not being adequately

served by regularly scheduled, and timely, commercial or municipal mass transit services.

(3) *Waivers.*

(a) OTJAG, in an opinion shared by DoD and Army General Counsel, stated that the law does not allow delegation of approval authority for such transportation to the MACOM level; however, authority to waive fares may be reduced to a purely administrative function if objective criteria could be established for and approved by the SECARMY.

(b) SECARMY approved criteria that delegates approval of fare-free and fare-charged transportation to MACOM commanders. MACOMs were notified of the new implementation procedures in Jan 91.

(c) Future requests for fare-free and fare-charged transportation support will be directed to MACOM commanders for approval. SECARMY approval is only required for requests that require an exception to the established objective criteria.

(4) *Resolution.* Issue was completed in 1990 because AR 58-1 allows MACOM commanders to approve fare-free transportation requests.

h. Lead agency. DALO-TSP.

i. Support agency. DAJA.

Issue 194: Travel to Home of Record Upon Death of Civilian Sponsor

a. Status. Completed.

b. Entered. AFAP III; 1985.

c. Final action. AFAP X; May 93.

d. Subject area. Employment.

e. Scope. Remains of civilian employees under mandatory mobility agreements and their family members are not eligible for funded travel back to the home of record upon the death of a sponsor. If the sponsor dies while overseas, family member travel is only funded back to the last CONUS duty station, which is usually not the home of record. If the sponsor dies in CONUS, family member travel is not funded at all.

f. AFAP recommendation. Seek statutory revision which would authorize payment of transportation of civilian sponsor

g. Progress.

(1) *Current coverage.* Authority currently exists to pay expenses when the employee is in a travel status away from his or her official station in the United States or while performing official duties outside the United States.

(2) *Proposed legislation.* Legislation, tied to the requirement for a mobility agreement, was developed to authorize payment of expenses for transportation of remains, dependents, and effects of an employee of the United States government who dies while on a rotational tour of duty away from his or her permanent home at another post of duty within CONUS, Hawaii, Alaska, Puerto Rico, Panama, territories and possessions. Proposed legislation would also authorize payment to transport the remains of a dependent of such an employee who dies while residing with the employee.

(3) *Legislation.* Public Law 101-510 (Nov 90) provided subject entitlement for employees in Alaska and Hawaii and included language for employees serving on mandatory mobility agreements. It served as the foundation for JTR and FTR change.

(5) *GOSC review.* The Oct 92 GOSC was informed that DAJA will approach DoD General Counsel to reexamine legal interpretation of 5 USC 5742.

(6) The Staff Counsel for the Per Diem, Travel and Transportation Allowance Committee determined that provisions of Title 5 USC do not provide travel and transportation entitlements for employees serving on mandatory mobility agreements who move within CONUS. In Jan 93, DAJA and the DA General Counsel forwarded an opinion to the Per Diem Committee counsel with request for reconsideration of previous interpretation. In Mar 93 the Per Diem Committee counsel revised the legal opinion. In Apr 93, section 6050 of the JTR was revised to provide requested travel and transportation requirement.

(7) *Resolution.* This issue was completed by the May 93 GOSC. Statutory entitlement provided in PL 101-510 and implemented in change 333 to the JTR authorizes transportation of sponsor or family member remains, family members, and household goods to home of record. This entitlement covers civilian employees serving in Alaska and Hawaii and those serving on mandatory mobility agreements.

h. Lead agency. TAPC-CPF-O.

i. Support agency. DAPE-HRP.

Issue 195: Unaccompanied Living Space

a. Status. Completed.

b. Entered. AFAP III; 1985.

c. Final action. AFAP V; 1987.

d. Subject area. Housing.

e. Scope. Junior enlisted personnel living in barracks are authorized only 85 square feet of living space. Additional space is needed.

f. AFAP recommendation. Continue efforts to increase unaccompanied personnel housing minimum space adequacy standards.

g. Progress.

(1) The Army requested increases of minimum square footage for unaccompanied junior enlisted personnel from 85 to 90 square feet and for noncommissioned officers from 90 to 135 square feet.

(2) These increases were accepted by DoD and were published in DoDI 4165.63M, June 1988.

h. Lead agency. DAPE-MPH-S.

i. Support agency. CEHSC-HM.

Issue 196: Unattended Children in Housing Areas

a. Status. Unattainable.

b. Entered. AFAP VI; 1988.

c. Final action. AFAP VII; 1989.

d. Subject area. Youth.

e. Scope. Unattended children in military housing areas create community problems when young children do not receive adequate attention. Child neglect and social problems often result. Also, differences exist in the minimum age at which children can be left alone in Government-funded quarters and the minimum age at which children can supervise other children. These differences exist from one housing area to another based upon differences in proponent Service guidance (Army, Navy, etc.), installation policy, and State law. Lack of clear, standardized guidance on this issue creates a safety problem for the entire housing area.

f. AFAP recommendation. Publish a clear, consistent policy on the minimum age children may be left unattended in Government quarters and the minimum age children may supervise other children.
g. Progress. DA housing policy, AR 210-50, specifically addresses assignment, termination, structural, and maintenance issues. It does not attempt to address issues related to family or community safety and security. Subjects such as minimum age of unattended children, minimum age of children supervising other children, curfews, off-limits areas, children left unattended in vehicles, parks, playgrounds must continue to be addressed at the local level by installation commanders, community mayors, military police, parents, and concerned agencies and individuals.
h. Lead agency. DAPE-MPH-S.
i. Support agency. DAJA/CFSC-FSA/FSC.

Issue 197: Compensation for Soldiers Assigned to Remote Areas in Civilian Communities
a. Status. Unattainable.
b. Entered. AFAP VI; 1988.
c. Final action. AFAP XII; 1994.
d. Subject area. Entitlements.
e. Scope. While recruiters assigned to civilian communities receive "proficiency pay" that enables them to better cope with a lack of military facilities, ROTC and other personnel assigned to like areas do not receive this helpful compensation.
f. AFAP recommendation.
(1) Review the inequity, assess adequate compensation, and prepare legislation to alleviate the problem.
(2) Include CONUS COLA as part of the FY 95 legislative program.
g. Progress.
(1) *Clarification of Special Duty Assignment Pay (SDAP).* Issue arose because of a perception by Cadet Command that recruiters were paid SDAP because of their assignment to remote areas. SDAP, by law, may only be paid to people who are performing duties which are exceptionally demanding and arduous. OSD has authorized SDAP for a few selected specialties which meet these requirements. ROTC cadre do not meet the criteria for which SDAP was established.
(2) *CONUS COLA.* The Army, in conjunction with OSD, recommended that similar locality based pay for the military (CONUS COLA) be studied by the 7th QRMC. The 7th QRMC recommended a CONUS COLA. The FY 95 NDAA authorizes the Services to implement a CONUS COLA for military personnel. CONUS COLA is also addressed in AFAP Issue 346.
(3) *GOSC review.* The Oct 93 GOSC was informed that Army will continue to advance CONUS COLA initiatives.
(4) *Resolution.* The Oct 94 GOSC determined this issue is unattainable because SDAP is paid to recruiters for the unique demands of the recruiting mission, not for location. Personnel at some high cost areas may be aided by CONUS COLA.
h. Lead agency. DAPE-MBB-C.
i. Support agency. DAAR-PE/NGB.

Issue 198: Use of MSA Facilities
a. Status. Completed.
b. Entered. AFAP II; 1984.
c. Final action. AFAP III; 1985.
d. Subject area. Force support.
e. Scope. AR 215-2 and Morale Welfare Recreation Category III patronage policy for RC and DoD, APF, and NAF civilians and their families is overly restrictive.
f. AFAP recommendation. Study the MSA utilization policies and determine the need for changes that expand eligibility with approval of local commands.
g. Progress.
(1) *Priority.* Changes were made to AR 215-2 to permit expanded patronage in Category III, military general welfare and recreation (morale support activities) for reservists on active duty. Also included in the change were DoD APF and NAF civilian employees and their immediate family members. AR 215-2, paragraph 2-4 assign--
(a) Priority 2 -- Active duty Army personnel and their families not assigned to the installation, including members of the Army National Guard (ARNG) and U.S. Army Reserve (USAR) on active duty for training or on active duty status.
(b) Priority 6 -- Members of the ARNG and USAR during periods of regularly scheduled inactive duty training (IDT) at the installation where training is being performed.
(c) Priority 10 -- DoD APF and NAF civilian employees and their families who reside on the installation and who are authorized unlimited exchange privileges.
(d) Priority 14 -- At the discretion of the installation commander other DoD APF and NAF civilian employees and their immediate family members. However, in bowling centers, golf courses, and other activities determined by commanders to have local commercial counterparts, these family members may only participate as guests when accompanied by their sponsor or authorized patrons in priority (1) through (6). Annual family fee for golf may serve as an alternative to the requirement for family members to be accompanied.
(2) *Related issue.* Issue 145, "RC Use of Fitness Facilities," allows reservists on IDT to use gymnasiums (Jan 89) to maintain fitness. Use of any facility remains at the discretion of local commanders.
h. Lead agency. CFSC-ZR.
i. Support agency. NGB/OCAR/DAPE-CP.

Issue 199: Variable Housing Allowance
a. Status. Completed.
b. Entered. AFAP II; 1984.
c. Final action. AFAP III; 1985.
d. Subject area. Entitlements.
e. Scope. Variable Housing Allowance (VHA) does not cover the cost of housing in high-cost areas, creating hardship on soldiers and families not authorized on-post housing or for whom on-post housing is not available.
f. AFAP recommendation. Ensure that valid survey techniques more accurately identify local median housing costs to allow the highest possible VHA to be paid members in high-cost areas.
g. Progress.
(1) *Similar issue.* Issue relates to Issues 249, "Source Data Utilized for VHA Computation," and 267, "Inadequate Housing Allowance."
(2) *VHA computation.* VHA is not designed, by law, to completely reimburse Soldiers for all housing costs. All

soldiers absorb 15% of national housing costs for their grade. Rates are based on the differences between the housing costs of the median soldier (as reported by soldiers) in each location and the national median housing costs for the same pay grade. The key point of this issue was the evident misunderstanding soldiers have concerning the computation of VHA.
h. Lead agency. DAPE-MPH-S.
i. Support agency. None.

Issue 200: Veterans Group Life Insurance (VGLI)
a. Status. Completed.
b. Entered. AFAP V; 1987.
c. Final action. AFAP X; 1993.
d. Subject area. Entitlements.
e. Scope. VGLI is a 5-year, nonrenewable, term life insurance plan. The policy may be converted to a civilian policy at the end of the 5 years, but at a significantly higher cost. Conversely, civil service retirees are allowed to keep their insurance.
f. AFAP recommendation.
(1) Review the two insurance plans and prepare legislation to change title 38 if indicated.
(2) Consider ameliorative actions to include, but not be limited to the following--
(a) Permitting a 5-year renewable, term insurance plan at actuarially neutral cost to the Government throughout the lifetime of the retiree.
(b) Authorizing those who are participating at the maximum coverage to increase insurance to correspond with charges to Servicemen's Group Life Insurance (SGLI) mandated by the Congress.
(c) Ensuring equal consideration is given to participating RC soldiers.
g. Progress.
(1) *Legislative action.* In Aug 89, CFSC-FSR forwarded to OCLL legislation authorizing retirees to renew VGLI until age 60. Since members of the Individual Ready Reserve and inactive National Guard are already permitted by title 38 to maintain coverage until age 60, this proposal made renewable VGLI available to retirees on an equal basis. The proposal was rewritten in 1991 to include retirees in the retired reservist SGLI program. OMB did not forward the proposal to Congress. In Apr 92, Representative Applegate introduced HR 5008 which contained a VGLI renewable provision. The Veterans Benefits Act of 1992 (PL 102-568) increased SGLI to $200,000 and made VGLI renewable for life.
(2) *Resolution.* The May 93 GOSC completed this issue because 1992 legislation made VGLI renewable for life.
h. Lead agency. CFSC-FSR.
i. Support agency. TAPC-PEC/DAPE-MBB-C.

Issue 201: Volunteer Banks
a. Status. Completed.
b. Entered. AFAP I; 1983.
c. Final action. AFAP III; 1985.
d. Subject area. Volunteers.
e. Scope. The need exists for a central coordinating point to identify and develop meaningful volunteer opportunities, train supervisors of volunteers, and provide for evaluation and documentation of individual and group volunteer activities.
f. AFAP recommendation. Survey existing volunteer coordinators to determine the benefits of such programs and lessons learned.
g. Progress.
(1) *Validation.* The Installation Volunteer Coordinator (IVC) Program includes the implementation of volunteer banks by providing a central coordinating point for the recruitment, screening, training and recognition of installation volunteers. The mission of the IVC Program was included in the mission statement for the Family Support Division along with those of Army Community Service, Child Development Services, Youth Services, and Army Emergency Relief.
(2) *Resolution.* HQDA guidance was, and still is, that the need for the program has been established. Currently, implementation is based upon installation needs assessment. To date, work has been unsuccessful to obtain TDA positions and inclusion in AR 5-3.
h. Lead agency. CFSC-FSA.
i. Support agency. None.

Issue 202: Volunteer Experience
a. Status. Completed.
b. Entered. AFAP I; 1983.
c. Final action. AFAP II; 1984.
d. Subject area. Employment.
e. Scope. Family members are entitled to credit for volunteer experience when applying for Federal jobs. Volunteer experience must be presented properly in the application form and accepted by Civilian Personnel Offices (CPOs).
f. AFAP recommendation.
(1) Provide "self-help" guidance to family members in preparing their applications for employment.
(2) Issue guidance to CPO concerning crediting volunteer experience.
(3) Develop guidance on the development of professional volunteer job descriptions to complement DAPE-CP guidance. Provide information to ACS Centers.
g. Progress.
(1) The Civilian Personnel Center developed self-help guidance to assist family members in presenting volunteer experience on applications and published this in abbreviated form in the Jul 84 "News for Army Families."
(2) Guidance concerning the crediting of volunteer experience was issued to CPOs by policy letter in Oct 83. This guidance, with that developed by CFSC, was published as a part of the booklet, "Merchandising Your Volunteer Experience for Job Credit," 1986, and is available at all ACS Centers.
h. Lead agency. DAPE-CP.
i. Support agency. CFSC-HR-PP/CFSC-FSA.

Issue 203: Weight Allowance Disparity
a. Status. Completed.
b. Entered. AFAP V; 1987.
c. Final action. AFAP VI; 1988.
d. Subject area. Relocation.
e. Scope. Current military JFTR weight allowances for household goods are based entirely on rank. Senior noncommissioned officers with family members have a smaller weight allowance than junior officers without families. This system has a negative effect on the morale of our senior NCOs.
f. AFAP recommendation. Review and assess the effect

on morale of weight allowance differences between senior enlisted and junior officer personnel.
g. Progress. DoD submitted a report to Congress recommending household goods weight allowance increase for all grades. The FY 89 Authorization Act enacted the DoD recommendation with an effective date of Jul 89.
h. Lead agency. DAPE-MBB-C.
i. Support agency. DALO-TSP.

Issue 204: Weight Allowances
a. Status. Completed.
b. Entered. AFAP I; 1983.
c. Final action. AFAP III; 1986.
d. Subject area. Relocation.
e. Scope. In many cases, household goods weight allowances are inadequate to prevent out-of-pocket expenses by Army families during PCS.
f. AFAP recommendation. Develop a plan to obtain congressional approval to increase HHG weight limitation above current limits (1984).
g. Progress.
(1) *Legislation.* A proposal to raise weight allowances for both junior enlisted soldiers and the entire career force was included in the FY 86 budget submission. The FY 86 Appropriations Bill increased junior enlisted weight allowances to 5,000 pounds, but did not increase allowances for the remainder of the force.
(2) This issue was superseded by Issue 203, "Weight Allowance Disparity."
h. Lead agency. DAPE-MBB-C.
i. Support agency. None.

Issue 205: Youth Services Program
a. Status. Completed.
b. Entered. AFAP I; 1983.
c. Final action. AFAP VIII; 1990.
d. Subject area. Youth.
e. Scope. The youth activities recreation program was not designed to provide the means to assist youth in overcoming the stress of frequent relocation, family separation, adjustment to new peer groups, and different cultures.
f. AFAP recommendation.
(1) Determine whether current activities are meeting needs of youth.
(2) Develop, in coordination with ACS, guidance on use of volunteer counselors to augment the youth activities staff.
(3) Complete YS Personnel and Management Study Action Plan requirements.
h. Progress.
(1) *History.* The ASB Issue, "Youth Activities," was combined with this issue.
(2) Assessment
(a) The ACS and YS Caliber study includes development and distribution of: Youth Needs Surveys, YS Annual Report, participants satisfaction program rating, full automated software packages, and program managers' evaluation guides.
(b) A Commander's Evaluation Checklist for YS Programs was developed and distributed.
(3) *Programs.* The YS program was streamlined into four sub-programs (Leisure and Recreation Programs, Before and After School Programs, Youth Sports and Fitness Programs, and Youth Development Programs) to meet the year-round needs of youths up to 19 years old. Youth Services standards were included in the Youth Services Memorandum of Instruction distributed in May 90.
(4) *Volunteers.* Youth Services Memorandum of Instruction, distributed to installations in May 90, outlines a "how to" approach to establish a fully developed YS program that includes a comprehensive volunteer-based program.
(5) *Personnel.* The Youth Services Personnel Management Study Action Plan was completed, to include proposed implementation of an APF Career Intern Program. Standardized job descriptions were published for all YS staff and the addition of over 200 authorizations were received within the Youth Services Program Army-wide (FASTRACK). In FY 91, the YS Program Managers training course was approved.
(6) *GOSC review.* The Oct 90 GOSC directed the inclusion of Youth Services in the Army Communities of Excellence (ACOE) Program. YS programs are reviewed by the ACOE program along with other family support programs and services.
(7) *Resolution.* Issue was completed, based on distribution of program specific manuals, MOIs on YS programs, management tools, and a Program Evaluation Checklist for commanders. Standardized job descriptions were written and more than 200 authorizations were established.
h. Lead agency. CFSC-FSY-Y.
i. Support agency. None.

Issue 206: Youth Employment Availability
a. Status. Completed.
b. Entered. AFAP VI; 1988.
c. Final action. AFAP IX; 1991.
d. Subject area. Employment.
e. Scope. Job opportunities for youth are erratic. Job programs, such as the Federal Summer Hire Program, lack standardized procedures, causing annual confusion. In CONUS, youth employment is limited because of frequent moves. OCONUS Status of Forces Agreement (SOFA) regulations severely limit opportunities. An institutionalized program is needed to encourage and support youth as they are introduced to the job market.
f. AFAP recommendation.
(1) Establish youth sections at all Family Member Employment Assistance Centers to offer job-related information.
(2) Add Federal summer hire program information to installation data in the RAIS.
(3) Conduct needs assessment to determine the youth requirement.
g. Progress.
(1) *Policy clarification.* CFSC-FSA notified all ACS centers by message in FY 89 regarding the requirements under AR 608-1 to implement and maintain youth employment programs as part of the Army Community Service (ACS) Family Member Employment Assistance Program (FMEAP).
(2) *YS interface.* CFSC-FSY requested Youth Services (YS) directors encourage parents and youth to submit job possibilities to ACS FMEAP. YS directors will assist ACS FMEAP in marketing and publicizing employment

assistance services and workshops to eligible youth and family members.

(3) *Summer hire.* TAPC-CPF-S administers the Federal Summer Hire Program for Youth through Civilian Personnel Offices (CPOs). TAPC-CPF-S will publicize and market youth summer employment programs in coordination with CFSC-FSA and CFSC-FSY. TAPC-CPF-S will instruct installations to coordinate with their ACS RAIS representative to ensure Federal Summer Hire Program information is added to the site-specific data in the RAIS.

(4) *Training.* CONUS and OCONUS FMEAP staff received additional training in developing and implementing youth employment programs at Program Manager Training, 4th Qtr FY90.

(5) CFSC-FSA and FSY fielded a community needs assessment during 3rd Qtr FY 91 at selected installations worldwide. Results will be analyzed and implemented, where appropriate, in 2nd Qtr FY 92.

(6) *Resolution.* The Oct 91 GOSC determined this issue is complete because youth employment programs are monitored by ACS per AR 608-1 and YS and CPO publicize and market employment workshops and services. RAIS will include information on the Federal Summer Hire Program.

h. Lead agency. CFSC-FSA.

i. Support agency. CFSC-FSY/TAPC-CPF-S.

Issue 207: Youth Employment--Summer, Part-Time

a. Status. Completed.

b. Entered. AFAP I; 1983.

c. Final action. AFAP II; 1984.

d. Subject area. Employment.

e. Scope. Many family member youth are not considered for part-time and summer employment. This is due to an insufficient number of jobs, lack of information on available part-time and summer employment opportunities, and the deadlines for applying for those jobs.

f. AFAP recommendation.

(1) Use the results of the HQDA study of Part-time Employment (1983) to determine further action.

(2) Require CPOs to provide timely information and announcements on youth and student employment opportunity to installation ACS centers through vacancy announcements.

(3) Require ACS Education and Employment Resource Centers (EERC) provide information on part-time, summer employment, and volunteer opportunities for youth.

g. Progress.

(1) The HQDA study, "Part-time Employment" (1983), found the part-time employment goal reasonable and attainable. Results of the study were used in coordinating guidelines for the Family Member Employment Assistance Program (FMEAP).

(2) The EERC developed into FMEAP Centers, a core requirement within the ACS. All other required actions in this issue have become a part of the FMEAP mission.

h. Lead agency. DAPE-CP.

i. Support agency. TAPC-CPF-S/CFSC-FSA.

Issue 208: Acquisition of GRHP Limited to Square Feet Requirements and Cost Limitations

a. Status. Completed.

b. Entered. AFAP VII; 1989.

c. Final action. AFAP VIII; 1990.

d. Subject area. Housing.

e. Scope. The acquisition of economy housing under Government Housing Rental Program (GRHP) cannot exceed the square footage established by law. Economy housing in Europe is becoming increasingly difficult to acquire under GRHP due to the Auslander Program (Refugees). Lack of adequate housing prevents soldiers from receiving concurrent travel causing extended periods of family separation. The cost to lease a GRHP unit should not exceed the amount of the soldier's basic allowance for quarters (BAQ) and overseas housing allowance (OHA).

f. AFAP recommendation.

(1) Approve a waiver that will allow units that exceed the square footage, but remain within the existing housing allowance price range (rent), to be acquired as a GRHP unit.

(2) Remove cost restrictions for leasing GRHP units when commanders determine it necessary and prudent to do so.

g. Progress.

(1) In Feb 90, the DASA(I,L&E) approved the request to exceed square footage requirements for GRHP units.

(2) USAREUR allows the contracting officer to exceed BAQ and OHA costs as long as the community average is below BAQ and OHA maximums.

(3) *Resolution.* Issue was completed because square footage requirement for GRHP was waived and authority was granted for GRHP contracts to exceed BAQ and OHA allowances.

h. Lead agency. CEHSC-HM.

i. Support agency. None.

Issue 209: Affordable Child Care Services

a. Status. Completed.

b. Entered. AFAP VII; 1989.

c. Final action. AFAP X; 1992.

d. Subject area. Child care.

e. Scope. Child Development Center (CDC) operating costs are high due to regulatory requirements in providing child care to military families. Limited appropriated funding has placed an inordinate burden on the installation to fulfill costs of Child Development Services (CDS). This has resulted in a continuous need to increase user fees, placing the funding burden on the military family.

f. AFAP recommendation.

(1) Increase appropriated funds (APF) to support CDS.

(2) Mandate a policy where fee schedules are based upon a percentage of total family income not to exceed 90% of Department of Labor recommendations.

(3) HQDA provide to all CDCs a definition of and verification procedures for total family income.

g. Progress.

(1) *Military Child Care Act (MCCA).* The MCCA directs increased levels of support for child care programs. Legislative intent is to keep center fees affordable by matching patron fees with at least corresponding APF dollars. The MCCA requires a DoD uniform fee policy.

(2) *Fee policies.*

(a) CFSC developed Army-specific guidance that includes implementation criteria and prescribed DoD fee ranges based on total family income. The fee policy requires verification of total family income via a designated

line on the 1040 income tax form. Update of AR 608-10 was released, Feb 90.

(b) The 1991 DoD fee policy revision established a lower income category, multiple-child reductions, and a high-cost option for high-cost areas.

(c) The 1992 fee policy revision contained a slight fee increase for all income categories. Local options to select fees, provide multiple-child discounts, and set a flat hourly rate continue.

(3) *GOSC review.*

(a) *Oct 91.* The GOSC requested that this issue be monitored for one year.

(b) *Jun 92.* This issue was kept open because of concern about continued availability of appropriated funds.

(4) *Resolution.* This issue was completed by the Oct 92 GOSC because the MCCA of 1989 resulted in increased appropriations and uniform DoD fees. Fee ranges are based on total family income as verified by IRS Form 1040.

h. Lead agency. CFSC-FSC.

i. Support agency. None.

Issue 210: APO Limitations for Retirees

a. Status. Unattainable.

b. Entered. AFAP VII; 1989.

c. Final action. AFAP VIII; 1990.

d. Subject area. Consumer services.

e. Scope. Retirees with Army Post Office (APO) addresses are restricted by DoD Regulation 4525.6, Appendix A, paragraph B-4, from receiving and sending packages in excess of 1 pound. This limitation impacts adversely on the quality of life of these members of the Total Army family.

f. AFAP recommendation. Implement an increase in retiree mailing limits to a minimum of 10 pounds.

g. Progress.

(1) *Policy review.*

(a) This issue was first raised by the Chief of Staff Retiree Council in 1978 when with a request to change to the DoD Directive. The Office of the Assistant Secretary of Defense (Manpower, Reserve Affairs, and Logistics) in their letter of 12 Dec 78 stated: "In preparing DoD Directive 4525.5, dated 20 Mar 78, it was our goal to minimize the cost of the Military Postal Service (MPS) insofar as possible. Since the MPS is established for the purpose of supporting the active U.S. Armed Forces deployed in the overseas areas, it was determined that insofar as possible we should delete from the list of eligible users of the system all individuals and organizations not operating in direct support of the Defense mission. The international mail movement of parcels for retired U.S. personnel living overseas was, in the view of various organizations within DoD, becoming excessive and it was therefore decided to limit the use of the MPS by these individuals to items weighing less than 1 pound as a means of further reducing DoD expenditures. This decision was a compromise between deleting all service for retired personnel who choose to reside in overseas areas and retaining the status quo."

(b) In 1985, in response to a request by the CSA Retiree Council for another review of DoD Directive limitation and proposal to have a mail survey conducted to gauge the cost of expanding MPS for military retirees, the Assistant Secretary of Defense (Acquisition and Logistics) in a 11 Oct 85 memorandum said, "Those retirees, who voluntarily elect to reside overseas, have access to a responsible international mail network which does not result in extra burden on the federal taxpayer." In 1989, CINCUSAREUR wrote to the VCSA requesting consideration be given to eliminating the weight limitation. The response (copy unavailable because it was Eyes Only) prepared by PERSCOM, stated that the request was not favorably considered.

(2) *Resolution.* The Oct 90 GOSC declared this issue unattainable because the 1 pound weight limit was viewed as a compromise between total elimination of postal privileges and full eligibility for retirees.

h. Lead agency. CFSC-FSR.

i. Support agency. TAPC.

Issue 211: Army Green Uniform

a. Status. Unattainable.

b. Entered. AFAP VII; 1989.

c. Final action. AFAP VII; 1989.

d. Subject area. Force support.

e. Scope. The pending Army green uniform change (FY 92) is based on a darker shade consideration which would dictate replacement of the total ensemble. The change is scheduled, in spite of the Feb 89 Army survey revealing 85% soldier approval of the current uniform style, color, fabric, and comfort. With the introduction of the new uniform, tremendous costs will be incurred by Army families and ODCSLOG. These costs cannot be justified in a budget restricted environment.

f. AFAP recommendation. Do not replace the Army green ensemble. Change is not required; however, if the Army leadership desires to change uniform colors to highlight dress shirts, the more economical approach would be to change the shirt, not the entire uniform.

g. Progress.

(1) *Uniform changes.* The Chief of Staff, Army approved a number of changes to the Army green uniform to enhance appearance. The approved, darker shade was not adopted just to enhance the Army green shirt, but rather to enhance the entire uniform. There is no additional cost incurred for the darker shade material. Other changes to the uniform include a suppressed waist in the jacket and elimination of top stitching on lapels and pockets. A fusible material has been added to the collar, pocket flaps, epaulets, and lapels. The trousers or slacks will have a thermoset crease, grip strip at the waist, and redistributed fullness in the seat. A heavier fabric was approved for the shirt with pleated pockets for males. The collar lapel style was improved to preclude puckering when wearing a tie or tab. These changes will give the Army a better-looking and better-fitting uniform which in turn improves the soldier's appearance. This is the intent of the approved changes.

(2) *Cost.* The estimated additional cost for the Army green uniform will be $4.00 for male soldiers and $5.00 for female soldiers. The estimated additional cost for the Army green shirt will be $1.00. Enlisted soldiers will be paid enough clothing replacement allowance to purchase the entire ensemble by the possession date.

h. Lead agency. DAPE-MPH-S.

i. Support agency. None.

Issue 212: CHAMPUS Deficiencies

a. Status. Completed.
b. Entered. AFAP VII; 1989.
c. Final action. AFAP XI; 1994.
d. Subject area. Medical.
e. Scope. CHAMPUS is viewed by health care providers and beneficiaries as a severely inadequate health care insurance plan. There are major deficiencies in administrative processing areas as well as clinical services.
f. AFAP recommendations.
(1) Administrative processing problems.
(a) Improve CHAMPUS telephone inquiries, more HOT lines and information lines, trained personnel to field inquiries.
(b) Maintain ongoing CHAMPUS training program for claims processing personnel.
(c) Improve information on CHAMPUS.
(d) Installations need to focus on continuing education of beneficiaries on services, proper claims procedures and CHAMPUS supplements.
(e) Enhance CHAMPUS marketing to health care providers in order to increase participation.
(f) Simplify the claims process to reduce frustration by users. The appeal process should be simplified and shortened and the number of claims-processing centers need to be increased to speed turnaround of claims.
(2) Clinical problems.
(a) Continue CHAMPUS Reform Initiative (CRI) and demonstration projects, and expedite information-gathering and decision-making about comprehensive preventive medical coverage.
(b) Require CHAMPUS reimbursements to medical treatment facility (MTF) for filled civilian physicians' prescriptions.
(c) Introduce variable medical expense provision to compensate for inequitable cost-sharing induced by geographical location.
g. Progress.
(1) *Combined issue.* This issue was combined with Issue 27, "CHAMPUS," in Oct 90.
(2) *Resolution.* The Oct 94 GOSC determined that Issue 27, and the issues combined with it, is completed because commanders may reimburse soldiers and family members for travel incurred when special medical care requires travel and because local commander approval limits have been increased for soldiers to receive civilian medical care. See Issue 27 for additional information.
h. Lead agency. SGPS-PSA.
i. Support agency. None.

Issue 213: Child Care Funding for RC and USAREC Nonpaid Staff Supporting Family Support Programs
a. Status. Completed.
b. Entered. AFAP VII; 1989.
c. Final action. AFAP IX; 1992.
d. Subject area. Volunteers.
e. Scope. The lack of nonappropriated funds (NAF) for child care precludes potential nonpaid staff from participating in unit family service programs. Currently, NAF are authorized for soldier activities (unit funds). RC and U.S. Army Recruiting Command (USAREC) do not have enough NAF funds available to provide child care funding for nonpaid staff.
f. AFAP recommendation. Community and Family Review Committee (CFRC) designate Army Morale Welfare and Recreation Funds (AMWRF) to provide child care for nonpaid staff.
g. Progress.
(1) *Test.* USACFSC funded a 1-year test ($12,000) in 1st Qtr FY 91 during which six RC units and six USAREC battalions each received $1,000 in NAFs. USAREC submitted a request in Jan 92 to declare the test a success and requested funds for each Recruiting Battalion. Money was transferred to USAREC.
(2) *RC support.* Operations Desert Shield and Desert Storm confirmed the need for USAR access to NAF support for family programs. Exception to policy allowed the transfer of $600K to the USAR and $450K to the Army National Guard for use in reimbursing volunteer incidental expenses and mailing Family Support Group newsletters.
(3) *Policy change.* Interim changes to AR 215-1 and AR 608-1 were published to ensure support could be continued after Operations Desert Shield/Storm. Both USAR and USAREC can request replenishment of funds on an annual basis.
(4) *Resolution.* This issue was completed by the Jun 92 GOSC because the AMWRF was designated to provide child care for USAR and USAREC nonpaid staff. Interim changes to AR 215-1 and AR 608-1 were published.
h. Lead agency. CFSC-FSA.
i. Support agency. DAAR-PE/USARCPER-HR.

Issue 214: DoDDS Curriculum
a. Status. Completed.
b. Entered. AFAP VII; 1989.
c. Final action. AFAP XI; 1994.
d. Subject area. Education.
e. Scope. DoDDS college preparatory courses, honors, and basic courses are limited and are not offered in remote locations.
f. AFAP recommendation.
(1) Ensure that all of the above courses remain in the DoDDS school curriculum.
(2) Strengthen and enrich the scope and content of the entire curriculum.
g. Progress.
(1) *History.* This issue was combined with Issue 34, "Consistency of Curriculum and Evaluative Criteria in DoDDS," by the Apr 90 GOSC.
(2) *Resolution.* The Apr 94 GOSC determined that Issue 34, and the issues combined with it, are completed. DoDDS provides enriched and AP courses, language and vocational courses, and has implemented weighted grades as requested in the AFAP.
h. Lead agency. DoDDS.
i. Support agency. None.

Issue 215: DoDDS Teacher and Administrator Performance
a. Status. Completed.
b. Entered. AFAP VII; 1989.
c. Final action. AFAP IX; 1991.
d. Subject area. Education.
e. Scope. At the present, parents and students do not have input into the informal evaluation process of teacher and administrator performance. Regular competence testing is not required of all DoDDS teachers.

f. AFAP recommendation.
(1) Give competency tests to all teachers every 3 years.
(2) Require student and parent input into a formal evaluation instrument that assesses teacher and administrator performance.
g. Progress.
(1) *Related issue.* This issue relates to Issue 126, "Parent Communication with Schools".
(2) *Policy review.* Competency testing is not a common practice in most CONUS school systems. The validity of competency testing is still questionable because passing of a competence test does not mean the teaching skills of the individual will be enhanced. DoDDS administers the National Teachers Test to all in-coming teachers.
(3) *Evaluations.*
(a) *Principals.* In May 1989, the Director of DoDDS approved Community and Installation Commander input concerning principal's performance evaluations.
(b) *Teachers.* Direct student/parents input into teachers' evaluations is not a common practice in most school systems. Parents are able to express views on teachers' performance directly to the school principal and to the command.
(4) *Resolution.* The Oct 91 GOSC determined this issue is completed because commanders now have input into the principal's performance evaluation.
h. Lead agency. CFSC-FSM.
i. Support agency. DoDDS.

Issue 216: Dual Compensation Restrictions
a. Status. Completed.
b. Entered. AFAP VII; 1989.
c. Final action. AFAP IX; 1991.
d. Subject area. Entitlements.
e. Scope. Military retirees are adversely affected by dual compensation laws. Retired military personnel are penalized by accepting important Government positions for which they are highly qualified. The U.S. Government is losing a pool of highly trained, highly motivated professionals. Due to the extensive training and education at the taxpayers' expense, the loss of this expertise is not cost-effective.
f. AFAP recommendation. Amend Title V to eliminate dual compensation restrictions.
g. Progress.
(1) *Legislation.* Federal Employees Pay Comparability Act of 1990 granted the Director of the OPM the authority to waive dual compensation restrictions in cases of re-employed civilian annuitants and retired members of the uniformed services subject to retired pay reduction upon re-employment. OPM, OSD, and DA issued policy guidance in May 91.
The Office of the Assistant Secretary of the Army (Manpower and Reserve Affairs) does not anticipate initiating further legislative change in this area.
(2) *Resolution.* The Oct 91 GOSC voted this issue completed because waivers exist for temporary employment in emergency situations and for positions experiencing recruitment or retention difficulties.
h. Lead agency. DAPE-CPE.
i. Support agency. None.

Issue 217: Employment Assistance for Spouses of Junior Enlisted Soldiers
a. Status. Completed.
b. Entered. AFAP VII; 1989.
c. Final action. AFAP VIII; 1990.
d. Subject area. Employment.
e. Scope. Spouses of junior enlisted soldiers have the greatest need for employment assistance.
f. AFAP recommendation.
(1) Include questions regarding spouse employment and skills needs on the installation in-processing checklist.
(2) Develop a means to allow the transfer of the soldier's contribution of Army College Funds to spouses.
g. Progress.
(1) *Combined issues.* ASB Issue, "Spouse Employment," was combined with this issue and Issue 58, "Employment Information and Assistance," were combined with this issue.
(2) *Spouse employment information.* The in-processing checklist directs soldiers to organizations (for example, ACS) that have information to assist the soldier and his or her family get settled in the new area. Installations also provide spouse employment information through the automated relocation system. Army has several employment initiatives in place to assist family members:
(a) *Family Member Employment Assistance Program (FMEAP).* Representatives of the CPO and ACS work together to provide information and assistance on employment in both the public and private sector. This information and assistance includes career assistance and counseling, job search, employment and personal development training workshops, and job skills training classes.
(b) *Family member counseling.* AR 608-300 directs DA to provide family members the accurate and supportive information necessary to make a smooth transition from one location to another.
(c) *Instructor positions.* USACFSC provides regulatory guidance in AR 608-1 for installation ACSs to identify instructors to provide training classes in typing, shorthand, word-processing and other highly employable job skills. CPOs cannot train individuals to qualify for positions.
(d) *Spouse employment.* Military Spouse Preference and Executive Order 12362 were amended to increase opportunities for Federal employment.
(e) *Employment information.* An automated system located at all CONUS CPOs provides employment information. See Issue 370 for more information.
(3) *Outreach.* USACFSC encourages installations to develop partnerships with local community colleges, job training programs, and volunteer internships to provide training opportunities. FMEAPs work with Chambers of Commerce, State Employment Commissions and Economic Development Authorities to create linkages with private industry employers. CPO and ACS coordinate efforts to include spouse preference and employment assistance information in all ongoing initiatives to assist relocating families.
(4) *Transfer of GI Bill benefits.* The Enlisted Accessions Division Active Component Recruiting Incentive Policy section, advises that the governing law, title 38 USC does not permit transfer of education contribution to spouses except for surviving spouses. The DCSPER has

become convinced that, for cost and related reasons, this option is undesirable.

(a) A provision in FY 79 Incentive Test (Public Test 94-502) authorized limited transfer to selected soldier's family members. Provisions exist for surviving family members to receive education benefits.

(b) Transferability of GI Bill benefits to dependents was the subject of a study by ARI in Oct 86. The study endorsed transferability; however, the Enlisted Division of ODCSPER found the study significantly underestimated the cost of the program. HR 3180 also proposed transferability in Aug 87. The Army supported the proposal, but DoD opposed it. In FY 88, legislative proposals were discussed with Representative Montgomery and Army revised its position to be opposed to transferability. This issue is further explored in Issue 354.

(5) *Army Career and Alumni Program (ACAP).* ACAP was fully implemented in the summer 1991. It provides comprehensive employment-related services to family members affected by the builddown.

(6) *Resolution.* Issue was completed because in-processing checklists refer soldiers and family members to sources of employment information, and ACAP provides employment-related services for junior enlisted family members and other eligibles affected by the drawdown. Transfer of a soldier's educational benefit is not permitted by law.

h. Lead agency. TAPC-CPF-S.

i. Support agency. TAPC-PDE-EI/CFSC-FSA.

Issue 218: Entitle Nonpaid Staff Access to Army Correspondence Courses

a. Status. Completed.

b. Entered. AFAP VII; 1989.

c. Final action. AFAP X; 1992.

d. Subject area. Volunteers.

e. Scope. All staff, both paid and nonpaid, require training. Active duty military, Reserve Components, DoD civilians, and retirees can utilize Army correspondence courses. The Air Force currently allows their nonpaid staff to utilize Air Force correspondence courses. Nonpaid staff are presently excluded from Army correspondence courses. This is a minimal cost and high payback opportunity to recruit, train, and retain a quality nonpaid staff.

f. AFAP recommendation. Amend the policy to allow nonpaid staff to enroll in Army correspondence courses.

g. Progress.

(1) *Policy change.* CFSC message to U.S. Army Training Support Center (ATSC) advised that NAFs may be used to reimburse volunteers for incidental expenses associated with volunteer services and requested ATSC change requirements in DA Pam 351-20 to allow volunteer eligibility to Army correspondence courses;

(b) The NDAA for FY 92-93, Section 345, authorizes the use of both APF and NAFs to reimburse volunteers to cited three programs.

(c) DA Pam 351-20 reflects the requested change in eligibility requirements.

(d) DD Form 448 (Military Interdepartmental Purchase Request (MIPR)) was executed, obligating $35K in NAFs for FY 92 toward Army correspondence courses for expenses incurred by volunteer enrollees. At the end of each FY, unused obligated funds will be deobligated.

(2) *Marketing.* Eligibility for correspondence courses to unpaid staff will be publicized in articles placed in publications such as ARNEWS, Army Times, FLO Notes, and Feedback.

(3) *GOSC review.* The May 91 GOSC directed that CFSC consider NAF support for correspondence courses for volunteers.

(4) *Resolution.* This issue was completed by the Oct 92 GOSC because NAFs are available for ACS, FSG, and mayoral program volunteers to enroll in Army correspondence courses.

h. Lead agency. CFSC-PNP.

i. Support agency. DAMO-TRO/CFSC-FSC.

Issue 219: Equity for Soldiers and Former Spouses Under the Former Spouse Protection Act

a. Status. Completed.

b. Entered. AFAP VII; 1989.

c. Final action. AFAP VIII; 1990.

d. Subject area. Entitlements.

e. Scope. The Uniformed Services Former Spouses Protection Act (USFSPA) can adversely impact on a soldier's right to his or her retirement entitlements. USFSPA was initiated to protect former spouses and should continue to do so. However, as a result of USFSPA, some States include retirement entitlements as community property, and even when the former spouses remarries, he or she continues to receive community property settlements (to include retirement pay).

f. AFAP recommendation.

(1) Review the provisions of the USFSPA, identify problems, and recommend appropriate changes to ensure equitable division of retirement entitlements.

(2) Ensure that no changes are made to existing former spouses benefits such as PX, commissary, or medical.

g. Progress.

(1) *Review.* USFSPA (PL 97-252, 8 September 1982) was reviewed and two problems were identified. These were the reopening of divorce decrees that were finalized prior to the date of the USFSPA and clarification of disposable retired pay that could be divided as community property.

(2) *Legislative change.* PL 101-510, dated 5 November 1990, prohibits the reopening of divorce decrees finalized prior to the date of the USFSPA and clarified disposable retired pay that could be divided as community property. No changes were made to existing former spouse benefits such as PX, commissary or medical.

(3) *Resolution.* Issue was completed because public law prohibits reopening divorce decree finalized prior to the USFSPA and defines disposable retired pay. No changes occurred to PX, commissary, or medical benefits.

h. Lead agency. CFSC-FSR.

i. Support agency. None.

Issue 221: Extension of Mileage for Housing Entitlements

a. Status. Completed.

b. Entered. AFAP VII; 1989.

c. Final action. AFAP VIII; 1990.

d. Subject area. Housing.

e. Scope. Priority for assignment of Government housing varies at different installations. In some instances person-

nel are receiving third-priority waiting lists, because they are not assigned to that installation, or their duty station is more than a 30-minute drive from the installation.
f. AFAP recommendation. Authorize assignment of Government on-post quarters to soldiers whose duty station is within a 50-mile radius of an installation or a 1-hour commuting time, whichever is more advantageous to the soldier.
g. Progress.
(1) *Policy change.* Change in OSD policy now authorizes assignment of quarters to soldiers whose duty station is within 1-hour commuting time of an installation. DoD Directive will be published in summer 1991. AR 210-50 was published in Aug 90. Current wording authorizes assignment of Government quarters to soldiers whose duty station is within 30 miles or 1-hour commuting distance.
(2) *Resolution.* Issue was completed because quarters assignment is authorized to soldiers stationed within a 1-hour commuting time (rush hour) of an installation.
h. Lead agency. DAPE-HR-S.
i. Support agency. None.

Issue 222: Treatment/Counseling to Support Total Force and Their Families
a. Status. Completed.
b. Entered. AFAP VII; 1989.
c. Final action. AFAP XI; Oct 93.
d. Subject area. Family support.
e. Scope. Counseling services in the Family Advocacy Program (FAP), Social Work Services, and Chaplaincy at the installation level are not able to meet the increasing counseling demands. Lack of direct intervention leads to the deterioration of family wellness and mission readiness. Insufficient quality staff leads to recidivism. The Schedule X yardstick used to justify personnel requirements is unrealistic. Family Advocacy Program (FAP) delivery is inconsistent because of inadequate resources. Community health and preventive medicine personnel are inadequate.
f. AFAP recommendation.
(1) Increase civilian and military authorizations.
(2) Increase appropriated funds (APF) to enhance the availability of counseling services.
(3) Increase Family Life Chaplain (FLC) authorizations.
g. Progress.
(1) *Authorizations.* Military and civilian authorizations will not be increased.
(2) *Funding.*
(a) In 2nd Qtr FY 90, USACFSC presented FAP resource needs in the FY 92-97 OSD POM submission. OSD made no decision on FAP requirements.
(b) In Apr 91, the DCSPER recommended that FAP medical treatment needs be included in the medical resourcing process. MTF commanders are encouraged to use OMA funds to support FAP treatment needs.
(c) The Army FAP received $21.5M from OSD for FY 92, a significant plus-up from the previous year. A total of $11.7M (54%) of total family advocacy funds was provided to MTFs for treatment. In FY 93, DA maintained MTF funding at $12.2M of the $26M received from OSD.
(3) *Family Life Chaplains (FLC).* The Chief of Chaplains office reports that, based on Base Realignment and Closure (BRAC) and the consolidations of communities, there will be enough FLCs. Chaplain training will be refocused to ensure that a Battalion-level chaplain is trained on family life issues.
(4) *GOSC review.*
(a) *Oct 91.* CFSC will monitor this issue to ensure funds support treatment and prevention programs.
(b) *Oct 92.* VCSA requested this issue remain active while the FLC program develops further.
(5) *Resolution.* This issue was completed by the Oct 93 GOSC because Family Advocacy funds are equally divided between prevention and treatment. FLC distribution is sufficient to meet Army needs.
h. Lead agency. CFSC-FSA.
i. Support agency. SGPS/USACSSA/DCSOPS.

Issue 223: Fees Charged by FCC Providers
a. Status. Completed.
b. Entered. AFAP VII; 1989.
c. Final action. AFAP XII; Oct 94.
d. Subject area. Child care.
e. Scope. Family Child Care (FCC) providers are allowed to set their own fee schedules. They are provided recommendations by Child Development Services (CDS) for their fees, but are not required to follow the guidance. In situations where Child Development Center (CDC) slots are not available, soldiers pay high rates for child care.
f. AFAP recommendation. Develop a plan of action that will address the growing disparity between center-based fees and FCC fees.
g. Progress.
(1) *The Military Child Care Act (MCCA).* The 1989 MCCA authorizes direct subsidies to FCC providers so FCC services can be provided at cost compatible to CDCs. The DoD Child Care Instruction addresses the subsidy as a Service option.
(2) *Army guidance.* Army guidance was provided in Letters of Instruction, memoranda, and a Commanders Guide. CFSC also provided guidance and support on the implementation of FCC subsidies to MACOMs, CDS Coordinators and FCC Directors at quarterly video-tele conferences and training.
(3) *Funding.*
(a) CFSC-FSC request for increased funding for FCC subsidies during the FY 94-99 POM build was not funded, but FY 95-00 POM will provide some funding for FCC subsidies. Although FCC subsidy procedures and funding mechanisms are in place, outyear funding for subsidies in FY96 and beyond is uncertain.
(b) Commanders have authority and funding access to address fee disparities between centers and FCC homes; funding contained in MDEP QCCS/P87 may be used for this purpose. Provision of subsidy is an installation command decision.
(4) *Publications.*
(a) CFSC developed and distributed a commander's guide, entitled "Is Child Care Affordable," in Mar 92, that addresses subsidy options for FCC.
(b) The CDS Storybook and accompanying video, distributed Jul 92, strongly address the need for subsidies to keep FCC an available, affordable option for Army families.
(5) *Resolution.* The Oct 94 GOSC determined this issue

is completed because FCC subsidies have reduced the fee disparity between FCC homes and CDCs.
h. Lead agency. CFSC-FSCY.
i. Support agency. None.

Issue 224: Financial Assistance for Family Member Education
a. Status. Completed.
b. Entered. AFAP VII; 1989.
c. Final action. AFAP VII; 1989.
d. Subject area. Family support.
e. Scope. There are limited resources for family members enrolling in college. Processing of loans and grants is slow. Information concerning courses and funding is not readily available to family members. Family members are losing out on educational opportunities.
f. AFAP recommendation.
(1) Streamline loan and grant process by investigating already available software and provide to education centers and high school counselors.
(2) Encourage overseas universities to recruit family members (for example, through Family Support Groups).
(3) Publicize Army Emergency Relief (AER) loan guarantees and scholarships.
g. Progress.
(1) *Related issue.* Issue relates to Issue 80, "Financial Aid Counseling."
(2) *Loans and grant processing.* Loans and grants are processed by the institution with whom the family member is enrolled. Processing grants and loans involves colleges, universities and institutions, State and Federal agencies. For this reason, streamlining the actual processing of loan and grant applications is not within the realm of Army Continuing Education. However, most education centers have software packages which allow them to estimate grant and loan eligibility by generating a student aid index number.
(3) *Marketing.* By contract, colleges and universities are located overseas to provide programs and services foremost to members of the Armed Forces, family members, and DoD civilian employees. Overseas institutions market available programs successfully because of the captive target audience. Institutions are encouraged to market their programs to all eligible personnel, and the contracts provide for this. Army Education Center personnel market all programs and services in various forms; that is, in-processing, ACS Welcome Packets, briefings including attending OWC and NCOWC meetings. Specific means and procedures for marketing and reaching family members are issues more effectively accomplished by each MACOM.
(4) *AER loans.* Army Education Center personnel are knowledgeable of the AER loan guarantees and scholarships. Information is provided by ACES to those individuals who may be eligible and family members are referred to AER. Each MACOM can more effectively publicize AER loan guarantee and scholarship programs. DA ACES sent a message to the field 2d Qtr FY 90.
h. Lead agency. TAPC-PDE.
i. Support agency. None.

Issue 225: Financial Hardship on Service Members When Relocating
a. Status. Completed.
b. Entered. AFAP VII; 1989.
c. Final action. AFAP XI; Apr 94.
d. Subject area. Entitlements.
e. Scope. Soldiers and their families experience undue hardships with PCS moves within and to CONUS. Finding a new place or moving into quarters in 4 days is difficult. The timeframe to secure permanent quarters is unrealistic. The need to provide a detailed justification after the first month (for advance pay), and then the wait for additional funding, is a continuing hardship.
f. AFAP recommendation.
(1) Increase Temporary Lodging Expense (TLE) from 4 to 10 days.
(2) Reinstate previous advance pay policy. Change DA finance policy.
g. Progress.
(1) C*ombined issues.* This issue was combined with Issue 150, "Relocation Benefits" in Apr 90 because of similarity in scope and AFAP recommendation.
(2) *TLE legislation.* A FY 92-93 Air Force legislative proposal to increase allowance to 10 days was rejected by DoD. TLE expansion was included in PBD for 1993, but was denied by the Deputy Secretary of Defense. FY93 legislation did allow 10 days TLE at selected CONUS locations. The FY94 Defense Authorization Act contained a permanent increase in TLE from 4 to 10 days for all CONUS locations effective 1 Apr 94.
(3) *Advance pay policy.* The Army does not support changing the current advance pay policy procedures.
(4) *GOSC review.* The Apr 90 GOSC directed that the first AFAP recommendation be combined with Issue 150 and that the second AFAP recommendation will no longer be pursued as an AFAP issue.
(5) *Resolution.* Issue 150, and the issues combined with it, were completed by the Apr 94 GOSC because the FY94 Defense Authorization Act allows all grades (with families) TLE payments of $110 per day for ten days.
h. Lead agency. DAPE-MBB-C.
i. Support agency. None.

Issue 226: Foodstamps
a. Status. Unattainable.
b. Entered. AFAP VII; 1989.
c. Final action. AFAP VIII; Oct 90. (Updated: Jul 94)
d. Subject area. Family support.
e. Scope. The Total Force does not have equal access to programs available to low-income citizens due to inconsistent computation of eligibility. Nontaxable income (for example, COLA, VHA, separate rations, clothing, and so forth) is being used to determine eligibility for Federal social programs. Federal social programs are not available OCONUS. Those defending the nation are often being assigned to high-cost-of-living areas. The financial hardship that results from this inequitable status negatively impacts on readiness of the Total Force. Enactment of Federal social programs OCONUS will not expend DA funds.
f. AFAP recommendation.
(1) Compute eligibility from taxable income only.
(2) Expand Federal social programs to include the Total Force, OCONUS.
g. Progress.
(1) *General Accounting Office (GAO) study.* In 1983, a GAO study of military families and their eligibility for

food stamps confirmed that a small percentage of military families were eligible for food stamps (no more than 1.3% of the total enlisted force). The percentage of members actually using food stamps was significantly smaller (.13%). Most families were eligible because their Government furnished housing was not counted as income. GAO recommended counting all components of military pay in determining food stamp eligibility.

(2) *Proposed change.* In 1986, the Army proposed changing the criteria for food stamps. The proposal to exclude payments for BAQ, BAS and VHA from the eligibility process was to align members living off post with those being furnished Government quarters or subsistence in kind. OASD(FM&PP) decided that, if the proposal was submitted, it could have the ultimate result of requiring "in-kind" compensation to be included in the eligibility criteria for food stamps. For that reason, the proposal was not forwarded.

(3) *DoD studies.*

(a) In 1986, Congress directed DoD to study food stamps for military members overseas. DOD's report recommended that Congress not extend food stamp entitlement to members OCONUS because:

1. A food stamp program for OCONUS military members is feasible, provided changes are made to current law. However, relatively large start-up and recurring administrative costs in relation to the food stamp benefits would result in a cost-ineffective program.

2. A very small number of OCONUS military personnel would qualify for food stamps based upon criteria applicable to residents CONUS. In addition to BAS and BAQ, members residing OCONUS also receive OHA and COLA. The food benefits would be relatively small -- an estimated benefit $10 per person/month. The combination of a small population and a small benefit produced a total estimated annual cost, including administrative expenses, of about $2.1M.

3. Extension of food stamp benefits to military personnel OCONUS creates a related issue of civilian eligibility OCONUS.

(b) A 1992 DoD study on military members as USDA food stamp recipients revealed that less than 1% of the military force received food stamps. Food stamp eligibility appeared to be more a function of family size than inadequate military income. Military income for the junior enlisted member who is married with one or two children is above the current poverty level. Only when a member has four or more dependents does he/she become eligible for this type of public assistance. DoD continues to reject any effort to open this program to scrutiny.

(4) *GOSC review.* The Apr 90 GOSC determined AFAP recommendation (1) is unattainable and directed ODCSPER to focus this issue on food stamps.

(5) *Resolution.* The Oct 90 GOSC determined this issue is unattainable based on the 1983 GAO report, the 1986 congressionally directed study, and the OSD decision not to forward legislation.

h. Lead agency. DAPE-MBB-C.

i. Support agency. None.

Issue 227: Group Auto Insurance for Junior Enlisted

a. Status. Completed.

b. Entered. AFAP VII; 1989.

c. Final action. AFAP VIII; 1990.

d. Subject area. Consumer services.

e. Scope. No organization provides group insurance rates for junior enlisted soldiers. This group has the greatest need for assistance. The United States Automobile Association (USAA) and Noncommissioned Officers' Association (NCOA) statistics show this group is a lower risk than their civilian counterparts. This no-cost issue for the Army has high impact on recruitment and retention.

f. AFAP recommendation. Approach the insurance industry to develop group rates for junior enlisted soldiers in ranks PVT through PFC.

g. Progress.

(1) *Issue review.* The purchase of automobile insurance is an individual matter and not an MWR issue. The problem is one of cost and not availability. Regardless of military affiliation, youthful drivers fall into one rating classification. Rates for young drivers statistically reflect the loss experience of the group. This rating classification is industry wide. Rates are approved by each State insurance commission and vary from State to State. It is unlikely that any insurance carrier would be able to offer a substantial discount to a group composed of higher risk individuals. The soldier should negotiate the best rate he or she can, which cannot necessarily be guaranteed through group rates.

(2) *AAFES.* The feasibility of providing group auto insurance has been researched on a number of occasions by AAFES. AAFES concluded that they should not attempt to enter the insurance market either through a concession contract or as a general agent under a concession contract. AAFES found very little interest from insurance companies in contracting with them. In 1991, AAFES was contacted again. They do not think insurance for this group is feasible and have no interest in this area.

(3) *NCOA.* Contact was made with Response International Services Corp., the general agent for the NCOA automobile insurance program. The NCOA program offers insurance to soldiers in the rank of SPC or CPL and above. They believe they offer very competitive rates because of the age, maturity level, stability, family orientation and loss experience of this group. They are not in a position to develop a rate structure for junior enlisted soldiers. To broaden their program would weaken the program and affect their rate structure. They do not provide coverage in every State because of different State requirements.

(4) *Resolution.* Issue was completed because the auto industry was approached to establish a group rate for junior enlisted soldiers. Rates for young drivers statistically reflect the unfavorable loss experience of the group. Group insurance is not currently achievable because youthful drivers are viewed as unprofitable by the industry.

h. Lead agency. CFSC-RM.

i. Support agency. None.

Issue 228: Improve COLA

a. Status. Completed.

b. Entered. AFAP VII; 1989.

c. Final action. AFAP VIII; 1990.

d. Subject area. Entitlements.

e. Scope. The current system determining COLA does not adequately measure the actual quality of life (QOL) of soldiers and their families. Computations are based on

living pattern and market basket surveys that are both inadequate and outdated. COLA is based solely on what items cost, where people shop, and the amount of consumption of each item. The present COLA system does not accomplish its intended purpose of providing a quality of life in OCONUS areas equal to CONUS.

f. AFAP recommendation.

(1) Ensure that surveys are current and properly conducted by trained personnel.

(2) Include child care costs in the market basket surveys.

(3) Ensure the living pattern surveys are not limited to commissary and PX prices, but include local economy access.

g. Progress.

(1) *Regulatory change.* Update to Appendix M, Joint Federal Travel Regulation (Dec 90), contains instructions for administrating the Retail Price Schedule (Foreign Areas).

(2) *Survey change.* The Per Diem Travel and Transportation Allowance Committee (PDTATAC) now uses living pattern and market basket analysis (to include child care costs, commissary, Post Exchange and local economy prices) to capture expenses incurred by members serving OCONUS. The current DoD survey negates the need to depend on the State Department.

(3) *Resolution.* Issue was completed because living pattern and market basket analysis now captures expenses incurred OCONUS. Appendix M of the JFTR (1990) updates instructions for administering the Retail Schedule (Foreign Areas).

h. Lead agency. DAPE-MBB-C.

i. Support agency. None.

Issue 229: Inadequate Dental Care for the Total Army Family

a. Status. Completed.

b. Entered. AFAP VII; 1989.

c. Final action. AFAP XII; Apr 95.

d. Subject area. Dental.

e. Scope. In direct care facilities there are inadequate resources to service the Total Army family. Staffing levels are based on active duty population. Dental care for active duty family members, retirees and retiree family members is limited to space available. Other Total Army family members are not eligible for dental care. The insurance program is inadequate. The dental insurance program does not cover comprehensive dental care. Some eligible members cannot afford the premiums. Many members of the Total Army family are not eligible for dental insurance.

f. AFAP recommendation.

(1) Do not cut dental staffing in the builddown.

(2) Increase resources at direct care facilities to meet demand.

(3) Amend DoD staffing guides to allow for adequate staffing of dental facilities to provide comprehensive dental care of the Total Army family.

(4) Initiate a dental care partnership program between military dental treatment facilities and civilian counterparts similar to CHAMPUS medical care.

(5) Revamp USAR and ARNG training to maximize dental care availability.

(6) Change OCONUS space available dental care to space required care for family members.

(7) Provide retirees the same dental benefits as active duty until age 65.

(8) Expand existing Dependents Dental Plan (DDP) at no cost to the Government, to a group plan with tier options, to the Total Army family. Prorate, possibly by rank, level 2 and 3 costs. Options would include Level 1 (basic care), Level 2 (all dental care except orthodontics), and Level 3 (comprehensive dental care).

g. Progress.

(1) *Combined issues.* Issue 43, "Dental Care for the Total Army Family," was combined with this issue in 1989. Issues 260, "Comprehensive Dental Care Available to the Total Army Family"; 264, "Expand Dependents Dental Plan Insurance Coverage and Eligibility" and 273, "Insufficient Staffing Levels at Army Dental Facilities" were combined with this issue in 1990 due to similarity of scope and AFAP recommendation.

(2) *Resources.* Continued resource reductions based on the Army drawdown are expected. The total Army medical Department will be reduced as the Army downsizes. The Army Dental Corps will be resourced to meet the needs of the active duty population.

(3) *Staffing.* The OASD(HA) controls the budget for the Army Medical Department. The dental resources provided by OASD(HA) will continue to be only for active duty soldiers. The OASD (HA) has mandated that no more than 10% care will be provided to Other Than Active Duty patients in CONUS. An exception to exceed the 10% mandate was given for OCONUS.

(4) *Partnership.* The Army Dental Corps assisted AAFES in opening (Jun 94) civilian dental facilities in a pilot at Ft. Hood, TX. Legal opinion by the U.S. Army Medical Command Staff Judge Advocate concluded that there is no legal basis for establishing dental care partnership programs between military dental treatment facilities and civilian counterparts similar to CHAMPUS medical care.

(5) *RC dental care.* The TRICARE Selected Reserve Dental Program was implemented 1 Oct 97. The government will pay 60% of the premium, the service member pays 40%. There is no cost share for covered diagnostic, preventive, and emergency services. Eligibility is limited to Selected Reserve and Guard personnel who have at least 12 months of service remaining. The dental coverage is tied to readiness and does not include family members.

(7) *Space-available care.* DoD directed the reduction in "medical expenditures through economies and efficiencies such as reducing dependents dental care of 10% of total workload." This 10% limit does not apply to emergency dental care, the Preventive Dentistry Program for Children, or to care provided for sponsored, eligible family members located OCONUS in areas where DDP is not available.

(8) *Civilian dental care*. A significant number of DoD employees OCONUS are active duty spouses. DoD civilians have dental insurance available through their organization.

(9) *Retiree dental care*. The FY97 National Defense Authorization Act required DoD to implement a dental insurance plan for military retirees, their eligible family members, and eligible un-remarried surviving spouses of deceased military members. The plan was implemented 1

Feb 98. Enrollment is voluntary and enrollees pay the full cost of the premiums which are based on the geographic area in which the enrollee resides. The plan features preventive, restorative, endodontic, periodontic, and oral surgery at specified levels of cost sharing.

(10) *Family dental plan.* An expanded dental insurance program was implemented 1 Apr 93. It did not prorate fees by rank or use a tier system (pick and choose) approach. Government cost share for the total premium remained at approximately 60%.

(a) The plan covers 100% diagnostic and preventive, 80% simple restorations, 80% sealants, 60% oral surgery, 60% endodontics, 60% periodontics, 50% crowns and casts, 50% prosthodontics, and 50% orthodontics. There is a $1,000 annual maximum on non-orthodontic services and a $1,200 lifetime maximum on orthodontic services.

(b) Eligible beneficiaries are family members of active duty soldiers with at least 2 years remaining on active duty or who intend to remain on active duty for at least 24 months and are located within the 50 States, Guam, Puerto Rico, or the U.S. Virgin Islands.

(11) *Resolution.* The Apr 95 GOSC determined this issue is completed. Retiree and RC dental care were tracked in AFAP Issue 386, "No Cost to the Government Dental Insurance." Despite inability to accomplish all AFAP recommendation, the committee believed that significant accomplishment had been attained through this issue.

h. Lead agency. U.S. Army Dental Command
i. Support agency. DAPE-PRR-C.

Issue 230: Inadequate Educational Information for Youth

a. Status. Completed.
b. Entered. AFAP VII; 1989.
c. Final action. AFAP IX; Jun 92.
d. Subject area. Youth.
e. Scope. The ACS Welcome Packet needs information about schools for teenagers. There is stress in changing schools. Graduation requirements are different from State to State, and district to district. Grading systems vary.
f. AFAP recommendation.

(1) Revise AR 608-1 to include guidelines for information on schools and local implementation.

(2) Develop and distribute information on schools in ACS Welcome Packet (for example, graduation requirements, honors program, extra-curricular activities, special needs programs, basic grading scales, vocational-technical, and college preparation information.) Include information such as size and population of the schools.

(3) Include information in relocation database.

g. Progress.

(1) *Combined issue.* This issue was combined with Issue 259, "Communication of DoDDS Policies are Inadequate," in December 1990 due to similarity of issue.

(2) *Regulatory change.* AR 608-1 was revised to include guidelines for pre-move information on schools to be provided to soldiers and families.

(3) *Training.* The need for pre-departure school information was emphasized during the ACS Relocation Program Manager's training conducted 3rd Qtr FY 90.

(4) *The Relocation Automated Information System (RAIS).* The RAIS (*subsequently called SITES)* contains three site topics describing schools at each installation (Private Schools, Public School Districts, and Special Education). Information includes: names of private schools, special areas of interest, tuition, and proximity to the installation; public school districts serving the installation population, graduation requirements and grading system of the school district, unique scheduling, talented or gifted programs; special education facilities or activities serving the installation, their areas of emphasis, availability to military families, and proximity to the installation. The RAIS was distributed during the Relocation Program Manager's training, 3rd Qtr FY 90.

(5) *Resolution.* The Jun 92 GOSC determined this issue is completed because ACS Welcome Packets and RAIS contain school information for Army installations. Guidelines for providing pre-move school information are included in AR 608-1 and relocation assistance training programs.

h. Lead agency. CFSC-FSA.
i. Support agency. None.

Issue 231: Inadequate Hours of Commissary Operations

a. Status. Completed.
b. Entered. AFAP VII; 1989.
c. Final action. AFAP VII; 1989.
d. Subject area. Consumer services.
e. Scope. The number of hours commissaries are open is limited by budget constraints. Readiness suffers when soldiers are forced to shop during duty hours. When access is limited soldiers are forced to use higher-priced alternatives resulting in stress and financial hardships.
f. AFAP recommendation. Increase operating hours to provide evening and weekend service.
g.. Progress. Fiscal constraints prevent increase in operating hours. Action is underway to obtain necessary funds to maintain the level of service attained in FY89.
h. Lead agency. DALO.
i. Support agency. None.

Issue 233: Installation Video Library

a. Status. Completed.
b. Entered. AFAP VII; 1989.
c. Final action. AFAP VIII; 1990.
d. Subject area. Relocation.
e. Scope. Videos provide invaluable relocation assistance. A picture is worth a thousand words. Films could be checked out and taken home to be viewed by the entire family.
f. AFAP recommendation.

(1) Continue to update OCONUS videos. (Emphasis on noncommand sponsored areas and remote areas to ensure videos are reality based.)

(2) Ensure ACS reproduces and markets relocation videos. (Currently videos are not being fully utilized--reproduction can be done at local level at minimal cost.)

(3) Individual installation videos are not recommended. (Country-based videos are sufficient. Option for each installation at their own cost is available for local use. Worldwide distribution is not cost-effective.)

g. Progress.

(1) *Related issue.* Issue relates to Issue 125, "Overseas Orientation," and 153, "Relocation Services."

(2) *Video production.*

(a) Videos for PCS to Southern Europe, Hawaii and

Korea were provided to each installation with instructions on usage and replication. The revised AR 608-1 includes a requirement to update the Overseas Orientation videos on a 5-year or as-needed basis and requires showing the overseas orientation video during pre-move briefings.

(b) Funds were requested in FY91 for the update of "PCS Germany" and "PCS Southern Europe." The request was unresourced. As the effect of the downsizing is determined, the videos will be revised.

(3) *Installation-specific videos.* The Army Visual Information Management Office indicates that regulations restrict individual installations from producing videos for worldwide distribution. Videos for worldwide distribution must be centrally approved and funded. The coordination and replication of 27,390 videos would be cost-prohibitive for the Army.

(4) *Resolution.* Issue was completed. A message detailing available videos, their use, and update procedure was sent. Updates for "PCS Germany" and "PCS Southern Europe" are unfunded, awaiting downsizing in Europe. Revisions expected by summer 1992.

h. Lead agency. CFSC-FSA.

i. Support agency. None.

Issue 234: Insufficient RC Survivor Assistance Information Support

a. Status. Completed.

b. Entered. AFAP VII; 1989.

c. Final action. AFAP IX; 1992. Updated Feb 96.

d. Subject area. Entitlements.

e. Scope. DA Pam 608-33 and DA Pam 608-4 do not apply to RC personnel not on active duty. [1996 update indicates that DA Pam was superseded by AR 600-8-1]

f. AFAP recommendation.

(1) Provide specific guidance to ARNG and USAR commanders on implementing the casualty assistance officer (CAO) program for RC personnel who die while in other than active duty status.

(2) Update DA PAM 608-4 to include assistance available to survivors of RC personnel who die while in other than active duty status.

g. Progress.

(1) *Army regulation.* AR 600-8-1 states that a RC soldier who dies while in an other than active duty status will be processed for benefits with ARPERCEN. With the exception of SGLI, however, such soldiers are not entitled to any benefits because they are not covered by title 10, United States Code.

(2) *Army publication.* DA Pam 608-4 clearly delineates the services available to the next-of-kin of deceased soldiers.

(3) *Resolution.* This issue was completed by the Jun 92 GOSC. A RC soldier who dies while in other than active duty status is not covered under title 10 USC and is therefore not entitled to benefits other than SGLI. This information is provided in AR 600-8-1 and DA Pam 608-4.

h. Lead agency. TAPC-PEC.

i. Support agency. NGB/OCAR/FORSCOM.

Issue 235: Liability Responsibilities for Command Sponsored Family Activities

a. Status. Completed.

b. Entered. AFAP VII; 1989.

c. Final action. AFAP XI; 1993.

d. Subject area. Family support.

e. Scope. Staff Judge Advocates (SJAs) in different commands interpret liability responsibilities for command-sponsored family activities differently.

f. AFAP recommendation.

(1) Clarify liability responsibilities on Federal facilities for command-sponsored family activities.

(2) Incorporate clarification in the next update of DA Pam 608-47.

g. Progress.

(1) *Policy review.* The Administrative Law Branch of the Judge Advocate General's Office clarified that SJAs must interpret liability responsibilities differently. This results from variations in liability responsibilities depending on the tort law of the State in which the installation is located. Uniform guidance cannot be provided that would apply to liability responsibility at all installations.

(2) *Army publication.* This explanation was included, with lessons learned from Operation Desert Storm, in DA Pam 608-47, Aug 93.

(3) *Resolution.* This issue was completed by the Oct 93 GOSC. The requirement to follow State liability is incorporated in DA Pam 608-47.

h. Lead agency. CFSC-FSA.

i. Support agency. CFSC-JA.

Issue 236: Meal Surcharges

a. Status. Completed.

b. Entered. AFAP VII; 1989.

c. Final action. AFAP X; 1992.

d. Subject area. Family support.

e. Scope. Family members who participate in command-sponsored family support activities are required to pay surcharges for meals consumed in Government dining facilities.

f. AFAP recommendation. Obtain authority to amend AR 30-1, paragraph 6-16(7), to include all family members participating in command-sponsored activities as exemptions from paying meal surcharges while performing official duties.

g. Progress.

(1) *Meal surcharges.* The FY90 Defense Authorization Act restored authority for the Secretary of Defense to make surcharge exemptions. Since the other Services did not support exempting surcharges for family members participating in command-sponsored activities, the recommendations forwarded to the Secretary of Defense did not include subject exemption. However, DoD adopted a single meal rate, effective 1 Oct 96, for all categories of military and civilian personnel and retirees which negates the need for exemptions because all patrons (except junior enlisted family members) pay the same rate. The single meal rate is also addressed in Issue 361, “Special Meal Charge Exemption for Retirees and DA Civilians.”

(2) *NAFs.* NAFs may be used for incidental expenses, such as training, travel, and child care of volunteers in support of ACS, family support groups, and mayoral programs in accordance with legislation enacted in Nov 86, and implemented in AR 215-1, paragraph 3-14j. The Secretary of the Army has authority to expand reimbursable incidental expenses. The USACFSC Command Judge Advocate determined no legal objection to reimbursement of meal surcharges for official volunteers. In-

stallations may determine the availability of local NAFs through the ACS supplemental mission account within the Installation MWR Fund (AR 608-1). Interim change to AR 215-1 was published in Aug 92.

(3) *Resolution.* This issue was completed by the Oct 92 GOSC because AR 215-1 authorizes NAF reimbursement of meal surcharge to volunteers when performing voluntary services in ACS, family support groups, and mayoral programs.

h. Lead agency. CFSC-PNP.

i. Support agency. DALO-TST-C.

Issue 237: Health Care Benefits for Retirees and their Families

a. Status. Unattainable.

b. Entered. AFAP VII; 1989.

c. Final action. AFAP VIII; 1990.

d. Subject area. Medical.

e. Scope. The Army has not fulfilled promises to provide comprehensive medical care for retirees and their families. Retiree health care benefits continue to erode, in that their costs have been significantly high for congressional funding approval. Retirees lose CHAMPUS eligibility at age 65 when they become eligible for Medicare Part A. Congress repealed the Catastrophic Health Care Bill and retirees will continue to have limited coverage.

f. AFAP recommendation.

(1) Expand CHAMPUS coverage beyond age 65 by transferring funds from Health and Human Services (Medicare) to DoD for use in the direct patient care system in amounts that would cover anticipated care expenses for retirees.

(2) Expand in-house and medical treatment facility (MTF) resources to provide for retirees and family members -- with the MTF being reimbursed from the Army CHAMPUS fund.

(3) Investigate alternatives to inequities in health care benefits (by virtue of geographical location) between the direct care system in the MTF versus CHAMPUS fund.

g. Progress.

(1) *Medicare reimbursement.* Medicare reimbursement for over 65 retirees is updated in Issue 402, “Health Care Benefits for Retirees Age 65 and Older.”

(2) *CHAMPUS reimbursement.* Charging CHAMPUS for MTF health care would only increase CHAMPUS expense.

(3) *Remote locations.* See Issue 424 for information on TRICARE Prime Remote for retirees.

(4) *Medical benefit.* Section 1074, title 10, United States Code states "a member or former member of a uniformed service who is entitled to retired or retainer pay, or equivalent pay may, upon request, be given medical and dental care in any facility of any uniformed service, subject to the availability of space and facilities and the capabilities of the medical and dental staff". With the increasing retiree population and future prospects of a reduced active duty force, availability of medical and dental care may become even more restrictive in MTFs.

(5) *Funding.* With the current deficit, inflation, and world crisis directly impacting upon the DoD budget and medical care, increased spending in any military or civilian program means a reduction or elimination of some other program. The CSA Retiree Council considers problems in funding, personnel, and beneficiary population at each meeting.

(6) *Resolution.* Issue was determined unattainable based on the absence of congressional support for the AFAP recommendation and the inability to attain equal health care benefits because of diverse geographic locations.

h. Lead agency. CFSC-FSR.

i. Support agency. SGPS-CP-P.

Issue 238: Military Mass Transportation Support

a. Status. Completed.

b. Entered. AFAP VII; 1989.

c. Final action. AFAP VIII; 1990.

d. Subject area. Force support.

e. Scope. Where military members are assigned in high-cost areas, mass transit, bridge, and toll charges often burden the soldier as much as the high cost of housing.

f. AFAP recommendation. Commanders in areas that are subject to these problems should seek to enter into a Memorandum of Agreement (MOA), whereby active duty soldiers receive discounts or passes to go to and from work.

g. Progress.

(1) *Policy review.* OTJAG ruling (Nov 90) established that the proposal to provide soldiers free or subsidized toll passes for travel to and from work constituted augmentation of home to work transportation and was prohibited by statute. The ruling did not prohibit local commanders from negotiating with State or local governments for discounted toll passes for soldiers on active duty as is currently done wherever tolls are a part of the home to work commute.

(2) *Resolution.* Issue was completed because commanders may negotiate discounted fares if no Federal funds are committed. DALO will issue guidance and instruction to the field. Use of Federal funds for augmentation of home to work transportation is prohibited by statute.

h. Lead agency. DALO-TSP.

i. Support agency. None.

Issue 239: Needs of MEDEVAC Families Not Being Met

a. Status. Completed.

b. Entered. AFAP VII; 1989.

c. Final action. AFAP X; 1992.

d. Subject area. Medical.

e. Scope. Military families have experienced many problems with the medical evacuation (MEDEVAC) process to the health care centers caused by communication problems between the sending and receiving medical facilities and the MEDEVACed military family. Specifically, military families do not receive pertinent, up-to-date information on the MEDEVAC process from the sending facility, and no one is assigned to guide the families through the process until arrival at the health center. Without this assistance, additional problems caused by the costs of temporary housing, subsistence, family members left behind, and long-term hospital fees become even greater burdens.

f. AFAP recommendation.

(1) Increase cooperation between sending and receiving medical facilities to provide military families with staffing assistance through ACS and Chaplaincy services, volunteer groups, etc.

(2) Provide information packets and a point of contact upon departure from sending medical facilities (CONUS or OCONUS) to include inter-Service cooperation and an open line of communication.

(3) Increase resources through DA for temporary housing, local transportation to and from hospital, meals, and unexpected expenses.

(4) Involve individual commanders in CONUS and OCONUS in the MEDEVAC process to ensure a quicker response time in the shipment of personal effects and family members.

g. Progress.

(1) *Responsibility.* The Patient Evacuation Section of the sending and receiving medical treatment facility (MTF) has primary responsibility for assistance and information to medically evacuated patients and attendants. Additional assistance is provided by the hospital Social Work Service or volunteer organizations such as the American Red Cross.

(2) *Information.* Patient information papers and pamphlets are available to explain the aeromedical evacuation system and provide information regarding the destination MTF, lodging, and phone numbers. Normally, this information is provided as part of a pre-flight briefing to patients and attendants prior to their departure from the sending MTF. Information is also available while enroute from the airfield to the destination hospital. Walter Reed Army Medical Center distributed patient information pamphlets to OCONUS MTFs.

(3) *Lodging.* Limited on-post lodging is available for required nonmedical attendants. Private donation funded construction of guest houses at Army's major medical centers. Active duty outpatients are normally given accommodations in the Medical Holding Company. Family members residing with the sponsor OCONUS who accompany dependents as nonmedical attendants (and soldiers accompanying dependents who are medically evacuated in CONUS to or from a medical facility) are entitled to reimbursement for the cost of meals and lodging.

(4) *Shipments.* The Personnel Services Support Division addresses on a recurrent basis with commanders the need for timely shipment of personal effects and movement of nonmedical-attendant family members.

(5) *Assessment.* A tri-Service patient administration work group addressed measures to improve inter-Service cooperation and support to MEDEVAC families. The general consensus was that services provided were more than adequate. To determine patient satisfaction, the 576th Aeromedical Evacuation Squadron passes out a patient reaction survey to addresses the adequacy of the pre-flight briefing.

(6) *Resolution.* This issue was completed by the Oct 92 GOSC because all Services have policies in place to meet the needs of the MEDEVACed family. Surveys provide timely feedback to improve quality of services. Commanders are being educated on timely shipment of personal goods.

h. Lead agency. SGPS-PSA.

i. Support agency. DAPE-MBB-C/TAPC-PD.

Issue 240: ARNG and USAR Representation and Involvement at AFAP Conference

a. Status. Completed.

b. Entered. AFAP VII; 1989.

c. Final action. AFAP VII; 1989.

d. Subject area. Leadership.

e. Scope. The Reserve Component (RC) makes up to 50% of combat manpower. At AFAP there are 180 delegates, only 24 of whom are RC. In briefings, a great majority of information is active duty. Due to restricted representation, only one or two delegates are available for other applicable work groups.

f. AFAP recommendation.

(1) RC delegates should be increased to no less than 25% of total conference.

(2) USACFSC should advise briefers to include RC statistics and other information.

g. Progress.

(1) *Delegates.* At a Apr 90 MACOM meeting, representatives voted to give USAR and NGB 18 delegates each. The RC concurred.

(2) *RC information.* CFSC will coordinate RC information with speech writers at future conferences as routine action.

h. Lead agency. CFSC-FSM.

i. Support agency. None.

Issue 241: Nonavailability of Government Furniture in CONUS

a. Status. Unattainable.

b. Entered. AFAP VII; 1989.

c. Final action. AFAP IX; 1991.

d. Subject area. Housing.

e. Scope. Sufficient Government furniture is not available to provide temporary furniture to soldiers or families in transition. Furnishing management services in CONUS are too limited to accommodate relocating soldiers or families with temporary furniture.

f. AFAP recommendation. Obtain temporary loan furnishings for transient personnel and establish installation warehouse distribution points.

g. Progress.

(1) *Loan furniture.* MACOMs received guidance (Memo dated 9 Aug 90, Subject: Loaner Furniture in CONUS) informing them that they may program for loaner furniture in the POM if they determine a requirement exists at any of their installations.

(2) *Funding.* The family housing account is funded at a level that is inadequate to fund the cost of ownership. Deferred maintenance continues to grow and at the end of FY 91 will reach $593M. New construction and improvements to existing family housing were reduced from $328M in FY 88 to $74M in FY 91. In view of family housing shortfalls, it is not prudent to initiate new Government- funded programs.

(3) *Alternative uses.* As an alternative, consideration was given to establishing an on-post DPCA furniture rental concession using furniture from Europe. rental companies for the convenience of soldiers and families. Housing and ACS offices will continue to provide brochures on short-term furniture.

(4) *Resolution.* The Oct 91 GOSC determined this issue is unattainable due to the expense involved (transportation, repair, warehousing, etc.) in relocating used furniture.

h. Lead agency. CEHSC-HM.

i. Support agency. CFSC-BP.

Issue 242: OCONUS Banking Services
a. Status. Completed.
b. Entered. AFAP VII; 1989.
c. Final action. AFAP VIII; 1990.
d. Subject area. Consumer services.
e. Scope. The Deputy Assistant Secretary of Defense, Comptroller Management System is initiating actions that will reduce and eventually eliminate appropriated fund (APF) support for overseas banking. Overseas personnel will bear the brunt of any reduction or elimination of banking services. The loss of APF will adversely impact the mission, morale, retention, and quality of life (QOL). The perception is that fees are too high and services inadequate; that is, low level of computerization, insufficient Automated Teller Machines (ATMs), limited availability of tellers, and no option to receive canceled checks.
f. AFAP recommendation. HQDA must oppose Deputy ASD, Comptroller's plan and take action to more closely monitor banking contracts.
g. Progress.
(1) *Background.* The overseas military banking program (OMBP) is a contractual arrangement between banks and DoD for the banks to provide professional bank management skills to operate a worldwide network of Government bank branches on overseas military installations. OSD establishes program policy and manages the Government side of the program, coordinates the contracting effort, serves as technical advisor to the contracting officer, and recommends approval of contract modifications. The Military Departments and the overseas commands review, inspect, and monitor the banking service, provide logistical support and suggest and request to OSD improvements and enhancements to the OMBP. The contract banks provide the bank management expertise. They are tasked to use sound banking practices and to attain maximum operational efficiency within OSD guidance.
(2) *Funding.* The OMBP is paid for with APFs by the Military Departments to cover the net cost of the OMBP and the management fee for the contract banks. The contract banks receive no part of any income, nor do they share in any of the losses of the bank. They receive their remuneration only from the fee they negotiate in the contract. The estimated cost for the OMBP for FY 91 is $30 million. APF support is fully warranted and should be provided. Fees and charges to users should be comparable to CONUS military bank and credit union fees and charges. They are not intended to cover the cost of the banking services. This Army position has been consistently advanced to OSD.
(3) *Resolution.* Issue was completed because Army continues to support the use of APFs for the overseas banking contract.
h. Lead agency. SFFM-FCL.
i. Support agency. None.

Issue 243: Reduction of Tour Length for Alaska and Hawaii
a. Status. Completed.
b. Entered. AFAP VII; 1989.
c. Final action. AFAP VIII; 1990.
d. Subject area. Force support.
e. Scope. The 1987 tour length extension to 4 years for Alaska and Hawaii has negatively impacted on the QOL for soldiers and family members assigned to these areas. The high cost of living has created financial hardships, especially for junior soldiers. Quality family life is at risk because junior married soldiers must extend their service obligation in order to circumvent excessive family separation. The 4-year tour results in numerous professional development obstacles. Tours for captains who have not completed the advanced course must be curtailed so that these soldiers may attend their respective schools. Lower-rank soldiers are promoted in the normal course of events, creating an NCO imbalance. Extraordinary "management-by-exception" procedures become the norm. Incidents of family abuse, divorce, and drug abuse increase due to added stress as a direct result of the extended tours. Early return of family members is common. Alaska and Hawaii are the only overseas assignments that have been extended to 4 years. Army is the only Service to require this extension.
f. AFAP recommendation. Reduce tours in Alaska and Hawaii from 4 years to 3 years.
g. Progress.
(1) *Combined issue.* Issue 278, "Reduce Tour Length for Alaska and Hawaii," was combined with this issue in Oct 90.
(2) *Initial review.* Because of higher Army budget priorities, the 3-year tour length for Alaska and Hawaii was not favorably considered in the 1992-1997 POM submission.
(3) *Policy change.* At the Oct 90 AFAP Conference, the DCSPER directed that the issue be pursued. In Mar 91, the Assistant Secretary of the Army for Force Manpower and Personnel approved a reduction in tour length for Alaska and Hawaii from 48 to 36 months.
(4) *Resolution.* Issue was completed because tour length for Alaska and Hawaii was reduced to 36 months in Mar 91.
h. Lead agency. DAPE-MPE-DR.
i. Support agency. None.

Issue 244: Reinstatement of Leased Housing Program
a. Status. Completed.
b. Entered. AFAP VII; 1989.
c. Final action. AFAP IX; 1991. (Updated: Jul 94)
d. Subject area. Housing.
e. Scope. A shortage of housing units currently exists. Construction of new housing units is expensive in terms of cost and time. An alternative solution is to reinstate the leased housing program.
f. AFAP recommendation.
(1) Reinstate the leased housing program in areas where housing shortages exist, in remote areas, and in areas where the high cost of living prohibits soldiers and their families from purchasing or renting adequate housing.
(2) The Corps of Engineers should be tasked with the responsibility for reinstating the leased housing program.
g. Progress.
(1) *Related issue.* This issue relates to AFAP Issue 382, "Lease Assistance Program".
(2) *Program review.* The reinstatement of the leased program was not necessary since the program was never terminated. Issue originally was intended to assist sol-

diers in remote and high-cost areas, i.e., recruiters.

(3) *Legal review.* Legal opinion was stated that domestic leasing was not to be used as a rent subsidy. A tri-Service working group convened to initiate change to domestic leasing legislation to broaden the program to include leasing in high-cost and remote areas. The changes were included in the OSD housing study submitted to Congress. Legislative proposal to change the program (leasing for recruiters) was rejected by OMB in Feb 91.

(4) *Resolution.* The Oct 91 GOSC voted this issue completed because leased housing is authorized to fill temporary housing needs.

h. Lead agency. DAIM-FDH-M.

i. Support agency. DAPE-MBB.

Issue 245: Require Specialized Training and Personnel for Relocation Services

a. Status. Completed.

b. Entered. AFAP VII; 1989.

c. Final action. AFAP XI; 1993.

d. Subject area. Relocation.

e. Scope. There is a need for quality and comprehensive relocation services personnel and training. Training is necessary for all civilian and military personnel who deal with soldiers and their families during in-processing. Training should focus on skills used in dealing with people, communication skills, and should include information on the stresses faced by soldiers and family members during a PCS move.

f. AFAP recommendation.

(1) Aggressively implement proposed training.

(2) Augment relocation staff to reflect an authorized relocation specialist at each (ACS) facility.

(3) Require installations worldwide to implement the automated database by updating information, providing hardware, and training personnel.

g. Progress.

(1) *History.* This issue was combined with Issue 153, "Relocation Services," by the Apr 90 GOSC.

(2) *Resolution.* This issue was completed by the Oct 93 GOSC when it declared Issue 153 completed. Issue 153 resulted in the implementation of the automated relocation system, increased relocation staffing and training, and changed Army regulations to require soldiers to process through ACS centers for relocation assistance.

h. Lead agency. CFSC-FSA.

i. Support agency. TAPC-OPD/DAPE-MPH.

Issue 246: Early Awareness of Retirement Needs and Benefits

a. Status. Completed.

b. Entered. AFAP VII; 1989.

c. Final action. AFAP VIII; 1990.

d. Subject area. Entitlements.

e. Scope. Currently, career military personnel have a mandatory retirement briefing at the 18th year of service. The need exists for earlier education to initiate financial planning throughout the career. The soldier and family need to develop realistic retirement goals. Materials exist for proper training.

f. AFAP recommendation. Initiate mandatory training for soldier and family at critical career points (reenlistment, marriage, separation, advanced course, CAS3, BNCOC, ANCOC, etc.).

g. Progress.

(1) *Related issue.* Issue relates to Issue 185, "Survivor Benefit Plan."

(2) *Resources.*

(a) Materials or classes exist at ACS for the soldier and spouse to help prepare their financial plan and retirement.

(b) The retirement services officer (RSO) is available to all soldiers and spouses for group and individual counseling on preparing for retirement.

(c) HQDA produced four videos for distribution to the installation RSO. These videos, on SBP and retirement preparation, will be available for the soldier and spouse to check out or to view at the retirement service office.

(d) Commanders are required to incorporate personal affairs in their unit training programs. In addition, personal affairs are being taught, in various subjects or various lengths, in service schools. Demand for subjects and available time in our service schools is already at a premium.

(3) *Soldier responsibility.* In addition to the Army's responsibility, the individual soldier also has a responsibility to maintain his or her personal affairs in a high state of readiness and to prepare for his or her future and thus provide for his or her family.

(4) *Resolution.* Issue was completed because pre-retirement videos and SBP videos for active duty and Reserves are available for showing by commanders and Army schools.

h. Lead agency. CFSC-FSR.

i. Support agency. None.

Issue 247: Shortage of Health Care Personnel/Facilities

a. Status. Unattainable.

b. Entered. AFAP VII; 1989.

c. Final action. AFAP VII; 1989.

d. Subject area. Medical.

e. Scope. Lack of specialized health care impacts negatively on the Total Army family.

(1) Shortfalls in health care in isolated areas impacts negatively on the mission.

(2) Aging equipment and inadequate facilities inhibit ability to provide quality service.

(3) Health care system inadequacies lead to significant out-of-pocket expenses for the Total Army family.

(4) Lack of preventive care often leads to significant health problems resulting in higher costs to the Army.

(5) Adequate funding for the Health Services Command will ultimately reduce CHAMPUS cost and improve readiness, retention, and sense of well-being for the Total Army family.

(6) Health care is a readiness and retention issue. The demands on the system were not foreseen; lack of care is perceived as an erosion of benefits.

f. AFAP recommendation.

(1) Upgrading of facilities and equipment is cost-prohibitive. Ensure CHAMPUS Reform Initiative and Dependents Dental Plan reforms guarantee specialized treatment and additional programs to meet shortfall.

(2) Encourage DoD support for EUCOM Demonstra-

tion projects.

(3) Emphasize and resource CHAMPUS Enhancement and PLUS programs.

(4) Continue aggressive expansion of PRIMUS.

(5) Investigate utilization of CHAMPUS funds to provide health care in MTFs for eligible recipients.

(6) Determine if health care staff is used efficiently; coordinate with CPO to hire administrative and clerical staff.

(7) Recruit aggressively for health care providers and increase incentives.

(8) Ensure current medical and dental force remains at strength (not decreased proportionately) during OCONUS force reduction so that requirements and authorizations meet level of full staffing.

(9) Staff health care services for peacetime requirements in specialties with wartime suitability, to include professionals such as Physicians Assistant and Nurse Clinicians.

(10) Recruit and train additional health care professionals or contract civilian specialists to provide specialized care.

(11) Adopt a proactive, preventive care approach using low or no cost programs already in place.

(12) Increase Family Practice Clinics with view toward preventive services.

(13) Emphasize the Health Risk Assessment Program and invite Total Army family participation.

(14) Investigate "space required" versus "space-A" care.

(15) Continue aggressive prevention and education efforts.

(16) Rework administrative and clerical areas to better utilize clinic space.

(17) Continue to update and expand facilities at growing installations to serve the Total Army family.

(18) Increase frequency of visits by health care personnel to remote sites (using Mobile Health Teams).

(19) Implement Outreach medical and dental vans OCONUS and CONUS.

(20) Provide MEDEVAC helicopters to areas where necessary (for example, Wildflecken Training Area).

(21) Put limited resources where they best serve the needs of the Total Army family and adapt services to regional needs. Continue to update and expand facilities at growing installations to serve the Total Army family.

g. Progress. At the AFAP IPR in Feb 90, it was concluded that Issue 247, with its numerous recommendations, represented 22 separate issues and it was impossible to review as one. Each recommendation was presented and separately discussed. It was evident that many of the recommendations were active issues from previous AFAPs and that the remaining recommendations were too broad or invalid. However, it was decided by CFSC that the fact sheets provided by DASG were very informative and should be disseminated to the field. CFSC staff members indicated that an experienced and knowledgeable facilitator will be assigned to the next AFAP Planning Conference medical work group to provide specific guidance regarding development of issues to preclude forwarding of poorly defined and ambiguous issues. Per provisions of the AFAP plan, furnishing information regarding a specific issue is a legitimate method to resolve an issue. Hence, this issue is determined unattainable.

h. Lead agency. SGPS-CP-P.

i. Support agency. None.

Issue 248: Sole Parents Discriminated Against in Job Assignments

a. Status. Unattainable.

b. Entered. AFAP VII; 1989.

c. Final action. AFAP VII; 1989.

d. Subject area. Force support.

e. Scope. Some commanders are selectively reassigning and denying positions to sole parents based on perceived or anticipated problems.

f. AFAP recommendation.

(1) Army guidance should emphasize that soldiers cannot be reassigned or denied positions because of sole parent status.

(2) Aggressive counseling and training programs should be developed for sole parent soldiers and their commanders to foster understanding.

(3) Family Care Plans should be enforced to ensure that soldiers who have plans in place are not denied opportunities, and that soldiers who do not have workable plans do not place additional burdens on other soldiers.

g. Progress.

(1) *Army policy.* Army policy states that it is the single parent soldier's responsibility to ensure that their dependent family members will be adequately cared for and provided for in the event that they are deployed. The Army assists soldiers to meet that responsibility by requiring Family Care Plans. A recent change to AR 600-20, paragraph 5-5, clearly outlines requirements, procedures, and time frames relative to Family Care Plans. The regulation is also very clear in emphasizing that soldiers will not receive any special consideration in duty assignments or duty stations based on their parental responsibility unless enrolled in the Exceptional Family Member Program (EFMP).

(2) *Soldier responsibility.* Soldiers must arrange for the care of their dependent family members so as to be available for duty when and where the needs of the Service dictate. They must also be able to perform assigned military duties without interference of family responsibilities. Soldiers who are unable to comply with the requirements as outlined in the interim change to AR 600-20, paragraph 5-5, will be considered by their commanders for separation from military service.

(3) *Counseling requirement.* Counseling concerning Family Care Plan requirements is mandated by regulation. DA Form 5304-R was revised to facilitate that process. Commanders may delegate counseling responsibilities to other officers or noncommissioned officers in the unit, but must retain the final approving authority for each Family Care Plan regardless of the rank of the soldier submitting it.

(4) *Resolution.* This issue was determined to be unattainable. Because of the obvious impact on both soldiers and their family members as well as individual and unit readiness, the benefit of requiring Family Care Plans and enforcing regulatory requirements far outweighs the cost involved.

h. Lead agency. DAPE-MPH-S.

i. Support agency. None.

Issue 249: Source Data Utilized for VHA Computation

a. Status. Completed.

b. Entered. AFAP VII; 1989.

c. Final action. AFAP VIII; 1990.

d. Subject area. Entitlements.

e. Scope. The current method computes the Variable Housing Allowance (VHA) rate Local Median Cost (LMC) on the actual amount spent by soldiers. The amount spent is based on what a soldier can afford, which does not necessarily guarantee adequate housing. The LMC, based on actual amount spent, does not reflect the true cost in the local community to provide adequate housing.

f. AFAP recommendation.

(1) Change the sources of the information used to compute the LMC.

(2) Use a wide database that will allow the soldiers to compete for adequate housing.

(3) Appropriate more dollars for VHA.

g. Progress.

(1) *Background.* VHA comprises only 20% of the Army's total housing budget; the remainder consists of BAQ and OHA. Because BAQ is limited to the annual pay raise, large annual increases in VHA were required to offset housing expenses. This seemingly "unconstrained" growth caused Congress to impose a number of cost "freezes" and cost "caps" on the VHA program. As a result, soldier's out-of-pocket housing cost rose to 20%, compared to the 15% originally envisioned by Congress. This problem is especially acute at the junior enlisted level.

(2) *DoD study.* In 1990, DoD, in conjunction with the Services, conducted a study to determine off-post housing adequacy standards and adequate allowance rates. Low rates at remote and resort areas, low junior enlisted rates, increasing out-of-pocket costs, and high rate drops in specific locations were addressed in the study. The study and specific recommendations were forwarded to Congress through OMB. A recommendation to establish a rate floor equal to the local Fair Market Rental (FMR) was referred to the 7th Quadrennial Review of Military Compensation (7th QRMC) by ASD(FM&P).

(3) *VHA increase.* The FY91 NDAA removed the housing component rate setting limitation on VHA. This allowed VHA rates, for the first time since 1985, to be restored to 80% of National Median Housing Cost. As a result, VHA, on average, increased 10% in FY91.

(4) *Resolution.* This issue was completed because VHA allowances increased to cover 80% of the National Median Housing Cost.

h. Lead agency. DAPE-MBB-C.

i. Support agency. None.

Issue 250: Continuation of SSI Entitlements for OCONUS Family Members

a. Status. Completed.

b. Entered. AFAP VII; 1989.

c. Final action. AFAP VII; 1989.

d. Subject area. Entitlements.

e. Scope. Department of Defense (DoD) family members who receive Supplemental Security Income (SSI) for a disability, automatically lose their entitlement when accompanying their spouse OCONUS. The Social Security Administration does not provide SSI entitlements to OCONUS. This situation creates financial and emotional hardships on the entire family and adversely impacts on their quality of life.

f. AFAP recommendation. Change current policy, laws, or procedures to allow family members to receive SSI while OCONUS.

g. Progress.

(1) *Legislation.* Effective 1 Apr 90, legislation authorizes military families with handicapped members who received SSI prior to a transfer overseas to continue to receive these payments.

(2) The Social Security Administration, the agency responsible for the SSI program, issued guidelines for overseas military families who believe they are eligible for this program. All overseas SSI applications will be processed through the Social Security office in Cumberland, Maryland.

(3) When military families receiving SSI payments transfer overseas, local Social Security offices place their cases in a "suspense" file. Although these records terminate after 12 months, military families who have been overseas beyond 1 year should have no problem with reinstatement. All overseas military families who were eligible and in receipt of SSI payments in the U.S. will have their cases reviewed when they apply for reinstatement.

h. Lead agency. DAPE-MBB-C.

i. Support agency. None.

Issue 251: Substance Abuse Throughout Total Force

a. Status. Completed.

b. Entered. AFAP VII; 1989.

c. Final action. AFAP IX; 1991.

d. Subject area. Medical/Command.

e. Scope. There is a lack of community concern toward substance abuse education, prevention measures and treatment programs. Communities are not using available resources. Readiness and retention is deterred by any form of substance abuse.

f. AFAP recommendation.

(1) Continue alcohol de-emphasis at official functions.

(2) Enforce the Army-wide comprehensive program that includes education for all soldiers.

(3) Assign rehabilitated soldiers to sponsors who are recovered abusers, when available.

(4) Continue and increase the education of commanders about regulations, treatment programs, and the need for the soldiers to be treated, or for the soldier to be supportive of treated family members.

(5) Offer families more appealing and effective programs.

(6) Make resources more readily accessible to adults and youth.

(7) Enact an Army-wide program specifically for the youth that would include intervention measures and more spaces available in military treatment facilities.

g. Progress.

(1) *Related issues.* Issue 284, "Shortage of Mental Health Professionals to Work with Youth", Issue 8, "ADAPCP Residential Treatment", and Issue 12, "Alcohol and Drug Abuse", relate to this issue.

(2) *Statistics.* The prevalence of drug and alcohol abuse in the Army (self-reported) declined from 29% in 1980 to 7%in 1988. The overall forensic positivity rate also de-

clined from 10% in 1983 to 1% in 1989.

(3) *Prevention and control program.* The Army has a long-standing Alcohol and Drug Abuse Prevention and Control Program (ADAPCP) that addresses each of the conference's recommendations. While the ADAPCP is centrally directed and resourced, it is executed on a decentralized basis; therefore, it reflects the command environment and priorities of the particular installation or community.

(4) *Deglamorization.* The deglamorization of alcohol has been a long-standing policy and is contained in AR 190-5, AR 215-2, and AR 600-85. The 1988 DoD worldwide survey showed that the average daily consumption of alcohol declined approximately 34% since 1982, and that there is some progress in the "heavy drinking" categories.

(5) *Regulatory changes.* Interim Change 1 to AR 600-85 was published 1 Oct 91. This change completely revises the "mandatory actions" guidance for alcohol and other drug abusers.

(6) *Community education.* The education of the Army community regarding the detrimental effects of alcohol and other drug abuse on readiness and healthy lifestyles is primarily accomplished through installation-based programs, such as general awareness and preventive education programs, special events, health care provider awareness and referrals, school-based educational programs, and the OCONUS adolescent treatment program. Emphasizing preventive education to our soldiers and increasing the substance abuse and program knowledge of commanders and leaders is routinely accomplished during conferences, field assistance visits, and compliance inspections.

(7) *CHAMPUS link.* When family alcohol or other drug treatment is required, the ADAPCP is an adjunct to CHAMPUS (in CONUS) and not its replacement. A full-service-adolescent-substance-abuse program, however, does exist in OCONUS areas (also in Hawaii).

(8) *GOSC review.*

(a) *Apr 90.* Army policy is prevention. The issue needs to be reviewed again.

(b) *Oct 90.* Directed a review of program impact on families as well as soldiers.

(9) *Resolution.* This issue was completed by the Oct 91 GOSC because all components of the Total Army family are included in substance abuse detection and education programs. The program is sufficiently funded.

h. Lead agency. DAPE-HR-PR.

i. Support agency. SGPS-FP.

Issue 252: Summer School Program in DoDDS

a. Status. Completed.

b. Entered. AFAP VII; 1989.

c. Final action. AFAP XI; 1994.

d. Subject area. Education.

e. Scope. There is a need for remedial programs, for credit make-up courses required toward graduation for students transferring into the DoDDS system, for supplemental courses for academic skills, and for enrichment courses for additional resources into choice subject matter.

f. AFAP recommendation.

(1) Survey all communities in OCONUS commands to determine educational programs needed and numbers of students in target groups.

(2) Develop and implement summer school programs from survey results.

(3) Explore mentor program and incorporate it into the summer hire program.

(4) Consolidate community summer school as needed within feasible limitations.

(5) Develop memorandum for record (MFR) for in- and out-processing briefing for sponsors leaving CONUS and implement MFR through community commanders and school system for all sponsors including those located OCONUS.

g. Progress.

(1) *Combined issue.* This issue was combined with Issue 34, "Curriculum and Evaluative Criteria in DoDDS," by the Oct 90 GOSC.

(2) *Summer school.* Army requested ASD(FM&P) provide summer school and remedial programs. Limited funding precludes DoDDS from offering system-wide summer school as part of the basic program. However, DoDDS offers summer school on a fee basis where sufficient parent and student interest exists. DoDDS summer school programs are marketed through newspaper, radio, and television media as well as through school newsletters, community publications, and letters to parents. In addition, the DoDDS Director of Pupil Personnel Services instructed counselors to address summer school issues with sponsors as they in-process.

(3) *Resolution.* The Apr 94 GOSC determined that Issue 34, and the issues combined with it, are completed. DoDDS provides summer school programs as requested in the AFAP issue. See Issue 34 for additional information.

h. Lead agency. DoDDS.

i. Support agency. None.

Issue 253: Housing for Families on Medical Compassionate Reassignments

a. Status. Completed.

b. Entered. AFAP VII; 1989.

c. Final action. AFAP VII; 1990.

d. Subject area. Housing.

e. Scope. Some military installations do not consider families on medical compassionate reassignment orders for priority housing.

f. AFAP recommendation.

(1) Evaluate families with special medical needs requiring access to a major medical facility or life-sustaining requirements on a case-by-case basis to determine housing priority.

(2) Evaluation will be conducted by the installation EFMP committee per AR 600-75 and AR 210-50.

g. Progress.

(1) *Exceptions.* A new AR 210-50 was disseminated to the field on 31 Jul 90 that gives the authority to grant exceptions to the housing waiting list and housing management procedures to the installation commander. The installation housing officer can make recommendations based on evaluation of the circumstances through the Director of Engineering and Housing to the installation commander who is the approval authority.

(2) *EFMP assistance.* In Jun 90, a revision to AR 600-75 was published requiring the installation EFMP coordinator to address problems regarding individual excep-

tional family members (for example, inaccessible facilities and programs).
h. Lead agency. CFSC-FSA.
i. Support agency. DAPE-MPH-S.

Issue 254: OCONUS Emergency Leave Travel Entitlement
a. Status. Unattainable.
b. Entered. AFAP VII; 1989.
c. Final action. AFAP VIII; 1990.
d. Subject area. Relocation.
e. Scope. Soldiers on emergency leave status are not afforded the opportunity to fly at Government expense to the international air terminal closest to the emergency.
f. AFAP recommendation. Authorize OCONUS soldiers and family members in emergency leave status to travel to the international air terminal nearest to the emergency site.
g. Progress.
(1) *Title. The original title, "Travel Entitlements for Service and Family Members Stationed OCONUS" was changed to "OCONUS Emergency Leave Travel Entitlement" to more accurately reflect the scope of the issue.*
(2) *Legislative attempts.*
(a) This issue was submitted in FY 90-91 legislative proposals. It was not approved by OSD in the and was not included in the packet submitted to Congress.
(b) The Navy proposed legislation for the FY 92-93 Legislative Contingency packet. However, due to fiscal constraints, the Army Staff (Program Budget Committee) withdrew their previous support for this issue.
(2) *Resolution.* Issue was determined unattainable because the proposal would create an inequity between soldiers stationed CONUS and OCONUS and between DA Civilians and soldiers stationed OCONUS.
h. Lead agency. DAPE-MBB-C.
i. Support agency. None.

Issue 255: Army Family Action Plan
a. Status. Completed.
b. Entered. AFAP VIII; 1990.
c. Final action. AFAP IX; 1991.
d. Subject area. Leadership.
e. Scope. The Army Family Action Plan (AFAP) is a proven process used to provide recommendations on quality of life issues to Army leadership. A HQDA conference allows a collective exchange of ideas which not only brings about legislative and procedural changes, but also acts as an information conduit to the grassroots level. Reducing or discontinuing the AFAP process due to budget cuts will lower troop and family morale. This will adversely affect retention of quality soldiers and readiness of the Army. Loss of the AFAP or its viability would lead to a loss of confidence in the Army leadership.
f. AFAP recommendation.
(1) Keep the DA conference on an annual basis.
(2) Continue to provide command emphasis.
(3) HQDA should strongly encourage all installations and MACOMs to use the AFAP process as a tool to improve quality of life.
g. Progress.
(1) *Annual DA conference.* The DCSPER made a commitment to the participants of the 1990 AFAP conference that there would be a conference in 1991.
(2) *Command emphasis.* Providing command emphasis on the AFAP process, as well as encouraging installations to use the process as a tool, is an integral part of the CFSC-FSM mission.
(3) *MACOM interface.* Twice a year, CFSC meets with MACOM AFAP Coordinators to discuss the process and the importance of it being used as a tool to improve the QOL.
(4) *Resolution.* The Oct 91 GOSC voted this issue completed based on continued DA commitment to the AFAP process and ongoing USACFSC interaction with MACOMs to use the AFAP process to improve quality of life.
h. Lead agency. CFSC-FSM.
i. Support agency. DAPE.

Issue 256: CHAMPUS Cost Share Inequities
a. Status. Unattainable.
b. Entered. AFAP VIII; 1990.
c. Final action. AFAP VIII; 1990. (Updated: Feb 96)
d. Subject area. Medical.
e. Scope. By law, military retirees and family members may be provided space-available medical care in military medical treatment facilities. Due to existing constraints and limitations, retirees and their family members must exercise the entitlement to CHAMPUS. Retirees and their family members currently pay 25% under CHAMPUS versus 20% paid by active duty family members. Therefore, military retirees and their families incur significant out-of-pocket expense.
f. AFAP recommendation. Reduce retiree cost share to 20% so that it equals the cost share paid by active duty family members.
g. Progress.
(1) *Background.* Chapter 55, title 10, United States Code establishes the CHAMPUS cost shares for active duty families and retirees and their families. The FY 91 House Appropriations Committee language prohibits added benefits such as reduced cost shares because such benefits would add cost to the medical funding problem. Additionally, OSD Comptroller Program Budget Decision 041, Nov 90, directs that any reduction or waiver of cost shares will cease. The congressional intent is to reduce costs through negotiated discount rates for civilian medical care.
(2) *Managed care.* Under the Army Gateway to Care (GTC) program, MTF commanders will seek negotiated arrangements for discount rates with civilian sources such as individual providers, preferred provider organizations, and local hospitals. It is anticipated that beneficiaries will experience reduced costs for medical care as a result of the negotiated arrangements.
(4) *Resolution.* The Spring 1990 GOSC declared this issue completed because GTC will increase access to care and reduce beneficiary cost. [*Upon administrative review, the issue status was changed to unattainable because the AFAP recommendation was not achieved.*]
h. Lead agency. SGPS.
i. Support agency. None.

Issue 257: Civilian Personnel Office Program Information
a. Status. Completed.

b. Entered. AFAP VIII; 1990.
c. Final action. AFAP IX; 1991.
d. Subject area. Employment.
e. Scope. Unclear information is disseminated to potential applicants from Civilian Personnel Office (CPO) to CPO. Confusion and frustration result in the loss of potential, qualified applicants, and impact negatively on the work force in the work place.
f. AFAP recommendation.
(1) Require CPOs to provide concise, current, installation-specific sheets on programs including, but not limited to, spouse preference, priority placement, executive order, and reduction in force such as they do in merit promotion and provide an orientation to potential applicants on CPO procedures and policies.
(2) Establish an installation advisory board to address concerns and complaints and disseminate pertinent information.
(3) Synchronize the DoD Spouse Preference and the DoD Priority Placement program regulations.
g. Progress.
(1) *Fact sheets.* Updated fact sheets (Feb 91) provide personnel offices, employees, and applicants an extensive source of basic information on military spouse preference, Executive Order 12721, Family Member Employment Assistance Program, and Priority Placement Program (PPP). See Issue 370 for additional information.
(2) *Advisory board.* In view of the number of boards and committees already at installations, and the presence of the Inspector General and other offices at and above the installation level to which problems may be referred, another advisory board is not necessary. In 1991, a memorandum was sent to the field to explain the review channels available and steps customers can take which will help the CPO provide them adequate information.
(3) *OSD review.* A "question and answer" regarding military spouse preference was issued by OSD in May 89 that clarified most issues. A revised Appendix I to the DoD PPP was issued in Sep 90 that provided further clarification.
(4) *Resolution.* The Oct 91 GOSC voted this issue completed based on the dissemination of fact sheets and informational memoranda on priority placement, spouse preference, executive order, and employment opportunities.
h. Lead agency. TAPC-CPF-S.
i. Support agency. CFSC-FSA/DAPE-CPE.

Issue 258: Clothing Replacement Allowance
a. Status. Completed.
b. Entered. AFAP VIII; 1990.
c. Final action. AFAP X; Oct 92. (Updated: Jun 01)
d. Subject area. Force support.
e. Scope. Present clothing allowance does not provide for adequate replacement of uniforms, to include mandatory uniform changes. The level of increase of the Clothing Replacement Allowance (CRA) is not sufficient in comparison to the military clothing market and does not keep up with the rising cost to the soldier. CRA does not include maintenance and repair costs. Surveys for new clothing are done within a singular location which could affect the cost of uniform purchases. Manufacturers are not receiving information regarding quality and fit from experienced soldiers. Official changes in uniforms require out-of-pocket expense to purchase new uniforms for all soldiers. The one-time allowance of $300 for officers is insufficient.
f. AFAP recommendations.
(1) Increase computation percentage of CRA.
(2) Survey experienced soldiers from all components at multiple locations (CONUS and OCONUS) when making changes to military uniforms.
(3) Increase initial officer allowance or incorporate an officer's CRA.
(4) Develop pro rata reimbursements for work environment (like field training and maintenance) uniform losses. Investigate other Service policies.
(5) Calculate CRA on field unit usage (armor, infantry, and field artillery).
(6) Develop procedures for direct exchange of uniform items at unit level when there is irreparable work-related loss.
(7) Increase CRA to help defer the cost of maintenance and repair of initial issue items.
g. Progress.
(1) *History.* Issue 290, "Compensation for Maintenance and Repair of Basic Issue," was combined in Aug 92 with this issue due to similarity of scope.
(2) *Definition.* Clothing monetary allowance procedures are DoD policy and apply to all Services. CRA is paid to enlisted soldiers to provide sufficient funds on an annual basis to replace the uniquely military items in the initial issue clothing bag. The initial issue represents the minimum uniform requirements. Soldiers, particularly careerists, may choose to acquire more than that provided for in the CRA. Unusual wear and tear, damage, or loss also result in out-of-pocket costs. Greater-than-average wear of one type of clothing bag item (for example, Battledress Uniforms) is offset by less than average wear of another item (Service green uniform). The other Services apply the same rationale as the Army -- that the CRA is to replace clothing bag items.
(3) *Computation.*
(a) Uniform prices are set by the Defense Personnel Support Center based on procurement costs, not the location of a clothing survey. The price remains the same during the fiscal year, regardless of the manufacturer. Uniforms are manufactured based on specifications developed to meet Army standards. Before changes are undertaken, enlisted soldiers and officers are surveyed, generally at four to six installations.
(b) The CRA is not calculated based on maintenance costs, but on the average wear life and current price of clothing. DoD scrapped the maintenance and repair concept several years ago. If the unit cost increases or a new item is added to the clothing bag, the CRA is adjusted accordingly. All enlisted soldiers receive sufficient CRA to purchase new items from Army Military Clothing Sales Stores by their official possession dates.
(c) CRA calculations do not delineate a specific military occupational specialty (MOS), such as Armor or Infantry. Common Table of Allowances (CTA) 50-900 authorizes organizational protective clothing for mechanics, welders, battery handlers and combat vehicle crewmen. MACOMs and installations budget for these items and determine stockage levels. Special circumstances may warrant free issue and direct exchanges of uniforms and are evaluated on a case by case basis.

(4) *Officer allowance.* Although the Career Compensation Act of 1949 (PL No. 81-351, 63 STAT 802) states that an officer will be required to subsist himself, in 1981, payment of an initial uniform allowance in the maximum amount of $300 was authorized for all officers upon their initial entry on active duty. The Services request to increase officers' initial allowance in the FY 88-89 legislative program was not supported by OSD. However, FY01 legislation increased the officers' initial uniform allowance to $600.

(5) *SMA input.* The Sergeant Major of the Army (Jun 92) concluded that the CRA process adequately addresses clothing replacement requirements. At his suggestion, the Defense Finance and Accounting Service was requested to add a statement to the soldier's Leave and Earning Statement explaining changes in the CRA that were made that fiscal year.

(6) *Resolution.* This issue was completed by the Oct 92 GOSC because the CRA is computed and adjusted annually to provide sufficient funds to replace military clothing bag items; free issue and direct exchange of uniforms is authorized under special circumstances; and soldiers are surveyed before uniform changes are made.

h. Lead agency. DALO-TST-E.

i. Support agency. DAPE.

Issue 259: Communication of DoDDS Policies is Inadequate

a. Status. Completed.

b. Entered. AFAP VIII; 1990.

c. Final action. AFAP IX; 1992.

d. Subject area. Relocation.

e. Scope. Information regarding DoDDS and Section 6 schools' policies, regulations, and requirements are not well known or consistently followed. The ACS Welcome Packet needs information about schools for teenagers. There is stress in changing schools. Graduation requirements are different from State to State and district to district. Grading systems vary.

f. AFAP recommendation.

(1) Fully implement the Army Community Service (ACS) Relocation Assistance Information System (RAIS).

(2) Ensure that DoDDS inputs information in RAIS and updates quarterly.

(3) Ensure that ACS RAIS information is provided at all in- and out-processing centers and is publicized throughout the Army.

(4) Revise AR 608-1 to include guidelines for information on schools and local implementation.

(5) ACS should develop and distribute information on schools in ACS Welcome Packet and relocation database.

g. Progress.

(1) *Issue history.* Issue 230, "Inadequate Educational Information for Youth," was combined with this issue in December 1990 due to similarity of issues. Issue relates to Issue 191, "Transfer of Credits."

(2) *Regulatory change.* AR 608-1 was revised to include guidelines for providing pre-move information on schools to soldiers and families.

(3) *Training.* The need for pre-departure school information was emphasized during the ACS Relocation Program Manager's training, 3rd Qtr FY90.

(4) *Relocation database.*

(a) The RAIS was distributed to the field during the Relocation Program Manager's training conducted 3rd Qtr FY 90.

(b) For each installation, the database contains information describing private schools, public school districts, and special education. Installations provide --

1. Names of private schools, special areas of interest, tuition, and proximity to the installation.

2. Public school districts serving the installation population, graduation requirements, grading system of the school district, unique scheduling, and talented or gifted programs.

3. Special education facilities or activities serving the installation, their areas of emphasis, availability to military families, and proximity to the installation.

(5) *Resolution.* The Jun 92 GOSC determined this issue completed because ACS Welcome Packets and the RAIS contain school information for each Army installation and guidelines for providing school information is included in AR 608-1 and relocation assistance training programs.

h. Lead agency. CFSC-FSA.

i. Support agency. DoDDS/CFSC-FSY.

Issue 260: Comprehensive Dental Care Available to the Total Army Family

a. Status. Completed.

b. Entered. AFAP VIII; 1990.

c. Final action. AFAP XV; 1998.

d. Subject area. Dental.

e. Scope. There are insufficient resources in direct-care facilities to service the Total Army family. Some members of the Total Army family are not eligible for dental insurance. Some eligible members can not afford the premiums. Supplemental dental insurance is cost-prohibitive.

f. AFAP recommendation.

(1) No cuts in dental staffing in the builddown.

(2) Base staffing guides on the Total Army family.

(3) Implement alternative cost-shared dental insurance plans to meet the needs of the Total Army family, including OCONUS.

(4) Provide retirees the same dental benefits as active duty until age 65.

g. Progress.

(1) *Combined issues.* In Dec 90 Issue 260, 264, and 273 were combined with Issue 229 due to similarity of scope and AFAP recommendation.

(2) *Resources.* Continued resource reduction based on the Army drawdown is expected. The Army Dental Corps will only be resourced to meet the needs of the active duty population.

(3) *Staffing.* The Office of the Assistant Secretary of Defense for Health Affairs (OASD(HA)) controls the budget for the Army Medical Department. Dental resources will continue to be only for active duty soldiers. The OASD(HA) mandated that no more than 10% care will be provided to Other Than Active Duty patients in CONUS. An exception to exceed the 10% mandate was given for OCONUS.

(4) *Expanded DDP.* The expanded dental insurance program was implemented 1 Apr 93. It did not prorate fees by rank nor use a tier system (pick and choose) approach. See Issue 229 for coverage and eligibility.

(5) *Retiree dental care*. Dental insurance for retirees was implemented on 1 Feb 98. See Issue 386, “No Cost to the Government Dental Insurance” for additional information.

(6) *Resolution.* The Apr 95 GOSC determined most of this issue’s recommendations were addressed when it completed Issue 229.

h. Lead agency. U.S. Army Dental Command.

i. Support agency. DAPE-PRR-C.

Issue 261: Cost of Living for Civilian Employees

a. Status. Completed.

b. Entered. AFAP VIII; 1990.

c. Final action. AFAP VIII; 1990.

d. Subject area. Employment.

e. Scope. DoD civilian personnel salaries are below private industry and do not reflect the cost of living in specific locales.

f. AFAP recommendation. With the provision that the Pay Reform Bill is signed, implement its provisions as quickly as possible to include the phase-in of locale pay with the Employment Cost Index (ECI) by FY 92 instead of FY 94. Reintroduce the Pay Reform Bill if the bill is not signed.

g. Progress.

(1) *Legislation.* The Employees Pay Comparability Act was enacted in Nov 90. By law, pay adjustment based on ECI changes begins in FY 92. Interim geographic pay adjustments were granted in FY 91 for metropolitan areas experiencing the greatest recruitment and retention problems.

(2) *Resolution.* This issue was completed because the Employees Pay Comparability Act requires interim geographic adjustments in 1991, adjustments based on ECI for 1992 and 1993, and the phase-in of locality pay beginning in 1994.

h. Lead agency. DAPE-CPE.

i. Support agency. None.

Issue 262: Course Selection and Graduation Requirements Complicated by Relocation

a. Status. Unattainable.

b. Entered. AFAP VIII; 1990.

c. Final action. AFAP VIII; 1991.

d. Subject area. Education.

e. Scope. Adjustment to new school communities is complicated by lack of diversity in course selection and non-acceptance of previous courses taken. This can adversely impact on graduation.

f. AFAP recommendation.

(1) Provide additional vocational and scholastic course offerings to enable students to more fully pursue areas of interest.

(2) Reinstate the 7-period day in DoDDS schools.

(3) Direct DoDDS and Section 6 schools to be flexible in acceptance of credits earned at other schools on a case-by-case basis as needed.

g. Progress.

(1) *Related issues.* Issue relates to Issues 34, "Consistency of Curriculum and Evaluation Criteria in DoDDS"; 191, "Transfer of Credits"; 214, "DoDDS Curriculum"; and 252, "Summer School Program in DoDDS." The requirement to provide additional vocational and scholastic offerings is addressed in AFAP Issue 34.

(2) *Seven-period day.* DoDDS reinstated the 7-period day.

(3) *Credit acceptance.* DoDDS and Section 6 schools are required to comply with credit acceptance standards established by their respective accreditation associations. Establishing special standards for on-post military schools would create an unequal situation for military children forced to attend off-post schools that are accredited by the same association and over which DoD has no control.

(4) *Resolution.* This issue was declared unattainable because credit acceptance in DoDDS is bound by the standards of the North Central Association of Colleges and Schools. Vocational and scholastic course offerings are monitored in Issue 34, "Consistency of Curriculum and Evaluative Criteria in DoDDS." The 7-period day was reinstated in 1991.

h. Lead agency. CFSC-FSY.

i. Support agency. DoDDS.

Issue 263: Dual Military BAQ Settlement Upon Separation and Divorce

a. Status. Completed.

b. Entered. AFAP VIII; 1990.

c. Final action. AFAP IX; 1991.

d. Subject area. Entitlements.

e. Scope. Current policy gives Basic Allowance for Quarters (BAQ) "with dependent" rate to the soldier with responsibility of child support instead of the soldier who has custodial care. The intent of BAQ is to provide quarters, not to off-set child support or to become pocket money. Therefore, the current system allows for abuse of BAQ funds for dual-military soldiers.

f. AFAP recommendation. Revise the regulations so that the BAQ at the "with dependent" rate is authorized for the dual soldier with custodial care.

g. Progress.

(1) *Policy change.* In May 91, Army submitted a proposal to the Per Diem, Travel and Transportation Committee to change the VHA entitlement to the custodial soldier. All Services concurred with the proposal. OSD authorized the change in the DoD Pay Manual and forwarded a request to Defense Financial and Accounting Service-Indianapolis Center (DFAS-I-D) to change the DoD Pay Manual.

(2) *Resolution.* The Oct 91 GOSC declared this issue completed based on BAQ/VHA authorization at the "with dependent" rate to the soldier with custodial care.

h. Lead agency. DAPE-MBB-C.

i. Support agency. None.

Issue 264: Expand Dependents Dental Plan (DDP) Insurance Coverage and Eligibility

a. Status. Completed.

b. Entered. AFAP VIII; 1990.

c. Final action. AFAP XII; 1995.

d. Subject area. Dental.

e. Scope. Current Dependents Dental Plan (DDP) is only a basic dental-care program. DDP does not cover complete, comprehensive dental care. Many members of the Total Army family are not eligible for the Dependents Dental Plan.

f. AFAP recommendation. Expand existing DDP to include a group plan with tier options available to the Total

Army family that includes three levels: basic care; all dental care except orthodontics; and comprehensive dental care.

g. Progress.

(1) *Combined issues.* Issues 260, 264, and 273 were combined with Issue 229 in Dec 90 due to similarity of scope and AFAP recommendation.

(2) *New dental plan.* The expanded dental insurance program was implemented 1 Apr 93. It did not prorate fees by rank nor use a tier system (pick and choose) approach. Government cost share for the total premium remained at approximately 60%.

(a) The plan covers 100% diagnostic and preventive, 80% simple restorations, 80% sealants, 60% oral surgery, 60% endodontics, 60% periodontics, 50% crowns and casts, 50% prosthodontics, and 50% orthodontics. There is a $1,000 annual maximum on non-orthodontic services and a $1,200 lifetime maximum on orthodontic services.

(b) Eligible beneficiaries are those family members of active duty soldiers with at least 2 years remaining on active duty, or have the intention to remain on active duty for at least 24 months, and are located within the 50 States, Guam, Puerto Rico, and the U.S. Virgin Islands.

(3) *Resolution.* The Apr 95 GOSC determined Issue 229, and the issues combined with it, completed. The expanded DDP was implemented in Apr 93.

h. Lead agency. U.S. Army Dental Command .

i. Support agency. None.

Issue 265: Family Programs for the Total Army Family

a. Status. Completed.

b. Entered. AFAP VIII; 1990.

c. Final action. AFAP XII; 1995.

d. Subject area. Family support.

e. Scope. Family programs and services are not consistent from installation to installation and between components. Under the current structure of the Standard Installation Organization (SIO), the level of accessibility to the Director of Personnel and Community Activities (DPCA) hinders the ability of family programs to compete for limited resources. U.S. Army Reserve Family Program implementation is inconsistent because current structure does not provide for family support below the level of Partial Mobilization. Operations Desert Storm and Shield demonstrated the need for funding for family support coordinator positions at the MUSARCs and State National Guard Headquarters.

f. AFAP recommendation.

(1) *Active Component.* Restructure organizational placement of family programs to achieve greater access to the command for the purpose of program advocacy and command oversight and involvement.

(2) *Reserve Component.*

(a) Develop policy and implementation procedures to ensure appropriate family program services are provided consistently across Major U.S. Army Reserve Commands (MUSARCs).

(b) Establish an authorized and funded family program coordinator position at each MUSARC.

(3) Create a system of accountability to ensure family support requirements for the Total Army family are implemented per existing statutory, DoD, and Army policies and regulatory guidance.

(4) Establish family support as an integral part of the Army mission.

g. Progress.

(1) *Combined issues.* Issue 160, "Resourcing U.S. Army Reserve Family Support Programs," was combined with this issue as directed by the Apr 91 IPR. Issue 298, "Funding for ARNG and USAR Family Programs," was combined with this issue in Dec 91 due to similarity of recommendation.

(2) *Family support structure.* MACOMs were polled during 2nd Qtr FY92 on the feasibility of creating a separate family support structure on line with MWR structure. Opinion was that the current climate during downsizing, to include grade creep and a cap on high grades, reductions in force, and budget cuts, make this an inappropriate time to attempt to restructure and elevate programs. In 1995, USACFSC determined this AFAP recommendation needed no further review. The installation MWR managers are the advocates of family programs.

(3) *RC family programs.* In FY 86, FORSCOM field tested a model for a RC Family Assistance Outreach Program. A phased USAR Family Support Program plan was developed that centers on a family support coordinator assigned to each MUSARC to develop, implement, and manage family programs down to the company or detachment level. Hiring of full-time MUSARC family support coordinators was delayed due to funding constraints. Funding increased during Operations Desert Shield and Desert Storm to provide for coordinators at all MUSARCs. In Feb 94, the 46 MUSARC family program coordinators were manned by 23 employees assigned family programs as an additional duty. Request for funding was included in the POM for FY 92-97. Authorized positions are subject to decrease in an effort to meet the USARC civilian employment level. In this environment of downsizing, it is very unlikely that additional requirements and authorizations will be allotted for RC family programs at this time.

(4) *Policy review and accountability.* In 4th Qtr FY90, a DCSPER Army Family Policy Task Force met to review Total Army family program policy and guidelines. Recommendations were drafted and staffed by DAPE-HR for inclusion in AR 600-20, Chapter 5. These changes detail commanders' responsibilities in establishing and maintaining personal and family readiness. Interim changes distributed to the field in FY93.

(5) *Institutionalization of family support.* The CSA-approved Army Family Team Building (AFTB) program will implement regional training sites for the RC in FY95. Implementation of AFTB is outlined in AFAP Issue 190, "Training for the Chain of Concern".

(6) *GOSC review.* At the Apr 94 GOSC, CFSC agreed to further review of the organizational placement of family programs. AFTB will continue its development.

(7) *Resolution.* The Apr 95 GOSC determined this issue was completed based on CFSC oversight of family programs, the outlining of family readiness in AR 600-20, and the institutionalization of AFTB.

h. Lead agency. CFSC-FST.

i. Support agency. DAAR-PE/DAPE-HR/NGB.

Issue 266: Force Reductions

a. Status. Completed.

b. Entered. AFAP VIII; 1990.

c. Final action. AFAP IX; 1992.
d. Subject area. Force support.
e. Scope. DoD personnel accounts will be reduced by approximately 25% over the next 5 years, with the Army suffering a disproportionate share of the cuts. Of specific concern is the retention of career soldiers in the Regular Army, Army Reserve, and National Guard.
f. AFAP recommendation. To prevent involuntary separation of the career soldiers during the builddown--
(1) Continue to eliminate substandard performers, minimize accession, and maximize retirements.
(2) Offer 30% retirement after 15 years.
(3) Offer severance pay for voluntary separation to induce uncommitted soldiers (8+ years) to separate, thereby allowing committed career soldiers to continue serving.
g. Progress.
(1) The Army drawdown plan calls for--
(a) Maximized voluntary separations prior to involuntarily separating soldiers.
(b) Increased quality requirements which will eliminate substandard performers.
(c) Reduced accessions to the minimum sustaining level.
(d) Maximized retirements both through incentives and Selective Early Retirement Boards.
(e) Voluntary separation pay incentives for selected categories of soldiers, specifically designed to pay career-oriented soldiers for voluntarily separating from active duty.
(2) The Army proposed a 15-year, early-retirement option that was not supported by OSD.
(3) Only after all efforts to reduce the force through voluntary means will the Army involuntarily separate soldiers. At the present time, the Army does not anticipate any involuntary separations of enlisted soldiers and only limited involuntarily separations of company grade officers.
(4) *Resolution.* This issue was completed by the Jun 92 GOSC because the force reduction plan calls for eliminating substandard performers, minimizing accessions to sustaining level, maximizing retirements through SERBs, and offering incentive pay for voluntary separations.
h. Lead agency. DAPE-MPE-PD.
i. Support agency. DAPE-MBF.

Issue 267: Inadequate Housing Allowance
a. Status. Completed.
b. Entered. AFAP VIII; 1990.
c. Final action. AFAP XV; 1998.
d. Subject area. Entitlements.
e. Scope. Because housing costs continue to rise faster than housing allowance, housing allowances currently based on Basic Allowance for Quarters (BAQ) and Variable Housing Allowance (VHA) are inadequate to secure safe and decent housing in many areas. Soldiers must either accept substandard housing or absorb larger out-of-pocket costs. This is especially a problem for junior soldiers and their families who have less discretionary income and are unable to pay rents higher than housing allowance. Inadequate housing allowance adversely impacts on morale, unit readiness, and soldier retention for both single and married soldiers.
f. AFAP recommendation.
(1) Increase housing allowance so that no soldier should have to absorb more than 15% of the National Median Housing Cost as prescribed by law.
(2) Annual housing allowance adjustments should be indexed to the housing component of the Consumer Price Index (CPI).
g. Progress.
(1) *History.* Issue is similar to Issues 199 and 249. This issue was combined with Issue 365 in Mar 94 due to similarity in scope. In Jan 97, Issue 365 was combined with Issue 418, “Variable Housing Allowance Computation”.
(2) *Legislation.* Congress replaced the expenditure-based system with a price-based allowance system that combined BAQ and VHA into one allowance, Basic Allowance for Housing (BAH). The result was an easy to understand system, based upon an external data source that reflects private sector housing standards, independent of soldiers’ housing expenditures, and is indexed to housing costs (not military pay raises). The BAH was authorized in the FY98 NDAA and became effective on 1 Jan 98.
(3) *Resolution.* This issue was completed when the Apr 98 GOSC completed Issue 418.
h. Lead agency. DAPE-MBB-C.
i. Support agency. None.

Issue 268: Inadequate Housing for Unaccompanied Personnel
a. Status. Completed.
b. Entered. AFAP VIII; 1990.
c. Final action. AFAP XIII; 1995.
d. Subject area. Housing.
e. Scope. Many single and unaccompanied soldiers live in facilities that do not meet DoD standards. This is a significant quality of life issue. The condition of many facilities is so inadequate that it severely impacts on soldiers' morale and readiness.
f. AFAP recommendation.
(1) Commanders should place highest priority in fixing unaccompanied personnel housing (UPH).
(2) Increase installations OMA "L" Account funding approval level from $200 thousand to $500 thousand in order to support renovation projects. Present funding ratios authorized to installation commanders inhibits needed renovations.
(3) Commanders should utilize Unspecified Military Construction Account.
g. Progress.
(1) *OMA “L” account funding.* The OMA “L” funding level was increased from $200,000 to $300,000. Increasing the level to $500,000 will require congressional action.
(2) *Military construction accounts.* Commanders may utilize the Unspecified Minor Military Construction account (UMMCA) to submit projects and funding up to $1.5M. A selection process determines which projects will be funded.
(3) *New barracks standards.* New barracks standards include items of concern identified by the military members as a result of a Tri-Service Survey, i.e., larger rooms, more privacy, additional storage and private bath. The Army obtained approval from OSD to implement the new standards based upon a single room with separate bath, 236 net square feet (NSF) of living area, plus 44 NSF of

closet space in lieu of wardrobes. Soldiers in grades PVT to SPC/ CPL will be housed two per room module with 118 NSF of living area each; soldiers in grades SGT and SSG will be housed one per room module. The initial issue furnishings package is centrally funded by Department of the Army and is included in all barracks modernization and construction projects. A contract was awarded in FY95 to build the first barracks using the new design concept at Fort Rucker.

(4) *Funding.* The MCA funding for barracks is $245.6 for FY 95; $196.4 in FY96. Additionally, O&M funding for barracks is $40M in FY 95; $100M for FY96.

(5) *GOSC review.*

(a) *Oct 91.* Army will reconsider the 90 sq. ft barracks space allocation for enlisted soldiers.

(b) *Oct 92.* Barracks modernization/renovation program will continue.

(6) *Resolution.* The Oct 95 GOSC determined this issue is completed based on the increase in OMA "L" funding levels and continued funding for UMMCA projects. Funding for barracks will be tracked in Issue 392.

h. Lead agency. DAIM-FDH-M.

i. Support agency. DAPE-HR-S.

Issue 269: Inadequate Temporary Lodging Expense (TLE) Allowance

a. Status. Completed.

b. Entered. AFAP VIII; 1990.

c. Final action. AFAP XI; 1994.

d. Subject area. Entitlements.

e. Scope. When relocating within CONUS, soldiers with families are entitled to no more than 4 days of TLE. Limiting TLE to 4 days forces soldiers and their families into making unfavorable housing decisions.

f. AFAP recommendation. Increase TLE to 10 days.

g. Progress.

(1) *Combined issue.* In Dec 90, this issue was combined with Issue 150, "Relocation Benefits," due to similarity of scope.

(2) *Resolution.* The Apr 94 GOSC completed Issue 150, into which this issue was incorporated, because the FY94 NDAA allows all grades, with families, TLE payments of $110 for up to ten days.

h. Lead agency. DAPE-MBB-C.

i. Support agency. None.

Issue 270: Grandparents as Immediate Family for Authorization of Emergency Leave

a. Status. Unattainable.

b. Entered. AFAP VIII; 1990.

c. Final action. AFAP VIII; 1990.

d. Subject area. Force support.

e. Scope. Current laws, regulations, policies, and directives exclude grandparents as immediate family members. This has a detrimental effect on morale.

f. AFAP recommendation. Revise section 2602, title 10, United States Code, DoD Directive 1330.5, and AR 630-5 to include grandparents as immediate family members for authorization of emergency leave.

g. Progress.

(1) *Policy review.* DoD Directive 1327.5 currently defines the soldier's immediate family as his or her parents, persons who have stood in loco parentis, siblings, and the spouse's parents and siblings. If grandparents stood in loco parentis, this would meet the definition of immediate family and soldiers would receive this entitlement. Extending this entitlement to all grandparents would be very costly.

(2) *Resolution.* Issue was deleted by the May 91 GOSC as unattainable based on financial expense and cost in terms of readiness and unit turbulence.

h. Lead agency. DAPE-MBB-C.

i. Support agency. None.

Issue 271: Increase Servicemen's Group Life Insurance (SGLI) Benefits

a. Status. Completed.

b. Entered. AFAP VIII; 1990.

c. Final action. AFAP VIII; 1991.

d. Subject area. Entitlements.

e. Scope. The generally accepted standard for life insurance to protect "loss of income" is 2.5 times annual salary. The current $50 thousand SGLI maximum does not meet the standard.

f. AFAP recommendation. Increase SGLI to $150,000.

g. Progress.

(1) *Legislative change.* The Persian Gulf Conflict Supplemental Authorization and Personnel Benefits Act of 1991 increased SGLI to $100,000.

(2) *Resolution.* This issue was completed by the May 91 GOSC. The DCSPER requested the issue be revisited in 2 years for an increase to $150,000.

(3) *Update.* The Veterans Benefits Act of 1992 (PL 102-568) gave service members the option to increase SGLI to $200 thousand with payment of increased premiums.

h. Lead agency. DAPE-MBB-C.

i. Support agency. None.

Issue 272: Insufficient Awareness of Survivor Benefit Plan

a. Status. Completed.

b. Entered. AFAP VIII; 1990.

c. Final action. AFAP VIII; 1991.

d. Subject area. Entitlements.

e. Scope. The election of Survivor Benefit Plan (SBP) is required upon retirement. Soldiers and family members are often not informed in time to make decisions regarding long-term survivor benefit needs.

f. AFAP recommendation.

(1) Increase command emphasis on AR 600-8-7 and AR 600-8-9 in unit training.

(2) Provide exportable training aids and instruction to the unit and Family Support Centers by FY 92.

(3) Require Personnel Services Company (PSC) to provide a copy of DA PAM 360-F-539, SBP Made Easy, along with retirement orders to each retiree.

g. Progress.

(1) *Related issue.* Issue relates to Issue 185, "Survivor Benefit Plan," and Issue 246, "Early Awareness of Retirement Needs and Benefits."

(2) *Unit training.* Installation RSOs are available to the command to provide SBP information during unit training.

(3) *Pre-retirement briefing.*

(a) AR 600-8-7 incorporates Retirement Services and SBP. It eliminates the requirement for soldiers to attend a mandatory Pre-retirement Orientation in their 18th year

of service and replaces it with a mandatory Pre-retirement Briefing between the submission of the retirement application and the date of retirement. Placing the briefing closer to the date of actual retirement should increase soldier and family members' attendance and attention.

(b) AR 600-8-7 requires that the PSC, upon submission of retirement application, refer the soldier to the Transition Center for SBP Counseling. The Transition Center will schedule the soldier for an SBP briefing and conduct the briefing. At the briefing, the soldier will be issued an SBP Fact Sheet. The spouse receives an information letter on SBP and, if appropriate, a concurrence statement that must be signed. The soldier and spouse, if appropriate, must sign a SBP election or declination on DA Form 4240 (Data for Payment of Retired Personnel) prior to retirement, plus a statement that they have been counseled on SBP.

(4) *SBP Pam.* AR 600-8-7 requires a copy of DA Pam 360-539 be provided each retiree.

(5) *Retirement videos.* Two videos on SBP can be ordered and are available in Transition Centers, Army libraries, and Retirement Services Offices.

(6) *Resolution.* The May 91 GOSC voted this issue completed based on the development and distribution of two videos, one for active duty and one for Reserves on retirement benefits and planning.

h. Lead agency. CFSC-FSR.

i. Support agency. None.

Issue 273: Insufficient Staffing Levels at Army Dental Facilities

a. Status. Completed.

b. Entered. AFAP VIII, 990.

c. Final action. AFAP XII, 995.

d. Subject area. Dental.

e. Scope. Staffing levels are based on active duty populations only. Insufficient active duty dental personnel to meet the dental care needs of the Total Army family. Dental care for active duty family members, retirees, and their families is limited to space-available only. Other Total Army family members are not eligible. Some USAR dental personnel provide dental care during their weekend and annual training drills.

f. AFAP recommendation.

(1) Amend DoD staffing guides to allow for adequate staffing of dental facilities to provide comprehensive dental care of the Total Army family.

(2) Initiate a dental care partnership program between military dental treatment facilities and civilian counterparts similar to CHAMPUS medical care.

(3) Revamp USAR and ARNG training to maximize dental care availability.

g. Progress.

(1) *History.* Issues 260, 264, and 273, were combined with Issue 229 in Dec 90 due to similarity of scope and AFAP recommendation. Issue 386 contains additional information about RC and retiree dental insurance.

(2) *Resources.* Continued resource reduction based on Army drawdown is expected. The Army Dental Corps will only be resourced to meet the needs of the active duty population.

(3) *Staffing.* The Office of the Assistant Secretary of Defense for Health Affairs (OASD(HA)) controls the budget for the Army Medical Department. The dental resources provided by OASD(HA) will continue to be only for active duty soldiers. The OASD (HA) has mandated that no more than 10% care will be provided to Other Than Active Duty patients in CONUS. An exception to exceed the 10% mandate was given for OCONUS.

(4) *Space-available care.* DoD directed the reduction in "medical expenditures through economies and efficiencies such as reducing dependents dental care of 10% of total workload." This 10% limit does not apply to dental emergency care, to the Preventive Dentistry Program for Children, or to care provided for sponsored, eligible family members located OCONUS in areas where DDP is not available.

(5) *Dental insurance plans.* See Issue 229 and 386 for information on active duty, reserve component, and retiree dental insurance plans.

(6) *Resolution.* The Apr 95 GOSC determined Issue 229 and the issues combined with it are completed.

h. Lead agency. U.S. Army Dental Command.

i. Support agency. DAPE-PRR-C.

Issue 274: MAC Travel for Family Members Without Their Sponsors

a. Status. Unattainable.

b. Entered. AFAP VIII; 1990.

c. Final action. AFAP VIII; 1990.

d. Subject area. Force support.

e. Scope. Under current policy, family members cannot travel Space A without their sponsor. Allowing family members to occupy empty seats on MAC flights would enhance the quality of life and morale for the military family at no cost to the Government.

f. AFAP recommendation. Implement a pilot program that would allow families to utilize Space-A travel and educate them on the limitations of said benefit. This program should include unaccompanied family members of active duty and spouses of retirees.

g. Progress.

(1) *History.* ODCSLOG unsuccessfully sought the implementation of this AFAP recommendation in 1984, 1985, and 1987. Historically, all efforts to expand the Space Available Program to include unaccompanied dependents, as well as disabled veterans, widows and widowers, and other worthy groups have failed. The one exception has been the extending of this travel privilege to retirees, which resulted in a congressional challenge. Limiting the Space A Program to emergency leave and active duty members has been consistently supported through congressional direction and DoD policy.

(2) *Ramifications.* Extending Space-A travel privileges to unaccompanied dependents would reduce the travel opportunities for emergency leave and active duty members. Also, expansion of this program suggests that there are sufficient Space-A seats to support additional categories of passengers. This perception invites congressional challenge of the existing program and supports previous GAO charges of inefficient DoD management of airlift resources.

(3) *Justification.* The current Space-A Program is consistent with the intent of Congress, as cited in HAC Report on the DoD Appropriation Bill, 1974, to restrict this travel privilege to active duty members and their dependents while they are on emergency and ordinary leave.

(4) *Resolution.* This issue was determined to be unattainable because expanding the Space A program inconsistent with congressional direction and OSD policy and puts the existing program at risk.
h. Lead agency. DALO-TSP.
i. Support agency. None.

Issue 275: Mandatory Relocation Counseling Emphasizing Financial Planning
a. Status. Completed.
b. Entered. AFAP VIII; 1990.
c. Final action. AFAP XV; 1999.
d. Subject area. Relocation.
e. Scope. Soldiers and families relocating are not adequately informed nor financially prepared.
f. AFAP recommendation.
(1) ACS should provide relocation and financial counseling for all junior enlisted soldiers.
(2) Ensure installation ACSs receive resources programmed for relocation assistance.
(3) Change AR 600-8-11 to require mandatory attendance of junior enlisted soldiers.
g. Progress.
(1) *Related issues.* Issue relates to Issue 153, "Relocation Services" and 441, "Financial Planning Education."
(2) *Research.* The 1989 Soldier and Family Survey indicated that 55% of the respondents received no information about the move prior to their last PCS. The 1990 Army Family Research Program's "Report on Relocation Adjustment" found that 64% of the respondents reported costs incurred during cumulative PCS moves to be somewhat of a problem or a serious problem.
(3) *DAIG review.* In FY 93, the DAIG reviewed this issue and determined that training was occurring but, financial training was not standardized or mandatory for all relocating junior enlisted soldiers.
(4) *Army regulatory changes.*
(a) AR 600-8-11 (Reassignment) requires soldiers to attend the ACS pre-move briefing (overseas orientation).
(b) AR 608-8-101, revised Feb 93, requires soldiers to inprocess through ACS centers.
(c) AR 608-8-8, published Jul 93, requires that soldiers are referred to ACS during their reassignment interview.
(d) AR 608-1, published Aug 97, requires that unit commanders refer all junior enlisted soldiers to receive mandatory ACS Financial Planning for Relocation Counseling to prepare them for relocation prior to their PCS move.
(5) *Resources.* CFSC developed a "PCS Tips" brochure for junior enlisted soldiers and families to help them prepare for a PCS move. "PCS Tips" is available to AIT students before they make their first move. The brochure was disseminated to ACS centers Army-wide in 3rd Qtr FY 95. A financial planning for relocation video, "MOVIN MONEY", was distributed to the field 4th Qtr FY98.
(7) *Financial planning counseling.*
(a) In the FY98 NDAA, Congress recommended that the military services develop and implement a standardized curriculum for all new officers and enlisted personnel covering basic skills for personal financial management. The DoD Quality of Life Panel made a similar recommendation.
(b) In 1st Qtr FY99, CFSC disseminated a standardized personal financial readiness for first-term program. The 8-hour package contains 1-hour modules that address topics such as planning and budgeting, banking and checking, credit, insurance, consumer scams, and getting help. Modules are in each ACS center, Army library and will soon be on-line.
(8) *GOSC review.*
(a) *Oct 92.* CFSC will publish AR 600-8-8 to direct soldiers to ACS during the reassignment interview.
(b) *Oct 93.* Army will investigate concerns that soldiers are entering into contracts without benefit of financial counseling services at installations. The VCSA directed DAIG to review relocation services.
(c) *Apr 94.* CFSC will develop a standardized financial program for relocating soldiers and submit a change to AR 608-1 to mandate counseling.
(d) *Oct 97.* Issue remains active to track development of the financial counseling program.
(9) *Resolution.* The May 99 GOSC declared this issue completed but recognized the need to establish an indicator to show financial counseling is working. The SMA said sequential, progressive training in the NCO education system will ensure that the NCO leader chain understands how to train, counsel and mentor their soldiers.
h. Lead agency. CFSC-FSA.
i. Support agency. TAPC-EPD.

Issue 276: Need for Adequate Military Fares for Discretionary Leave
a. Status. Completed.
b. Entered. AFAP VIII; 1990.
c. Final action. AFAP VIII; 1991.
d. Subject area. Force support.
e. Scope. The current high cost of commercial air travel for DoD personnel on leave severely limits their ability to travel.
f. AFAP recommendation. Department of the Army should instruct the Military Traffic Management Command (MTMC) to seek lowest possible fares for travel worldwide.
g. Progress.
(1) *Airline fares.* In Jan 91, MTMC asked airlines to apply military furlough fare within CONUS and international military furlough fares to military dependents, retirees and their dependents, Reserve and Guard members and their dependents, and DoD civilians and their dependents. Since Jan 91, several airlines extended their military furlough fares to cover some or all of the categories requested. Carriers vary with regard to restrictions on travel to obtain the military rate.
(2) *Resolution.* Issue was completed by the Spring 1991 GOSC because sufficient military furlough fares and discounted fares are available.
h. Lead agency. DALO-TSP.
i. Support agency. MTMC-PTS.

Issue 277: Quality Child Care for the Total Army Family
a. Status. Completed.
b. Entered. AFAP VIII; 1990.
c. Final action. AFAP XII; 1994.
d. Subject area. Child care.
e. Scope. Not all commanders are using all financial and

personnel resources allocated for Child Development Services (CDS). In addition, existing policies, regulations, and laws are not being fully implemented to expand the availability of child care to meet the needs of the Total Army family.

f. AFAP recommendation.

(1) Commanders should initiate and establish a 5-year Installation Child Care Availability Plan (ICCAP) to meet and resource local child care demands of the Total Army community. The plan should include, but not be limited to, the following areas:

(a) Child care for Active Army, civilian work force, and Reserve Components.

(b) USDA-equivalent subsidies for OCONUS providers and Family Child Care subsidies for categories of child care where limited care is available (that is, infant, extended hours, sick child).

(c) Emergency extended care (for example, mobilization, deployment, natural disasters).

(d) Surge care such as Volunteer Child Care in a Unit Setting (VCCUS) and Short Term Alternative Child Care (STACC).

(e) Hourly care to support hospital/clinic appointments.

(2) Department of Army CDS should develop guidance for 5-year ICCAP.

(3) Provide accountability through annual evaluation of the ICCAP.

(a) Program review by Development Assessment Team (DAT), MACOM Child Care Evaluation Team (MCCET), and Army Child Care Evaluation Team (ACCET).

(b) IG inspection item for compliance and follow-up action.

g. Progress.

(1) *Expanding child care availability.* The MCCA required the Secretary of Defense to report to Congress the expected demand for child care by military and civilian personnel during FY 92-FY 95. The Army provided input to the DoD report which included a plan for meeting the identified demand and the estimated cost.

(2) *USDA.* DoD submitted legislation in FY92 and FY93 proposing the expansion of the USDA Child Care Food Program to OCONUS areas. Each year, the legislation was stalled in various committees or at OMB.

(3) *ICCAP.* In Mar 91, USACFSC provided initial ICCAP guidance on the requirement that each installation to develop a local 5-year ICCAP. The plan must include provisions to meet surge care, emergency extended care and hourly care. Supplementary guidance, based on DoD MCCA Five-Year Demand Report submission, was issued 4th Qtr FY93. Installation and HQ teams review viability of ICCAPs annually as part of the scheduled inspection processes.

(3) *Resolution.* The Oct 94 GOSC determined this issue is completed based on the requirement for installations to have a 5-year ICCAP to address local child care demands, to include civilian access to day care, emergency extended care, surge care, and hourly care.

h. Lead agency. CFSC-FSCY.

i. Support agency. None.

Issue 278: Reduce Tour Length for Alaska and Hawaii

a. Status. Completed.

b. Entered. AFAP VIII; 1990.

c. Final action. AFAP VIII; 1990.

d. Subject area. Force support.

e. Scope. The 1987 tour length extension to 4 years for Alaska and Hawaii has negatively impacted on the quality of life for soldiers and family members assigned to these areas. The high cost of living has created financial hardships, especially for junior soldiers. Quality family life is at risk because junior married soldiers must extend their service obligation in order to circumvent excessive family separation. The 4-year tour results in numerous professional development obstacles. Tours for captains who have not completed the advanced course must be curtailed for these soldiers to attend their respective schools. Lower rank soldiers are promoted in the normal course of events, creating an NCO imbalance. Extraordinary "management-by-exception" procedures become the norm. Incidents of family abuse, divorce, and drug abuse increase stress as a direct result of the extended tours. Early return of family members is common. Alaska and Hawaii are the only overseas assignments that have been extended to 4 years. The Army is the only Service to require this extension.

f. AFAP recommendation. Reduce tours in Alaska and Hawaii from 4 years to 3 years.

g.. Progress.

(1) *Combined issue.* This issue was combined with Issue 243, "Reduction of Tour Length for Alaska and Hawaii."

(2) *Resolution.* This issue was completed by the Apr 91 GOSC. Tour lengths to Alaska and Hawaii were reduced to 36 months.

h. Lead agency. DAPE.

i. Support agency. None.

Issue 279: Reduction of Tour Length for Okinawa

a. Status. Unattainable.

b. Entered. AFAP VIII; 1990.

c. Final action. AFAP IX; 1991.

d. Subject area. Force support.

e. Scope. Single soldiers without dependents are required to serve 3-year tours on Okinawa. This tour length is an unnecessary hardship which adversely affects morale and readiness. That USAF and USMC require 2-year tours of their single soldiers points up an inequity.

f. AFAP recommendation. Change the tour length for single soldiers without family members in Okinawa to 2 years.

g. Progress.

(1) *Assessment.* HQDA requested the Commander, United States Army Japan IX Corps, submit documentation to review this request. The USARJ request was reviewed and denied in Jul 91, based on continued congressional interest in reducing service PCS, the cost of implementing a shorter tour (approximately $70M annually), increased unit turbulence, and reduced time on station for CONUS-based soldiers.

(2) *Resolution.* The Oct 91 GOSC determined this issue is unattainable based on congressional interest in reducing PCS moves, the cost of a shorter tour, and the increased unit turbulence the reduced tour would cause.

h. Lead agency. DAPE-MPE-DR.

i. Support agency. None.

Issue 280: Reinstate Quarters Cleaning Initiative (CONUS)
a. Status. Unattainable.
b. Entered. AFAP VIII; 1990.
c. Final action. AFAP IX; 1991.
d. Subject area. Housing.
e. Scope. Cleaning quarters is one of the most stressful situations and can cause undue financial burdens for military families upon termination of quarters. Some of the causal factors are families being held over for reinspections, funding only very expensive contractors, lost time, stress on family, inconsistent inspections, and canceled hotel and airline reservations.
f. AFAP recommendation.
(1) Reinstate QCI as an individual command initiative.
(2) Grant the soldier the option of exchanging 2 days of temporary lodging expense (TLE) allowance for DEH-provided quarters cleaning.
(3) Reduce DoD civilian relocation funds to be consistent with Total Army family--savings to be used to fund QCI.
(4) Request DA review nonappropriated funds (NAF) policy to utilize NAF for contract cleaning of quarters at NO cost to soldier and family.
g. Progress.
(1) *Related issue.* Issue relates to Issue 135, "Quarters Cleaning Initiative."
(2) *QCI policy.* By direction of the Congress, QCI for CONUS terminated 1 Oct 90. Congress authorized the program only in cases where net savings could be documented. An all-Service study was conducted to determine if the Government could prove a savings in CONUS. QCI proved to be a QOL issue with no validated cost savings. QCI in OCONUS continues to be supported based on a TLA cost avoidance. The Army reduced cleaning standards, and white glove inspections are no longer authorized. Housing is to ensure residents do not clean areas that are due M&R (contractors responsibility to clean).
(3) *Command initiatives.* MACOMs submitted individual command initiatives, however, each initiative involved NAF funds to support QCI. Several responses indicated reinstatement of QCI would create inequities and unfairness to soldiers living off post and to single soldiers.
(4) *TLE offset.* To offset QCI with TLE dollars was not supported by ODCSPER. The TLE program is constantly being looked at by Congress, and any attempt to alter the program could derail it permanently. Informal query of the other Services indicated no support for TLE offset.
(5) *Civilian relocation benefits.* Relocation entitlements for civilian employees are dictated by provisions of Title 5 USC. Revisions to Title 5 would have a negative effect on recruitment and retention efforts because it would make federal agencies less competitive in various labor markets and. Other federal agencies would not support this idea.
(6) *NAF funds.* The USACFSC stated NAF are to be expended only for MWR activities. The DoD and Congress do not support using NAF for non-MWR missions.
(7) *Resolution.* The Oct 91 GOSC determined this issue is unattainable because DoD and Congress do not support QCI unless a cost saving can be established. The prohibition on using NAF for non-MWR missions rules out NAF funding.
h. Lead agency. CEHSC-HM.
i. Support agency. DAPE/TAPC/CFSC.

Issue 281: Reserve Component (RC) Unlimited Use of Commissary/PX
a. Status. Completed.
b. Entered. AFAP VIII; 1990.
c. Final action. AFAP VIII; 1991.
d. Subject area. Entitlements.
e. Scope. The RC makes up a large percentage of the Army family, and its role continues to increase. Current policies and procedures are not in keeping with the Total Army family concept. The RC is the only segment of the Armed Forces that does not have unlimited commissary and PX privileges.
f. AFAP recommendation. Accelerate legislation or policy that will grant unlimited use of the commissary and PX for the RC by the end of FY 92.
g. Progress.
(1) *Related issues.* Issue is similar to Issue 141, Issue 339, Issue 381, and Issue 464.
(2) *Current policy.* The FY91 NDAA extended unlimited Exchange and Morale, Welfare, and Recreation privileges and commissary visits to 12 days for all members of the Ready Reserve. All Troop Program Unit members and Gray Area Retirees receive an annual Commissary Privilege card authorizing 12 visits each year based on their membership. Individual Ready Reserve and Individual Mobilization Augmentees receive up to 12 visits based on active duty performed in the prior year.
(3) *Congressional support.* There is no support in DoD or in Congress for unlimited commissary at this time.
(4) *Resolution.* The May 91 GOSC voted this issue completed because FY 91 legislation authorized access to Exchange and MWR facilities and up to 12 commissary visits per year to all members of the RC.
h. Lead agency. DAPE-MBB-C.
i. Support agency. None.

Issue 282: Revise Civilian Sick Leave Policy
a. Status. Completed.
b. Entered. AFAP VIII; 1990.
c. Final action. AFAP XII; 1995.
d. Subject area. Employment.
e. Scope. Current civilian sick leave policy is too restrictive. Employees hired under FERS lose accumulated sick leave upon retirement. No provision is made for donation of sick leave, using sick leave to care for family members with noncontagious illness, or using sick leave during a period of bereavement.
f. AFAP recommendation. Revise sick leave policy to include the following:
(1) Allow retirement credit for sick leave under FERS comparable to CSRS.
(2) Allow donation of sick leave per current annual leave donation policy.
(3) Allow care for immediate family member with noncontagious illness per current sick leave policy.
(4) Allow sick leave to be used for bereavement of immediate family members (period NTE 5 working days).

g. Progress.

(1) *Retirement credit for sick leave.*

(a) In May 86, Congress considered crediting unused sick leave, but the idea was rejected on the basis of cost because Congress' primary concern was to ensure that the overall FERS cost would be less than CSRS costs. Data presented to Congress in the Hay/Huggins Study Report indicated that eliminating sick leave retirement credit would reduce the overall FERS program costs by 1%.

(b) In the House of Representatives Report 99-606, Congress urged OPM to examine sick leave usage by FERS employees. OPM did not favorably consider the proposal due to cost. Prediction of sick leave abuse never materialized.

(2) *Donation of sick leave.*

(a) The donation of sick leave was a consideration during the enactment of the Voluntary Leave Transfer Program (1988). Congress determined that sick leave would not be included in the program because of potential cost. Furthermore, the idea of donating sick leave was strongly opposed by OPM.

(b) In a report to Congress (Oct 90), OPM indicated that one-fourth of the reporting agencies recommended that sick leave be included as part of the program. In Apr 93, OPM submitted to Congress its final report on the 5-year experimental leave sharing program and recommended that leave sharing programs become permanent. OPM recommended that sick leave not be included in leave sharing programs, because it would be extremely costly. The Federal Employees Leave Sharing Amendments Act of 1993 (PL 103-103) makes the voluntary leave transfer and leave bank programs permanent. The act does not provide for the donation of sick leave.

(3) *Sick leave for family care and bereavement.* OPM issued final regulations in the Federal Register (2 Dec 94) that permit employees to use a total of up to five days of sick leave each year to care for a family member, to make arrangements necessitated by the death of a family member, or attend the funeral of a family member. A full-time employee who maintains a balance of at least 80 hours of sick leave may use an additional 8 workdays of sick leave per year for these purposes. "Family member" is defined as spouse and parents thereof; children, including adopted children, and spouses thereof; parents; brothers and sisters, and spouses thereof; an any individual related by blood or affinity whose close association with the employee is the equivalent of a family relationship.

(4) *GOSC review.*

(a) *Jun 92.* Issue will remain active pending OPM consideration of the use of sick leave to care for family members with non contagious illness and the bereavement of immediate family members.

(b) *Oct 94.* Army will continue to track legislation to allow sick leave to care for sick family members or for bereavement.

(5) *Resolution.* The Apr 95 GOSC determined this issue is completed. The first two AFAP recommendations were unattainable, but OPM issued regulatory changed in Dec 94 that allow use of sick leave for family medical care and bereavement.

h. Lead agency. DAPE-CPC.

i. Support agency. TAPC-CPF-O.

Issue 283: Self-funded Group Health Plan for RC

a. Status. Combined.

b. Entered. AFAP VIII; 1990.

c. Final action. No.

d. Subject area. Medical.

e. Scope. Many Reserve Component (RC) soldiers are unemployed, seasonally employed or work for small firms that do not provide medical or dental coverage. A proposal to allow DoD to negotiate contracts with private insurance companies to develop a voluntary, self-funded plan has already been submitted to DoD by DA ODCSPER and should be implemented. This program, operated at no cost to the Government, will have a direct impact on the quality of life of the approximately 2.5 million RC soldiers and family members.

f. AFAP recommendation.

(1) Permit the Secretary of Defense to pursue a self-funded (no cost to Government) medical insurance plan for the RC.

(2) Recommend that section 1074, title 10, United States Code, be amended to allow this to happen.

g. Progress. This issue was combined with Issue 122, "Nonsubsidized Reserve Component Group Health Insurance," in Dec 90 due to similarity in scope. See Issue 122 for updated information

h. Lead agency. DAPE-PRR-C.

i. Support agency. None.

Issue 284: Shortage of Mental Health Professionals to Work with Youth

a. Status. Completed.

b. Entered. AFAP VIII; 1990.

c. Final action. AFAP XV; 1999.

d. Subject area. Medical.

e. Scope. Due to the builddown of our forces, the youth in our communities are facing increased stress, thus causing corresponding increases in stress-related behavioral and social problems.

f. AFAP recommendation.

(1) Ensure the current level of support to the Adolescent Substance Abuse Counseling Services (ASACS) is active Army-wide.

(2) Counseling resources for youth must be maintained in the face of the builddown.

(3) Revise the DoDDS staffing structure to require mental health professionals on a 1:500 student ratio.

g. Progress.

(1) *Combined issues.* In Feb 95, this issue was combined with Issue 390, "Substance and Violence Impacting Youth in the Army Community".

(2) *OCONUS support.* ASACS support is active throughout OCONUS and in Hawaii and Alaska. ODCSPER, the proponent for ASACS, plans to maintain ASACS funding levels through FY94. ASACS services have improved because the drawdown decreased the counselor-to-population ratio.

(3) *CONUS programs.*

(a) In CONUS, services similar to those offered under ASACS are provided through the Alcohol and Drug Abuse Prevention and Control Program (ADAPCP) or through CHAMPUS. The ADAPCP program has counselors certified to work with adolescents. If there is no room for adolescents in a local ADAPCP because of demands from the active duty population, youth are referred

to CHAMPUS.

(b) Military child psychiatrists, child psychologists, and social workers serve federally connected children, but are not available at all locations. Their placement is prioritized to insure that they are available at isolated locations where civilian alternatives are not available and at locations with large troop concentrations. At many locations their major responsibility is as "gatekeepers", providing screening, case management, and CHAMPUS referrals.

(4) *OCONUS school counseling.* DoDDS provides counseling services to students at all grade levels. At the secondary level, the school counselor to student ratio is 1:450 in accordance with North Central Association of Colleges and Schools standards. In accordance with NCA standards, DoDDS offers basic counseling services, including group counseling. They have OCONUS programs specifically designed to address builddown stresses. Individuals requiring extensive therapy services are referred to the MTF.

(5) *GOSC review.* The Jun 92 GOSC directed that counseling resources for youth be tracked during the builddown of the Army.

(6) *Resolution.* The May 99 GOSC closed this issue when it completed Issue 390 with which it had been combined. Although the GOSC did not review counseling programs, the committee acknowledged that there has been great progress in Youth Services teen programming and training.

h. Lead agency. MCHO-CL.

i. Support agency. DAPCP/DASG/DoDDS.

Issue 285: Spending Authority for NAF Capital Purchase/Minor Construction

a. Status. Completed

b. Entered. AFAP VIII; 1990.

c. Final action. AFAP X; 1993

d. Subject area. Force support.

e. Scope. For Operation and Maintenance Army (OMA) under appropriated fund (APF) account, MACOM commander's approval limit for new work is $200,000. This authority may be delegated to community commanders. For maintenance and repair under APF, MACOM commanders may approve projects costing $2M or less, and may delegate this authority to commanders. With nonappropriated funds (NAF), community commanders total spending authority is limited to $500,000 for all types of work. With the recategorization of Morale, Welfare and Recreation (MWR) activities, more Category C facilities will require NAF funds for maintenance and repair. This is particularly crucial in USAREUR communities.

f. AFAP recommendation. Increase community commanders' spending authority for NAF facility maintenance and repair to $1 million. This will be in line with the commanders' authority for maintenance and repair under APF and will give commanders the same flexibility for maintenance and repair of NAF facilities.

g. Progress.

(1) *Policy.* Policy for NAF-funded M&R projects was approved by the Office of the Assistant Secretary of the Army (Installations, Logistics, and Environment). Policy, forwarded to MACOMs in Apr 92, authorizes use of installation NAFs for M&R of MWR facilities, provided APFs have been certified to be unavailable or insufficient. MACOMs have approval authority for up to $2M, and they may delegate authority up to $1M to the installation commander. NAF M&R in excess of $2M must have HQDA approval.

(2) *Resolution.* The May 93 GOSC determined this issue is completed because MACOMs may delegate authority to installation commanders for up to $1M in maintenance and repair of NAF facilities.

h. Lead agency. CFSC-COP-PP

i. Support agency. None.

Issue 286: Tuition Assistance for Military Spouse Education

a. Status. Unattainable.

b. Entered. AFAP VIII; 1990.

c. Final action. AFAP XI; 1994.

d. Subject area. Family support.

e. Scope. Many spouses are unable to pay for the high cost of continuing their education. Active duty are eligible for tuition assistance (TA) and dependent children are eligible for Army Emergency Relief (AER) scholarships. There is a need for grants and scholarships to assist military spouses in completing their education.

f. AFAP recommendation.

(1) The Army should implement a TA program which would enable spouses to continue and improve their education and skills for employment.

(2) Recommend AER governing board implement a program similar to Air Force Aid society.

(3) Explore other avenues to achieve this objective (other military organizations and defense industry corporations).

g. Progress.

(1) *Related issue.* Relates to Issues 71, "Family Member Education Opportunities," and 224, "Financial Assistance for Family Member Education," and 416, "Tuition Assistance for Overseas Spouses."

(2) *Military sponsored TA program*. PERSCOM determined that pursuit of legislation to provide TA funding to family members was futile.

(3) *Organization sponsored tuition assistance*.

(a) The AER Board of Managers considered and rejected AER's involvement in endowment or scholarship funds for adult family members. They responded negatively to TAG's letter requesting the establishment of a program similar to that offered by the Air Force Aid Society (AFAS) which provides tuition assistance of $1,100 annually to spouses attending school or job training.

(b) Education Division also pursued other agencies to sponsor a tuition assistance program for spouses. Sources, such as the Association of the United States Army, the Non-Commissioned Officers Association, and the Installation Morale and Welfare Fund, understood the need, but were unable to support a national program.

(4) *GOSC review.*

(a) *Oct 92.* Army will continue to search for a private endowment source.

(b) *Oct 93.* Army will continue to pursue ABE funding for OCONUS and a scholarship fund for military spouses.

(6) *Resolution.* The Apr 94 GOSC determined this issue was unattainable because no agency (AER, AUSA, NCOA, etc.) supported family member tuition assistance. *See AFAP Issue 416 which resolved this issue.*

h. Lead agency. TAPC-PDE.
i. Support agency. CFSC-FSM.

Issue 287: Utilization of Reserve Component Physicians
a. Status. Unattainable.
b. Entered. AFAP VIII; 1990.
c. Final action. AFAP VIII; 1990.
d. Subject area. Medical.
e. Scope.
(1) The CHAMPUS cost-share program was developed to supplement family members' medical care when their location was distant from the military medical treatment facility (MTF) or the care was not available at the MTF due to lack of resources or funding. Often, however, soldiers and their families incur excessive medical care costs due to the lack of civilian providers and facilities that will accept the CHAMPUS allowable charge.
(2) The DoD has a valuable medical resource (physicians) currently in the RC. There are no current incentives to encourage these physicians in private practice to accept CHAMPUS eligible patients. Initiating incentives to RC physicians to treat CHAMPUS patients would decrease out-of-pocket costs for these patients.
f. AFAP recommendation. Allow RC physicians to accrue retirement points in return for acceptance of CHAMPUS assignments in their private practices. If required, DA should initiate legislation.
g. Progress.
(1) *Cost.* RC retirement is costly (estimated $1.4 billion in FY89). Each officer retired point costs $1.58 per month per life. "Gratuitous" retirement points are already a topic of GAO full review. Enactment of this proposal would exacerbate this already contentious area of interest between Congress and DoD.
(2) *Disadvantages.*
(a) Adoption of the proposal would be a disincentive for satisfactory Ready Reserve participation. To be sufficiently attractive to doctors, incentive calculation might be one point per patient, with one point per day maximum; this would equate to 1 active duty day or 4 hours of individual duty training. Such a proposal might enable an RC doctor to qualify for a "good year" for retirement purposes (50 points per year) without serving on active duty, pursuing military education or otherwise doing anything to enhance military readiness.
(b) The proposal offers little or no offsetting return for the investment because most doctors do not rely on military retirement. It is unlikely that doctors who do not accept CHAMPUS or CHAMPUS allowable costs would be swayed by a $1.58 per month military retired pay incentive to change their current procedures. It is more likely that providers who already accept CHAMPUS payments would simply continue to do so and take retirement points in addition to their full fees.
(c) The proposal places an large administrative and cost burden on the RCs to pay for limited medical care for active and retiree families while Reserve families cannot benefit.
(d) Legal difficulties preclude receiving dual compensation for the same service. Also, treaties and status of forces agreements probably preclude RC doctors overseas from treating CHAMPUS eligible patients.
(3) *Resolution.* This issue was determined to be unattainable because law precludes receiving dual compensation for the same service and the proposal offers little return for the investment.
h. Lead agency. OCAR/NGB.
i. Support agency. OTSG.

Issue 288: Volunteer Support Legislation
a. Status. Combined.
b. Entered. AFAP VIII; 1990.
c. Final action. No.
d. Subject area. Volunteers.
e. Scope. Current legislation restricts the Army from recognizing and supporting volunteers in programs other than ACS, unit family support groups and mayoral programs. Only these volunteers can receive reimbursement of any expenses incurred as a result of volunteering. Additionally, only these volunteers are entitled to non-appropriated funds (NAF) for training. The Armed Forces are prohibited from using appropriated funds (APF) to support volunteer initiatives. There is inconsistent support and coordination of volunteer activities and resources. Commanders must recognize that volunteers are not free but provide tremendous yield for minor investment.
f. AFAP recommendation.
(1) Pursue legislation to expand the Military Service secretary's ability to accept volunteers in any program or service that provides support to soldiers and their families.
(2) Include in legislation the request for authority to recruit and train volunteers without restriction on the source of funds. Provide the mechanism for volunteer expense reimbursement to all active Army and U.S. Army Reserve volunteers.
(3) Revitalize and fund the Army Installation Volunteer Coordinator Program to focus volunteer resources, training, and contributions while advocating for volunteer support.
g. Progress. This issue was combined with Issue 184, "Support for Volunteers," in Dec 90 due to similarity in scope.
h. Lead agency. CFSC-FSA.
i. Support agency. None.

Issue 289: AAFES Home Layaway Program Too Limited
a. Status. Completed.
b. Entered. AFAP IX; 1991.
c. Final action. AFAP X; 1992.
d. Subject area. Consumer services.
e. Scope. Currently, the Home Layaway Plan (HLP) for AAFES customers is limited to large appliances and furniture. HLP also limits the selection to items meeting a $200 minimum selling price. AAFES has placed additional restrictions on items that are difficult to sell and too bulky to store. High turnover items such as computers, stereo systems, and VCRs are prohibited. This program is not an equitable system because it discriminates against single soldiers, encouraging off-post shopping.
f. AFAP recommendation.
(1) Expand HLP to include educational (computer equipment) and entertainment (VCRs, stereo equipment) items resulting in improved quality of life.

(2) Expand HLP to include all AAFES facilities, decrease the $200 minimum per item to $100 and permit grouping of approved items to the discretion of the customer.

g. Progress.

(1) *Expansion of HLP.* HLP was expanded to include VCRs, camcorders, snow blowers, lawn tractors, separate stereo components, music systems, computers and computer accessories.

The HLP will not be expanded to all AAFES facilities, but the Deferred Payment Plan (DPP) will be expanded to CONUS locations. See Issue 293, "DPP Not Available AAFES-wide."

(2) *Marketing.* AAFES issued news releases, published in-house advertisements, and briefed commands at all levels.

(3) *Resolution.* This issue was completed by the Oct 92 GOSC because the HLP was expanded to include additional categories of merchandise and now allows grouping items to achieve the $200 qualifying amount.

h. Lead agency. AAFES.

i. Support agency. None.

Issue 290: Compensation for Maintenance and Repair of Basic Issue

a. Status. Completed.

b. Entered. AFAP IX; 1991.

c. Final action. AFAP X; 1992.

d. Subject area. Force support.

e. Scope. Clothing Allowance for basic issue items does not keep up with the rising cost to the soldier, nor does it include maintenance or repair.

f. AFAP recommendation.

(1) By end of FY 92 procedures need to be developed for immediate pro rata reimbursements for work environment (like field training and maintenance) uniform losses. Investigate other service policies.

(2) Calculate Clothing Replacement Allowance (CRA) based on field unit usage.

(3) Authorize direct exchange of uniform items at the unit level when there is an irreparable work-related loss.

(4) Increase the clothing allowance to help defer the cost of maintenance and repair of all initial issue items.

g. Progress.

(1) *History.* This issue was combined with Issue 258, "Clothing Replacement Allowance," at the direction of the Jun 92 GOSC.

(2) *Basis for computation.*

(a) The CRA calculation procedures do not specifically delineate a specific MOS, such as Armor, Infantry and Field Artillery. Instead, the calculation considers the average wear life of all the military clothing bag items. Some items will wear out quicker than others dependent upon the soldier's duty. For example, TOE soldiers will wear out BDUs much quicker than soldiers performing duties requiring everyday wear of dress uniforms.

(b) The Army has authorized (in CTA 50-900) organizational protective clothing for soldiers who are mechanics, welders, battery handlers and combat vehicle crewman. The MACOMs and installations budget for these items and determine stockage levels.

(3) *Repair and maintenance.* Increasing CRA to provide for repair and maintenance would require additional MPA funds, other Services' concurrence, and DoD approval. DoD scrapped the maintenance repair program several years ago.

(4) *Direct exchanges.* In some instances, direct exchanges are authorized under selected unique circumstances such as Operation Just Cause and Desert Storm. Increasingly, DoD is prohibiting any form of direct exchange. The legality of double compensation continues to surface when this subject is broached.

(5) *Resolution.* This issue was completed when the Oct 92 GOSC completed Issue 258, "Clothing Replacement Allowance." CRA is computed and adjusted annually to provide sufficient funds to replace military clothing bag items. Free issue and direct exchange of uniforms is authorized under special circumstances.

h. Lead agency. DALO-TST.

i. Support agency. DAPE-BUC-M.

Issue 291: Confusion about Retirement Entitlements and Benefits

a. Status. Completed

b. Entered. AFAP IX; 1991.

c. Final action. AFAP X; 1993

d. Subject area. Entitlements.

e. Scope. Previous Army Family Action Plan issues resulted in some corrective actions. Many soldiers and family members do not understand the difference between an entitlement and a benefit. The perception exists that retirement entitlements and benefits are eroding.

f. AFAP recommendation.

(1) Monitor AFAP Issues 47 and 246 for compliance.

(2) Standardize the program of instruction in all Military Leader Development Programs.

g. Progress.

(1) *Training.* TRADOC institutional training programs do not specifically address retirement entitlements and benefits in detail. Information is more appropriately furnished/fielded at the installation level where target audiences are better defined and subject matter is more relevant.

(2) *GOSC review.* The Jun 92 GOSC requested DAIG evaluate retirement briefings during installation visits and that CFSC explore publishing a standard retirement briefing POI for the field.

(3) *DAIG evaluation.* The DAIG evaluation of retirement briefings was submitted to the VCSA, and concluded that, "Although installations are providing adequate pre-retirement briefings and processing, the frequency and structure of these briefings vary significantly. More precise guidance on benefits and entitlements would reduce confusion and frustration felt by soldiers approaching retirement. Incorporating these into professional development during a career would help soldiers in preparing for their lives after retirement."

(4) *Resources.* A pre-retirement counseling guide and updated retirement briefing were forwarded to installation RSOs, 2nd Qtr FY 93. Pre-retirement and SBP videos were distributed to installations for soldiers and family members to view at the installation or in their home to assist them in understanding entitlements and benefits. DA Pam 600-5 was published 20 Aug 93. Additionally, CFSC-FSR distributed copies of the Retired Military Almanac to installation Retirement Service Offices. Retiring soldiers and their family members have a shared personal responsibility to learn about their entitlements

and benefits by reading Army publications and attending scheduled pre-retirement briefings and orientations when presented at an installation.

(8) *Related issue.* Additional information is provided in Issue 372, "Education on Retirement Benefits and Entitlements."

(9) *Resolution.* This issue was completed by the May 93 GOSC based on standardization of retirement briefings and availability of retirement information.

h. Lead agency. CFSC-FSR.

i. Support agency. None.

Issue 292: DEERS Deficiencies

a. Status. Completed.

b. Entered. AFAP IX; 1991.

c. Final action. AFAP XI; 1994.

d. Subject area. Force support.

e. Scope. Many RC soldiers have difficulty enrolling in DEERS due to locality, lack of automated data processing equipment (ADPE) and training drill time. Lack of pre-enrollment causes undue hardship for soldiers and families. DEERS deficiencies occur because of lack of training on DEERS/RAPIDS (Real-time personnel ID system) procedures and automation problems during in-processing; that is, SIDPERS interface with DEERS and OCONUS and RC not being on-line.

f. AFAP recommendation.

(1) By FY 93 provide on-line DEERS/RAPIDS capability to: OCONUS, MUSARCs, STARCs, and Reserve GOCOMs.

(2) Direct RC Commanders to complete 100% pre-enrollment of DEERS to comply with previous DoD directives which required 100% pre-enrollment by 30 Sep 91.

(3) Provide systems training to the operators (clerks and data entry operators) and educate the users (soldiers and family members).

(4) Stress command emphasis on importance of DEERS enrollment.

g. Progress.

(1) *On-line capability.* Europe on-line capability was tested and approved for DDN. All RAPIDS sites are on-line with DEERS in Europe. The automated ID card equipment will be fielded and completed by the end of FY94.

(2) *Training.* Defense Manpower Data Center held training in Atlanta for RAPIDS system users in Feb 92 and Jun 93.

(3) *Command emphasis.* In Aug 91, 22% of the Guard/Reserve were pre-enrolled in DEERS. In 1994 enrollment was 81%. Command emphasis is placed on the enrollment process through general officer correspondence disseminating the requirement for 100% pre-enrollment. FORSCOM, NGB, and OCAR continue to send messages to the field emphasizing the importance of pre-enrollment.

(4) *Resolution.* The Apr 94 GOSC determined this issue is completed because all RAPIDS sites are on-line with DEERS in Europe and DEERS enrollment increased 59% between 1991 and 1994.

h. Lead agency. TAPC-PDO-IP.

i. Support agency. NGB-ARP/FCAG-IS-P/DAAR-ZA.

Issue 293: Deferred Payment Plan (DPP) Not Available AAFES-wide

a. Status. Completed.

b. Entered. AFAP IX; 1991.

c. Final action. AFAP XI; 1994.

d. Subject area. Consumer services.

e. Scope. Deferred Payment Plan (DPP) is a form of credit limited to overseas AAFES customers. It is an excellent quality of life benefit. Expanding a form of the DPP program will benefit soldiers in CONUS. Many soldiers are unable to establish credit.

f. AFAP recommendation.

(1) Obtain House Armed Services Committee approval for the issuance of a CONUS AAFES credit card.

(2) Develop an AAFES credit card to be used in CONUS, Alaska, and Hawaii by all authorized AAFES patrons.

(3) Ensure that qualifications and limitations for the AAFES credit card follow the basic guidelines of the OCONUS DPP.

(4) Charge no annual fee and maintain low interest. This will ensure the success of this program.

g. Progress.

(1) *OCONUS expansion.* In Feb 92, the House Armed Services Committee approved expansion of the DPP to CONUS.

(2) *Implementation.* In Feb 93, AAFES began to implement the DPP program at all U.S. exchanges. Credit limits were based on grade and ranged from $300 for PVT to $1,500 for higher grades. In Jun 93, DPP credit limits were expanded, based on disposable income with credit ranging from $300 to $5,000 and the payback period was extended from 12 to 36 months with a 12% annual finance rate. Full implementation of DPP was completed in Jul 93.

(3) *Marketing.* To maximize customer awareness of changes to HLP and DPP, AAFES issued news releases, published in-house advertisements, developed a customer information videotape for on-post cable TV stations, and briefed commands at all levels.

(4) *Controls.* Indebtedness concerns resulted in de-emphasis of DPP in advertising and retail activities; credit checks and probationary credit limits for low-income creditors; increased staffing to provide credit counseling; extended payback periods to prevent garnishment of pay; and alternative payment schedules to minimize financial hardship.

(5) *GOSC review.*

(a) Oct 92. AAFES will complete installation tests of the expanded DPP.

(b) Oct 93. AAFES will examine soldier DPP indebtedness and review the annual finance rate.

(6) *Resolution.* The April 1994 GOSC determined this issue was completed based legislation that expanded DPP to CONUS, interest rates below industry standard, and controls on soldier indebtedness.

h. Lead agency. AAFES.

i. Support agency. None.

Issue 294: Deficiencies in DDP Coverage

a. Status. Completed.

b. Entered. AFAP IX; 1991.

c. Final action. AFAP XII; 1994.

d. Subject area. Dental.

e. Scope. With the pending Army builddown, direct den-

tal care resources will also be reduced. Concurrently, the basic Dependents Dental Plan (DDP) as it stands has a series of deficiencies, failing to service the needs of the Total Army family (Active, Reserves, National Guard, retirees, DA civilians and family members).

f. AFAP recommendation.

(1) Increase eligibility base to include all members of the Total Army family.

(2) Increase enrollment participation by eliminating space-available services in CONUS and having MACOMs increase marketing of DDP through a team effort to include ACS, Newcomer's Briefings, Personnel, Finance, Dental Activities, and Health Benefits Advisors.

(3) Make available local prevailing fees to all members of DDP in the form of dollars versus percentage of coverage.

(4) Utilize the "800" DEERS number to include DDP information.

(5) Have all DDP dental care personnel tested for HIV per military standards to improve quality assurance techniques.

(6) Initiate enrollment counseling during OCONUS outprocessing.

g. Progress.

(1) *Eligibility base.* Initiatives to provide a dental insurance program to other members of the Army is being tracked in AFAP Issue 386, "No Cost to the Government Dental Insurance".

(2) *Enrollment and marketing.* The expanded insurance program was implemented on 1 Apr 93, with automatic enrollment. Disenrollment during the Apr to Jul disenrollment window was less than 2%. DDP enrollment (Jul 94) was 84%, compared to 40% enrollment in Apr 93. Increased participation and awareness of DDP benefits are being accomplished through better marketing initiatives by HSC and Delta Dental.

(3) *Local fees.* OCHAMPUS did not support the release of local fees. However, efforts were successful through Delta Dental Corporation and the American Dental Association (ADA). This information was distributed to HSC in 1992. Individuals desiring this information can obtain ADA average fees through their local Dental Activity.

(4) *Toll free number.* The DEERS Support Office Beneficiary "800" Telephone Center is available, Monday through Friday, from 0600-1530 hours (Pacific Time).

(5) *HIV testing.* In Nov 91, OCHAMPUS decided to follow national policy on HIV testing, which does not require mandatory testing or restriction of privileges for HIV positive providers. This position is also consistent with the ADA. Army dental personnel, like all military personnel, are tested for HIV.

(6) *In- and Out-processing.* Soldiers can enroll/disenroll at the DEERS Rapid Site located at each installation CONUS and OCONUS during the soldier's outprocessing. Each OCONUS Dental Activity has also been tasked to provide DDP counseling as part of the soldier's dental outprocessing to provide information about DDP eligibility upon CONUS transfer.

(7) *Resolution:* The Oct 94 GOSC determined this issue is completed based on increased DDP enrollment, access to local dental fees, and improved enrollment counseling.

h. Lead agency. MCDS.

i. Support agency. DAPE-MBB.

Issue 295: Exceptional Family Member Program Shortcomings

a. Status. Completed.

b. Entered. AFAP IX; 1991.

c. Final action. AFAP XI; 1993.

d. Subject area. Medical/Command.

e. Scope. Soldiers receive untimely notification of PCS move to undergo screening procedures within the Exceptional Family Member Program. In addition, soldiers are not reporting promptly to the medical treatment facility for screening upon receipt of assignment instructions. Upon PCSing, soldiers are not inprocessing with proper documents to confirm EFMP screening and enrollment status.

f. AFAP recommendation.

(1) Change AR 600-75 and related regulations to require EFMP screening for all PCS movement. for soldiers with family members

(2) Change Army regulations to require not less than 120 days from issuance of assignment instructions to report date to allow sufficient lead time for EFMP screening prior to all PCS moves.

(3) Change AR 600-75 and assignment regulation to charge commanders to have soldiers with family members report to the MTF for screening appointment within 15-30 days, upon receipt of Assignment Instructions.

(4) Add to AR 600-75 the requirement that Military Personnel Division provide the soldier a completed copy of DA Form 5888-R (Family Member Deployment Screening Sheet), which confirms screening and consideration for enrollment, for the soldier to hand-carry to the gaining command.

g. Progress.

(1) *Screening.* Existing procedures require soldiers to be queried about an EFM during inprocessing, once annually as a unit or individual, and during outprocessing. If soldiers indicate they have or suspect they have an EFM, referral is made for EFMP screening. Family member screening also occurs during routine medical care and OCONUS deployment.

(2) *Reassignment orders.* Current policy that requires not less than 90 days from issuance of assignment instructions to report date is appropriate. According to PERSCOM, efforts are made to give 12-months lead time; however, with deletions and backfill requirements it does not always occur.

(3) *Reassignment processing.* Installation commanders must ensure that reassignment processing (to include OCONUS family member deployment screening) is completed within 30 days of the Enlisted Distribution Assignment System (EDAS) cycle or Officer Request for Orders (RFO) date. AR 600-75 (Oct 92) reflects this requirement.

(4) *Documentation.* DA Form 5888-R is forwarded with DA Form 4787-R (Reassignment Processing) to the gaining command during the family travel approval process. The OCONUS travel approval authority coordinates with the medical command and DoDDS to pinpoint assignments to areas accommodating MOS and EFM needs. It is the responsibility of the gaining command to distribute screening and enrollment documentation.

(5) *GOSC review.* This issue was briefed at the Oct 92 GOSC and will remain active pending implementation of

regulatory standards at installation level.

(6) *Resolution.* This issue was completed by the Oct 93 GOSC based on screening procedures, improved assignment notification, and command notification of arrival of EFMs.

h. Lead agency. CFSC-FSA.

i. Support agency. DAPE-MP/TAPC-EPO-E.

Issue 296: Family Support Group Mailing Restrictions

a. Status. Completed.

b. Entered. AFAP IX; 1991. Reopened 4/94.

c. Final action. AFAP XII; 1995.

d. Subject area. Family support.

e. Scope. Policy restricts mailing unofficial information with appropriated funds, limiting the ability to communicate with families.

f. AFAP recommendation.

(1) Request changes to DoD policy.

(2) Give commanders authority to approve content.

g. Progress.

(1) *History.* This issue was completed by the May 93 GOSC based on the dissemination of information that commanders have discretion, within guidelines, to determine what is official business for FSG newsletters. The issue was reopened by the Apr 94 GOSC because of difficulty on the part of family members and commanders to mail FSG newsletters using APF through the DOIM at installations.

(2) *Alternative funding.* Recommendation to use either NAFs or FSG generated funds was included in USACFSC message (Oct 91), SUBJECT: Family Support Group Newsletter. Authority to use NAFs was granted in the interim change to AR 215-1.

(3) *OSD guidance.* In Jan 93, OSD(PSF&E) provided commanders discretion, within guidelines, to determine what is official information. Official information includes information that is:

(a) Related to unit mission and readiness, including family readiness.

(b) Educational in nature, designed to promote informed self-reliant service members and families.

(c) Related to service members and families which promotes unit cohesion and strengthens ongoing esprit among family members within the unit.

(d) Information regarding private organizations, fund raisers, and commercial ventures is expressly prohibited.

(4) *Army message.* A message reference use of APF for said purpose was disseminated in the 2nd Qtr FY 93 to ACS directors, IVCs and to the DCSIMs for retransmission to installation DOIMs.

(5) *Follow-on action.* As a result of this issue being reopened in 1994, DoD guidance mentioned above was revised to include more details and "rules" for APF use. A message with more complete guidelines was forwarded to the field in Jan 95.

(6) *GOSC review.*

(a) *Oct 92.* DoD will consider use of APFs when mailing FSG newsletters containing unofficial information.

(b) *May 03.* Issue was determined completed based on an OSD memo that provides commanders discretion within guidelines to determine what is official business for FSG newsletters.

(c) *Apr 94.* Issue was reopened because of continued difficulty mailing FSG newsletters with APF.

(7) *Resolution.* The Apr 95 GOSC completed this issue based on the new, definitive guidelines provided to the field.

h. Lead agency. CFSC-FST.

i. Support agency. SAIS-IDP/OTJAG.

Issue 297: Family Support During Mobilization or Deployment

a. Status. Completed.

b. Entered. AFAP IX; 1991.

c. Final action. AFAP XVI; 1999.

d. Subject area. Family support.

e. Scope. There is no requirement for rear detachments for family assistance.

f. AFAP recommendation.

(1) Establish policy authorizing rear detachments.

(2) Establish Family Assistance Centers (FACs) at all levels.

(3) Define roles and responsibilities.

(4) Provide ongoing training.

g. Progress.

(1) *Validation.* The need for rear detachment for family assistance was documented in Operations Desert Shield and Desert Storm lessons learned, DCSPER Mobilization Issues, and by the DA Inspector General in the 27 May 1993, SAIG-ID memorandum, subject: Special Assessment of Operation RESTORE HOPE. There is no Army doctrine or policy on rear detachment and current Army doctrine concerning the mobilization and deployment of RC units prohibits ARNG and USAR units from leaving personnel at home station.

(2) *Army review.*

(a) In Jun 93, an action officer work group recommended that rear detachment policy be studied and analyzed by ODCSOPS as an Army Force Structure Issue. In 1994, the Army Remedial Action Plan (ARAP) issue on rear detachment policy development transferred from OACSIM to ODCSOPS.

(b) In Feb 96, DAMO-FDQ recommended the DCSOPS disapprove the request for a designated TOE/TDA position as a rear detachment commander. On 13 Feb 96, the DCSOPS approved the recommendation. Additionally, the ARSTAF action recommended closure of ARAP Issue 2107, Rear Detachment and Family Assistance Officers. Commanders' responsibilities concerning personnel administration, property accountability, and security are well documented in existing Army Regulations and Pamphlets. All deployments are different, and commanders have to have the freedom to tailor their rear detachments. The DCSOPS decision completed the rear detachment action as an unattainable proposal.

(3) *Family assistance at deployment.* AR 600-20 defines the requirements for Family Assistance Centers at all levels of mobilization and deployment. The Army National Guard is the lead agency for establishing FACs for those who do not live on or near installations. AR 600-20 requires all Active Duty and Reserve Components to develop a Total Army Family Program (TAFP) that would assist the soldier's family members while the soldier is deployed. Army Pam 608-20, dated Aug 93, outlines specific requirements for a complete TAFP. A

revision to AR 600-20 was published 15 Jul 99.

(4) *Family Assistance Centers (FACs).* The USACFSC established policy outlining the roles, responsibilities, and operation for the FACs, and in Dec 95, closed the Army Remedial Action Program Issue 2108 concerning the establishment and operation of FACs in the TAFP. The activation of FACs have been successfully validated at Army installations.

(5) *Roles and Responsibilities.* Roles and responsibilities are outlined in AR 600-20.

(6) *Training.*

(a) A training module and video for FAC staffs were included in the mobilization resource library materials called Operation READY that was disseminated Army wide in May 95.

(b) The Army Management Staff College teaches a block of instruction concerning commander's responsibility for the support for family members of deployed soldiers in their Pre-Command and Installation Staff Courses.

(7) *GOSC review.*

(a) *Oct 95.* The GOSC reviewed CFSC's actions, to include the establishment and training on the operation of FACs at all levels. The issue was transferred to ODCSOPS to review rear detachment policy.

(b) *Oct 96.* The GOSC concurred with ODCSOPS decision regarding rear detachment positions, but stressed the importance of strong rear detachment. Issue transferred to CFSC to ensure placement of family assistance responsibilities in AR 600-20.

(8) *Resolution.* At the Nov 99 GOSC meeting, the VCSA reaffirmed that we are not going to give the commander an officer or NCO to be the rear detachment, but noted that that the Army has made real progress in the training and establishment of family assistance programs. Issue was completed.

h. Lead agency. CFSC-FSA.

i. Support agency. DAMO-FDQ; DAPE-HR; DAAR; NGB.

Issue 298: Funding For ARNG and USAR Family Programs

a. Status. Combined.

b. Entered. AFAP IX; 1991.

c. Final action. No.

d. Subject area. Family support.

e. Scope. Operations Desert Storm and Shield demonstrated the need for funding for family support coordinator positions at the MUSARCs and State National Guard headquarters and for volunteer training and program expenses.

f. AFAP recommendation.

(1) Establish family support as an integral part of the Army mission.

(2) Provide funding for volunteer training and program expenses.

g. Progress. Recommendation 1 was combined with Issue 265, "Family Programs for the Total Army Family," and recommendation 2 was combined with Issue 184, "Support for Volunteers," in Dec 91.

h. Lead agency. CFSC-FST.

i. Support agency. DAPE-HR/DAAR-PE/NGB.

Issue 299: Government Owed Debts Deducted from Pay

a. Status. Completed.

b. Entered. AFAP IX; 1991.

c. Final action. AFAP XIII; 1995.

d. Subject area. Consumer services.

e. Scope. Mission readiness is degraded by No Pay Due (NPD). There are too many soldiers receiving "NPD." Soldiers and families suffer financial hardships when adjustments to paychecks occur without notification. No policy exists to ensure that the soldier is notified of repayment responsibilities at the time the debt is incurred. Local finance offices have no real time access to soldier's pay file.

f. AFAP recommendation.

(1) Develop a DA form that outlines pay adjustments, collection procedures, and time frames for each action. This form needs to clearly identify the different repayment options and procedures. The current voucher does not ensure an understanding of pay adjustments. This DA form must be provided to the individual when the action is initiated or when a pay adjustment is made by the finance office.

(2) Require mandatory annual budget and finance training for all soldiers at unit level. Classes should be conducted by trained personnel from the local finance office, ACS, or other existing resources.

(3) Augment existing computer capabilities to allow local finance officers real time access to soldiers' pay files.

g. Progress.

(1) *Policy.* Development of a DA form is not needed because policy and procedures are already in place that clearly outline debt collection requirements. AR 37-1, chapter 15, contains policy on soldier debt notification and sample letters. AR 37-104-4 has provisions covering advance notification of soldiers before certain collections are made from their pay. The DJMS Automated Data Systems Manual, pages 585-590, also provides finance offices with pay adjustment procedures.

(2) *Financial counseling.* Procedures are in place in all communities for soldiers to receive needed budget and finance training. ODCSOPS is the Army agency that establishes unit level training requirements. It is the commander's responsibility to ensure that soldiers are made aware of these programs.

(3) *Defense Joint Military Pay System (DJMS).* It is not necessary to augment existing computer capabilities within finance and accounting offices. DJMS has been fielded and allows for the real time access to soldiers' pay files that this issue addresses. Updates are made to the DJMS system approximately every other day, providing timely and cost-effective service to the soldier.

(4) *Automated lists of NPDs.* In Jan 94, DFAS provided commanders the automated capability to generate a list of their NPDs prior to each pay day. The commanders and Defense Accounting Offices (DAO)/Finance Offices should review the NPD list to ensure the soldier receives pay as stipulated by the "statutory 1/3 rule" and that the soldier receives "due process". This procedure is working well and serves as an effective interim solution until the required systems changes can be made to the DJMS.

(5) *Enhancement program.* The DAO Enhancement Program was implemented at all DFAS Centers. This short term, low-cost program tests good ideas from

DAOs and customers at a model office and then disseminates the results to other DAOs and centers. The goals of the program are to streamline operations, enhance internal controls, and improve customer service at the DAOs.

(6) *Results.* The automation of the "statutory 1/3 rule" is a priority on the Army's Top 20 system changes with DFAS. The number of soldiers receiving NPDs was reduced from 5,576 in Oct 92 to 1,305 in Jun 95.

(7) *GOSC review.*

(a) *Jun 92.* SAFM will determine if the new DJMS system improves timely finance office access to soldiers' pay accounts.

(b) *Oct 92.* SAFM will work with DFAS to reduce instances of soldiers receiving "No Pay Due."

(c) *Apr 94.* Commanders need to review collection notices. Army will automate systems to implement the "statutory 1/3 rule".

(8) *Resolution.* The Oct 95 GOSC declared this issue completed because financial training for soldiers is available. The number of NPDs decreased due to the automated capacity to provide lists of NPDs to commanders.

h. Lead agency. SAFM-FCL.

i. Support agency. DAMO-TRO.

Issue 300: Inadequate CHAMPUS Eye Care Benefits

a. Status. Completed.

b. Entered. AFAP IX; 1991.

c. Final action. AFAP XII; 1995.

d. Subject area. Medical.

e. Scope. Currently, CHAMPUS provides limited eye care services to only active duty family members. CHAMPUS provides no eye care services to retirees or other CHAMPUS beneficiaries. Eye care services are offered to employees of many private industries through their group health plans.

f. AFAP recommendation.

(1) Authorize expansion of eye care services, from one eye examination per person per calendar year for active duty families only, to include all CHAMPUS beneficiaries.

(2) Authorize CHAMPUS cost share program for the purchase of prescription glasses.

g. Progress.

(1) *Cost.* The annual CHAMPUS cost to the government associated with eye exams to the population currently ineligible for this benefit would be approximately $38M. The approximate cost associated with authorizing CHAMPUS coverage of eye exams and prescription eye wear for all beneficiaries would be over $100M. The cost associated with the purchase of prescription eye wear accounts for the majority of the cost.

(2) *OCHAMPUS Review.* OCHAMPUS stated that the apparent inequity of eye exam benefits between active duty and retirees occurred because:

(a) Preventive care is generally excluded by law. In 1984, as part of PL 98-525, Congress authorized payment under CHAMPUS for one eye examination per year per person for dependents of active duty members. This was not intended to expand benefits, but to reduce the inequity of eye care befits among active duty CHAMPUS beneficiaries. The direct care system generally provides eye exams to family members with access to a military medical treatment facility.

(b) The CHAMPUS coverage policy regarding vision care for retirees is similar to the coverage policies of major third party payers. Most third party payers do not cover routine eye care unless the service is purchased as a group vision benefit. Managed care (HMOs) generally offer preventive eye care benefits as a part of their health care package.

(3) *TRICARE option.* Under the TRICARE managed care program, many beneficiaries will have an option to enroll in TRICARE Prime. Active duty beneficiaries and their family members may choose annual eye examinations under TRICARE Prime, but will have a co-payment assessed.

(4) *GOSC review.* The Oct 93 GOSC said that because cost for exams and glasses would exceed $100M, Army will pursue coverage for eye exams only.

(5) *Resolution.* The Apr 95 GOSC determined this issue is completed because TRICARE Prime will include eye exams every year or every three years, based on beneficiary's age. Because of cost, TRICARE will not include benefits for prescription glasses.

h. Lead agency. MCHO-CL.

i. Support agency. OCHAMPUS.

Issue 301: Inadequate Civilian Insurance Coverage Options

a. Status. Unattainable.

b. Entered. AFAP IX; 1991.

c. Final action. AFAP XIII; 1996.

d. Subject area. Employment.

e. Scope. The approach to health coverage and options is not in line with current industry standards. Inadequate coverage options create an inability to provide for the needs of civilian employees and their families. The lack of competitive health benefits packages could result in the loss of quality employees to the private sector.

f. AFAP recommendation. OPM negotiate comprehensive Government-wide group coverage and supplemental insurance packages to cover special situations; for example, mental disorders and substance abuse. Conduct a feasibility study of a "cafeteria style" package.

g. Progress.

(1) *Cafeteria plans.* OPM will not endorse a "Cafeteria Plan" since it would have a negative effect on the tax revenue. Allowing enrollees to select benefits from a list or menu is impractical since it would fragment the risk pool, causing coverage for treatment of pregnancy, mental illness, drug or alcohol-related illnesses, etc., to be out of the reach of the lower-paid employee.

(2) *Supplemental benefits.* In 1992, OPM permitted carriers to advertise various supplemental benefits in the FEHB brochures such as disability income protection, hospital indemnity, long term care, vision care programs, hearing aid service, and wellness programs.

(3) *Health care reform.* During 1994, the 103rd Congress was unable to come to any agreement on health care reform issues. Recently, the President announced that the FEHB Program is recognized as a model program by both the Republicans and Democrats. Based on this verbal endorsement, it is evident that the FEHB is not inferior to any other programs studied during the health reform debate.

(4) *Customer surveys.*

(a) OPM conducted three customer satisfaction surveys during 1994. They indicated that, although there

was room for improvement, customers generally were satisfied with the program. Because the surveys were not sent to the majority of employees, OPM included a copy of the survey in the comparison booklets which were distributed in the Nov 95 open season.

(b) A Gallup survey was sent to 200,000 randomly selected in the 1996 FEHB Open Season Guide. The survey rated access, quality, coverage, doctor's availability, and paperwork. The results did not reflect any systemic problems with the FEHB program.

(5) *GOSC review.* The Oct 95 GOSC agreed this issue should remain active to monitor the results of the OPM surveys.

(6) *Resolution.* The Apr 96 GOSC determined this issue is unattainable. The FEHB is viewed by the President and Congress as a model program; cafeteria plans are not endorsed because of negative tax revenue; and benefit selection would fragment the risk pool and increase premiums.

h. Lead agency SAMR-CP.

i. Support agency None.

Issue 302: Inadequate Installation Support During Restructuring

a. Status. Completed.

b. Entered. AFAP IX; 1991.

c. Final action. AFAP XV; 1998.

d. Subject area. Force support.

e. Scope. Quality of life is severely impacted by the rapid redeployment and reassignment of forces during restructuring thereby placing a heavy demand on existing installation resources.

f. AFAP recommendations.

(1) Place special emphasis on resourcing facilities and services that have direct impact on Soldiers and family members.

(2) Review redeployment plans to allow maximum notification prior to redeployment for families, soldiers, and gaining installation.

(3) Find ways to provide housing for soldiers and families, to include options like leased housing, mobile homes, reexamining restructure plans, buses to outlying communities.

(4) Move household goods in timely manner.

(5) Installation conduct needs assessment to determine level of services required.

g. Progress.

(1) *Resourcing.* ACSIM continuously takes action to ensure that installations are funded to the maximum amount possible through the BASOPS PEG and POM. POM 98-03 made upfront investments to reduce the long-term expense of our base support functions. The accelerated pace of BRAC actions, restructuring of the barracks revitalization initiative, and reduction in the facilities inventory have greatly reduced installation management requirements. The program maintains an affordable investment in barracks, housing, and other programs that improve the quality of life for our soldiers. The net result is a stable and predictable program that is resourced at 87% of requirements.

(2) *Reassignment notification.* PERSCOM policy requires not less than 120 days notification of assignment to soldiers. Average notification in 1995 was 6.8 months. Approximately 78% of soldiers receive more than 120 days notice. Average notice for BRAC is approximately 6 months.

(3) *Installation support.* In Oct 97, the ACSIM redirected the focus of Recommendation 5. He requested an examination of unit/volume moves to ensure QOL aspects, such as movement of family members, household goods, pets, POVs and exceptional family members are considered during the move's planning, are institutionalized in regulation, and are available to every installation.

(4) *Regulatory change.* Proposed language to AR 5-10 was developed and staffed with the SMA and MACOM CSMs and was submitted to ODCSOPS. ODCSOPS issued an Interim Change via message (061822Z Jul 98, Subject: Interim Change to AR 5-10).

(5) *QOL Unit/Volume Move Checklist.* The OASA(FM&C), ODCSLOG, ODCSPER, OTSG, SMA, FLO, CFSC, and MACOM CSMs were asked to provide relocation information that would aid in the development of a QOL Unit/Move Checklist. The checklist was staffed, and distributed to garrison commanders and installation DPCA's or DCA's in 1998. The checklist is on the ACSIM web site under Relocation. An article about the ACSIM web site was written for the ACSIM Installation Newsletter.

(6) *GOSC review.*

(a) *Oct 95 GOSC.* This issue will remain active pending completion of the Installation Status Report.

(b) *Oct 97 GOSC.* AFAP recommendations 1-4 were closed, and the issue was refocused to review installation support during unit or volume moves.

(7) *Resolution.* The Nov 98 GOSC determined this issue was completed based on a change to AR 5–10 and the development and distribution of a checklist that addresses the quality of life aspects of a unit move.

h. Lead agency DAIM-MD.

i. Support agency DCSOPS, DCSLOG, CFSC, FLO.

Issue 303: Inadequate Staffing and Training of Health Benefits Advisors (HBAs)

a. Status. Completed.

b. Entered. AFAP IX; 1991.

c. Final action. AFAP XII; 1995.

d. Subject area. Medical.

e. Scope. Some installations, States, or geographical areas do not have HBAs. Where HBAs exist, they are frequently inexperienced, under trained, and overworked; therefore, the needs of the Total Army family are not being met. HBA shortages, and advising as an additional duty, result in inaccessibility, beneficiary frustration, and errors in claim submission. Inadequate training of HBAs results in inefficiency, delays, and frustrations that make care givers and beneficiaries reluctant to participate in the program.

f. AFAP recommendations.

(1) Review and revise, as necessary, the staffing standards so all CHAMPUS beneficiaries have direct access to HBAs (for example, additional 1-800 numbers, FAX, E-Mail, additional staffing).

(2) Consider the nontraditional placement of HBAs in locations outside of the Army MTF catchment areas (40 miles); for example a minimum of one per State or based on beneficiary population.

(3) Promulgate policy mandating a minimum level of training for all HBAs within 90 days of policy implemen-

tation or assignment. Training will include part-time HBAs.

g. Progress.

(1) *Access to HBAs.* Staffing standards are not used to determine HBA. Beneficiaries may use a 1-800 number to call their fiscal intermediary regarding benefits or claims. This number can be obtained from the HBA.

(2) *Placement of HBAs.* Under the reorganized Army Medical Department, the Health Service Support Area (HSSA) commanders provide regional support to HBAs assigned to MTFs. These HBAs have been realigned with the MTFs to consolidate health benefits expertise and increase availability of HBA services.

(3) *Training.*

(a) In Dec 94, the MEDCOM promulgated policy regarding the formal training of new HBAs. All HBAs will be required to attend the OCHAMPUS introductory Training Course within 90 days of assignment.

(b) OCHAMPUS conducts approximately 30 HBA training classes per year. Additionally, OCHAMPUS provides a training team upon request, who will travel to a specific location to conduct classes.

(c) TRICARE requires that managed care support contractors provide Health Care Finders (HCF) at Beneficiary Service Centers at the MTFs. The primary function of the HCF is to provide health benefits advice and schedule non-MTF appointments and referrals. The contractor must arrange training for the HCF.

(4) *GOSC review.* This issue was briefed at the Oct 94 GOSC. MEDCOM will continue efforts to require HBAs to attend CHAMPUS training within 90 days of assignment.

(5) *Resolution.* The Apr 95 GOSC determined that, based on the mandatory HBA training and the availability of HBAs, this issue is completed.

h. Lead agency. MCHO-CL.

i. Support agency. OCHAMPUS.

Issue 304: Inconsistent Access and Use of All DoD Facilities

a. Status. Completed.

b. Entered. AFAP IX; 1991.

c. Final action. AFAP XII; 1995.

d. Subject area. Force support.

e. Scope. There is not equal inter-Service access and use to all DoD facilities and services for the Total Force family. Particularly considering the drawdown, all of DoD needs to cooperate to provide services to all military, regardless of branch or component. For example, medical care denied at closest DoD medical facility. Guardians do not have access and use of facilities to procure dependent family member benefits.

f. AFAP recommendation.

(1) Develop universal (inter-Service) policy for key services such as medical, commissary, and exchanges. A soldier, family member, or guardian should be able to proceed to the nearest military installation for access and use regardless of component. This policy should continue and expand upon the Joint Service Agreements currently in place.

(2) Develop policy to allow legal guardian to be issued DoD ID cards, without privileges, to be used in conjunction with the eligible family member ID card.

g. Progress.

(1) *ID card for guardians.* In Feb 92, at a joint service meeting, the Army Project Officer discussed the feasibility of producing a non-benefit ID card for guardians. DoD disapproved a non-benefit ID card for guardians, but recommended a DoD letter, signed by any Service installation commander, that would allow guardians entrance to any Service installation to escort family members to all authorized facilities.

(2) *DoD standard guardianship letter.*

(a) In Mar 92, OSD Family Support Coordinator (Manpower and Personnel) forwarded a letter to Family Support Policy and Services Directorate requesting support of this issue. In Sep 92, CG, PERSCOM, forwarded a letter to the Assistant Secretary of the Army (Manpower and Reserve Affairs) requesting support of this issue. In Nov 92, Assistant Secretary of the Army forwarded a letter to Assistant Secretary of Defense, Personnel Support, Families and Education, requesting they determine the feasibility of developing a DoD standard guardianship letter and supporting policy.

(b) In Mar 93, Assistant Secretary of Defense, Deputy Assistant Secretary of Defense (Personnel Support, Families, and Education) disapproved the request for a DoD standard guardianship letter. DoD indicated that they were reluctant to amend the Family Care Plan Instruction and require another letter that caregivers and members must present in addition to the power of attorney, agent letter, or family care plan to gain access. It was further stated that current policy permits caregivers to use installation facilities on behalf of the member in order to provide care for family members.

(3) *Further review.* In a letter dated 1 Mar 94, OASD recommended that a study be conducted to provide an understanding of the magnitude of the problem. After surveying all CONUS installations, PERSCOM believes present procedures for guardians to escort family members is effective and that no other action/documentation is necessary.

(4) *Post-Desert Storm changes.*

(a) DoDI 1000.13 was revised to issue active duty ID cards to all Reserve and ARNG members called to active duty during mobilization. During Desert Storm, members called to active duty used their Reserve card along with a copy of their orders for benefits and entitlements.

(b) Prior to Desert Storm, only the Army and Air Force issued Service-specific family member ID cards to Reserve family members. DoD now mandates all Reserve family members be enrolled in DEERS and issued the Reserve family member ID card.

(c) The new, automated Reserve family member ID card now reads, under the medical entitlements block, "Authorized medical with a valid set of active duty orders for over 30 days". This change ensures there is no misunderstanding at medical facilities worldwide. DoD medical facilities provide treatment to all Services and are verified through the DEERS system which is DoD wide.

(d) After Desert Storm, the Army changed the ID regulation to issue ID cards to family members under age 10 when the sponsor is a sole parent, Army married couple, Joint Service married couple, or when residing outside the sponsor's household. The Army policy was adopted by each Service and has been incorporated into DoDI 1000.13.

(e) The new Commissary DoDI was revised adding an agent letter that authorizes guardians the use of the commissary and exchange.

(f) Each Service has its own policy which permits guardians entrance into facilities to procure dependent family member benefits. The Army policy for installation entrance is delegated to each installation commander who issues letters to the guardian allowing them to escort the eligible family member to any facility on that installation.

(5) *GOSC review.* This issue was briefed at the Oct 93 GOSC. PERSCOM will clarify the extent of the problem and readdress the issue with DoD.

(6) *Resolution.* The Apr 95 GOSC determined this issue was completed because post-Desert Storm initiatives have resulted in the elimination of earlier difficulties with access to military installations and services.

h. Lead agency TAPC-PDO-IP.

i. Support agency OASD(PSF&E).

Issue 305: Inequitable Combat Zone Tax Exclusion

a. Status. Unattainable.

b. Entered. AFAP IX; 1991.

c. Final action. AFAP XIII; 1995.

d. Subject area. Entitlements.

e. Scope. In a combat zone, enlisted soldiers' pay is tax-exempt. Officers' pay is only exempt up to the first $500 per month. Civilians receive no exemption. This public law (Title 26, Section 112 of Internal Revenue Service Code), created during the Korean conflict, is in conflict with the Total Army concept.

f. AFAP recommendation.

(1) Retain total tax exclusion for enlisted.

(2) Increase tax exemption percentage for officers.

(3) Implement a comparable tax exemption for civilians.

g. Progress.

(1) *Cost.* Excluding $2,000 taxable income for officers during Operation Desert Storm would have resulted in $12M loss of revenue to the Government. Actual costs would be based on size of force and length of involvement during a contingency authorizing tax exemption.

(2) *Legislative proposals.*

(a) In 1991, House bills to exclude gross income for officers and to increase the tax exclusion to $2,000 per month were introduced. No action was taken on either bill. In 1991, no action was taken on a Senate bill to increase tax exclusion for officers to the first $2,000. Army supported increasing combat tax exclusion for officers as part of the DoD FY 95 legislative program, however, the legislation was unsuccessful..

(b) In Jan 92, DAPE-CP began staffing a proposed legislation to provide for a tax exclusion of the first $2,000 of income for civilians deployed to a combat zone.

(3) *Resolution.* The Oct 95 GOSC determined this issue is unattainable because several legislative proposals have been unsuccessful in expanding the tax exclusion limits. The GOSC members did not support any change to enlisted tax exclusion.

h. Lead agency. DAPE-PRR-C.

i. Support agency. DAPE-CP.

Issue 306: Inequitable Military Pay

a. Status. Combined.

b. Entered. AFAP IX; 1991.

c. Final action. No.

d. Subject area. Entitlements.

e. Scope. A disabling inequity exists between military and private sector pay. The comparability gap is greater than 11% and is increasing based on Army budget projections. This inequity requires many families to use food stamps, Women, Infants and Children, reduced lunches, and other public assistance programs to meet basic needs.

f. AFAP recommendation. Eliminate existing gap over 6-year period by increasing military pay. After elimination of gap, establish a law to maintain equality with private sector. Liquefy assets gained from base closures and eliminate certain programs such as Army Community of Excellence and top three "absorb" programs selected at the AFAP.

g. Progress.

(1) *Combined issues.* In Feb 95, this issue was combined with Issue 383, “Military Pay Diminished by Inflation,” because of similarity of AFAP recommendations.

(2) *Validation.* Military pay compared to civilian pay as measured by the Employment Cost Index (ECI) indicates a gap of approximately 12%. Assets which might be obtained by elimination of Army Community of Excellence and top three AFAP "absorb" programs would provide only a very small fraction of the money required. Savings from base closures have already been withdrawn.

(3) *GOSC review.* The May 93 GOSC was told that this issue remains active even though there is no congressional or administration support for closing the ECI gap at this time.

(4) *Resolution.* Issue 383 (and Issue 306) were declared completed by the Nov 99 GOSC because the FY00 NDAA requires FY01-06 military pay raises exceed the ECI by .5%.

h. Lead agency. DAPE-MBB-C.

i. Support agency. None.

Issue 308: Insufficient Resources for Increased Roles of FSG During Transition

a. Status. Completed.

b. Entered. AFAP IX; 1991.

c. Final action. AFAP XIII; 1996.

d. Subject area. Family support.

e. Scope. Military personnel and families who are impacted by the builddown will be under increased stress. They will require support systems to educate soldiers, promote adjustment, and provide alternative directions. Current Family Support Group resources are inadequate to provide guidance and support needed, particularly as funding for current support programs decreases.

f. AFAP recommendation. FSG development and support must be given a high priority.

(1) Train FSG volunteers in relevant skills, specifically in support group development, communications, and leadership skills.

(2) Ensure reimbursement for key expenses and physical plant support.

(3) Provide an appropriate dollar mix among AD, USAR, and ARNG.

(4) Encourage commanders to use FSGs to disseminate information, especially information relating to transition.

(5) Give special emphasis to active duty component at remote sites.

(6) Refocus FSGs to emphasize inclusion of single soldiers by renaming groups "soldier and family support groups."

(7) DAIG place emphasis on the implementation of FSG policies as outlined in AR 600-20.

g. Progress.

(1) *Training.*

(a) A block of instruction on FSGs is included in the Army Family Team Building training. Training covers the establishment and funding support for FSGs.

(b) The Operation READY training materials were designed as a resource for the deployment process. Included in Op READY is a module dedicated to FSGs outlining group development, team work, communication, and leadership skills.

(c) Spouses who attend the Pre-Command Course receive instruction about FSGs which includes types of funds and access to funds. Training includes a presentation and small group discussion on experiences and lessons learned.

(2) *Reimbursements.*

(a) Commanders have authority to use APF and NAF for key expenses. Authority to provide office and administrative support is outlined in AR 608-1, chapter 4 and in DA Pam 608-47.

(b) Installations have the authority to reimburse FSG expenses where budgeted and approved. Special NAF accounts have been established to give the RC access to NAF. This information is outlined in AR 215-1.

(c) Interim Change number I01, AR 215-1, dated 10 Feb 95, outlines funding support for FSGs and volunteers. AR 215-1 addresses reimbursement expenses for volunteers and FSGs.

(3) *Funding*. Funding for Active Army, Army National Guard, and U.S. Army Reserve family programs was included in the POM for FY 92-97. As reported in Issue 265, "Family Support Programs for the Total Army Family," authorized positions are subject to decrease in an effort to meet the USARC civilian employment level.

(4) *Transition.* DA Pam 608-47 (August 1993) clearly identifies the FSG as an important element in the network of communication between family members, the chain of command, and community resources.

(5) *Remote sites.* All components are encouraged to have FSGs. AR 600-20 requires commanders at all levels to provide an environment that encourages an effective family program. This includes units at remote sites.

(6) *Single soldier participation.* The Total Army Family Program, outlined in AR 600-20, clearly states that single soldiers are full participants in the program. The AR also defines the Total Army family and further defines family support as the "mutual reinforcement provided soldiers/civilian employees/retirees, regardless of marital status, and family members -- both immediate and extended (that is, FSGs, newsletters, telephone trees, and other volunteer programs and activities.)"

(7) *Assessment.* The DAIG will highlight the implementation of FSGs as outlined in AR 600-20 in their quarterly information bulletin as an area of concern for local command to inspect.

(8) *GOSC review.*

(a) *Jun 92*. USACFSC will publish DA Pam 608-47 and diminish confusion regarding FSG funding.

(b) *Oct 93*. USACFSC will publicize how funds can be accessed.

(9) *Resolution.* The Apr 96 GOSC determined this issue was completed. FSG training is available through many programs. Commanders at all levels are required by AR 600-20 to provide an environment that encourages an effective family program; this includes soldiers at remote sites and single soldiers.

h. Lead agency CFSC-FSA.

i. Support agency None.

Issue 309: Lack of Aggressive CHAMPUS Marketing and Training

a. Status. Completed.

b. Entered. AFAP IX; 1991.

c. Final action. AFAP XII; 1995.

d. Subject area. Medical.

e. Scope. Many health care providers do not understand how the CHAMPUS program benefits the beneficiary or the provider. With the drawdown of military strength, it is imperative to increase the number of CHAMPUS providers who will accept assignment. Beneficiaries in remote sites have limited choices of providers and no access to MTFs, resulting in excessive out-of-pocket costs. Additionally, upon activation, RC soldiers may lose their civilian medical insurance coverage, but do not understand how to use their CHAMPUS coverage.

f. AFAP recommendations.

(1) OCHAMPUS mandate specific beneficiary education projects; that is, fairs, workshops and promotions.

(2) OCHAMPUS aggressively solicit CHAMPUS participation from providers with special emphasis on those in small, civilian communities and remote sites.

(3) OCAR and NGB mandate annual CHAMPUS training for reservists and their families.

g. Progress.

(1) *Beneficiary education.*

(a) In Oct 94, OCHAMPUS published a revised, comprehensive beneficiary handbook which also contains information on TRICARE options and benefits.

(b) The Army Surgeon General established marketing as one of the top five strategic objectives. The first formal MEDCOM marketing conference took place in Sep 94. Participants were provided materials and knowledge to write local marketing plans.

(c) The Army Surgeon General's Office issued a memorandum to major Army commanders and NGB and OCAR in Feb 94 mandating annual CHAMPUS training for all soldiers and their beneficiaries. The vehicle (health fairs, videos, newsletters, etc.) for this training was left to the local MTF commander.

(2) *CHAMPUS participation.*

(a) To encourage maximum participation in CHAMPUS, the 1992 National Defense Appropriation Act mandates that civilian institutional health care providers which accept MEDICARE must also accept CHAMPUS.

(b) The 1993 National Defense Authorization Act encourages CHAMPUS participation by reimbursing CHAMPUS providers at a higher rate than non-participating providers. It also limits the amount that a non-CHAMPUS health care provider can bill the patient to 15% of the CHAMPUS allowable charges.

(3) *Guard and Reserve training.* The NGB and OCAR Surgeon's Office agreed to an annual training require-

ment for soldiers and their families.

(4) *GOSC review.* At the Oct 93 GOSC the VCSA noted the need to care for soldiers, retirees, and families during the transition years.

(5) *Resolution.* The Apr 95 GOSC determined this issue is completed based on mandated annual beneficiary education for the active and reserve components and the passage of legislation to ensure that practices that accept MEDICARE will also accept CHAMPUS.

h. Lead agency MCHO-CL.

i. Support agency OCPA/NGB/OCAR.

Issue 310: Lack of Non-chargeable Paternity or Adoption Leave

a. Status. Completed.

b. Entered. AFAP IX; 1991.

c. Final action. AFAP IX; 1992.

d. Subject area. Entitlements.

e. Scope. Currently female soldiers are provided with an excused absence after the birth of a child. Fathers take chargeable leave in order to assist in the care of both mother and child.

f. AFAP recommendations.

(1) Provide a non-chargeable absence for fathers not-to-exceed (NTE) 10 days at the discretion of the leave approving authority at no expense to the Government.

(2) Include a provision for adoption proceedings.

(3) Amend AR 630-5, chapter 10, section II to reflect this change.

g. Progress.

(1) *Issue review.* Military leave benefits are more generous than most civilian employers allow. Current Army policies provide a good combination of annual leave, advanced leave, and excess leave which will meet the needs of our families.

(2) *Leave procedures.* Review of existing Army Regulations reveal that authority exists for commanders to authorize annual leave, advanced leave, or excess leave if deemed necessary. All soldiers are entitled to leave with pay and allowances (annual leave) at the rate of 2 1/2 calendar days for each month (30 days each year) of active duty or active duty for training. Advanced leave (with pay and allowances) is a way soldiers with no leave or limited leave may be granted leave to resolve emergencies and urgent personal and morale problems. Excess leave may be granted in emergencies or unusual circumstances and is granted without pay and allowances.

(3) *Resolution.* The Jun 92 GOSC determined this issue was completed based on provisions for annual, advanced, and excess leave that could be utilized for paternity or adoption absences.

h. Lead agency DAPE-MBB-C.

i. Support agency None.

Issue 311: Montgomery G.I. Bill Enrollment Period

a. Status. Completed.

b. Entered. AFAP IX; 1991.

c. Final action. AFAP IX; 1992.

d. Subject area. Entitlements.

e. Scope. Upon initial entry Active Component soldiers who are undecided about their future education may decline enrollment in the Montgomery G.I. Bill. Declination is irreversible. The current 3-day enrollment period is too restrictive. Army desires to retain quality, educated soldiers.

f. AFAP recommendation. Allow Active Component soldiers who decline program participation at initial entry to elect participation at any time, provided they can meet program requirements.

g. Progress.

(1) *Policy.* The current enrollment period is set by public law and allows for the services to correct enrollment errors should they occur.

(2) *MGIB enrollment.* Between FY89 and FY91, the MGIB enrollment rate exceeded 90%. Neither the Education Incentives Office nor the Education Division report any cases where a soldier requested MGIB enrollment after the current enrollment period, other than those where an administrative error occurred.

(3) *Resolution.* The Jun 92 GOSC determined this issue was completed because Army has not experienced a significant number of cases where a soldier requested MGIB enrollment after the initial enrollment period.

h. Lead agency. DAPE-MPA-RP.

i. Support agency. TAPC-PDE-EI.

Issue 312: No Standard Casualty Assistance Policy

a. Status. Unattainable.

b. Entered. AFAP IX; 1991.

c. Final action. AFAP IX; 1992. Updated Feb 96.

d. Subject area. Force support.

e. Scope. Casualty assistance provided by the various military branches is not standardized. Lack of standard policy delays the processing of entitlements and burial assistance.

f. AFAP recommendations.

(1) Develop standardized DoD policy:

(a) Allow each service to provide casualty assistance to any next-of-kin (NOK) regardless of Service affiliation.

(b) Provide personnel training in survivor assistance.

(c) Develop standard DoD forms to facilitate processing of entitlements.

(2) Conduct survey to determine full scope of problem across Services, particularly within the retirement community.

g. Progress.

(1) Survey revealed that--

(a) Army: Each Casualty Area Command provides the primary next-of-kin (PNOK) an assigned Casualty Assistance Officer (CAO). The CAO contacts the PNOK by phone and sets up an appointment to meet with them. CAO duties include, but are not limited to, **assisting in**: funeral arrangements; applying for VA and social security benefits; contacting the Retired Pay Operations of DFAS in Cleveland; filling out DD 1172 (Application for Uniformed Services Identification Card DEERS Enrollment); preparation of the paperwork for receipt of SBP annuity; collecting transportation expenses for retirees who die in military hospitals; and other personal or estate affairs.

(b) Navy: Provides a toll-free 800 phone number to inform the NOK of benefit entitlements. If the NOK is disabled and needs assistance, this is normally done by mail.

(c) Air Force: Provides casualty assistance to the NOK, similar to the Army.

(d) Marines: Automatically provides casualty assis-

tance to NOK of Marines who die within 120 days of retirement. Assistance to other NOK is on a case-by-case basis.

(2) None of the Services want to increase the assistance they provide to NOKs of retirees, especially with the downsizing of the Active Force. If this issue is pursued and standardized assistance is given by all the Services, the Army would have to sacrifice certain services, and Army retirees would lose the level of assistance their NOK are now provided.

(3) *Resolution.* The Jun 92 GOSC determined this issue is unattainable because a standardized Service casualty assistance policy would result in diminished casualty assistance to the Army family.

h. Lead agency. TAPC-PEC.

i. Support agency. None.

Issue 313: Sick Leave Restoration

a. Status. Completed.

b. Entered. AFAP IX; 1991.

c. Final action. AFAP XII; 1995.

d. Subject area. Employment.

e. Scope. Civilian employees Government-wide can have accumulated sick leave restored to them if they return to service within 3 years. Civilians who have breaks longer than 3 years lose this earned sick leave. Thus, any employee who anticipates a break in service longer than 3 years has incentive to abuse sick leave.

f. AFAP recommendation. OPM change regulation to allow civilian employees Government-wide to retain sick leave accumulated prior to break in service, regardless of the length of this break.

g. Progress.

(1) *OPM review.* OPM proposed regulations to allow sick leave to be restored upon return to Federal service, regardless of the length of break in service. They were submitted to OMB in 1992 and were returned without action. In Feb 94, OPM advised HQDA that the regulations were resubmitted to OMB. The proposal also became an initiative in the National Performance Review.

(2) *OPM regulation.* OPM issued final regulations in the Federal Register on 2 Dec 94, that eliminates the 3-year limitation on the recredit of sick leave. The regulations are effective 2 Dec 94. A former employee is entitled to this recredit of sick leave without regard to the date of his/her separation, if reemployed in the Federal Government on or after 2 Dec 94.

(3) *GOSC review.* At the Oct 94, Army indicated it will track regulatory changes published in the Federal Register.

(4) *Resolution.* The Apr 95 GOSC agreed this issue is completed. The three-year limitation on recredit of sick leave upon a break in service was eliminated by the Family Friendly Leave Act and subsequent Federal regulations.

h. Lead agency. DAPE-CPC.

i. Support agency. None.

Issue 314: Teen Program Under-Utilization

a. Status. Completed.

b. Entered. AFAP IX; 1991.

c. Final action. AFAP XVI; 1999.

d. Subject area. Youth.

e. Scope. Teen programs are under-utilized by a majority of teenagers. Teen programs suffer from a lack of vitality, leadership and initiative. In many areas, neither teen councils nor equivalent channels exist; in some others they exist only on paper. Teens perceive they lack influence in the decision making process for their own programs. This results in apathy. Where teen leadership does exist, it frequently operates in relative isolation, without the benefit of information and idea-sharing with other teen programs. Finally, there is insufficient adult focus on teen programs.

f. AFAP recommendations.

(1) Create an Army-wide "Teen Program of Excellence" using recommendations below as preliminary standards.

(2) Empower teen councils to give them ownership of their programs by the following:

(a) Invite the post commander to teen council meetings on a quarterly basis.

(b) Find an enthusiastic teen advocate among senior leadership who is acknowledged by post commander.

(c) Request teen representation on the community commander's council.

(3) Establish and maintain an Army-wide leadership communication network to include but not be limited to:

(a) Army-wide electronic bulletin board.

(b) Periodic Army-wide televideo conference.

(c) Research successful programs.

(4) Request commander provide unit support for youth activities in locations where it does not already exist.

(5) Recruit more adult and teen volunteers per regulatory guidance (AR 215-1) advocating volunteerism as the "backbone" of Youth Services programs.

(6) Expand joint efforts between Youth Services and schools for optimal efficiency and effectiveness in teen programming.

g. Progress.

(1) *Related issue.* Issue 439, “Teen Program Standardization” establishes guidelines on some of this issue’s initiatives.

(2) *Programming and training to increase participation of middle school age group.* Approximately 74% of the Army middle and high school 11-15 year old youth population (88,789 youth) are too old for child care and too young for cars and jobs. Youth programs have refocused program options and methods of delivering service for this age group. A funding memorandum was distributed to MACOMs and installation in Jan 99 on the $12.8M Readiness Supplemental to Management Decision Package (MDEP) QYDP for the middle school/teen program. Supplemental funding will be used to hire non-appropriated fund (NAF) staff to promote program growth and provide positive youth/staff interactions. More than 275 installation staff were trained at the MWR Conference, the Boys & Girls Clubs of America Orientation and the Youth Sports Directors Training on this shift in youth program direction.

(3) *Communication networks.*

(a) *Leadership communication.* Weekly MACOM/HQ conference calls and semi-annual MACOM/HQ video teleconferences and/or semi-annual HQ/MACOM In Process Reviews have been ongoing since FY96.

(b) *Teen communication.* A semiannual newsletter is distributed to teens. The Army Teen Panel homepage

became operational in Mar 97. Bosnia Support Funding will be used to provide internet connectivity in youth computer labs with a target of 75% for FY00.

(4) *Empowering teens.*

(a) *Revitalizing teen councils.* A teen council handbook was developed and distributed in Jan 98. Installation youth staff identify Teen Council advisors and provide MACOM list of Teen Council members. Installation Teen Councils are a baseline component in Army Youth Programs.

(b) *Leadership development.* Army-wide and regional/ MACOM Teen Discovery conferences train teens to assume installation leadership roles. Army-sponsored teen leadership opportunities include Army Teen Panel, Olympic Academy of Youth Sports Leadership Camp, Army Chaplain Character Education Initiative, Boys and Girls Clubs' of America Keystone Clubs, Prudential Youth Leadership Institute, and America's Promise National Youth Movement.

(c) *Command forums.* Teen Discovery and Army Teen Panel, the National 4-H Conference and Boys and Girls Clubs of America National Keystone Conference provide youth avenues to address issues on either a local or national level. Teen Panel and Teen Discovery surface youth issues for review at the installation, MACOM, and HQDA AFAP and send delegates to the Army AFAP. The Army Teen Panel serves as a bridge between Army teens and Army leadership.

(5) *Command, community and parental involvement.*

(a) *Command support.* A "How to" guide for military unit sponsorship was distributed in Feb 98 to improve installation youth programs and facilities.

(b) *Community partnerships.* MWR facilities and staff expertise enrich local teen programs (i.e., use of fitness centers, gyms, bowling centers). Additional community partnerships include Boys and Girls Clubs affiliate memberships, local 4-H and Cooperative Extension service collaborations for local programs, ACS relocation grants for teens to develop youth sponsorship materials, Family Advocacy Program funds for child abuse reporting hotline and prevention training materials, and MWR Youth Partnership materials.

(c) *Parental involvement.* Parent Advisory Councils are being expanded to include teens and parents of teens (SY9-00).

(6) *Volunteering.* The DOD committed to mobilize children of active duty personnel to volunteer 1.5M hours of service annually in community service projects (America's Promise). Army's Promise Passport program is designed to promote citizenship and support the DOD Commitment. Installation staff develop local implementation plans and report participation numbers and hours to their MACOM twice a year.

(7) GOSC review.

(a) *Oct 93.* The issue will remain active to reassess teen participation in 6 months.

(b) *Oct 95.* GOSC agreed that issue will remain active to continue the development of youth programs.

(c) *Nov 98.* Issue remains active to continue to improve the utilization of youth programs by 11-15 year old youth.

(8) *Resolution.* The Nov 99 GOSC determined this issue is completed based on improvements in the Youth program and the establishment of benchmarks and standards.

h. Lead agency. CFSC-FSCY.

i. Support agency. None.

Issue 315: Waiting Period for Background Investigation

a. Status. Completed.

b. Entered. AFAP IX; 1991.

c. Final action. AFAP XII; 1994.

d. Subject area. Employment.

e. Scope. Background investigations need to be completed in a more timely manner.

f. AFAP recommendations.

(1) Provide applicant instruction in proper preparation of background checks application.

(2) Automate background check procedures to include simultaneous transmission of background check information to servicing agencies; for example, local DA field offices.

(3) Contract agency to conduct investigations which will provide a completed background check within 90 days of acceptance of application.

g. Progress.

(1) *Assistance.* In Feb 92, PERSCOM requested OPM assistance in obtaining completed National Agency Check and Inquiry (NACI) investigations in timely manner. In Mar 92, OPM responded that delays in processing time arise whenever requests lack information necessary to conduct the investigation. When this occurs, OPM must return the investigation request to the submitting office. According to OPM statistics, Army had an overall submission return rate of 41%, compared to a Government-wide return rate of 30%.

(2) *Feedback.* The field was informed by message of OPM's response concerning the Army's incorrect completion of forms and high percentage rate of returned submissions. In Jun 93, OPM provided an automated report, by security office, indicating the reasons for and the percentages of cases returned as unacceptable. At CPMD's request the reports were recategorized based on personnel office. Future mailings will go directly from OPM to the individual reporting activities and CPOs on a monthly basis. Commands were requested to ensure that these reports are reviewed, training established, and processing tools developed, prior to submission of the investigative data to OPM.

(3) *Improvements.* According to OPM statistics, from Oct 93 through Jul 94, the number of submissions returned for further information was 17% (compared to 40% returned submissions in 1992). As of Sep 94, the OPM processing time for Federal-wide NACIs was close to 46 days.

(4) *Resolution.* This issue was completed by the Oct 94 GOSC because Army substantially reduced the return rate for NACI forms, resulting in decreased processing time for the background checks.

h. Lead agency TAPC-CPF-S.

i. Support agency None.

Issue 316: Civil Service Employees in Career-Conditional Status at Remote Sites

a. Status. Unattainable.

b. Entered. AFAP X; 1992.

c. Final action. AFAP XIII; 1996.

d. Subject area. Employment.
e. Scope. Spouses who are career-conditional employees and accompany their sponsors to remotely-located assignments within CONUS may suffer the loss of credited service already invested toward career status. Civil service employees must complete a 3-year period of substantially continuous creditable service to become a career status employee. This service must not include any break in service of more than 30 calendar days. There are provisions identified in the Federal Personnel Manual, chapter 315, that permit an exception for a spouse who accompanies the sponsor to an overseas assignment. Many CONUS remote sites mirror OCONUS in availability of civil service employment. No exception is made for spouses whose sponsors are reassigned to CONUS remote sites.
f. AFAP recommendation.
(1) Revise OPM regulation to include remote CONUS assignment exceptions to prevent loss of credited service.
(2) Define CONUS remote site criteria that is quantifiable by availability of Federal Government positions.
g. Progress.
(1) *Combined issues.* This issue was combined with Issue 377, "Family Member Career Status Eligibility," in Mar 95 because of the similarity in AFAP recommendations.
(2) *Proposal to OPM.* In May 91, this issue was submitted as a suggestion by the US Army Armament Research, Development and Engineering Center, Picatinny Arsenal, NJ. OPM denied the suggestion in May 92. In Jun 92, Hqs, US Army Armament, Munitions and Chemical Command requested the suggestion be forwarded back to OPM for reconsideration. DAPE-CPC endorsed the recommendation in Sep 92.
(3) *OPM initiative.*
(a) In Jul 94, in relation to National Performance Review recommendations, OPM informally staffed a proposal for a simple appointment system. Proposal would drop 3-year limit on reinstatement eligibility of career-conditional employees and link career status to completion of probation, rather than 3 years of continuous service. In Aug 94, Army advised OPM that it supports this proposal.
(b) In Oct 95, OPM issued final regulations in the Federal Register. Federal agencies voiced concern that the changes would impact reduction in force (RIF) outcomes because career tenure is one of the ranking factors considered for a RIF. Rather than introduce a new variable at a time when agencies will be facing a significant level of RIF activity, OPM did not implement the revision.
(3) *Resolution.* The Apr 96 GOSC determined this issue is unattainable based on the absence of support from downsizing government agencies.
h. Lead agency. DAPE-CPC.
i. Support agency. TAPC-CPF.

Issue 317: Clarification of Spouse Employment Preference Programs
a. Status. Completed.
b. Entered. AFAP X; 1992.
c. Final action. AFAP XV; 1998.
d. Subject area. Employment.
e. Scope. People do not understand the Spouse Employment Preference Programs in the employment process. Because of inconsistent information, downsizing, and constant relocation, the need for clarification is heightened.
f. AFAP recommendations.
(1) Develop, publish, and distribute DA Pamphlet clarifying all Spouse Employment Preference Programs.
(2) Provide continued, updated Spouse Employment Preference information at each permanent duty station.
(3) Standardize locations as much as possible for disseminating Spouse Employment Preference information; for example, CPOs, Welcome Centers, Job Information Centers, Newcomers' Welcome packets.
(4) Require that a clause stating that the sponsor's spouse may be eligible for employment preference be on sponsor's orders. The clause needs to be standardized and included on military and civilian orders.
(5) Educate all employees, including managers and supervisors, on Spouse Employment Preference process to include semi-annual updates.
g. Progress.
(1) *Combined issues.* This issue was combined with Issue 370, "Dissemination of Federal Employment Information" in Jan 95 because of similarity of AFAP recommendations. See Issue 370 for resolution of this concern.
(2) *Assessment.* One of the most difficult problems a CPO faces is that of providing complete, accurate, timely information to its diverse customers. The complexity of the civilian personnel system, the continuous changes to program guidance, and the impact of individual circumstances all combine to create situations where information provided either is, or appears to be, unclear to the customer.
(3) *Resolution.* The Nov 98 GOSC determined this issue when it completed Issue 370 based on the establishment of the employment web site and the information on that site.
h. Lead agency. TAPC-CPF-S.
i. Support agency. None.

Issue 318: Convenience of Services on Military Installations
a. Status. Completed.
b. Entered. AFAP X; 1992.
c. Final action. AFAP X; 1993.
d. Subject area. Consumer services.
e. Scope. Mission readiness and training are impacted by taking time off from work to take care of routine business. Far too few support services such as medical, ID cards, and social work services operate during convenient hours for soldiers and the Total Army family. Various installations and commands throughout the Army have successfully implemented flexible hours to meet customers' needs.
f. AFAP recommendation.
(1) Issue Army-wide guidance encouraging the establishment of nontraditional duty hours to provide access to necessary support services.
(2) Issue Army-wide guidance encouraging the establishment of nontraditional support service hours to better serve soldiers, family members, retirees, National Guard, Reserve Component, and DA Civilians--all members of the Total Army family.
g. Progress.

(1) *Duty hours.* Commanders are responsible for the establishment of duty hours. They are encouraged to be sensitive to the needs of soldiers. Data from the Fall 1991 Sample Survey of Military personnel indicates that 86% of soldiers feel they sometimes to almost always have time to handle urgent matters.

(2) *Customer feedback.* Consumers are encouraged to express their desires about service operating hours through many forums at installation level. PX and commissary advisory boards, mayoral and town hall meetings, suggestion boxes, and AFAP forums provide opportunities for consumers to identify services or operating hours that do not meet community needs.

(3) *Medical services.*

(a) The Army Medical Department does not have a standard policy regarding extended hours of clinical services. The major Medical Commands delegate authority to offer extended and weekend hours as needed to satisfy local community circumstances. It is impossible and impractical to establish one standard for all facilities, since MTFs support varied and unique populations.

(b) MTF commanders work closely with local installation commanders to develop and support policies which encourage extended hours/services to meet customer needs.

(4) *ID cards.* The ID regulation (AR 600-8-14) does not establish hours. However, it does state ID card customers should not wait longer than an average of 30 minutes for service. PERSCOM installation visits indicate there is sensitivity to customer needs. Many ID card offices open one night a week for service. ID cards can be processed by mail if it is impossible for an individual to go to a military facility.

(5) *Resolution.* This issue was completed by the May 93 GOSC. Duty hours and operating hours are a commanders decision, and systems are in place to assist commanders in making those decisions.

h. Lead agency CFSC-FSM.

i. Support agency OTSG/PERSCOM.

Issue 319: Dislocation Allowance for Single Soldiers

a. Status. Unattainable.

b. Entered. AFAP X; 1992.

c. Final action. AFAP XII; 1994.

d. Subject area. Entitlements.

e. Scope. Single soldiers assigned to Government quarters at a new duty station are not entitled to DLA, while their married counterparts receive this entitlement.

f. AFAP recommendation. Change 7 USC 407 to include DLA for single soldiers. Rate will be based on a minimum of 25% of the Basic Allowance for Quarters provided for the member's pay grade.

g. Progress.

(1) *Authorization.* Relocating single soldiers who will not make a barracks to barracks move are authorized DLA.

(2) *Legislative attempts.* In 1993, DLA for all single soldiers was surfaced to OSD Compensation. The other Services did not indicate an interest in this item. Also, the proposal was not accepted for review in the Unified Legislative Budget process. The 8th QRMC has an established agenda which does not include DLA for single soldiers.

(3) *GOSC review.* This issue was briefed at the May 93 GOSC. ODCSPER will work with the other Services to garner support to elevate this issue to OSD.

(4) *Resolution.* The Oct 94 GOSC determined this issue is unattainable because there is no support for DLA for soldiers living in furnished government housing (such as barracks).

h. Lead agency DAPE-MBB.

i. Support agency None.

Issue 320: Federal Beverage Procurement Laws Reduce NAF Profits

a. Status. Unattainable.

b. Entered. AFAP X; 1992.

c. Final action. AFAP X; 1993.

d. Subject area. Consumer services.

e. Scope. Profits for support of NAF activities are restricted under Public Law 99-661, 10 USC 2488, and the annual Defense Appropriation Act, which limit procurement of beverages (beer and wine) for resale on military installations to States in which the installation is located. Profits from the sale of beverages benefit NAF MWR programs. Restricting purchases of beverages from the most competitive sources significantly diminishes profits and reduces commanders' ability to fund other NAF MWR activities. DoD activities in Hawaii and Alaska are further restricted to purchasing distilled spirits, as well as beer and wine, within their respective States. This restriction prevents purchasing from the most competitive source, which is normally the factory or major regional distributor, and results in a loss of potential profits estimated between $1.5M and $2M.

f. AFAP recommendation.

(1) Eliminate the portion of the annual Defense Appropriation Act that restricts DoD NAFIs to procure beverages from Alaskan and Hawaiian distributors, rather than the most competitive source regardless of location.

(2) Repeal Public Law 99-661, restricting the purchase of beverages by DoD activities. Allow DoD activities in all 50 States to purchase all beverages from the most competitive sources regardless of State boundaries.

(3) Eliminate barriers that inhibit NAF profits in support of MWR.

g. Progress.

(1) *Legislation.* In Dec 85, Congress restricted the purchase of all alcoholic beverages to in-State sources via the appropriations process. This was done at the request of State tax commissioners and local distributors who were concerned that the military might start centralized orders, thereby reducing State taxes and distributor earnings.

(2) *Potential cost.* Early estimates (1985) were that these provisions cost DoD MWR activities $30M per year. Alaska and Hawaii estimates were up to $4M per year. This was not persuasive in having the section repealed.

(3) *Legislative change.* The restriction on in-State purchase of distilled spirits was lifted in an FY 87 Continuing Resolution, though the restriction on wine and malt beverages was continued. Unhappy with the prospect of reduced tax revenues, the Hawaii and Alaska Senators included a separate provision continuing the restriction for Hawaii and Alaska. This continued restriction was objected to by all Services, but they were unsuccessful in having it deleted.

(4) *Resolution.* This issue was determined to be unattainable by the May 93 GOSC. Army has been unable to influence restrictions placed annually in the Defense Appropriation Act requiring DoD NAFIs in Alaska and Hawaii to purchase beverages from in-state distributors.
h. Lead agency CFSC-PNA.
i. Support agency None.

Issue 321: Financial Hardship While on TDY Enroute to New Permanent Duty Station
a. Status. Completed.
b. Entered. AFAP X; 1992.
c. Final action. AFAP XI; 1993.
d. Subject area. Entitlements.
e. Scope. Soldiers on TDY enroute between two CONUS permanent duty stations cannot receive the new permanent duty station's Variable Housing Allowance (VHA) rate until the soldier arrives.
f. AFAP recommendation. Revise the JFTR, paragraph U8005-A1, to allow soldiers in this category to draw VHA at either their old or new permanent duty station depending on the location of their family members.
g. Progress.
(1) *Army regulation.* AR 614-6 authorizes a soldier to accompany dependents to new duty station, sign in, and still use DA funds for TDY.
(2) *Message to the field.* A message was sent to MILPOs (Oct 93) indicating VHA procedure when a soldier is TDY enroute to PCS.
(3) *Resolution.* This issue was completed by the Oct 93 GOSC because AR 614-6 allows VHA determination based on the soldier's permanent duty station. The soldier may sign in at the new duty station, relocate family members, then travel to TDY location or the soldier may elect to remain "signed in" at old duty station while on TDY.
h. Lead agency DAPE-MBB.
i. Support agency None.

Issue 322: Funding Access for Family Assistance During All Stages of Mobilization
a. Status. Completed.
b. Entered. AFAP X; 1992.
c. Final action. AFAP XIV; 1997.
d. Subject area. Family support.
e. Scope. Total Army Operating Agencies (Active, Reserve, National Guard) had significant difficulty accessing and transferring funds for mobilization and predeployment Family Assistance. Procedures do not exist to cross-level funds (OMA, OMAR, OMANG) among the three Army components. This is a DoD-wide problem.
f. AFAP recommendation. Revise applicable DoD guidelines and establish open fund cites for family assistance during mobilization as is currently done for repatriation operations.
g. Progress.
(1) *Analysis.*
(a) Funding for repatriation operations are a centrally-managed allotment, set up as the mechanism through which individuals may be transported from foreign countries and returned to the U.S. during times of crisis. The repatriation allotment is not an open funding account. Its purpose is to provide a fund cite to procure transportation and accommodations on a fast turn-around basis. An allotment of this nature would not provide the solution to insufficient funds for Reserve family assistance during mobilization.
(b) When USAR units are activated during mobilization, their parent headquarters are expected to provide family assistance to the family members of the (now) active duty soldiers. Non-activated RC headquarters cannot spend active component appropriations. In Aug 90, CFSC offered OMA funds to the RCs for family assistance. They could not be accepted because insufficient time remained in the fiscal year to secure congressional approval to reprogram them to OMANG or OMAR funds.
(c) AR 600-20 assigns the ARNG as the lead agency "to coordinate the establishment of family assistance centers for Total Army families not living near Army installations during all levels of contingency and mobilization." At the lowest levels of contingency/mobilization, the STARC, which may have few, if any, units activated, has limited flexibility in reprogramming their ARNG funds to support the unbudgeted family assistance mission. They were not authorized to spend active component funding even if it was available for that purpose.
(2) *General Counsel ruling.* In 1994, the General Counsel ruled that OMA dollars can be used to support family assistance mission for reserve units when they are activated. Information on the General Counsel ruling was shared with FORSCOM, NGB, and OCAR Family Program offices 2nd Qtr FY 95.
(3) *Transfer of issue.* The issue was transferred from CFSC to the ARNG in Oct 95 to resolve funding issues. In Oct 96, it was transferred to the USARC to review funding for USAR family assistance.
(4) *Funding allocation.* Procedures to transfer OMA funds to NGB units requiring support are in place and policy is established. A Program Manager within the NGB Family Programs Directorate coordinates policy and flow of funds to units. As necessary, additional accounts are established within the NGB Comptroller Directorate to allocate funds through the Program Manager to units for specific mobilization requirements.
(5) In Sep 97, FORSCOM and USAR staffs identified procedures to capture Reserve family assistance mobilization costs. FORSCOM will provide funds for the USAR to support family assistance for mobilized units.
(6) *GOSC review.*
(a) *Apr 95.* The GOSC agreed that this issue will remain active pending determination of program, budgeting, and guidance procedures to get OMA funds to the RCs to support family assistance during contingency.
(b) *Oct 96.* The GOSC closed the ARNG action based on development of procedures to fund family assistance at ARNG units. The issue was transferred to the U.S. Army Reserve Command to review funding for USAR family assistance.
(7) *Resolution.* The Oct 97 GOSC determined this issue is completed because a mechanism exists to transfer funds from FORSCOM to the U.S. Army Reserve for family assistance.
h. Lead agency AFRC-PRH-F.
i. Support agency FORSCOM/ASA(FM).

Issue 323: Guaranteed Cost of Living Adjustment for Retirees

a. Status. Completed.
b. Entered. AFAP X; 1992.
c. Final action. AFAP XIII; 1996.
d. Subject area. Entitlements.
e. Scope. Legislation currently authorizes COLAs for DoD civilians and military retirees. However, proposed budget may not provide funding for this entitlement.
f. AFAP recommendation. Sponsor legislation in the appropriation bill that guarantees a cost-of-living adjustment for military and DoD retirees when Social Security recipients receive a COLA increase.
g. Progress.
(1) *Legislative basis.* 10 US Code 1401a pegs COLA for retirees to the Consumer Price Index. No legislative initiative from DoD is required. Rather, DA's position is to argue against any legislation that would delink military retiree COLA from civilian retiree COLA.
(2) *Legislative initiatives.*
(a) The FY96 National Defense Authorization Act changed the FY97 COLA adjustment from Sep 97 to Dec 96.
(b) The FY97 National Defense Authorization Act restores COLA to its original 1 Dec 97 effective date, with the COLA increase being paid on 1 Jan 98.
(c) For FY 99 and all succeeding years, scheduled military COLA adjustments are the first day of December (paid on 1 Jan).
(3) *GOSC review.* This issue was briefed to the May 93 GOSC. The issue will remain active to show Army's continued support for COLA adjustments to retiree pay.
(4) *Resolution.* The Oct 96 GOSC determined this issue is completed based on Congressional action to restore COLA to its original determination date.
h. Lead agency. DAPE-PRR-C.
i. Support agency. None.

Issue 324: Health Care Deficiencies for Other Than Active Duty Personnel
a. Status. Completed.
b. Entered. AFAP X; 1992.
c. Final action. AFAP XII, 1994.
d. Subject area. Medical.
e. Scope. With decreasing resources, Army Medical Treatment Facility accessibility for other than active duty personnel (OTAD) will continue to diminish. Current demonstrations, such as the CHAMPUS Reform Initiative (CRI) and Coordinated Care Program (CCP), provide increased access to medical services and offer alternatives to standard CHAMPUS deductibles and cost share. CRI is a triple option program which includes standard CHAMPUS, without change. CHAMPUS Prime is a voluntary enrollment program with reduced cost arrangements. CHAMPUS Extra offers reduced cost share when using preferred providers.
f. AFAP recommendation.
(1) Expedite the CCP to facilitate access to health care service by other than active duty personnel.
(2) Establish installation accountability for marketing/education of CCP.
(3) Support the initiative to change legislation to reimburse the MTF for treatment of MEDICARE beneficiaries over age 65.
(4) Propose legislation to waive MEDICARE deductible for patients over 65, who are treated at a MTF.
(5) Incorporate the positive aspects of CHAMPUS Prime into CCP.
(6) Task the Offices of the Chief Army Reserve/National Guard Bureau to survey National Guard and Reserve personnel to determine need for and potential participation in a group health/dental insurance plan that would incur no expense to the Government.
(7) Propose legislation to allow ARNG and reservists to purchase a group health/dental insurance plan at no expense to the Government, if indicated by recommendation 6 above.
g. Progress.
(1) *TRICARE.* The Coordinated Care Program evolved into TRICARE, a plan to ensure access to care for all categories of beneficiaries on a regional basis. The 12 DoD regions will provide access to health care via both MTFs and TRICARE managed care support contracts. Contracts are projected to be in place by FY97-98. TRICARE is expected to significantly improve access to care for non-active duty beneficiaries assigned at remote locations, at BRAC sites, and at other selected locations.
(2) *Marketing and education.* Beneficiary education is an integral part of the TRICARE program to insure that changes in the health care system are widely communicated and to help beneficiaries choose the options most appropriate for their health care needs. Aggressive education activities such as unit-level briefings, presentations at town hall meetings, newspaper articles, direct mailings, retiree health fairs are ongoing.
(3) *Retiree care.* Health care for MEDICARE eligible beneficiaries is tracked in Issue 402.
(4) *Incorporate CRI into TRICARE.* TRICARE will provide DoD beneficiaries with three options for access to health care, TRICARE Prime, Extra, and Standard.
(5) *RC medical and dental insurance.* Issue 122 tracks National Guard and Reserve personnel participation in a group health and dental insurance plan.
(6) *GOSC review.* At the May 93 GOSC meeting, the VCSA directed the development of a marketing plan to address confusion about medical coverage.
(7) *Resolution.* This issue was determined completed by the Oct 94 GOSC based on marketing improvements and the development of the TRICARE program. The Services will continue to pursue Medicare reimbursement for the treatment of retirees in MTFs.
h. Lead agency MCHO-CL.
i. Support agency None.

Issue 325: Inaccessible/Limited Medical Care Impacts Negatively on Quality of Life
a. Status. Completed.
b. Entered. AFAP X; 1992.
c. Final action. AFAP XII; 1994.
d. Subject area. Medical.
e. Scope. Soldiers and family members suffer severe financial penalties for ancillary costs of medical care when military health care is not available and CHAMPUS is not accepted.
f. AFAP recommendations.
(1) Include survey questions in the semi-annual soldier survey to evaluate the need for a medical cost of living allowance (COLA).
(2) Sponsor legislation for a medical cost of living allowance based on location.

(3) Publicize advisability of purchasing CHAMPUS supplement.

g. Progress.

(1) *Combined issues.* In Dec 93, this issue was combined with Issue 90, "Costs Associated with Obtaining Medical Care in CONUS."

(2) *Survey questions.* ARI advises that including related questions in SSMP would not provide any validation of this issue.

(3) *Medical COLA.* The DCSPER does not feel it prudent to pursue medical COLA at this time with TRICARE on the horizon and National Health Care reform in the Congress.

(4) *Supplement.* Soldiers who wish to protect themselves financially from medical costs should consider purchasing a supplemental medical insurance plan from a private company. Associations, organization, and insurance companies offer policies to supplement CHAMPUS. Each has its own rules, benefits, and premiums. DoD cannot recommend or endorse any particular plan. The "Army Times" provides a yearly supplement outlining the different plans.

(5) *GOSC review.* This issue was briefed to the May 93 GOSC. Although there is no support for additional COLAs at this time, this issue will remain active because of the President's national health care initiatives.

(6) *Resolution.* The Oct 94 GOSC determined that Issue 90 and the issues combined with it are completed because commanders may reimburse soldiers and family members for travel incurred when special medical care requires travel and because local commander approval limits have been increased for soldiers to receive civilian medical care.

h. Lead agency DAPE-MBB-C.

i. Support agency OTSG.

Issue 326: Initiatives to Increase CHAMPUS Awareness and Decrease Financial Burden

a. Status. Completed.

b. Entered. AFAP X; 1992.

c. Final action. AFAP XI; 1994.

d. Subject area. Medical.

e. Scope. CHAMPUS beneficiaries do not understand the program: their benefits; how to access services; and their personal and financial responsibilities to the program. Additionally, current costs create hardships for junior soldiers (enlisted and officer).

f. AFAP recommendations.

(1) Establish an adequately manned CHAMPUS Hotline at Headquarters, OCHAMPUS.

(2) Require MACOM and installation-level accountability for the education about and marketing of the total CHAMPUS program for all soldiers and spouses of active duty, National Guard, Reserve, and retiree personnel.

(3) Propose legislation to establish prorated CHAMPUS deductible, based on rank.

(4) Propose legislation to establish prorated CHAMPUS catastrophic cap, by grade, not to exceed $1,000.

g. Progress.

(1) *Hotline.* OCHAMPUS has 14 full time personnel working in the Benefits Service Branch whose primary responsibility is to respond to written inquiries from beneficiaries. Telephonic access is available 24 hours a day through voice mail answering machines. Benefits Service employees will, in most cases, return calls within 24 to 48 hours. OCHAMPUS' response to an "800" hotline was unfavorable because beneficiaries have the opportunity to have their questions answered in a timely manner through existing resources.

(2) *CHAMPUS education and marketing.*

(a) Staffing among HBAs, OTSG, and OCHAMPUS determined that education is best provided through a trained HBA due to the complexity of the program. If Army commands wish to accept a portion of the responsibility for education of CHAMPUS, they must be willing to appoint and fund a member of their command to attend a CHAMPUS introductory course and keep current with the many changes of CHAMPUS. OCAR and NGB mandate annual CHAMPUS training for reservists and their families.

(b) Marketing is achieved through publications, such as installation newspapers and the “Army Times.” HBAs provide presentations at health fairs, retiree meetings, and units, when requested by local commands. HBAs can also provide slide and video presentations, fact sheets, news releases and handbooks.

(3) *CHAMPUS deductible.* CHAMPUS outpatient deductibles for active duty families of sponsors of grade SGT and below are $50 per individual and $100 per family, while those in active duty rank of SSG and above have higher deductible charges, $150 per individual and $300 per family. Further prorated deductibles and catastrophic caps, by grade, are not presently planned. Deductibles and cost shares on the average cover less than 4% of the cost of inpatient and outpatient care. CHAMPUS is not an insurance; it is funded by appropriations approved by Congress and beneficiaries do not pay insurance premiums.

(4) *Catastrophic cap.* The catastrophic cap was reduced 1 Oct 92. for active duty families from $2,500 to $1,000; the cap for retirees was reduced from $10,000 to $7,500.

(5) *GOSC review.* This issue was briefed at the May 93 GOSC. It will remain active.

(6) *Resolution.* This issue was completed by the Apr 94 GOSC based on OCHAMPUS' voice mail system, improved CHAMPUS marketing, and adjustments to catastrophic cap and deductibles.

h. Lead agency DASG-PSA.

i. Support agency None.

Issue 327: Management of Enlisted Soldiers and Their Assignments

a. Status. Completed.

b. Entered. AFAP X; 1992.

c. Final action. AFAP XVII; Mar 02. (Updated: 1 Jun 02)

d. Subject area. Force support.

e. Scope. The management process of identification and selection of soldiers for assignment is inefficient, obsolete, nonparticipatory, and reactive. There is no direct personal contact between the majority of enlisted soldiers and their assignment manager regarding a future assignment. With the downsizing of the enlisted population, it will be feasible to manage the careers of enlisted soldiers in a manner similar to that of the officers corps. The present system does not allow the soldier an opportunity to learn of Army needs/vacancies which match the soldier's

skills and assignment preferences.

f. AFAP recommendation.

(1) Establish a system/policy that supports direct contact between HQDA Assignment Manager and enlisted soldier. Offer the soldier three assignment options with a lead time of 6 months.

(2) Establish an automated system that will support enlisted personnel volunteering for an assignment based on needs of the Army, soldier choice, grade, and MOS.

(3) Establish training system for the new computer-based assignment program.

g. Progress.

(1) *Policy review.* A review of policies and procedures which allow soldiers to interact with PERSCOM was conducted in 1993. These include submission of DA Form 4187 (Personnel Action), updating the automated soldier assignment preference in SIDPERS, RETAIN, telephonic, e-mail, fax machines, and personal letters and visits to PERSCOM.

(2) *Marketing.* Articles designed to increase soldiers' awareness of procedures available to communicate their assignment preferences to PERSCOM were published in the "Army Times," Soldiers Magazine, and PERSCOM's Perspective. The articles discussed procedures for submitting DA Form 4187, the RETAIN system, telephonic inquiries to branch managers, and personal visits to PERSCOM. The "Army Times" published articles in Sep and Oct 95 that provided updated information to soldiers on new communication initiatives. PERSCOM will again run a marketing plan coordinated with PAO when the new applications are on line.

(3) *Assignment selection.*

(a) PERSCOM increased the point value of the soldiers' automated assignment preferences, submitted through SIDPERS to PERSCOM. These values are used during the automated assignment nomination process to give greater value to the soldiers' assignment preferences. In this way, soldier preferences will have greater impact on their ultimate assignment selection.

(b) PERSCOM developed a system to open half of all Army requirements to the RETAIN system for 30 days. This gave reenlisting soldiers that have the station of choice option a wider range of choices. PERSCOM believes led to more reenlistments and greater compliance with assignment instructions as soldiers voluntarily applied themselves to current Army requirements.

(4) *Automation.*

(a) *Automated phone systems.* In 1994, PERSCOM determined that it is both feasible and desirable to develop new tools that would improve soldiers ability to engage in managing their careers. As a result, PERSCOM developed a major program that provided soldiers many new ways to manage their careers. A major piece of the new program was a telephone communication system that was implemented in two phases.

1. Phase I. The Enhanced Call Processing Project, an automated phone system through which soldiers were routed to their assignment managers to receive recorded or voice responses (Jul 94), increased the Career Division's ability to handle professional development and assignment inquiries from soldiers in the field.

2. Phase II. An interactive telephone system, Interactive Voice Response System (IVRS) (Sep 95), has the capability to access any database and provide information to the caller in the form of a digitized voice response. The system provides automated assignment, school, and retention information to soldiers calling from the field 24 hours a day. An update to IVRS (Jun 96) added automated Exceptional Family Member, Compassionate Reassignment, and Married Army Couples Program information. The IVRS averages over 5000 calls daily.

(b) The following communication tools for soldiers to manage their careers and, with the exception of the Assignment Preference Function, were available Sep 95.

1. *FAX machines.* EPMD installed FAX machines in all branches within the career divisions. Soldiers and personnel offices can FAX communications directly to the desired branch for expeditious processing.

2. *E-Mail/Internet.* E-Mail addresses within EPMD were changed to be more user friendly. The addresses contain the actual branch title so users can easily identify their branch manager's address.

3. *EPMD Pocket Card.* EPMD distributed 490,000 pocket information cards to the enlisted force that contain quick references to assist in contacting PERSCOM (i.e., EPMD phone numbers, e-mail addresses, FAX numbers, and IVRS options menu). The card was revised to include changes and will be redistributed in conjunction with the marketing plan to field the latest improvements to IVRS Phase II.

4. *HQDA PERSGRAM.* On a weekly basis, over 4000 PERSGRAMs are sent, via U.S. mail, directly to soldiers providing assignment notification and other career management information.

5. *Assignment Preference Function.* Effective 9 Oct 01, enlisted soldiers can update assignment preferences and related information thru a newly developed web application called the Assignment Satisfaction Key (ASK). This function provides the soldier with direct input capability to the Total Army Personnel Database by using their Army Knowledge Online (AKO) account ID and password. Soldiers are able to update assignment preferences, input or update volunteer assignment requests, input or update individual soldier contact information and indicate a preference for recruiting, drill sergeant or airborne duty. The Enlisted Distribution and Assignment System also contains the Assignment Preference Module which provides the field personnel managers the same capability, if required.

(5) *Funding.* Sufficient resources were requested or allocated to pay for all new communication initiatives.

(6) *GOSC review.*

(a) *May 93.* Issue remains active for further improvements to the enlisted personnel management system.

(b) *Apr 95.* Issue remains active for implementation of the interactive telephone system and other communication tools.

(c) *Oct 95.* Issue remains active for continued implementation of communication tools.

(d) *Apr 98.* Issue remains active pending implementation of the Assignment Preference Function.

(e) *May 00.* Personnel initiatives will delay fielding the Assignment Preference Module until the end of 2000.

(f) *Nov 00.* The VCSA directed that the Assignment Preference Module be fielded by the end of FY01.

(g) *May 01.* The Assignment Preference Function is one of the business processes that will be reviewed in the

personnel transformation, but until the web-based technology is available, soldiers will go through their military personnel office.

(7) *Resolution.* The Mar 02 GOSC declared this issue completed based on systems that have been established to provide enlisted soldiers direct contact with their assignment managers and that allow them to volunteer for assignments.

h. Lead agency. TAPC-EPC-O.

i. Support agency. TAPC-EPC-I.

Issue 328: Marketing the Military Family Work Force

a. Status. Completed.

b. Entered. AFAP X; 1992.

c. Final action. AFAP XIII; 1996.

d. Subject area. Employment.

e. Scope. There are public misconceptions of the quality of the military family work force. Many civilian employers harbor bias against the military family work force because of transient life style and perceived lack of education. The military family member seeking employment needs positive marketing to civilian employers.

f. AFAP recommendation.

(1) Implement an aggressive media campaign modeled after "The Employer Support for the Guard and Reserve" and "The National Campaign for Army Recruitment" Programs.

(2) Educate civilian employers on the advantages of hiring family members. Use the Chamber of Commerce, local job fairs, State Employment Commissions, and other sources.

(3) Educate family members seeking employment to emphasize to prospective employers the benefits of hiring military family members. Accomplish this by developing DA instructional videos, pamphlets, and brochures.

g. Progress.

(1) *Review media campaigns.* As the result of a Mar 93 meeting with representatives from the National Guard and the Army Reserve to review their media campaigns, it was determined that such a media campaign would be too costly to pursue. Instead, an aggressive media campaign that included pamphlets, posters and training was determined the more feasible approach for this issue.

(2) *Outreach.* AR 608-1, 30 Oct 90, requires that FMEAP offices perform outreach to employers. Such outreach consists of "identifying avenues and methods to advocate for hiring of family members, to reduce employer hesitancy to their hire, because of the often perceived transient nature to their residency"; and "developing and sending letters to potential employers to acquaint them with the free service that ACS provides for helping to fill available positions. To the greatest extent possible, personal visits should be considered."

(3) *Marketing/Information.*

(a) Development of a DA pamphlet and posters were completed and were mailed to ACS centers in Apr 95. These marketing tools are targeted to civilian employers, FMEAP clients, and youth. The production of an instructional video/slide was discarded due to input from other Services which indicates that the format was not practical for use in the field. The projector and screen were difficult to transport to meetings or briefings.

(b) Marketing pamphlets, videos, and audio tapes for the ACS program (to include FMEAP) were fielded in May 94.

(4) *Training.* FMEAP managers received outreach training during workshops held yearly from 1991 to 1995. The training workshops in 1994 and 1995 were open to all Services and received world-wide publicity.

(5) *Resolution.* The Apr 96 GOSC declared this issue completed based on market and media campaigns, that include pamphlets, videos, and audio tapes, to market the military family work force to employers and to promote the use of Army employment assistance programs.

h. Lead agency. CFSC-FSA.

i. Support agency. None.

Issue 329: Moving Expenses Exceed Reimbursement

a. Status. Completed.

b. Entered. AFAP X; 1992.

c. Final action. AFAP XI; 1994.

d. Subject area. Entitlements.

e. Scope. There is no reimbursement for travel cost between temporary lodging location and place of duty while a soldier is awaiting arrival of his/her privately owned vehicle (POV) between CONUS and OCONUS moves. Soldiers and family members are not adequately informed of the agencies from which official calls regarding their move can be placed. Existing mileage allowances do not reflect the current cost of living. An inequity exists between installations regarding the number of days that a soldier may draw TLE.

f. AFAP recommendation.

(1) Revise JFTR to authorize in-and-around mileage equal to one round trip per day between the temporary lodging location and place of duty, until soldier has received notification of POV arrival.

(2) Provide information regarding agencies that will assist in placing official calls regarding military moves.

(3) Revise JFTR, paragraph U5105-B1, to maintain mileage allowance at a level commensurate with changes in the consumer price index.

(4) Initiate legislation to pay up to 10 days TLE at all duty locations (CONUS).

g. Progress.

(1) *In and around mileage.* No other Service supported reimbursing soldiers for transportation expenses while awaiting arrival of their POV. This item is no longer under consideration because the Services believe the existing systems are adequate.

(2) *Official relocation calls.* Commanders need to make maximum use of existing Government telecommunications systems to preclude soldiers making long distance calls at personal expense in conjunction with a PCS move. Information was included in current housing publications.

(3) *Increased mileage allowance.*

(a) PCS mileage allowances have not changed since 1980. In 1980, the PDTATAC attempted to increase mileage rates to 18.5 cents per mile for the member, vice 15 cents. Congress refused to appropriate additional PCS funds, and the rate stands at 15 cents per mile. The IRS allows 9 cents per mile as a deductible expense for a person using a POV to move.

(b) HQDA did not submit this item for inclusion in the FY 94 appropriations process because current allowances are more generous than IRS deductions and cover soldier costs.

(4) *Temporary Lodging Expense.* The FY 94 National Defense Authorization Act expands TLE at all CONUS installations to 10 days.

(5) *Resolution.* This issue was completed by the Apr 94 GOSC because of the expansion of TLE to 10 days and the availability of relocation information through such programs as SITES and PCS Express.

h. Lead agency DAPE-MBB.

i. Support agency DAPE-HR.

Issue 330: Multi-Language Translation of Family Support/Family Care Plan Documents

a. Status. Unattainable.

b. Entered. AFAP X; 1992.

c. Final action. AFAP XI; 1994.

d. Subject area. Family support.

e. Scope. Non-English speaking family members have difficulty translating guidelines/forms and understanding their benefits, entitlements, and family assistance. There is no standardized translation of the instructions and documentation for Family Care Plans. Better informed family members are more self-reliant and increase readiness by allowing the soldier to concentrate on mission-essential requirements.

f. AFAP recommendation.

(1) Conduct a needs assessment to determine which guidelines/forms need translation.

(2) Implement policy based on results of needs assessment.

(3) Publish new guidelines/forms by providing translations in commonly spoken foreign languages.

g. Progress.

(1) The Family Liaison Office coordinated a review of Army involvement in multi-language translations. The review contained the following positions from DAPE-HR:

(a) Such action is inconsistent with prevailing belief that soldier have primary responsibility for their families as part of their individual readiness.

(b) AR 600-20, para 4-1, states that English is the official language of the United States Army. Providing translated materials counters that regulation and may set a precedent for providing a variety of translations.

(c) This is a low need/high cost undertaking.

(2) Spanish speaking family members are most in need of this service.

(a) About 9% of active duty spouses and 16% of RC spouses are Hispanic. According to the 1992 Army Family Survey, approximately 26% of the Hispanic active duty spouses report slight to very serious problems obtaining Army family services because of English language difficulty. This equates to approximately 2% of all active duty spouses.

(b) If the difficulty rate were applied to the RC spouses, then it can be estimated that 23,500 spouse in America's Army family have varying degrees of need for material translated into Spanish.

(3) The other Services do not produce translated materials from the headquarters level. However, some of their family service centers provide them as needed locally.

(4) It is the position of DACH that bi-cultural family needs should be responded to locally on an "as needed" basis. Installation commanders are responsible for the welfare of their community and should assess local needs appropriately.

(5) *Resolution.* The Apr 94 GOSC determined this issue is unattainable because translations of guidelines and forms occur locally on an "as needed" basis. The request for universal translations is a low need/high cost undertaking.

h. Lead agency DAIM-ZAF.

i. Support agency CFSC/DAPE/DACH.

Issue 331: Multiple Permanent Change of Station Moves

a. Status. Completed.

b. Entered. AFAP X; 1992.

c. Final action. AFAP XI; 1993.

d. Subject area. Relocation.

e. Scope. Military families incur financial hardships as a result of setting up households when multiple PCS moves occur within a 12-month period.

f. AFAP recommendation.

(1) Allow families the option to stay at current installation until housing is obtained on or off gaining installation.

(2) Require installation commander to implement programs such as Lease Indemnity Program or similar.

g. Progress.

(1) *Multiple PCS moves.* PERSCOM states there were 48,730 PCS moves in FY 92. Of those, only 2.5% were multiple moves (two moves in a 12 month period). Most of these moves are because of military schooling.

(2) *Housing policy.* Per AR 210-50, installation commanders may permit dependents of sponsors who depart an installation incident to PCS to remain in housing up to 90 days to preclude undue hardship. Extensions may be granted on a case-by-case basis.

(3) *Lease Indemnity Program (LIP).*

(a) LIP was designed to alleviate large up-front rental deposits for soldiers by indemnifying landlords. The FY 87 DoD Authorization Act directed DoD to test the LIP at one installation per Service. Fort Ord was the test site for the Army. Test results demonstrated value for junior grade soldiers who have difficulty making large security deposits when renting places to live. However, test results pointed out a reluctance on the soldiers part to sign DD Form 139 (Pay Adjustment Authorizations), authorizing collection of any moneys paid to the landlord by the Army on behalf of the soldier for damages caused during occupancy.

(b) Test results also showed that the program is not beneficial to landlords and that it is not a workable solution for most areas. There are major disadvantages for the landlords. Under the law, they must exhaust all available remedies before the Government compensates them. This delay discourages landlord participation.

(c) The FY 89 DoD Authorization Act authorized implementation of LIP DoD-wide, but provided no funding. The Army published and made the LIP available to all Army installations, keeping in place similar programs developed prior to the LIP.

(4) *Alternative programs.* Programs similar to LIP may be found at many installations. Cost to the soldier to participate in the program is a one-time, nonrefundable fee. This program requires no Government funding and works extremely well for both soldier and landlord.

(5) *Resolution.* This issue was completed by the Oct 93

GOSC because commanders have flexibility to allow family members to remain in quarters and to implement LIP or similar programs as needed.
h. Lead agency DAPE-HR-S.
i. Support agency None.

Issue 332: Portability of Benefits Act for NAF Employees of 1990
a. Status. Completed.
b. Entered. AFAP X; 1992.
c. Final action. AFAP XIX; Nov 02 (Updated: Feb 03)
d. Subject area. Employment.
e. Scope. Public Law 101-508 applies to DoD civilians whose positions were converted from NAF to APF employment systems within DoD. The program is effective retroactive to 1 Jan 87. All DoD employees who moved between NAF and APF during this period may have their benefits, such as retirement, annual and sick leave accrual, service credit for RIF purposes, etc., adjusted. These benefits were denied to employees whose positions were involuntarily converted from NAF to APF prior to 1 Jan 87. Public Law 99-638 provides employees creditable service for those positions identified between 18 Jun 52 and 1 Jan 66. Employees between 1966 and 1987 were excluded from these benefits.
f. AFAP recommendation. Amend Public Law 99-638 to allow benefits for employees not covered by PL 101-508 or PL 99-638.
g. Progress.
(1) *Issue history.* This issue was determined to be unattainable by the Apr 93 GOSC because crediting this service would create an unfunded liability to the Government or the retirement system. The issue was reopened by the Apr 94 GOSC to track new initiatives that would credit NAF service.
(2) *Public Law 101-508.* PL 101-508 did not grant retirement credit for employees. It allowed employees to make a one-time, irrevocable election (retroactive to 1987) to remain in their current retirement system or be covered under the new retirement system.
(3) *Public Law 99-638.* PL 99-638 provided retirement credit for a select group of NAF employees who were employed 1952-1965. The law was made retroactive to cover employees during a period of time when NAFI did not have their own retirement system. Retirement credit has not been authorized since 1966.
(4) *Congressional interest.* A DoD report to Congress (Mar 94) did not recommend expansion of portability benefits for NAF employees. The FY95 NDAA required DoD to determine the number of employees who might wish to receive federal retirement credit for NAF service between 1966-1986. DoD's report said the PLs could not be gapped they covered different benefits with different qualifying criteria. They also noted:
(a) PL 101-508 was established to correct an injustice to employees who were involuntarily transferred from NAF to APF. The majority of employees responding to the survey did not move involuntarily.
(b) PL 99-638 granted retirement credit only to employees conducting NAF MWR "special services", yet these employees did not experience any greater loss of retirement credit than employees in other NAF positions. Providing special treatment to this particular group of employees could generate future demands for similar credit from other groups of employees.
(5) *Legislation for FERS employees.* Congress reviewed the DoD report and included "gap" provision in the FY96 NDAA (amends PL 101-508) to provide retirement coverage elections for certain employees who moved between NAF and APF positions after 31 Dec 65. The DoD and OPM regulation containing implementation procedures was effective 10 Aug 96.
(6) *Legislation to cover CSRS employees.*
(a) In Sep 99, Army submitted a proposal for the FY02 ULB cycle to include FERS credit for NAF service. In Jan 00, OSD opposed the initiative, citing difficulty in balancing equity and costs, Army's estimate of personnel affected, and treatment of employees who elected to remain in the NAF retirement plan.
(b) OSD and component representatives reworked the ULB proposal to address the concerns. The revised proposal amended the portability of retirement benefits law to remove the requirement that employees be vested in the losing employer retirement system in order to elect to remain in that retirement system and provides CSRS and FERS covered employees the opportunity to receive retirement coverage for prior NAF service.
(c) The proposal was included in the FY02 NDAA. On May 1, 2002, OPM issued Benefits Administration Letter 02-102, Retirement and Insurance Service, which provides guidance and procedures for crediting NAF service under CSRS and FERS. DOD issued a memorandum on June 10, 2002, subject, Retirement Election Opportunities Under Public Law 107-107, the NDAA for Fiscal Year 2002. This document provided additional guidance and instructions on verifying eligibility, processing new elections and documenting employee elections.
(7) *GOSC review.*
(a) *May 93.* Issue was determined unattainable because crediting this period of service would result in an unfunded liability to the NAF Retirement Fund or Federal Government.
(b) *Apr 94.* AFAP issue was reopened because of renewed congressional interest.
(c) *Mar 97.* Following discussion that the FY96 legislation grandfathered FERS employees and not CSRS employees, Army agreed to determine the magnitude of expanding the eligibility group. Concern was expressed over the cost.
(d) *May 99.* The GOSC was informed that a legislative proposal to address this issue was forwarded to OSD.
(8) *Resolution.* The Nov 02 GOSC declared this issue completed because the FY02 NDAA gave CSRS and FERS employees the opportunity to receive service credit for prior NAF service.
h. Lead agency DAPE-CP-PPE.
i. Support agency CFSC.

Issue 333: Promotion Points
a. Status. Completed.
b. Entered. AFAP X; 1992.
c. Final action. AFAP XI; 1993. (Updated: Jan 96)
d. Subject area. Force support.
e. Scope. Currently, a soldier can only add promotion points to the promotion packet annually or after accumulating 35 points.
f. AFAP recommendation. Change AR 600-8-19 to pro-

vide for soldiers to add a minimum of 20 cumulative points once per quarter.

g. Progress.

(1) *Review.* In Feb 93, a meeting of all section chiefs of the Promotions Branch at PERSCOM determined that the recommendation, as submitted, is unattainable. However, it is realized that for the "hard charging soldier" who has maximized his or her score on the APFT, weapons qualification, and awards, it is very hard to obtain 35 additional points in military or civilian education. Based on this realization, it was recommended that the number of points needed for an administrative reevaluation be lowered from 35 to 25.

(2) *Change to AR 600-8-19.* TAPC-MSP-E examined and evaluated implementation of current proposed procedures in Feb 93. Issue was incorporated into Interim Change I01 to AR 600-8-19 (1 Jun 94).

(3) *Resolution.* This issue was completed by the Oct 93 GOSC. AR 600-8-19 allows administrative reevaluation of promotion points upon accumulation of 25 points.

h. Lead agency TAPC-MSP-E.

i. Support agency None.

Issue 334: Reduced Funding Downgrades MWR Programs and Facilities

a. Status. Completed.

b. Entered. AFAP X; 1992.

c. Final action. AFAP XII; 1995.

d. Subject area. Consumer services.

e. Scope. Elimination and reduction of funds and manpower is having a significant negative impact on the quality of life for soldiers and the Total Army family. Although MWR programs receive high marks from soldiers, future funding plans project further reduction in APF. Lack of support for MWR programs has a negative impact on current readiness and future retention.

f. AFAP recommendation.

(1) Execute APF and NAF allocations to MWR programs and facilities for maintaining and improving quality of life.

(2) Maintain high priority for MWR resources by senior leadership, especially APF support of "mission essential" and "mission enhancing" programs.

(3) Allocate APFs to emphasize education and training programs to increase managerial effectiveness in business techniques, marketing programs and customer service to increase profitability to MWR.

(4) Remove regulatory, legal, and policy barriers to innovative revenue-generating initiatives, such as sale of commercial advertising.

g. Progress.

(1) *MWR resources.* Recommendations 1 and 2 are fulfilled with ongoing initiatives, such as the establishment of a 4-Star Board of Directors for MWR and HQDA reorganization to establish an organization for consolidated management of installation support programs and services. All such initiatives denote the Army leadership's focus on installation needs and commitment to provide quality programs and services to soldiers and families in a constrained resource environment.

(2) *Training.*

(a) The CFS Training Center offers a full range of training for Army MWR personnel, from non-managerial to executive-level. Programs of instruction address managerial effectiveness in a business environment, marketing and customer service, and program-specific instruction. MACOMs review the training status of their MWR personnel and evaluate where training is appropriate. Attendance is encouraged, and TDY/subsistence costs are funded by USACFSC.

(b) An extensive block of MWR training is provided in the Garrison Pre-Command Course at Fort Belvoir. The first General Officer Installation Commander MWR course was delivered in Nov 94. The Training Center is developing proposals to train DPCA, Garrison, and Installation Sergeants Major and Command Sergeants Major.

(3) *Revenue generating barriers.*

(a) Barriers to initiatives are contained in DoD memoranda, directives, instructions, manuals, and regulations. Statute or congressional direction enforces some of these. The MWR Board of Directors' Executive Committee adopted a long-range strategy to identify and attack roadblocks that impede the effective management of MWR programs.

(b) Sale of commercial advertising.

1. The Government Printing and Binding Regulations (GPBRs) of the Congressional Joint Committee on Printing prohibit the sale of commercial advertising by MWR activities through publications.

2. A Mar 94 memorandum from the Secretary of Defense delegated to the Service Secretaries approval authority to waive, with approval of the Deputy or Secretary of Defense, any requirement contained in DoD Directive, or with approval of the OSD Staff Principal, requirements contained in DoD Directive, or with approval of the OSD Staff Principal, requirements contained in DoD Instruction or Publication. Delegation of waiver authority may not be used to waive any legislative regulation or issuance or provision of law.

3. Using this waiver authority, USACFSC and OASA(FM&C) coordinated a waiver to policy through the Army Staff and Secretariat. The Army General Counsel rendered no legal objection and advised that "... the Department of Justice has taken the position that GPBRs are unconstitutional because they violate the constitutional principle of separation of powers . . . [T]he Office of Management and Budget has confirmed that the Executive Branch of the Federal Government views the GPBRs as a legal nullity, and therefore should not be used to inhibit our decision-making process." The Secretary of the Army forwarded a memorandum to OSD on 29 Sep 94 requesting support and OSD approved the waiver.

4. Effective 6 Jan 95, OSD MWR advertising policy allows MWR activities to accept paid commercial advertising in MWR media (all kinds) and to advertise MWR special events in local and national media when the MWR events are open to the public. The field was notified by electronic message, and Army policy in AR 215-1 was revised accordingly.

(4) *Resolution.* The Apr 95 GOSC determined this issue is completed based on strong oversight, resourcing, and management of quality MWR programs; a full range of training programs; and the approval of commercial advertising for MWR activities.

h. Lead agency CFSC-PNA.

i. Support agency None.

Issue 335: Safe Sex/AIDS: Teens Educating Teens
a. Status. Completed.
b. Entered. AFAP X; 1992.
c. Final action. AFAP XIV; 1997.
d. Subject area. Youth.
e. Scope. Youth want to play an active leadership role in planning, promoting, executing, and evaluating programs designed to educate them on safe sex and AIDS.
f. AFAP recommendation.
(1) Establish a teen safe sex and AIDS awareness task force composed of teens and appropriate adult representation to implement Youth Support Groups (YSG) at installation level.
(2) Establish YSGs headed by teens and teen-approved adult advisor to plan, promote, implement, and evaluate programs to educate teens about safe sex and AIDS awareness.
(3) Implement local programs such as (but not limited to) teen symposia, teen to teen counseling, guest speakers, interaction with surrounding community, and teen hot lines.
g. Progress.
(1) *History.* Proponency for this issue was accepted by OTSG in Apr 93, then was transferred to CFSC in Feb 95.
(2) *Validation.* A Teen HIV/AIDS focus group, held during the World Teen Summit in Aug 94, indicated that youth wanted to learn more about HIV infection and felt that peers and young people living with HIV/AIDS would be the most effective educators. They also said that program content should include abstinence, safe sex practices, and communication skills building.
(3) *Materials and training.* The Army School-Age and Teen Project (ASA&T), a collaborative initiative between the U.S. Department of Agriculture and CFSC, reviewed national youth Safe Sex and HIV/AIDS initiatives for Army applicability. In 1996, the Act Smart HIV/AIDS Education Curriculum, published by the American Red Cross and the Boys & Girls Clubs was selected for staff training. A staff workshop, co-presented with a representative of the Surgeon General's office, was presented in the two-week residential course on Adolescent Growth and Development, delivered via the ASA&T Project, using the Act Smart curriculum.
(4) *Workshops.* Workshops addressing this issue were included in the Teen Discovery '95 and '96 curricula for both youth leadership staff and teens. Responses from teens in attendance indicated widespread knowledge and participation in school curriculum regarding HIV/AIDS.
(5) *GOSC review.*
(a) *May 93.* MEDCOM will develop and export a teen training package to installations.
(b) *Oct 93.* MEDCOM will include teen participation in program development when a means of validating parental consent is established.
(c) *Oct 96.* This issue will remain active pending completion of staff training on the Act Smart Curriculum.
(6) *Resolution.* The Mar 97 GOSC agreed this issue is completed. The overarching theme of the Act Smart HIV/AIDS Education Curriculum is abstinence, and participation in the training requires parental consent.
h. Lead agency CFSC-SFCY
i. Support agency MCHO-CL.

Issue 336: Section 6 Schools: Special Exception to Attendance Eligibility
a. Status. Completed.
b. Entered. AFAP X; 1992.
c. Final action. AFAP XIII; 1995.
d. Subject area. Education.
e. Scope. Public Law 874, section 6, limits attendance at Section 6 schools to children residing on military reservations. Two exceptions to complete the school year are made to this law. One exception is for attendance of children whose families will move to on-post quarters within 90 days of the sponsor's arrival, and the other exception is for children of sponsors PCSing/retiring and moving into the community adjacent to the installation. Children of families not covered by these exceptions, who move off-post during the school year, are not allowed to complete the school year at the on-post school.
f. AFAP recommendation. Amend PL 874-6 to--
(1) Permit any student who begins the year in a Section 6 school to complete the school year if the sponsor moves to a community adjacent to the installation.
(2) Allow continued attendance in school predicated on the understanding that the transportation to and from school will be at no expense to the Government and continued attendance is approved by the appropriate local governing board or official on a space-available basis.
g. Progress.
(1) *Repeal of legislation.* Section 6 of the Impact Aid legislation was repealed in 1995. The DoD DDESS, formerly Section 6 Schools, was reauthorized under Public Law 103-337, Section 2164 of title 10, U.S.C.
(2) *Revised policy.* Pursuant to Section 2164 of title 10, U.S.C., a dependent of a Federal employee may continue enrollment in DoD DDESS for the remainder of the school year notwithstanding a change during such school year in the status of the Federal employee that would otherwise terminate the eligibility of the dependent to be enrolled in DoD DDESS. The preceding sentence does not limit the authority of the Secretary of Defense to remove a dependent from enrollment in DoD DDESS at any time for good cause determined by the Secretary.
(3) *Resolution.* The Oct 95 GOSC determined this issue is completed based on legislation that allows a dependent of a federal employee to continue enrollment in a DDESS school for the remainder of a school year.
h. Lead agency DoDEA.
i. Support agency Office of the Director, DoD DDESS.

Issue 337: Thrift Savings Plan Deposits for Civil Service Retirement System Members
a. Status. Unattainable.
b. Entered. AFAP X; 1992.
c. Final action. AFAP XII; 1994.
d. Subject area. Employment.
e. Scope. Currently, Civil Service Retirement System (CSRS) members can only have a maximum of 5% of their pay, before taxes, deposited in the Thrift Savings Program. An increased contribution of up to 10% will encourage members to save more for their future.
f. AFAP recommendation. Change Public Law 99-335, Federal Employees Retirement Systems Act of 1986, to allow deposits up to 10% of a member's pay.
g. Progress.

(1) *Review of proposal.* The Director, Thrift Investment Board, stated in Jul 93 that increasing the CSRS contribution level to that of a FERS employee would provide unfair advantage to the CSRS employees because of the replacement ratios. Currently, the annuity that a CSRS employee can expect to receive under CSRS, with a 5% maximum TSP contribution equates to that which the FERS employee can expect to receive under FERS with Social Security and TSP. It takes all three tiers of the FERS system to equate to the CSRS benefit. The Thrift Investment Board does not consider a change warranted.

(2) *GOSC review.* This issue was briefed at the May 93 GOSC. The VCSA directed PERSCOM to coordinate the proposal with other Services and to submit request to change PL 99-335 to OPM.

(3) *Resolution.* The Oct 94 GOSC determined this issue is unattainable because allowing CSRS members to increase their TSP contributions to 10% would create a disparity with FERS member opportunity to replace pre-retirement income.

h. Lead agency TAPC-CPF-O.

i. Support agency None.

Issue 338: Transition Information and Assistance for the Total Army Family

a. Status. Completed.

b. Entered. AFAP X; 1992.

c. Final action. AFAP XI; 1993.

d. Subject area. Force support.

e. Scope. Public Law 101-510, which directs that transitional services be provided beginning 180 days prior to separation, is not being implemented as directed. There is insufficient time allowed for the Total Army family to plan and coordinate their transition to civilian life. The Total Army family has limited knowledge of available transitioning services provided by the Army Career and Alumni Program (ACAP). Expenditure of ACAP resources will have payback in public relations for the Army and also in savings on severance and unemployment compensation.

f. AFAP recommendation.

(1) Start the transition process 180 days before separation and ensure the Total Army family has sufficient time to properly utilize the services available.

(2) Create surge teams to provide additional support to overburdened locations.

(3) Intensify the marketing of programs to Total Army family with regard to outplacement/transition services.

g. Progress.

(1) The FY 93 National Defense Authorization Act requires pre-separation counseling for all transitioners be completed as soon as possible before separation, but in no event later than 90 days before the date of the separation.

(2) According to BRAC and RIF projections, the need for transition services will intensify over the next few years. The concept of the surge team is to assist personnel being affected by a RIF or BRAC who need help in a short, compressed time frame and cannot be provided services through fixed ACAP Job Assistance Centers (JAC) or regional JACs. Surge teams have provided support to the Army Corps of Engineers, HQ AMC and AMC sites outside the National Capital Region.

(3) Marketing efforts are on-going.

(a) U.S. Army Recruiting Command initiated a worldwide ACAP marketing plan with the goal of helping new soldiers and their families to view the ACAP as a benefit of military service.

(b) The ACAP Transition Services Managers have guidance to incorporate Army families into their marketing plan. ACAP services are also available to widows and widowers of active duty military and federal civilians who die in the line of duty.

(c) The ACAP will continue to mobilize all available public information tools such as Armed Forces Radio and Television Stations and the Army's Public Affairs information network, to educate the Total Army family about available transition services and benefits.

(4) The ACAP continues to network with the business community to enhance their support of the AEN.

(a) The Director of ACAP visits with local Chambers of Commerce and key community employers to develop partnerships.

(b) An AEN pamphlet was developed as a marketing tool, and a quarterly newsletter informs AEN members about the skills transitioning Army personnel have and tells employers about future Army/industry partnership initiatives..

(c) ACAP orchestrates job fairs at Army installations and actively participates conventions, conferences, and various meetings in the business community.

(d) A toll free telephone line and a dedicated fax line was established..

(5) ACAP has been included into the curriculum of many of the officers and enlisted basic and advance training.

(6) *GOSC review.* An update on transitional services was provided to the May 93 GOSC. OASD (PSF&E) requested assistance in the promotion of DORS. This automated resume service is located at ACAP sites or at ACS.

(7) *Resolution.* This issue was completed by the Oct 93 GOSC. Requirements for pre-separation counseling, along with improvements in accessibility, marketing, business partnerships, and education have resulted in a more effective transition program.

h. Lead agency. TAPC-PDT-AJ.

i. Support agency. None.

Issue 339: Unlimited Commissary Privileges for Reserve Component

a. Status. Completed.

b. Entered. AFAP X; 1992.

c. Final action. AFAP XV; 1999.

d. Subject area. Entitlements.

e. Scope.

(1) RCs and their family members are authorized 12 discretionary visits per year in DoD commissaries as a result of AFAP Issue 141, "RC Commissary Privileges." In AFAP Issue 281, "RC Unlimited Use of Commissary/PX," unlimited use was considered, but implementation problems and costs were not addressed. Current implementation procedures require issuance and use of the DD Form 2529. Procedural costs include identifying, administering, printing, monitoring, etc. In addition to these costs, timely printing and issuance of the cards have been problems since inception. Unlimited access would not require any additional expenditures, but would result

in savings. Funds required for current procedures could be used for other programs.

(2) Previous tests have demonstrated that unlimited access by RC and their family members has not resulted in any surge, shortage, or inconvenience to other entitled shoppers. On small installations and bases destined for closure, unlimited access by reservists can mean the difference between continued operation of commissary facilities or closure.

f. AFAP recommendation. Sponsor legislation to allow unlimited access to DoD commissaries by the RC and their family members.

g. Progress.

(1) *Combined issues.* In Feb 95, this issue was combined with Issue 381, "Increased Commissary Access for RC Personnel," because of similar AFAP recommendations.

(2) *Legislative action.* The FY 99 National Defense Authorization Act expands RC commissary access from 12 days to 24 days.

(3) *GOSC review.* The May 93 GOSC was informed that expansion of commissary benefits for TPU reservists will continue to be pursued by Army.

(4) *Resolution.* The May 99 GOSC closed this issue when it declared Issue 381 completed based on FY99 legislation that expanded RC commissary access from 12 days to 24 days.

h. Lead agency. DAPE-PRR-C.

i. Support agency. None.

Issue 340: AAFES/MWR Privileges for DoD Civilian Employees

a. Status. Unattainable.

b. Entered. AFAP XI; 1993.

c. Final action. AFAP XII; 1995.

d. Subject area. Consumer services.

e. Scope. DoD civilian employees are denied access to AAFES facilities and MWR activities. Money generated at AAFES/MWR ultimately benefits soldiers and their families.

f. AFAP recommendation. Allow DoD civilian employees to patronize all AAFES facilities and MWR activities.

g. Progress.

(1) *Current policy.* AAFES employees are allowed to purchase AAFES merchandise. In 1993, this was extended to their family members. Other MWR employees may purchase only items which are incidental to their participation in the MWR program or food which is consumed on the premises.

(2) *Marine Corps policy.* After the Marine Corps merged all MWR operations under one management structure, employees were given across-the-board shopping privileges. When made aware of this, OSD directed the Marine Corps to cease the practice by 1 Feb 94. However, a 1993 Senate Committee Report allowed continuation. In Aug 94, the issue was resolved in favor of employees based on the union's position that shopping privileges became a condition of employment for employees hired since consolidation.

(3) *Request for policy change.* An Army request for exception to OSD policy, to extend AAFES and MWR privileges to all MWR employees, reached OSD in Mar 94. Subsequently, Army comments on draft changes to DoD Directive 1015.2 included a request for extension of purchasing privileges (excluding AAFES) for all MWR employees. This request was rejected in Aug 94. Based on OSD denial of this and previous requests for broader purchasing opportunities for MWR employees, expansion of shopping opportunities for all DoD employees will be denied.

(4) *Resolution.* The Apr 95 GOSC determined this issue is unattainable based on continued OSD denial of broader purchasing opportunities for MWR employees.

h. Lead agency CFSC-PN.

i. Support agency None

Issue 341: Catastrophic Health Care (for Retirees)

a. Status. Completed.

b. Entered. AFAP XI; 1993.

c. Final action. AFAP XVII; May 01. (Updated: Jun 01)

d. Subject area. Medical.

e. Scope. In 1987, Congress passed legislation establishing a cap on the upper limit of the cost share portion of CHAMPUS-covered medical bills in any fiscal year. The current cap (1993) for retirees is $7,500 and $1,000 for active duty. The retiree cap is too high. Due to the drawdown, this cap will affect an even larger retiree population. [Note: *Catastrophic cap is the upper limit on what beneficiaries pay for health care under TRICARE in a given fiscal year.]*

f. AFAP recommendation. Propose legislation to establish a new catastrophic cap for retirees not to exceed $2,500 per FY. The active duty cap would remain at $1,000.

g. Progress.

(1) *History.* The cap for retiree beneficiaries was adjusted on 1 Oct 92 from $10,000 to $7,500. Under the National Health Care Reform, proposed by the President in 1994, the recommended national catastrophic cap was $3000. The proposal did not succeed in Congress.

(2) *Validation.* DoD established a catastrophic cap of $3,000 per year for all retirees enrolled in TRICARE Prime. TRICARE Prime is a health maintenance organization option, with an enrollment fee and nominal copayments. Most retirees enrolled in Prime never reach the $3000 cap in out-of-pocket costs.

(3) *Reduced cap for retirees unable to enroll in Prime.*

(a) In Mar 97, the Army Surgeon General requested DoD Health Affairs support legislation to lower the annual cap to $3000 for retirees who do not have access to TRICARE Prime. The OSD response listed several potential problems, including that TRICARE was priced to be budget neutral over a five-year period. Significant changes to the benefit structure could jeopardize budget neutrality. However, DOD(HA) indicated a willingness to assess the issue. The Army Surgeon General sent a follow-on memorandum to the ASD(HA) in Jun 98 with a second request to lower the cap to $3,000 for retirees without access to TRICARE Prime. The memorandum, which did not receive approval, noted that the number of impacted retirees is smaller since all TRICARE contracts are awarded. A third request was submitted in May 00.

(b) The TRICARE Management Activity (TMA) is not able to provide the actual percentage of beneficiaries likely to meet the cap and was not willing to pursue this initiative until monies were identified to cover the costs.

(c) The Army TSG included the reduction of the

catastrophic cap in his list of congressional courtesy call items. Additionally, the CSA Retiree Council included the initiative in its legislative goals for the second session of the 106th Congress.

(4) *Legislation.* The FY01 National Defense Authorization Act authorized a reduction of the catastrophic cap from $7500 to $3000 for all military retirees, including those over age 65. The implementation date is 90 days after the receipt of supplemental funds, retroactive to 30 Oct 00.

(5) *GOSC review.*

(a) *Oct 96.* Issue will remain active for further review.

(b) *Apr 98.* OTSG will continue to pursue reduction of the catastrophic cap.

(c) *May 00.* An update on legislative initiatives for retiree medical care was provided to the GOSC membership.

(6) *Resolution.* The May 01 GOSC declared this issue completed based on the FY01 NDAA reduction of the retiree catastrophic cap from $7500 to $3000.

h. Lead agency DASG-TRC.

i. Support agency ASD(HA) and TMA.

Issue 342: Civilian Employee Exceptional Family Member Program

a. Status. Completed.

b. Entered. AFAP XI; 1993.

c. Final action. AFAP XIII; 1996.

d. Subject area. Medical/Command.

e. Scope. AR 608-75 does not specifically address mandatory identification of adult exceptional family members of civilian employees. Currently civilian employees are being relocated to locations where needed services are not available.

f. AFAP recommendation. Change AR 608-75 to include mandatory identification of adult exceptional family members of civilian employees following selection for a position.

g. Progress.

(1) *Regulatory change.* In Aug 94, CFSC staffed a revision to AR 608-75 requiring civilian employees to identify adult EFMs when they are selected for positions outside the United States. The revision was published 3rd Qtr FY96.

(2) *Resolution.* The Oct 96 GOSC determined this issue is completed based on change to AR 608-75.

h. Lead agency CFSC-SFA.

i. Support agency ASA(M&RA).

Issue 343: Command Sponsorship for Families with Special Education Needs

a. Status. Unattainable.

b. Entered. AFAP XI; 1993.

c. Final action. AFAP XI; 1994.

d. Subject area. Medical/Command.

e. Scope. Soldiers are being assigned to "with dependent" tours to areas where special education services are not readily available. Overall quality of life is denigrated due to an overburdened system. Limited resources are stretched, bringing about increased cost to both DoDDS and to America's Army. Delays in special education services impede the learning process for students, placing undue stress upon family members. As a result, readiness and retention rates are adversely affected.

f. AFAP recommendation. Change DoD 1010-13-R and applicable Army regulations to reflect that command sponsorship will be denied to soldiers with exceptional family members with special needs when DoDDS special education services are not readily available.

g. Progress.

(1) *General Counsel ruling.* The DoD General Counsel stated that lack of special education resources is not a basis for denial of command sponsorship. Sponsors of children with educational disabilities may not be adversely affected by denying them career enhancing overseas duty assignments. They must receive the same consideration for family travel to an overseas duty location (to which family travel is authorized) as families without an educationally disabled member. DoDDS and the military Services must comply with special education laws and provide services to eligible children.

(2) *Assignment procedure*. OCONUS family screening identifies family members for possible EFMP enrollment so soldiers can be pinpointed to a duty locations (with equally enhancing career opportunities) where DoDDS special education and military medical services are established.

(3) *Resolution.* The Apr 94 GOSC determined this issue was unattainable because command sponsorship cannot be denied a service member solely on the lack of special education resources at a duty station.

h. Lead agency CFSC-FSA.

i. Support agency None.

Issue 344: Commissary Benefits for Soldiers, Family Members, Retirees, and the Reserve Component

a. Status. Completed.

b. Entered. AFAP XI; 1993.

c. Final action. AFAP XII; 1995.

d. Subject area. Entitlements.

e. Scope. Commissaries are the integral component in the military pay and compensation package. The elimination of the commissary benefit will cause the Army to experience a 23% increase in subsistence expenses, which is viewed as a reduction in pay. This would negatively impact retention, readiness, and quality of life.

f. AFAP recommendation.

(1) DoD safeguard the commissary benefit with its present appropriated fund subsidized system.

(2) Keep the commissaries open.

g. Progress.

(1) *Support.* A Secretary of the Army letter to Secretary of Defense, 11 May 1994, supports retention of the commissary benefit. The SECDEF is committed to maintaining the commissary benefit at the current programmed level. Congress increased DoD commissary FY 95 appropriation by $30M.

(2) *Cost savings.* In 1993, the Defense Commissary Board discussed alternative means for internal cost reductions in the commissaries based on requirement to reduce operating costs below $1 Billion. DeCA implemented cost saving initiatives to include, automation modernization, DeCA reorganization, delivery ticket invoicing, and transferring Air Force troop issue support activities back to the Air Force. A commissary support matrix was developed to identify stores which could be closed with minimum impact on patronage.

(3) *GOSC review.* This issue was reviewed by the Apr 94 GOSC. Army will continue to protect the commissary benefit and reduce operational costs.

(4) *Resolution.* The Apr 95 GOSC determined this issue is completed based on DeCA's implementation of cost saving initiatives, increased congressional appropriation, and continued SECDEF support of maintaining the commissary benefit at the current programmed level.

h. Lead agency DALO-TST.

i. Support agency DAPE-MBB-C.

Issue 345: Compatibility between DEERS and SIDPERS

a. Status. Completed.

b. Entered. AFAP XI; 1993.

c. Final action. AFAP XII; 1995.

d. Subject area. Force support.

e. Scope. There is inadequate compatibility between the Defense Eligibility Enrollment Reporting System (DEERS) and the various versions of the Standard Installation Personnel System (SIDPERS). Delays are inherent in the present system which involves the mailing of SIDPERS tapes to the Defense Manpower Data Center (DMDC) to update the DEERS database. These delays cause numerous CHAMPUS-related problems (such as, late bill payment and denied medical treatment), as well as other quality of life hardships.

f. AFAP recommendation.

(1) Develop and implement an on-line SIDPERS interface with DEERS.

(2) Investigate the USAF PCIII system for possible use.

g. Progress.

(1) *Alternative approach.* A direct SIDPERS interface with DEERS is not necessary to improve the timeliness of passing information to DMDC. Use of the USAF PCIII system is cost prohibitive and is not necessary to achieve the desired results. The desired result can be accomplished by increasing the frequency of data being passed from the Total Army Personnel Database, maintained at PERSCOM, to DMDC.

(2) *Weekly transmission.* Coordination with DEERS and DMDC confirmed that Army gain/loss information was not being received in a timely manner for enlisted personnel. However, DMDC indicated that Army data is now being received weekly compared to once or twice a month in the past.

(3) *SIDPERS 3.* Coordination with Personnel Information Management Division indicates that, upon fielding of SIDPERS 3 (FY97), updates on all categories of soldiers can be sent via Defense Data Network (DDN) to DMDC.

(4) *Resolution.* The Apr 95 GOSC determined this issue is completed because gain/loss data of Army personnel is now transmitted weekly from the Total Army Personnel Data Base to the Defense Manpower Data Center.

h. Lead agency. TAPC-PDO-IP.

i. Support agency. None.

Issue 346: Continental United States (CONUS) Cost of Living Allowance (COLA)

a. Status. Completed.

b. Entered. AFAP XI; 1993.

c. Final action. AFAP XIII; 1995.

d. Subject area. Entitlements.

e. Scope. The cost of living for service members in CONUS varies significantly from area to area. This variance creates an imbalance in the standard of living of soldiers and their families, adversely affecting retention and readiness. COLA will help to provide an equitable standard of living for all soldiers of equal grades regardless of location.

f. AFAP recommendation. Write legislation to create a CONUS COLA for service members.

g. Progress.

(1) *Legislative history.*

(a) The 7th QRMC recommended a cost of living allowance in the continental United States to partially defray non-housing costs of service members assigned to high cost areas.

(b) The FY 95 National Defense Authorization Act authorizes payment of CONUS COLA for high-cost areas 90 days after submission of a detailed report to Congress.

(2) *DoD report.* The CONUS COLA report to Congress described the computation of the price index, the cost of living threshold, controls to prevent uncontrolled growth in expenditures, and identified deductions for exchanges, commissaries, and medical facilities.

(3) *Implementation.* CONUS COLA was implemented 1 Jul 95. It provides compensation for variations in non-housing costs in the continental United States. An area is considered high cost if the cost of living for that area exceeds the threshold percentage. Law establishes the threshold as no lower than 108% of the national average cost of living. The Secretary of Defense set the FY96 threshold at 109%. Soldiers receiving the allowance will receive a percentage of their basic pay as COLA. Since CONUS COLA is linked to basic pay, the allowance is taxable.

(4) *GOSC review.* This issue was briefed at the Apr 94 GOSC. Army will continue to pursue CONUS COLA.

(5) *Resolution.* The Oct 95 GOSC determined that this issue is completed based on FY 95 legislation that authorized CONUS COLA.

h. Lead agency DAPE-MBB-C.

i. Support agency None.

Issue 347: Continue Army Career and Alumni Program (ACAP) and Broaden Eligibility Requirements

a. Status. Completed.

b. Entered. AFAP XI; 1993.

c. Final action. AFAP XIII; 1996.

d. Subject area. Force support.

e. Scope. ACAP was developed to provide a comprehensive system of transition services to assist personnel leaving the Army with care and dignity. ACAP was created in November 1990, under a 5- year contract, to provide assistance during the drawdown. The program promotes the ability to recruit and retain a quality force in the years ahead by proving "America's Army takes care of its own." Currently, ACAP is offered only to soldiers, civilians, and family members separating from the Service for up to 60 days after official separation date.

f. AFAP recommendation.

(1) Extend the operation of ACAP beyond the drawdown based on a 5-year reviewing process.

(2) Extend eligibility for ACAP services to PCSing soldiers and their families, veterans, RC members, and

retirees.

(3) Change policy to allow "America's Army" to use ACAP program and services, on a prioritized basis, beyond current time constraints.

g. Progress.

(1) *Extension of ACAP operation.* DoD Directive 1332.35, "Transition Assistance for Military Personnel", states that transition assistance programs should be designed to complete the military personnel life cycle, which begins with the service member's recruitment from the civilian sector, continues with training and sustainment throughout a service member's active service in the Armed Forces, and ends when the service member returns to the civilian sector." This implies that ACAP is not viewed as a temporary response to the downsizing of the Army, but a permanent element of the Army's personnel life cycle. The job assistance function of ACAP is contracted for a 5-year period. The current contract expires 7 May 97, and the ACAP is preparing the procurement requirements for a new contract. A needs assessment, conducted as part of the acquisition process, revalidated the need for job assistance services. In Jun 95, the Army completed a comprehensive program evaluation of the job assistance services and found that the more Job Assistance Center (JAC) services are used, the higher the success of salary and job opportunity.

(2) *Extension of eligibility base.* To extend ACAP's parameter to accommodate veterans, RC members, and retirees would require more money and more spaces.

(a) The Army researched this effort in concert with the Department of Labor and concluded that the Department of Labor and Department of Veterans Affairs are congressionally mandated to provide services to these groups. Funding is appropriated to those two federal agencies and not to Army.

(b) ACAP serves many soldiers and family members on an ad hoc basis. Additionally, on 30 Jul 96, FMEAP and ACAP signed a memorandum announcing the intent to increase partnership opportunities between the two organizations. The programs will complement each other through cooperative, creative initiatives to ensure that soldiers and family members receive quality employment assistance services.

(c) Section 1143, Title 10 United States Code provides transition assistance services for individuals who are voluntarily or involuntarily separating from active duty. There is no provision under the current law to allow for transition benefits and services to non-transitioning individuals.

(3) *Time restrictions.* The Army has changed the extension of eligibility time to use ACAP services from 60 to 90 days beyond separation. This is in compliance with the DoD Directive 1332.35, "Transition Assistance for Military Personnel", approved 9 Dec 93.

(4) *Resolution.* The Oct 96 GOSC determined this issue is completed based on preparations to extend the ACAP contract and the extension of time restrictions on use of ACAP services.

h. Lead agency TAPC-PDT-AJ.

i. Support agency CFSC-FSA.

Issue 348: DDP Coverage for Family Members of Active Duty Personnel

a. Status. Completed.

b. Entered. AFAP XI; 1993.

c. Final action. AFAP XII; 1995.

d. Subject area. Dental.

e. Scope. Soldiers who have less than 24 months remaining on active duty and who do not intend to remain on active duty are excluded from enrolling their family members in DDP. This causes significant financial hardship for military families and leaves them without affordable dental care.

f. AFAP recommendation. Propose legislative change to amend the current DDP contract to allow any service member (CONUS or OCONUS), with not less than 12 months remaining, the opportunity to enroll in DDP.

g. Progress.

(1) *Congressional tasking.* Section 703 of the National Defense Authorization Act for FY 94 tasked the DoD to study the possibility of extending dental benefits to families of soldiers returning from overseas with less than 24 months of service remaining. This report was sent to Congress on 31 March 1994. The proposal to amend the current DDP contract was not included in FY 95 legislation.

(2) *Policy change.* The Assistant Secretary of Defense, Health Affairs, requested that DASD (Health Services Financing) modify the DDP rules to address this issue. Effective Aug 95, families of sponsors returning from OCONUS with 12 or more months remaining on active duty can enroll in DDP.

(3) *GOSC review.* At the Oct 94 GOSC, Army indicated it will pursue a means to allow service members returning from overseas with less than 24 months remaining in the service to enroll in DDP.

(4) *Resolution.* The Apr 95 GOSC determined this issue is completed because families of soldiers returning from OCONUS with 12 or more months remaining on active duty will be allowed to enroll in DDP.

h. Lead agency MCDS.

i. Support agency None.

Issue 349: Dislocation Allowance (DLA) for Base Realignment and Closure (BRAC) Moves

a. Status. Completed.

b. Entered. AFAP XI; 1993.

c. Final action. AFAP XIII; 1996.

d. Subject area. Entitlements.

e. Scope. Soldiers (such as recruiters, ROTC, active Guard and Reserve, etc.) and their families living on military installations are directed to move when the installations are closed or realigned. Although most moves are local, the costs (such as security and utility deposits) incurred during preparation for and during the move require an outlay of funds that should be defrayed by DLA. Movement of HHGs is paid for by the Army. Currently, there is no entitlement to DLA without a permanent change of station or change of duty. Therefore, all additional costs are shouldered by the soldier.

f. AFAP recommendation. Sponsor legislation to authorize DLA to soldiers required to relocate due to BRAC.

g. Progress.

(1) *Legislation.* This item was submitted in the Unified Legislative and Budgetary process and was approved by the Services and included in the FY96 DoD Omnibus Authorization Act. This initiative was included in the FY96 Defense Authorization Bill which became law in

Feb 96.

(2) *Resolution.* The Apr 96 GOSC determined this issue is completed because the FY96 Defense Authorization Act included authorization for DLA to be paid to soldiers required to relocate due to BRAC.

h. Lead agency DAPE-PRR-C.

i. Support agency None.

Issue 350: Donations of Used Items at the Army Community Service (ACS) Lending Closet

a. Status. Unattainable

b. Entered. AFAP XI; 1993.

c. Final action. AFAP XII; 1994.

d. Subject area. Family support.

e. Scope. AR 608-1 prohibits ACS from accepting used items for the lending closet. Many soldiers and families are in need of basic housekeeping items, to include basic kitchen items, appliances, high chairs, child care seats, playpens, cribs, ironing boards, beds, and transformers (OCONUS). These items are often unavailable due to the present prohibition in AR 608-1 which states that all donated items must be new.

f. AFAP recommendation. Change AR 608-1 to allow the ACS centers to accept used basic housekeeping items.

g. Progress.

(1) *Regulator review.* In Jan 94, USACFSC staffed a change to AR 608-1 with ARSTAF and MACOMs to accept used items for the lending closet. Three MACOMs nonconcurred with the proposed change. Standardization is essential for accurate accountability of ACS items. Accepting donations of used housekeeping items would be time consuming and lessen the quality of the current inventory. Also, it would complicate operational procedures which are already lengthy and reflect poorly on the gaining installation and the Army's concern for relocating soldiers and family members.

(2) *ACS Director input.* At the request of the Commanding General, USACFSC, this issue was discussed and voted upon at the ACS directors' training in May 94. The vote to accept used items for the lending closet was 20 (yes) to 71 (no).

(3) *ACS donation policy.* ACS will accept used items and disburse them to thrift shops or other community resources.

(4) *GOSC review.* The Apr 94 GOSC reviewed this issue and concurred with USACFSC proposal to further explore the issue at the May 94 ACS directors' training.

(5) *Resolution.* This issue was determined unattainable by the Oct 94 GOSC based on MACOM nonconcurrence with proposed change.

h. Lead agency CFSC-FSA.

i. Support agency None.

Issue 352: Equitable Child Care Fees

a. Status. Completed.

b. Entered. AFAP XI; 1993.

c. Final action. AFAP XII; 1995.

d. Subject area. Child care.

e. Scope. Current CDC fee structure adversely affects lower income families, specifically those below $16,000 annual income. The 1993 revision of fees eliminated most of the inequities between categories of income. However, Category I ($0-$23,000) continues to pay a higher percentage of income for child care than other income categories. Although a small number of patrons fall into this lower category, they can potentially pay as much as twice an income percentage than those in other categories.

f. AFAP recommendation.

(1) Split Category I into two categories: IA, $0-$16,000 and IB, $16,000-$23,000.

(2) Establish use of FY 92-93 fees or use base fee equal to 12% of income for Category IA.

(3) Request DoD recommend that no one in Category IB be charged in excess of 12% of income.

(4) Leave remaining Categories II through V unchanged.

(5) Monitor new fee schedule for its impact at installation and MACOM levels.

g. Progress.

(1) *Background information.* A 1990 national child care survey reported low income families (up to $15,000) paid 23% of family income for child care, while those in higher income levels paid from 6 to 12% of income. Very few Army families earn less than $16,000 annual income. Annual income for PVTs with BAQ and BAS totaled $16,317 in 1994.

(2) *Low income patrons.* In Jan 94, USACFSC requested MACOMs provide data reflecting patron demographics for those with incomes less than $16,000 and explanations for large fee increases. MACOM fee impact reports (1st Qtr FY 94) identified 343 Category I patrons with TFI of $16,000 or less (2.5% of all CDC patrons).

(3) *Low income rate.*

(a) Special low income rate of $35 per week per child for patrons with TFI of $18K or under was published in Mar 94 with instructions for periodic audits to ensure accurate TFI computations. This satisfied the recommendation that low income patrons pay less than 12% of income for child care.

(b) A Mar 94 report to DoD requested a low-cost option to accommodate low income families and a 2-year policy cycle to reduce program upheaval. DoD policy was released 24 Jun 94 with no “low cost” option, but an increase in upper end of each fee category. Army policy was released to the field in Jun 94, specifying continuation of the special low income rate, high cost options using either the specified fees or by adding the COLA (but not both), and recommending the policy be stabilized for 1994.

(4) *GOSC review.* This issue was briefed at the Apr 94 GOSC. Issue remains open to track implementation of the $35 per week child care fee cap for low income families.

(5) *Resolution.* The Apr 95 GOSC declared this issue completed based on DoD policy that established a low income child care rate for patrons with Total Family Income of $18,000 or under.

h. Lead agency CFSC-FSCY.

i. Support agency None.

Issue 353: Erosion of Health Care Benefits for Military Beneficiaries

a. Status. Completed

b. Entered. AFAP XI; 1993.

c. Final action. AFAP XIII; 1996.

d. Subject area. Medical.

e. Scope. As a result of military downsizing and reduc-

tion of Army medical resources, access to health care for all categories of beneficiaries is limited. Out-of-pocket health care expenses for America's Army are increasing without offsetting compensation. As the nation moves toward national health care reform, it is imperative for the Army leadership to focus on and solve current health care problems while spearheading DoD's effort for a comprehensive, managed, health care program.

f. AFAP recommendation.

(1) Change AR 40-3 to raise the ceiling for local unit commander approval of routine medical care from $250 to $500 for active duty members.

(2) Expedite managed care in CONUS areas not currently being served by a military managed health care program.

(3) Reinforce the policy allowing non-availability statements where required care cannot be provided in a MTF within 30 days.

(4) Enhance utilization of non-physician medical personnel and RC health care providers to increase access to high demand services.

(5) Introduce legislation requiring employers to maintain civilian medical coverage for Reservists and their families during active duty service longer than 30 days.

g. Progress.

(1) Commander approval for medical care. AR 40-3 outlines approval authority when an active duty soldier needs medical treatment and there is no MTF in the soldier's local area. Interim change I02 to AR 40-3, 1 Aug 94, raises (to $500) the monetary limit on dental and medical treatment provided by civilian facilities to active duty soldiers. For treatment needs which exceed $500, approval must be obtained from the regional MTF commander. Emergency care if fully funded and is not addressed in this issue.

(2) *Expedite managed care*. The DoD implemented TRICARE by regions. Thus far, feedback from TRICARE users is positive and full implementation of TRICARE is projected by end of FY98. Issue 408 tracks the expansion of TRICARE Prime for remotely stationed families.

(3) *Non-availability statements (NAS).*

(a) The DoD medical system has no policy on time limits for NAS. Commanders set policies locally. CHAMPUS policy directs the MTF commander maintain medical management of patients at the facility. Requests for NASs are reviewed on an individual basis, and decisions are based on the MTF's capability and the medical necessity or urgency.

(b) The DoD Health Affairs developed a utilization management plan as part of its TRICARE managed care program. A portion of the plan addresses a standardized time frame to access services prior to issuing a NAS. Since the decision to issue a NAS normally causes the beneficiary out-of-pocket CHAMPUS expenses, the time frame established must be sensitive to the needs and desires of beneficiaries, as well as the medical necessity of the NAS.

(4) *Non-physical medical personnel.* Medical treatment facility commanders have the authority to grant clinical privileges to non-physicians restricted only by the education, training, and experience of the individual and applicable law. Advanced practice nurses (registered nurses with advanced clinical degrees) and physician assistants provide care in a wide variety of clinical specialties and settings. Other non-physician medical personnel, such as physical therapists and occupational therapists, are used as appropriate.

(5) *RC personnel*. MEDCOM coordinated with the U.S. Army Reserve Command for some U.S. Army Reserve Hospitals to provide health care in active component MTFs during their training cycles. A memorandum of understanding with the USARC formalizes the relationship and provides flexibility to the MEDCOM in the use of reservists in our hospitals and clinics during training cycles.

(6) *Medical coverage for reservists.*

(a) Title 38, U.S.C., Chapter 43, as amended by PL 102-12, states that health care benefits are protected upon an individual's return to civilian employment. Section 4321(b)(1)(B) states that an exclusion or waiting period may not be imposed on a person who would otherwise be entitled to participate in an employer-offered health insurance plan if they were eligible for restored employment under the Military Selective Service Act.

(b) TRICARE provides health coverage for family members during extended periods of active duty. In most cases, they can continue to receive health care from their usual source of care, with TRICARE reimbursement. Cost share and the process for filing claims will depend on the health care provider’s participation in TRICARE. Depending on their civilian health care coverage, Reserve families may find very little difference in the benefits and out-of-pocket costs under TRICARE.

(7) *GOSC review*. This issue was briefed to the Apr 94 GOSC.

(8) *Resolution.* The Apr 96 GOSC determined this issue completed based on the increased approval limit for commander approval of civilian medical care for soldiers, the implementation of TRICARE, the use of non-physician and RC personnel in MTFs, and the medical coverage available to Reservists’ families.

h. Lead agency. MCHO-CL.

i. Support agency. OCAR.

Issue 354: Transfer of GI Bill Benefits to Family Members

a. Status. Unattainable.

b. Entered. AFAP XI; 1993.

c. Final action. AFAP XII; 1995.

d. Subject area. Family support.

e. Scope. Part of the GI Bill is money for college. Many service members who earn this benefit do not take advantage of it. The service member's family shares in the hardships of military life. There is no provision for the service member's spouse, child, or family designee to use this benefit.

f. AFAP recommendation. Propose new legislation to allow a soldier the option to transfer educational benefits to spouse, child, or family designee (in consideration of the single soldier).

g. Progress.

(1) *Title change.* The original title “GI Bill Benefits” was changed to “Transfer of GI Bill Benefits to Family Members” to reflect the intent of the issue.

(2) *History.* The transfer of GI bill education benefits to family members was addressed by AFAP Issue 71 in 1985. DAPE-MPA proposed legislation, but it was not

approved by Congress. Transferability of GI Bill benefits to dependents was also the subject of a study by ARI in Oct 86. The study endorsed transferability, however, the Enlisted Division of ODCSPER found that the study significantly underestimated the cost of the program. Transferability was also proposed in HR 3180 in Aug 87. The Army supported the proposal, but DoD opposed it. In 1988, transferability was again reviewed. ODCSPER discussed this issue with Representative Montgomery (credited with the Chapter 30 legislation commonly referred to as the Montgomery GI Bill) and revised the Army position to be opposed to transferability. In 1994, the ASA(M&RA) addressed the issue with Congress, but found no one willing to sponsor such costly legislation.

(3) *Cost.*

(a) This appears to be a low-cost issue because the assumption is made that, when a soldier signs up for the MGIB and contributes the required $1200, the money is specifically put aside for that soldier. In fact, the system is funded on the basis that not all eligible soldiers will participate, and those that do participate will not use their full entitlement. Studies of Chapter 34 benefit eligibles (Vietnam-era GI Bill) benefit eligibles noted that only 60% took advantage of education benefits, and of those who did, very few used their full entitlement of 48 months. Thus, Chapter 30 (MGIB) reduced the entitlement to 36 months.

(b) Presently (1995), a soldier is eligible to receive $400 each month while attending school full time for up to 36 months, or $14,400. Soldiers attending school in-service or part-time are prorated accordingly. After deducting the soldiers contribution of $1200, the real cost to the Government for each soldier using his or her full benefit is $13,200. If this benefit is transferred to family members, the cost is compounded by the number of persons using the entitlement. Since family members are more likely to have time to attend school, their usage ratio could be much higher. If legislation provided the soldier an opportunity to designate the transfer of benefits to several family members, until the full 36 month entitlement expired, the increased cost could be significant.

(4) *Issue proponency.* In Mar 94, an action memorandum was sent to DAPE-MPA, authors of previous GI Bill legislative changes. The agency responded that they would not accept the issue. They did not consider legislation of this nature to be their area of responsibility, and noted there was no congressional or Service support for this legislative proposal. The issue returned to TAGD for resolution.

(5) *Transfer at retirement.* The Apr 94 GOSC requested TAGD to determine the feasibility of transferring the unused portions of a soldier's GI Bill education benefits to a family member of their choice at the soldier's 20 year retirement mark. In Feb 95, a memo was distributed to participants in the Montgomery GI Bill Working Group, requesting their departmental, agency, or directorate position on transferability at retirement. The issue received no support from the Services' representatives.

(6) *Marketing.* The education benefits available to soldiers, the funding of those benefits and the procedures for using the benefits in-service will be publicized. An article appeared in the Fall 1994 issue of "News for Army Families". G.I. Bill usage has been actively publicized at education workshops and professional education conferences and via information distributed to counselors in the field.

(7) *GOSC review.* The Apr 94 GOSC kept this issue open to pursue alternatives and to publicize the GI Bill program.

(8) *Resolution.* The Apr 95 GOSC determined this issue is unattainable based on the absence of congressional and DoD support for the transfer of G.I. Bill benefits except under existing exceptions (disability/death of service member).

h. Lead agency. TAPC-PDE.

i. Support agency. None.

Issue 355: Government-Sponsored Travel for Spouses to Attend Pre-Retirement Briefing

a. Status. Completed.

b. Entered. AFAP XI; 1993.

c. Final action. AFAP XII; 1995.

d. Subject area. Entitlements.

e. Scope. While soldiers are provided Government-sponsored travel to attend their mandatory pre-retirement briefing, spouses are not entitled to the same benefit. Current law requires the soldier and spouse be counseled, but the JFTR does not provide for this entitlement. Information presented at the briefing is invaluable for both soldier and spouse.

f. AFAP recommendation. Revise policy to entitle spouse's travel at Government expense for pre-retirement briefing.

g. Progress.

(1) *Background.* Affected spouses are usually at remote locations where soldier must travel to a transition point. Some MACOMs currently pay for soldier and spouse travel, but the practice is not consistent and uniform.

(2) *PDTATC submission.* DA submitted proposed change to PDTATC in Mar 94. All seven Services voted in favor of the change. The PDTATC released guidance that allows the Services to issue Invitational Travel Orders (ITOs) to spouses who are required to attend retirement counseling.

(3) *Resolution.* The Apr 95 GOSC declared this issue completed because spouses who must travel to receive counseling in connection with military retirement may be issued ITOs.

h. Lead agency. DAPE-MBB-C.

i. Support agency. None.

Issue 356: High School Diplomas for Transferring DoD Students

a. Status. Unattainable.

b. Entered. AFAP XI; 1993.

c. Final action. AFAP XI; 1994.

d. Subject area. Education.

e. Scope. DoD high school students have a difficult time matriculating because requirements vary from school district to school district. Difficulties occur and students are unable to obtain a diploma in four years.

f. AFAP recommendation.

(1) Create a Blue Ribbon Panel consisting of accreditation agencies and DoDDS representatives to develop basic educational requirements for a high school diploma.

(2) Request the Blue Ribbon Panel select an appropriate avenue for high school students who meet the requirements to obtain a diploma.

g. Progress.

(1) *Background information*. Authority for establishing high school graduation requirements rests with state and local education authorities. Consequently, criteria for high school graduation vary across the nation, and students who transfer to schools in a different state may find they lack credit(s) required by a specific state. For students in grades 9 through 11, this does not normally prevent graduation at the end of four years. Seniors may have difficulty meeting state requirements in areas such as physical education and state history. Students who, through no fault of their own, cannot meet state requirements, may be granted a diploma from the previous school system. Additional attendance to complete graduation requirements may be required in some cases.

(2) *State authority*. This issue is one of many which effect American children and the system of education in the United States. There is active debate and research among education reformers, education associations, state education authorities and the U.S. Department of Education regarding the structure of education systems, minimum levels of competency for each grade level, and the depth of curriculum in elementary and secondary schools. Much of this debate calls into question the fundamental relationship between state and Federal authorities. Historically, the responsibility for education has rested almost exclusively with state authorities with reluctance on the part of any state to yield authority to another entity. The establishment of nation-wide standards, including high school graduation requirements, necessarily requires resolution of this relationship. Consequently, it is doubtful that the creation of a panel to focus solely on the establishment of nation-wide high school graduation standards would be possible.

(3) *Resolution.* This issue was determined unattainable by the Apr 94 GOSC because establishment of standard high school graduation requirements has not been identified as a priority of a variety of studies on education standards. States are not inclined to relinquish their authority to establish their own educational standards.

h. Lead agency DoDDS.

i. Support agency None.

Issue 357: Insufficient Transition Time for Soldiers Separating Due to Disability

a. Status. Completed.

b. Entered. AFAP XI; 1993.

c. Final action. AFAP XIV; 1997.

d. Subject area. Force support.

e. Scope. Current Army policy does not allow soldiers separating or retiring due to disability sufficient time to transition into civilian life. Successful transition requires more than the allotted 20 days from the time the Disability Review Board recommends separation orders to release from active duty. Insufficient transition time degrades quality of life, placing unnecessary stress on the service member and family. A burden is placed upon Army support services, to include family housing, transportation, medical services, and professional counseling services. The uprooting of children from schools and spouses from career fields creates stress and unnecessary psychological hardships. Ultimately, poor perceptions of Army support services affect recruitment, unit readiness, and retention.

f. AFAP recommendation. Change DoDD 1332.18 to allow 45 days from the Secretarial level of adjudication to the soldier's release from active duty.

g. Progress.

(1) *DoD policy change.*

(a) The revised DoD Directive 1332.18, effective 4 Nov 96, deletes the 20-day average final disposition standard. The Directive provides that disability processing is to be timely without denying Service members the transition and leave entitlements provided by statute.

(b) DoD Instruction 1332.38, effective 15 May 97, establishes the operational time standards for physical disability evaluation. The absence of a final disposition time standard in this Instruction allows each Service to establish an appropriate transition time.

(2) *Army policy.* AR 635-40 promulgates DoD and Army policy for physical disability processing. The current draft revision of this regulation will be changed to provide normally a minimum period to separation/retirement of 50 days from the date Physical Disability Branch receives the case for processing the Secretarial level approval.

(3) *Resolution.* The Oct 97 GOSC determined this issue is completed based on pending regulatory change.

h. Lead agency TAPD-ZB.

i. Support agency DAPE-MB.

Issue 358: Occupational Income Loss Insurance

a. Status. Unattainable.

b. Entered. AFAP XI; 1993.

c. Final action. AFAP XV; Apr 98.

d. Subject area. Force support.

e. Scope. Many RC soldiers have civilian income that exceeds their military pay grade. When activated, these soldiers and their families experience significant stress due to the financial hardship resulting from the loss of income. This stress can adversely affect soldier readiness and job performance.

f. AFAP recommendation. Establish a Government-sponsored insurance program to offset income loss incurred by RC soldiers due to activation. Premiums will be paid by the individual soldier at no cost to the Government.

g. Progress.

(1) *Research.*

(a) In 1992, the Office of the Assistant Secretary of Defense for Reserve Affairs commissioned a study by the RAND Corporation to analyze income and income loss data from the 1991 RC Personnel Survey and to report on the viability and design of an income-loss insurance program. In Jun 92, the initial working draft was published. It dealt with risk assessment, alternative types of coverage, and whether coverage should be mandatory.

(b) In Aug 92, a working draft was published which estimated income losses for all reservists, analyzed demand for mobilization insurance, and explored policy options for providing such insurance. From this, three basic insurance alternatives (private insurance, Government provided insurance, and joint private/Government insurance) were presented. Further research by RAND led them to conclude that providing optional mobilization income loss insurance is feasible.

(c) In Sep 93, RAND briefed OASD(RA) on their findings. In Jan 94, RAND hosted a meeting to review

potential program designs and, in Jun 94, favorable results of the RAND study resulted in creation of a legislative proposal by OASD/RA. In Oct 94, the study results were staffed with the Department of Veteran's Affairs for review and comments.

(2) *Legislation.* The FY96 National Defense Authorization Act contained provisions for this insurance in Chapter 1214, Section 12522, "Ready Reserve Mobilization Income Insurance". On 1 Jan 97, all soldiers who did not elect into the program were coded as declinations. Soldiers who were mobilized during the registration window were given 60 days to enroll upon demobilization.

(3) *Setbacks.*

(a) Premiums were not received in sufficient amounts to fund benefit payment above the 4% level. Due to special congressional authorization most recipients received 100% of back payment through Aug 97. Since Sep 97, payments have been made at 5% of authorized amount.

(b) The FY98 National Defense Authorization Act terminated the Mobilization Income Insurance Program. No new enrollments were authorized after 18 Nov 97. Payment of benefits will continue to members serving on "covered service" or who have orders to "covered service" on or before 18 Nov 97. Benefit payments will continue, prorated at 5% of the monthly amount, until Congress acts on pending funds reprogramming request.

(4) *GOSC review.*

(a) *Oct 94.* Issue remains active to track legislation for RC income insurance.

(b) *Oct 97.* Issue remains active to monitor Presidential determination of program continuation.

(5) *Resolution.* Issue was determined unattainable by the Apr 98 GOSC based on termination of the program in the FY98 National Defense Authorization Act.

h. Lead agency AFRC-PRH-F.

i. Support agency None.

Issue 359: Reinstate Social Worker Positions in DoDDS

a. Status. Completed.

b. Entered. AFAP XI; 1993.

c. Final action. AFAP XV; May 99.

d. Subject area. Education.

e. Scope. The changing political climate since 1989 and a redefined military mission have resulted in OCONUS communities with high concentrations of contingency units. these units regularly deploy up to 179 days. This creates a high anxiety/stressful environment for youth. Current youth counseling services and programs provided by DoDDS do not adequately address the stress and anxiety experienced by youth in areas of high contingency deployment.

f. AFAP recommendation.

(1) Reinstate DoDDS social workers in schools located in areas where contingency deployment is frequent.

(2) Provide funds and manpower authorization for these positions in a timely manner to alleviate this problem.

g. Progress.

(1) *Related issues*. In Feb 95, this issue was combined with Issue 390, "Substance and Violence Impacting Youth in the Army Community". Issue 445, "Shortage of Professional Marriage and Family Counselors" addresses similar concerns.

(2) *Staffing levels*. DoDDS staffing levels have been seriously affected by the drawdown of forces throughout the world. While there are some school social workers in the DoDDS European region, severe staffing restrictions make it impossible for DoDDS to establish new positions system wide for the foreseeable future. Furthermore, with school closures and staff reductions, it is very difficult for DoDDS to justify establishing social worker positions throughout the school system when community mental health, social worker, and Family Advocacy Program services are present in all military communities.

(3) *Social workers within DoDDS.* DoDDS regional directors have authority to hire and assign school social workers as needed. Case by case consideration may be given to establishing school social work services in communities where a bona fide need for such services has been identified and when the needs of the community cannot be met by command medical, mental health, and Family Advocacy services.

(4) *GOSC review.* The Oct 94 GOSC requested a team approach to relook the need for youth counseling and to develop a solution. As a result, the issue was transferred to CFSC.

(5) *Resolution.* The May 99 GOSC closed this issue when it completed Issue 390 with which it had been combined. Although the GOSC did not specifically address the social worker in DoDDS, the GOSC acknowledged that there has been great progress in Youth Services teen programming and training. (*See Issue 445 for updated information about counselors*.)

h. Lead agency CFSC-SFCY.

i. Support agency DoDDS.

Issue 360: Scheduled Bus Service to Main Post Support Facilities

a. Status. Completed

b. Entered. AFAP XI; 1993.

c. Final action. AFAP XV; May 99.

d. Subject area. Consumer Services.

e. Scope. DoD and DA regulations on bus operations restrict MACOM commanders in adjusting to the needs of their soldiers and family members. DoD 4500.36-R and AR 58-1 are complex and confusing. Downsizing has created military communities with widely dispersed troop billets, housing areas, and life support facilities. Public transportation is often available, yet unaffordable and untimely, thereby creating a financial hardship on America's Army.

f. AFAP recommendation. Change existing regulation and applicable laws, as required, to empower MACOM commanders to provide military bus service in a responsive, cost effective manner, within their resources, to maintain quality of life.

g. Progress.

(1) *Federal law.* The law, 10 U.S.C. 2632, delegates to the Service Secretary the authority to approve mass transportation support for isolated areas. In 1990, to improve the timeliness of the many requests, the SECARMY directed ODCSLOG to develop objective criteria that would provide needed flexibility and empower MACOM commanders to implement mass transportation service if criteria were met. The Army published that guidance in Jan 91. Requests to SECARMY

for scheduled bus service to main post support dropped significantly.

(2) *Increased limits for USAREUR and EUSA.* In May 94, ODCSLOG recommended that SECARMY eliminate one of the objective criteria (the $100K approval limit by MACOM commanders). Inflation, currency fluctuation, and increasingly isolated Army communities was turning the original limit from a sound management tool into an unnecessary restriction on the commander's flexibility to mange resources during this period of rapid change. The ASA-I, L&E lifted the $100K restriction for USAREUR in Jun 94 and raised the limit for EUSA approval to $250K in Jun 95.

(3) *Regulatory change.* DoD Regulation 4500.36-R, after substantial revision to clarify and simplify DoD policy, was signed by the Deputy Under Secretary of Defense (Logistics) in Mar 94. The DoD regulation is the governing authority for AR 58-1. AR 58-1 was revised, and publication occurred in Apr 99. The regulation was carefully revised to reduce the potential for reader confusion concerning the Army and DoD regulations. It incorporated key policy on mass transportation in isolated areas.

(4) *GOSC review.* The Mar 97 GOSC agreed that it was necessary to give decisions to installation leadership, giving commanders the ability to take care of their people.

(5) *Resolution.* Issue was declared completed by the May 99 GOSC. Funding approval limits were raised and commanders were given more flexibility to solve their bus concerns locally.

h. Lead agency DALO-TSP.

i. Support agency None.

Issue 361: Special Meal Charge Exemption for Retirees and DA Civilians

a. Status. Completed

b. Entered. AFAP XI; 1993.

c. Final action. AFAP XIII; Oct 96.

d. Subject area. Entitlements.

e. Scope. A commander may designate one holiday meal (Christmas or Thanksgiving) and one Organization Day meal as a special event. The primary purpose of the meal is to enhance morale and strengthen cohesiveness in America's Army. Soldiers (active and reserve) and their family members are exempt from the surcharge for these special meals. Retirees, DA civilians, and their families are part of America's Army and are not included in this exemption.

f. AFAP recommendation. Revise AR 30-1, paragraph 6-16, to delete surcharge requirements for retirees, Department of the Army civilians, and their family members for the holiday meal and the Organization Day meal.

g. Progress.

(1) *Exemption authority.* DoD 1338.10-M, Manual for the DoD Food Service Program, identifies the DoD Comptroller as the sole authority for granting dining facility surcharge exemptions.

(2) *Exemption request.* A memorandum requesting the exemption was signed by the DCSLOG and approved by the ASA(FM) in Jul 94. The Under Secretary of Defense (Comptroller) disapproved the request on 4 Aug 94, since, in the Comptroller's view, the circumstances were not unusual and extraordinary. This decision followed similar responses made on other Services requests for retiree and civilian exemptions. The Comptroller generally only grants exemptions for enlisted family members being displaced from their housing by emergencies, renovations, or unit relocations.

(3) *Single rate meal.* From 1994 to 1996, the DoD Travel Re-engineering Task Force worked several proposals to establish a single meal rate (i.e., no surcharge) for all paying customers in the dining facility. Adoption of a single meal rate means there would be no exemptions, and all patrons would pay the same rate. The single meal rate concept was approved by all Services and DoD. It will apply to all categories of military and civilian personnel and retirees.

(4) *Implementation.* The single meal rate concept was initiated on 28 Dec 95 with USD(C) approval for families of soldiers deployed for Operation Joint Endeavor to consume a command-sponsored meal in a dining facility at the single meal rate. Worldwide implementation began 1 Oct 96. The accommodation of patrons other than enlisted soldiers in APF dining facilities is a commander's prerogative, based on available resources.

(5) *Resolution.* The Oct 96 GOSC determined this issue completed based on establishment of a single meal rate that applies to soldiers, civilian employees, and retirees.

h. Lead agency. DALO-TST.

i. Support agency. None.

Issue 362: Summer Youth Employment Selection Process

a. Status. Unattainable.

b. Entered. AFAP XI; 1993.

c. Final action. AFAP XIII; 1995.

d. Subject area. Employment.

e. Scope. In an attempt to avoid nepotism, sons and daughters of agency civilian or military personnel are treated in a discriminatory manner. Existing regulations state that these family members cannot be appointed to a summer job (filled under agency-developed plans) if there are non-family member applicants available with the same or higher rating.

f. AFAP recommendation. Amend Federal Personnel Manual Chapter 332, Appendix J, paragraph 3(3) dated 24 November 1989, to eliminate the restriction that these sons and daughters cannot be appointed if other eligibles are available with the same rating/ranking.

g. Progress.

(1) *Local procedure and restrictions.* Local activities have some discretion regarding the handling of applications for summer jobs. Procedures vary based on type of jobs filled, number of applicants, and whether rating applicants is practical. Generally, activities use a rating/ranking or a random selection (such as a lottery system). Even in a random process, sons/daughters cannot be considered as long as anyone randomly placed before them is available, nor can sons or daughters be passed over to select a lower candidate. Top to bottom order of selection is required for both procedures.

(2) *Proposal to eliminate restrictions.*

(a) A proposal was forwarded to OSD in Apr 94 to pursue revision of the rating/ranking procedure, since it restricts sons/daughters to a greater degree (for example, allows non-sons/daughters with the same or higher rating to be hired first). OSD staffed the proposal with the other DoD components.

(b) In a 30 Jun 95 memorandum, OSD reported that they are unable to support the proposal for the following reasons --

1. The majority of the DoD components felt the restriction should remain unchanged.

2. Many DoD organizations use a random referral procedure which is blind to family relationships. In these cases, managers are not bound by the sons and daughters restriction.

3. Other DoD components voiced concern that, if the restriction was deleted, supervisors would be unduly pressured to hire sons and daughters of fellow employees. OSD indicated that they want to avoid even the appearance of favoritism in this era of diminishing summer employment opportunities.

(3) *Resolution*. The Oct 95 GOSC determined this issue is unattainable because OSD or the other Services did not approve Army's proposal to lift summer hiring restrictions. The GOSC noted that agencies who select summer employees by random numbers are not affected by this system.

h. Lead agency DAPE-CPC.

i. Support agency None.

Issue 363: Temporary Lodging Expense (TLE) for Move to First Duty Station

a. Status. Completed.

b. Entered. AFAP XI; 1993.

c. Final action. AFAP XVIII; Mar 02. (Updated: 1 Jun 02)

d. Subject area. Entitlements.

e. Scope. Soldiers are not entitled to TLE for the move to their first permanent duty station. Soldiers incur the same costs during their first move as they do during any other move to a permanent duty station.

f. AFAP recommendation. Propose legislation to authorize TLE for a soldier's move to a first permanent duty station.

g. Progress.

(1) *Title change.* Title was amended to add "...for Move to First Duty Station" to reflect the intent of the issue.

(2) *Cost.* Approximately 26% of the Army's first termers are married. Cost to the Army would be $14.5M to provide TLE to first termers.

(3) *Legislative proposals*.

(a) Legislation was not included in the DoD Omnibus Legislation for FY96 or FY97. Army agreed in concept, but lacked funds to approve the issue. Air Force submitted proposal at the FY99 Personnel Summit, but Army and Navy voted to defer the issue until FY00 Personnel Summit, held Feb 98.

(b) TLE for first term enlisted soldiers was included in the FY00 Omnibus legislation and was authorized in the FY00 NDAA.

(c) TLE for officers was submitted by Air Force as a ULB 2000 Summit item and was approved for submission with the FY02 DoD Omnibus bill. OMB rejected the initiative. It was, however, included in the FY02 NDAA and became effective on orders issued on or after 1 Jan 02.

(4) *GOSC review*.

(a) *Apr 95.* Army will continue to pursue legislation.

(b) *Apr 96*. Issue will remain active while legislative efforts continue.

(c) *Oct 97*. The TLE issue was fully supported by the GOSC attendees, but concern was expressed over cost.

(d) *Nov 99.* The GOSC was informed that the FY00 NDAA authorized TLE for enlisted first termers. Issue remains active to purse TLE for first PCS for officers.

(e) *May 00.* The cost for officers' TLE for first move would be $2.3M. The initiative is being advanced for FY02 legislation.

(5) *Resolution.* The Mar 02 GOSC declared this issue completed based on FY00 legislation that authorized TLE for first term enlisted personnel and FY02 legislation for officers.

h. Lead agency. DAPE-PRC.

i. Support agency. None.

Issue 364: Unemployment Benefits for Displaced Family Members

a. Status. Unattainable.

b. Entered. AFAP XI; 1993.

c. Final action. AFAP XIII; 1996.

d. Subject area. Employment.

e. Scope. Many States do not grant unemployment benefits to military family members or family members of certain DoD civilians if they terminate employment due to a PCS of the sponsor.

f. AFAP recommendation. Initiate action to ensure that all States accept a PCS move as a legitimate reason to grant unemployment benefits to military family members and family members of DoD civilians under mandatory mobility agreements.

g. Progress.

(1) *Legislative proposal*.

(a) The Department of Labor, Office of Unemployment Insurance Service, advised that Federal law would have to be enacted to require all State unemployment insurance (UI) laws to provide that individuals will not be disqualified from benefits if they quit to follow a spouse who is moving to a new job in a different location. PERSCOM forwarded the legislative proposal to OCLL in Mar 94. Thirty-six states do not provide unemployment benefits for military family members who move with their spouses. Of those 36, all but two grant benefits for people rotating from overseas.

(b) The Army Budget Office nonconcurred with the proposal in Feb 95, based on a projection that this amendment would increase the Army's Federal unemployment bill $6.5M over the next six-year cycle.

(2) *Private sector process.* Private sector unemployment benefits are financed by contributions from employers, based on the wages of their covered workers. When an employee resigns, moves to another State, and is deemed eligible for unemployment compensation, the State in which the contributions were made transfers funds to the State paying the UI.

(3) *Support.* The VCSA-directed working group convened in May 95 and unanimously endorsed the GOSC decision to keep this issue active pending assessment of DoD's position on the issue. However, in Sep 95, the DoD Spouse Employment Policy Forum voiced reluctance to seek legislation because of the political climate in Congress to diminish Government involvement in the affairs of the States.

(4) *Information*. Army disseminated information to family members about each State's eligibility and dis-

qualification requirements through various news media.

(5) *GOSC review.* At the Apr 95 GOSC, the VCSA requested formation of a working group to discuss unemployment benefits for family members and recommend an Army position.

(6) *Resolution*. The Apr 96 GOSC determined this issue unattainable based on the political climate which protects states rights in areas such as this.

h. Lead agency SAMR-CP.

i. Support agency None.

Issue 365: Variable Housing Allowance (VHA)

a. Status. Completed.

b. Entered. AFAP XI; 1993.

c. Final action. AFAP XV; 1998.

d. Subject area. Entitlements.

e. Scope.

(1) VHA was designed by Congress to assist soldiers with housing related costs. The system for capturing data for VHA computation is in place and is workable. However, because many service members do not understand the importance of the survey, it is frequently not completed in an accurate, timely manner. This causes incorrect adjustments to the entitlements.

(2) Circa 1985, Congress indicated the intent to have the combined allowances (BAQ and VHA) defray 85% of housing costs. Because adjustments to BAQ are not directly linked to housing costs, the combined entitlements are falling short of the 85% level.

f. AFAP recommendation.

(1) Write legislation to ensure that as housing costs increase, the combined BAQ and VHA entitlements maintain the congressional intent to fund 85% of housing related costs.

(2) Utilize the existing annual survey for capturing data and establish mandatory briefing to promote accurate and timely completion of the VHA survey.

g. Progress.

(1) *Combined issues*. Issue 267, "Inadequate Housing Allowance", was combined with this issue in Mar 94 due to similarity in scope. This issue was combined with Issue 418, “VHA Computation” in Jan 97 because the combined housing allowance tracked in that issue will resolve the intent of Issues 267 and 365.

(2) *Legislation.* Congress replaced the expenditure-based system with a price-based allowance system that combined BAQ and VHA into one allowance called the Basic Allowance for Housing (BAH). The result was an easy to understand system, based upon an external data source that reflects private sector housing standards, independent of soldiers’ housing expenditures, and is indexed to housing costs (not military pay raises). The BAH was authorized in the FY98 National Defense Authorization Act and became effective on 1 Jan 98.

(3) *Resolution.* This issue was completed when the Apr 98 GOSC completed Issue 418.

h. Lead agency DAPE-PRR-C.

i. Support agency None.

Issue 366: Access to Military and Civilian Health Services

a. Status. Completed.

b. Entered. AFAP XII; 1994

c. Final action. AFAP XIII; 1996

d. Subject area. Medical.

e. Scope. Rising health costs and congressional action mandating downsizing reduce the quality and access of health services for military beneficiaries. A perceived lack of accessible, quality and affordable health care services causes a morale and readiness problem for active duty military and their families. Established Department of the Army guidelines for access standards are not being adhered to. This creates a feeling the DA is not responsive to their medical needs.

f. AFAP recommendation.

(1) Implement immediately the access standards for emergency, primary, and specialty care that are outlined in guidelines, to include emergency services, 24 hours a day, seven days a week; primary care with maximum wait times of one day for acute care, one week for routine care, and four weeks for well care; and specialty care with one week for urgent care and four weeks for routine care.

(2) Require installation commanders Army-wide to disseminate current information on existing and proposed health care programs and reports on levels of access. Utilize "chain down" briefings, Army Family Team Building, Family Support Groups, Retirement Services Office, and other existing community programs.

g. Progress.

(1) *Combined issues*. Issue 3, “Access to Primary Medical Care,” was combined with this issue in Mar 95 because of similarity of scope.

(2) *Access standards*. DoD Health Affairs developed a utilization management plan as part of its TRICARE managed care program. The plan addresses a standardized time frame for accessing medical services. Each TRICARE region negotiates these access standards. Minimum standards are: acute visit - one day; routine visit - one week; well visit - four weeks; and specialty visit - 4 weeks.

(3) *Patient education.* All Managed Care Support Contracts contain a requirement to educate patients on availability and access issues. Patient handbooks include a summary of health care options and the best way to access care.

(4) *Training program.* The OCHAMPUS training programs includes all individuals who provide, plan for, or oversee the provision of health benefits to eligible beneficiaries. Regional conferences bring together representatives of fiscal intermediaries, contractors, military medical staff, OCHAMPUS, functional experts, and others involved in the operation of the military health services system.

(5) *Information distribution.*

(a) MEDCOM distributed a comprehensive public affairs package to all MTFs in Aug 95. The Army Surgeon General personally requested that each MTF commander coordinate with the installation commander to provide information to the community. Simultaneously, he sent a memorandum to all installation commanders notifying them of the availability of TRICARE and other health care system information through the local MTF for use by any community forum or information medium.

(b) In Jan 96, MEDCOM sent a memorandum to the Commander, CFSC suggesting that they notify the family support programs at the installation level of the TRICARE public affairs materials at their MTFs. These

materials and the local MTF Public Affairs office are available for "chain down" briefings, AFTB instruction, or other family support programs and forums.

(6) *GOSC review*. The Apr 95 GOSC reviewed the action plan to resolve this Top Five 1994 AFAP Conference issue.

(7) *Resolution*. The Apr 96 GOSC determined this issue completed based on the requirement that MTFs meet MEDCOM's access standards or provide non-availability statements. All TRICARE contracts include minimum access standards that ensure medical treatment within reasonable time periods. To provide information to the field, chain teaching packets were prepared, a new marketing package was sent to the field, and HBA training increased.

h. Lead agency MCHO-CL.

i. Support agency None.

Issue 367: Ordered Moves

a. Status. Completed.

b. Entered. AFAP XII; 1994.

c. Final action. AFAP XIV; 1997.

d. Subject area. Entitlements.

e. Scope. Upon signing for Government quarters, BAQ and VHA are terminated unless on an "ordered move". An "ordered move" allows service members to receive BAQ and VHA until the end of the month or the end of the lease, whichever is first, not to exceed 30 days. DFAS does not recognize voluntary acceptance of quarters as an "ordered move". This immediate termination of BAQ and VHA creates undue financial hardship in that the soldier is contractually obligated to pay rent and utilities until the actual move out date.

f. AFAP recommendation. Direct DFAS to amend the DoD Financial Management Regulation, DoD 7000.14-R, Volume 7, part A (paragraph 30207), to state that ALL soldiers voluntarily accepting Government quarters are on "ordered move" status.

g. Progress.

(1) *Title change*. In Jan 97, the title of this issue was changed from "BAQ Determination Date" to "Ordered Moves" to more accurately reflect the intent of the issue.

(2) *Definition*. DCSPER prepared a message to clarify the definition of involuntary/directed move into Government quarters. The Per Diem, Travel, and Transportation Committee nonconcurred on draft message, stating it "runs the risk of losing the entire entitlement for all forces". The Comptroller General decision held that a move into Government quarters must be an ordered move before household goods can be moved at Government expense.

(3) *Assessment*. The problem is not generated by the DoD Financial Management Regulation or Joint Federal Travel Regulation definition. Throughout DoD, the movement from offpost to onpost housing is normally considered a directed move, and, as a result, is paid for by the Government. Some Army commanders recently decided that since this is not a directed move, the soldier must pay the moving costs associated with local moves.

(4) *Army policy change*. Army adopted a policy which makes all moves from off-post housing to on-post housing "ordered" moves. The DCSPER released ALARACT message 291649Z MAY 97, Subject: Army Policy Concerning Local Moves and Storage of Household Goods. The policy was also included in the revision to AR 210-50.

(5) *GOSC review*.

(a) *Oct 95*. The issue will remain active pending Army clarification of moves into Government quarters.

(b) *Oct 96*. The issue will remain active pending GAO review and Army's further assessment of the ordered move/voluntary move policy.

(c) *Mar 97*. The Army will adopt a policy similar to Air Force policy that makes moves from civilian housing to government quarters an ordered move. Army will issue a policy change to address this issue.

(6) *Resolution*. The Oct 97 GOSC determined this issue is completed based on Army policy change.

h. Lead agency DAPE-HR.

i. Support agency DAPE-PRR-C/OTJAG/OACSIM.

Issue 368: Child Care Cost

a. Status. Unattainable.

b. Entered. AFAP XII; 1994

c. Final action. AFAP XIII; 1995.

d. Subject area. Child Care.

e. Scope. The inclusion of BAQ/BAS in determining total family income (TFI) forces parents to pay inflated TFI-based child care fees. Families, especially those with more than one child, single parents, and dual military are adversely affected. Additionally, some installations have raised fees, expect centers to generate income, and do not offer the multiple child reduction.

f. AFAP recommendation.

(1) Establish that CDCs are necessities and not profit making agencies.

(2) Delete BAS/BAQ from computation in determining TFI and supplement Child Development Center budget as necessary.

(3) Require all installations to provide the authorized 20% discount for multiple-child families.

g. Progress.

(1) *Clarification of child care definition*. Regulatory and legislative guidance authorizes child care as an employment issue and quality of life program, not an entitlement. It is not considered a profit-making agency.

(2) *Family income definition*. TFI was initially based on adjusted gross income, and, later, on gross income as reflected on the families' annual income tax return. These methods resulted in unusually large numbers of CDC patrons in categories I and II. In 1993, the TFI definition was changed to coincide with that specified for Earned Income Tax Credit for military personnel, including BAQ and BAS allowances. Although unpopular with patrons, this TFI definition resulted in a more effective way of determining a family's ability to pay a "fair share" of child care costs.

(3) *TFI review*. In Mar 95, Army requested DoD review TFI definition. A DoD review board composed of representatives from General Counsel, Comptroller, Military Pay and Compensation, Morale Welfare and Recreation, and Civilian Personnel Policy (NAF Personnel) determined the current definition a fair, consistent way to calculate TFI. In Jul 95, DoD endorsed the existing method and issued a statement that changing the TFI would not reduce the amount parents pay; the current method would continue. The TFI issue was also presented to other Services and the DoD Child and Youth Subcommittee. Al-

though sympathetic, the other branches of service did not support the change. DoD published the 1995-96 fee policy continuing use of the current TFI and responded to Army that this method is viewed by a multi-disciplinary group as fair and to be continued. Army 1995-1996 fee policy guidance specified continued use of the current TFI definition.

(4) *Multiple child discount*. Major Command fee analysis reports and recommendations supported a multiple child reduction range of 10% -20%. The 95-96 fee policy guidance required a multiple child reduction of 10% to 20% for additional children in care from the same family.

(5) *Marketing package*. A "ready to use" fee marketing package promoting CDC customer awareness was released to garrison commanders in Jul 95 addressing cost of quality care, reasonable rates, and the value of the child care dollar.

(6) *GOSC review*. The Apr 95 GOSC agreed that costs should be monitored for six months to ensure stability.

(7) *Resolution*. The Oct 95 GOSC declared this issue unattainable based on the absence of support from DoD or the other Services for a change to the use of TFI as the basis for child care fees.

h. Lead agency. CFSC-FSCY.

i. Support agency. None.

Issue 369: Department of Defense Non-Resident Program

a. Status. Unattainable.

b. Entered. AFAP XII; 1994

c. Final action. AFAP XIII; 1995

d. Subject area. Education.

e. Scope. Frequent military reassignments subject Army youth to widely varying high school graduation requirements which often delay graduation. Existing DoD policy does not meet the needs of students outside DoD schools.

f. AFAP recommendation.

(1) Require the DoD Education Activity to extend to family members a non-resident opportunity to graduate from DoD-system schools under existing DoD Education Activity requirements.

(2) Publish a catalog outlining the non-resident program to include course curriculum, degree completion requirements, records to be maintained, application procedures, etc.

(3) Publicize the program by distributing the catalog and promotional materials to all installations.

g. Progress.

(1) *Assessment*. Authority for the establishment of high school graduation requirements rests with state and local education authorities. The requirements vary from state to state, and this has an impact on any student who transfers to a new school during his or her high school career.

(2) *DoDDS*. DoDDS high school juniors and seniors are counseled that they may be awarded a DoDDS diploma if, through no fault of their own, they are unable to meet the graduation requirements of their new school (state). In instances where CONUS school policies regarding graduation requirements preclude the granting of diplomas to DoDDS students, the DoDDS school, upon receipt of a transcript from the stateside school certifying the successful completion of those courses normally required for graduation from a DoDDS school, will grant the high school diploma.

(3) *Assistance*. As a courtesy to any military youth experiencing delays in graduating from high school, DoDEA will contact the youth's school or district of attendance to inquire about a timely graduation. The state or local education agency is the final authority in such decisions. DoDEA would lend its professional knowledge and experience to attempt a resolution if the following conditions are met:

(a) The delay in graduation has occurred through no fault of the student.

(b) The student has attended high school in at least two different states in grades 9 through 12.

(c) The student has attended high school (grades 9 through 12) for four years.

(4) *GOSC review*. The Apr 95 GOSC determined that this issue will remain active while DoDEA pursues the possibility of their liaisoning with states or schools on behalf of students outside the DoDDS system.

(5) *Resolution*. The Oct 95 GOSC determined this issue is unattainable because DoDEA does not have the authority to issue diplomas to students who attend schools in other systems. However, DoDEA will liaison with a school/district on behalf of a military student when graduation delays occur through no fault of the student.

h. Lead agency DoDEA.

i. Support agency None.

Issue 370: Dissemination of Federal Employment Information

a. Status. Completed

b. Entered. AFAP XII; 1994

c. Final action. AFAP XV; 1998.

d. Subject area. Employment.

e. Scope. Currently Federal employment information fact sheets and DA Pamphlets are not reaching target audience in clear, concise, use-friendly terms. Miscommunication can result in denial of entitlements provided by law/regulation. The effects could include discontent, loss of income, stress, frustration, and confusion for Army families. This could impact readiness and retention.

f. AFAP recommendation.

(1) Establish an Army standardized brochure of Federal employment information (i.e., Military Spouse Preference, Executive Order 12721 (Eligibility of Overseas Employees for Noncompetitive Appointments), Priority Placement Program, Leave Without Pay, etc.).

(2) Incorporate brochure into existing programs provided by activities charged with disseminating employment information, such as CPO, ACS (FMEAP), and ACAP.

(3) Create a Federal employment module in the family member portion of Army Family Team Building (AFTB).

g. Progress.

(1) *Combined issues*. In Jan 95, Issue 317, "Clarification of Spouse Employment Preference Program" was combined with this issue because of similar AFAP recommendations.

(2) *Assessment*. The field response to the data call for information on family employment programs indicated a plethora of information is available to family members in various forms, e.g., handbooks, pamphlets, information papers, etc.

(3) *Internet capability.*

(a) *Overview.* Civilian Personnel established an Internet capability, called Civilian Personnel Online (CPOL), that provides managers and employees information, regulations, and job vacancy announcements. This vehicle has the advantage over traditional brochures/pamphlets of being readily updated to provide current program information throughout Army. The web address for CPOL is http://www.cpol.army.mil.

(b) *Information.* Information on family member employment programs can be downloaded by anyone with access to the Internet as a handout or for personal use. Information is included on such topics as Military Spouse Preference, the Priority Placement Program, Leave Without Pay, and Executive Order 12721.

(c) *Vacancy listings.* The CPOL lists Army job vacancies. Army's MWR job opportunities are listed on CPOL and through a link on the "Links to Other Sites" page.

(d) *Resumes and application.* OSD is fielding new automation systems (e.g., Resumix) that will impact the way application for vacancies is made. In Dec 97, Army developed a Resume Builder that is available through CPOL. Using the resume builder, an applicant may submit a resume directly to the office responsible for posting an announcement, save and print the resume locally, or import their completed resume into a word processor for further refinement and distribution in hard copy.

(4) *AFTB module.* Civilian Personnel does not recommend the development of an employment module for AFTB. This would require extensive developmental effort and frequent updates. More importantly, the Internet vehicle is proving to be highly effective in providing the most current information to employees, managers, and personnelists. Users can obtain information specific to their individual needs and situations.

(5) *GOSC review.* The Oct 97 GOSC kept this issue open to get more feedback on the Internet system and to ensure NAF employment information is included on CPOL.

(6) *Resolution.* The Nov 98 GOSC determined this issue is completed based on the establishment of the employment web site and the information on that site.

h. Lead agency SAMR-CP.

i. Support agency None.

Issue 371: Earned Income Tax Credit (EITC) Overseas

a. Status. Completed.

b. Entered. AFAP XII; 1994

c. Final action. AFAP XII; 1995.

d. Subject area. Entitlements.

e. Scope. Currently, service members and DoD civilians residing overseas for more than half of the tax year are not eligible for EITC. To qualify for EITC, an individual must be under a certain income level, have a filing status other than married filing separately, and have a qualifying child living with them in the U.S. for more than half the tax year. Therefore, service members and DoD civilians residing overseas are denied this tax reduction.

f. AFAP recommendation. Propose legislation that waives the U.S. residency requirement for service members and DoD civilians serving overseas who otherwise qualify for EITC.

g. Progress.

(1) *Enabling legislation.* A provision that amended EITC to make overseas members eligible was included in the implementing legislation for the General Agreement on Tariffs and Trade. The legislation was passed by the 103rd Congress and signed into law on 8 Dec 94. It applies to taxable income for Tax Years 1995 and beyond.

(2) *Eligibility.* Eligibility for EITC is limited to earned income and adjusted gross income of less than $24,396 for a soldier with one qualifying child, or $26,673 for more than one qualifying child. The value of Government quarters or BAQ and subsistence allowance received do count in the earned income limit. VHA does not count in the earned income limit.

(3) *Resolution.* The Apr 95 GOSC declared this issue completed based on legislation that makes overseas service members and DoD civilians eligible for the Earned Income Tax Credit.

h. Lead agency. DAPE-PRR-C.

i. Support agency. None.

Issue 372: Education on Retirement Benefits and Entitlements

a. Status. Completed

b. Entered. AFAP XII; 1994

c. Final action. AFAP XIII; 1996

d. Subject area. Entitlements.

e. Scope. An educational void regarding retirement benefits and entitlements exists throughout the Army. Base Realignment and Closure (coupled with force reductions has reduced access to benefits and entitlements previously available, increasing the need for education. Education should begin upon entering the service. Despite a continuous effort, information concerning availability of retirement benefits and entitlements is not reaching all eligible persons. This is adversely affecting quality of life for service members and their families.

f. AFAP recommendation.

(1) Reinforce, expand, and include education programs about retirement benefits and entitlements in unit training, Army Family Team Building (AFTB), and Family Support Groups (FSGs).

(2) Establish an automated, wide-area network, such as Internet, with centralized control which will allow timely updates of retirement benefits and entitlements.

(3) Develop a trifold brochure capsulizing retirement benefits and entitlements to be distributed throughout America's Army.

(4) Publicize information and write articles on retirement benefits and entitlements on at all levels through Public Affairs Offices and Retirement Services Offices.

g. Progress.

(1) *Videos.* Videos are available at installation libraries and Retirement services Offices for active duty and reserve soldiers. Videos are targeted to active duty soldiers who are nearing retirement or reserve soldiers who have received their 20 year letter or who are nearing age 60. Soldiers and family members may view these videos at the installation or at home to assist them in understanding their entitlements and benefits.

(2) *DA Pam.* DA Pam 600-5, 30 Aug 93, is available at installations for soldiers and their family members.

(3) *Information at Retirement Services Offices (RSOs).* Information available at installation RSOs --

(a) A standardized briefing packet, with briefing slides, was developed for use at periodic pre-retirement orientations. This packet is reviewed annually and is updated as required.

(b) A ten page pre-retirement Counseling Guide provides retirement information and suggestions that assist the soldier and family members transition into retirement. The brochure is available at all installation Retirement Services Offices.

(c) Each year, the Army Retirement Services Office purchases copies of the Retired Military Almanac for distribution to installation Retirement Services Offices. This publication is also available for purchase in Post Exchanges at minimal cost.

(d) Quarterly, the Army Retirement Services Office distributes a Retirement Services Information Letter to MACOM and Installation Retirement Services Offices to provide the latest information on retirement benefits and entitlements.

(4) *Presentations at installations.*

(a) All retiring and separating soldiers are required by law to be counseled prior to retirement. The Army Career and Alumni Program (ACAP) is responsible for administering the check list to insure that all retiring soldiers receive the appropriate counseling.

(b) Installation Retirement Services Officers provide periodic group pre-retirement orientations which educate soldiers and family members on the retirement process and their benefits and entitlements. AR 600-8-7 makes attendance mandatory for the retiring soldier. Upon request, installation Retirement Services Officers are available to provide individual counseling to soldiers and family members.

(c) Army Community Services has information and conducts courses on "Planning for Transition" for retiring soldiers and their spouses.

(d) Several military service associations make presentations at installations on transitioning from military to civilian life at no cost to the soldier or their family members.

(5) *Army Family Team Building (AFTB).* The AFTB program provides information on benefits and entitlements in all three levels of instruction. FRG leaders attend AFTB courses of instruction.

(6) *News releases.* The Army Retirement Services Office prepares periodic news releases for distribution to ARNEWS that contain information on benefits and entitlements, the importance of proper preparation for retirement, and attendance at pre-retirement orientations.

(7) *Electronic communication.*

(a) In Mar 95, Army Retirement Services became a member of America Online (AOL) which provides access to the Internet. Military City Online (MCO) is offered via AOL and provides a news, information, and communication network dedicated to military personnel. Active duty, retired personnel, and their family members can contact Army Retirement Services through the MCO Retired Board by posting a message on the Army Retirement Services Folder. In addition, Army Retirement Services conducts a computer chat room, reads other message boards and provide responses to questions on military retirement benefits and entitlements. Information concerning these sessions are published in Army Echoes and other media. Army Retirement services can be reached through AOL and Internet at HQRSO5@AOL.COM.

(b) In Jun 95, Army Retirement Services created a Retiree HomePage on the Army website http://www.army.mil. In addition to the Mission Statement of Army Retirement Services, Information Papers on various subjects, a Preretirement Counseling Guide, a SBP Computer Analysis Program, DoD Fact Sheets on SBP, and recent issues of Army Echoes are on the Retiree HomePage. Future items include information on Reserve and National Guard Retirement, DA Pam 600-5, and the annual reports of the Chief of Staff, Army Retiree Council.

(8) *Trifold brochure*. A brochure capsulizing retirement benefits and another on military retired pay was published. Approximately 5000 copies were distributed to installation Retirement Services Offices. The trifold may be reproduced at installation level.

(9) *Training*. During the 1994 Worldwide Personnel Conference, the Army Retirement Services Office made presentations on preparing for retirement, benefits and entitlements, and the functions and responsibilities of installation Retirement Services Officers.

(10) *GOSC review.* The Oct 95 GOSC agreed that this issue will remain active as Army continues to publicize retirement benefits and entitlements.

(11) *Resolution*. The Apr 96 GOSC determined this issue is completed based on new initiatives to improve the education of soldiers, retirees, and family members on retirement benefits. These initiatives include distribution of a trifold, news releases, a HomePage, and on line forums.

h. Lead agency DAPE-RSO.

i. Support agency None.

Issue 373: Educational Financial Aid Eligibility for Family Members

a. Status. Unattainable

b. Entered. AFAP XII; 1994

c. Final action. AFAP XV; 1998.

d. Subject area. Family Support.

e. Scope. The inclusion of Overseas Housing Allowance (OHA), Variable Housing Allowance (VHA), and Cost of Living Allowance (COLA) in the computation of income results in most military family members not qualifying for educational financial aid. OHA, VHA, and COLA were designed by Congress to offset expenses incurred in high cost of living areas, not to supplement expendable income.

f. AFAP recommendation. Delete OHA, VHA, and COLA from the computations in determining total family income for Government educational grants and loans.

g. Progress.

(1) *Assessment*. Family members seeking financial aid to support their pursuit of post-secondary education may apply for a variety of federally funded grants and loans. Eligibility for most of the federal student aid programs is based on financial need rather than academic achievement. Eligibility for aid is determined by the amount of money the family earns, tuition costs, the cost of living as determined by the individual school, and the size of the family. After the student completes the Free Application for Federal Student Aid (FAFSA), the U.S. Department of Education uses a standard formula established by

Congress to determine the Expected Family Contribution or discretionary income that the student or family has available to apply towards college costs. Guidelines for the federal aid programs are very specific about what types of income must be included in computing the Expected Family Contribution. Housing allowances and other compensation that some people, particularly clergy and military personnel receive for the their jobs, must be included as income. Some soldiers and family members do qualify for federal student aid.

(2) *Legislative support.*

(a) A memo to assess support for requesting legislative change was sent to DoD and the Services' education chiefs in Mar 97. The DoD education chief supports pursuing the legislative change in principle, but DoD's final approval would be based on the recommendation of Entitlements and Compensation Policy proponents for the Department. The Navy, Air Force, and Marine Corps education chiefs do not support changing current legislation.

(b) The potential size of the group (Sep 96 data) that would benefit by changing the law, including all Services, includes 285,000 COLA recipients; 44,000 OHA recipients; and 648,000 VHA recipients.

(c) In Mar 97, Education Division forwarded memos to ODCSPER Entitlements and Compensation Policy Branch and OTJAG Administrative Law Division requesting their position on the legislative proposal. The Army Entitlements and Compensation Policy Branch non concurs with the proposal unless a change was made for all citizens eligible for financial aid. After their review of the types of untaxed income and benefits that must be reported on the FAFSA (i.e., Earned Income Credit, untaxed Social Security benefits, Aid to Families with Dependent Children, child support for the student, Individual Retirement Accounts, etc.), they do not think soldiers or their family members should be treated differently than the general population. They state that DoD has worked hard to have soldiers treated the same in all areas of compensation as their fellow citizens. The OTJAG response did not provide a position, but provided guidance on submitting a proposal and identified the code of law that would need to be amended. The Office of the Assistant Deputy for Continuing Education and Transition in the Office of the ASA(M&RA) concurred with the ODCSPER position.

(3) *Relationship to food stamp eligibility.* Traditionally, DoD has been cautious about pursuing issues related to military personnel eligibility for federal social programs (i.e., need-based programs such as food stamps, etc.) since it could lead to scrutiny and possible loss of other military benefits. In 1983, the GAO conducted a study of military families and their eligibility for food stamps. The law states that Government housing (either provided in-kind or the cash allowance if on-base housing is not available) is an integral part of military pay, and it should be treated as such when determining military members' food stamp eligibility. The DoD concurred saying that treatment of the military population should be consistent with that of the civilian population in determining eligibility for a legislated need-based program such as food stamps.

(4) *Right of appeal.* The Department of Education authorizes financial service directors at colleges and universities to use their professional judgment if a soldier or family member comes in and requests to appeal the finding (computation) of the Expected Family Contribution. Based on evidence that the individual may produce with regard to cost of living, the financial services director can adjust their income up or down based on the fact that their cost of living may be higher than what the computation would show.

(5) *GOSC review.* The Mar 97 GOSC was informed that Army is working this issue with the other Services, and if it is feasible, will advance it as a FY 99 legislative initiative.

(6) *Resolution.* The Nov 98 GOSC determined this issue was unattainable based on the absence of support from the Army and the other Services. The Army community will be informed that they can appeal the determination of federal student aid eligibility.

h. Lead agency TAPC-PDE.

i. Support agency None.

Issue 374: Equitable and Lower Dependent Dental Plan Costs

a. Status. Unattainable.

b. Entered. AFAP XII; 1994

c. Final action. AFAP XIII; 1995.

d. Subject area. Dental.

e. Scope. Current dental care coverage for beneficiaries results in costly out-of-pocket expenses for soldiers. Limited lifetime funding for orthodontic services does not keep up with increasing dental care costs. Excessive cost sharing deters family members from pursuing complete, quality dental care.

f. AFAP recommendation. Amend USC Title 10 to:

(1) Increase ceiling on orthodontic services to $1,700.

(2) Increase coverage to 100% for simple restorations and sealants.

(3) Increase coverage to 80% for periodontics.

(4) Increase coverage to 70% for crowns, bridges, and removable prosthodontics.

g. Progress.

(1) *Related issue.* See Issue 443, "Lack of Choice in Family Member Dental Plan" for an update on this recommendation.

(2) *Current coverage*. Implementation of increased DDP benefits was effective 1 Apr 93. The plan covers 100% of diagnostic and preventive, 80% of restorative and sealants, 60% for periodontics, oral surgery, and endodontics, and 50% for prosthodontics. There is a $1,000 annual maximum for care and a $1200 lifetime maximum on orthodontic services. The plan offers a level of coverage comparable to that offered by commercial carriers to larger employers.

(3) *Cost*. The cost estimated to the Government to fully implement the AFAP recommendations would be about $3M for each percentage point of increased coverage. The cost to the Government to increase the maximum coverage for orthodontics from the current $1,200 to $1,500 would by $7.2M. Increasing the lifetime orthodontic maximum from $1,200 to $1,700 would increase Government costs by an estimated 5.5%.

(4) *Resolution*. The Oct 95 GOSC determined this issue is unattainable because increasing coverage is costly. The benefits included in the Family Member Dental Plan are better than benefits in most civilian dental plans.

h. Lead agency. MCDS.
i. Support agency. None.

Issue 375: Erosion of Retiree/Survivor Health Benefits
a. Status. Completed.
b. Entered. AFAP XII; 1994
c. Final action. AFAP XVII; May 01. (Updated: Jun 01)
d. Subject area. Medical.
e. Scope. It is difficult for retirees and survivors to receive medical care under the current system. With the burden of retiree and survivor decreased income, current and proposed managed care programs can create excessive out-of-pocket expenses. There is an additional hardship incurred with conversion to Medicare. The option to use MTFs is often not available due to the low priority status of retirees.
f. AFAP recommendation.
(1) Monitor the effects of the regional managed care programs, within 12 months of their implementation, for significant improvements in out-of-pocket costs, accessibility, and standardization of health care.
(2) Provide results of the monitoring program to local installation commanders within the region for information purposes.
(3) Reduce medical costs to retirees if the study shows disproportionate retiree and survivor costs as compared to other military beneficiaries within the region.
g. Progress.
(1) *TRICARE*. TRICARE implementation in all regions within the Continental United States was completed in Jun 98. TRICARE offers reduced rates to eligible retirees through the TRICARE Prime and Extra managed care options. Retirees, their dependents, and survivors have an annual enrollment fee (replacing the annual deductible) of $460 per family or $230 per individual.
(2) *Surveys*. DoD conducts an annual health care survey of its beneficiaries as required by Section 724 of the FY93 NDAA which asks a wide range of health-related information, including health status, access to care, and satisfaction with health care. Army's overall satisfaction from 1996 to 1999 increased from 70% to 79%.
(3) *External health care options*. Retirees age 65 and over (MEDICARE eligible) have access to civilian health care network providers under contract with TRICARE. Retirees over age 65 may utilize the TRICARE Health Care Finder System to locate Medicare providers. Additionally, many MEDICARE eligible retirees have access to affordable civilian health care options through HMOs.
(4) *Retiree health care.*
(a) The FY99 NDAA authorized: a three-year demonstration of the Federal Employees Health Benefits Program, a three-year demonstration of a TRICARE Pilot Pharmacy Benefit, and a TRICARE Senior Supplemental (TSS) program.
(b) The FY01 NDAA authorized TRICARE for Life, which extends TRICARE eligibility to military Medicare eligibles and makes TRICARE second payer to Medicare in the US. It also provided a senior pharmacy benefit and reduced the TRICARE catastrophic cap from $7,500 to $3,000.
(5) *Dental insurance.*
(a) The TRICARE Family Member Dental Plan is open to survivors of Active Duty personnel at no cost to the family members. The FY01 NDAA expanded this benefit from one to three years.
(b) The retiree dental plan began in Feb 98, covering basic care, to include diagnostic and preventive services, basic restorative services, endodontic and periodontal treatment, surgical treatment, anesthesia, and some diagnostic/preventive services. Recent legislation allows retirees dental coverage comparable to the active duty family member plan. Retiree family members can now enroll without the retiree enrolling.
(6) *GOSC review*.
(a) *Apr 95.* The action plan to resolve this Top Five 1994 AFAP Conference issue was briefed.
(b) *Mar 97.* The results of recent health care surveys show high retiree satisfaction.
(c) *May 99.* The briefing generated much discussion about satisfaction and access to care. The VCSA noted that finding the assets and capability to treat the increasing retiree population is the challenge our medical community is facing.
(7) *Resolution.* The May 01 GOSC declared this issue completed because FY01 NDAA health care enhancements addressed the intent of this issue. Retiree health care is also tracked in AFAP Issue 402, "Health Care Benefits for Retirees Age 65 and over."
h. Lead agency. DASG-TRC
i. Support agency. OASD(HA).

Issue 376: Payment of Active Duty Health Care From Civilian Sources
a. Status. Completed
b. Entered. AFAP XII; 1994
c. Final action. AFAP XVII; May 01. (Updated: Jun 01)
d. Subject area. Medical.
e. Scope. Untimely processing of claims at various levels prevents the care provider's prompt payment of medical bills. Late medical payments can result in undue financial hardship for the active duty soldier, such as unfavorable credit ratings, use of personal funds for payment, and incurring additional debt.
f. AFAP recommendation.
(1) Increase staffing to support the volume of Supplemental Care claims to be processed at all levels of claims processing points.
(2) Standardize automation procedures and training for processing claims at all DA medical facilities.
(3) Standardize the claims processing procedures used by those MTFs that have been successful (such as Fort Bragg and Fort Sill).
g. Progress.
(1) *Title change.* The original title of this issue, "Expedite Processing of Supplemental Care Claims to Ensure Timely Payment," was changed at the Aug 96 AFAP In Process Review to more accurately reflect the intent of the conference working group. This issue deals with health care for active duty military in geographically separated units who must receive their health care from civilian sources.
(2) *Feedback.* Results of a Jun 95 and Aug 96 MEDCOM survey showed that staffing levels were not efficient or effective. The most frequent problem was incorrectly submitted claims. Manual claims processing procedures and automation problems also contributed to processing delays.
(3) *Claims processing standards.*

(a) Responsibility for active duty claims payment was transferred to TRICARE contractors, and stringent claims processing standards were implemented. All denied claims are sent for review to the centralized Tri-Service MMSO. Specialists review the claim and make a determination on whether or not the care should be authorized. If the claim is authorized, the claim will be paid within 60 days. If the claim is not authorized, it will be denied and the soldier will be responsible for payment.

(b) Contractors are required to process to completion 95% of all claims within 30 days and 100% of all claims within 60 days. As of 5 Feb 01, the average contractor processing time for Supplemental Health Care Claims is 98% within 30 days and 100% within 60 days. The average contractor processing time for TRICARE Prime Remote claims is 98% within 30 days and 100% within 60 days. TRICARE managed care support contractors (MCSC) can incur financial penalties for sustained failures in meeting claims processing standards.

(4) *Debt Collection Assistance Officer (DCAO).* Effective 26 Jul 00, DOD formally established DCAOs as POCs at MTFs for service members and other eligible TRICARE beneficiaries, stateside and overseas, to use in resolving medical bill payment issues. DCAOs are dedicated to resolving claims issues and will act as liaison between the beneficiary, collection agency and contractor.

(5) *GOSC review.*

(a) *Oct 95.* Issue will remain active for MEDCOM to reduce the processing time for supplemental claims.

(b) *Oct 96.* Much has been done to reduce processing delays, but there more work needs to be done.

(c) *May 99.* The VCSA tasked OTSG to identify how much it would cost the Services to establish a contract requirement that all claims would be processed in 21 days.

(6) *Resolution.* The May 01 GOSC declared this issue to be completed based on improved claims processing times.

h. Lead agency. MCHO-CL.

i. Support agency. DA DCSPER, USAREC, TRADOC, AMC, FORSCOM, ISC, and ORCA.

Issue 377: Family Member Career Status Eligibility

a. Status. Unattainable.

b. Entered. AFAP XII; 1994

c. Final action. AFAP XIII; 1996.

d. Subject area. Employment.

e. Scope. Relocations often preclude family members from achieving career status in a timely manner based on existing employment laws (5 CFR 315.201(a)).

f. AFAP recommendation. OPM should revise the Code of Federal Regulation (CFR) to reduce the three-year requirement for career status to one year.

g. Progress.

(1) *Combined issues.* Issue 316, "Civil Service Employees in Career Conditional Status at Remote Sites," was combined with this issue in Mar 95 because of the similarity in AFAP recommendations.

(2) *OPM initiative.*

(a) In Jul 94, OPM sent agencies their draft proposal to simplify existing requirements for career tenure, linking it to completion of probation instead of three years of continuous service and dropping the three-year limit on reinstatement eligibility for career conditional employees. OPM said the current rules were too burdensome in today's society where workers are highly mobile and subject to relocation.

(b) In Oct 94, OPM issued the proposed changes in the Federal Register. In Jul 95, OPM indicated that some agencies had concerns about the changes. In Oct 95, OPM issued final regulations in the Federal Register. Federal agencies voiced concern that the changes would impact reduction in force (RIF) outcomes because career tenure is one of the ranking factors considered for a RIF. Rather than introduce a new variable at a time when agencies will be facing a significant level of RIF activity, OPM did not implement the revision.

(3) *Resolution.* The Apr 96 GOSC determined this issue is unattainable based on the absence of support from downsizing government agencies.

h. Lead agency. SAMR-CP.

i. Support agency. None.

Issue 378: Health Services for Base Realignment and Closure (BRAC) Installations

a. Status. Completed.

b. Entered. AFAP XII; 1994

c. Final action. AFAP XIII; 1996.

d. Subject area. Medical.

e. Scope. Once installations are identified as (BRAC) sites, health services are drastically reduced and/or withdrawn from the installation while significant numbers of soldiers and family members remain. Local and remaining military health services are unable to respond to continuing demands. Family members need assistance to determine type, necessity and source of care.

f. AFAP recommendation.

(1) Maintain primary care access at BRAC installations until troop levels reach a point that can be absorbed by local health services in accordance with MTF access standards.

(2) Provide professional medical screening services to advise beneficiaries of appropriate treatment and medical provider (for example, telephone advice).

g. Progress.

(1) *Medical Service Action Plan (MSAP).* In coordination with the U.S. Army Medical Command (MEDCOM) Health Services Support Area, and the TRICARE lead agent, all U.S. Army MTFs at installations recommended for realignment or closure prepare a MSAP to document the timely and orderly withdrawal of medical support. The MTFs develop MSAPs using MEDCOM guidance, regulations, and standards of providing health care. The MSAP addresses milestones for the phase-out of services, alternative methods of meeting needs, availability of care in the local area, and needs for patient education and marketing the transition plan. The MSAP also includes a referral system for matching each patient with the appropriate provider for continued services. The Health Benefits Advisor plays a significant role in the process. The MEDCOM reviews the MSAPs to ensure the provision of quality health care and emergency services during the drawdown process.

(2) *Resolution.* The Apr 96 GOSC determined this issue is completed based on the requirement that MTFs at BRAC locations must prepare and submit a plan that outlines the withdrawal of medical support.

h. Lead agency. MCHO-OP.

i. Support agency. OASD(HA).

Issue 379: Impact Aid to Schools
a. Status. Completed.
b. Entered. AFAP XII; 1994.
c. Final action. AFAP XX; Jun 04. (Updated: Jun 04)
d. Subject area. Education.
e. Scope. Impact Aid (Public Law 103-382, Title VIII) that compensates public schools for military (actually Federal) presence is congressionally underfunded. Inadequate funding negatively affects the quality of education by decreasing funds for essential school programs and resources.
f. AFAP recommendation.
(1) Pursue full funding of Impact Aid in Congress.
(2) Encourage the membership of the Association of the United States Army, Noncommissioned Officer Association, National Military Family Association, National Association of Federally Impacted Schools, and other special interest groups to support the solving of the problem of Impact Aid.
(3) Require installation commanders to work closely with school systems to educate the community on the subject of Impact Aid. Incorporate "Support of Community Schools" in the Army Family Team Building curriculum.
g. Progress.
(1) *Proponency for Impact Aid.* Impact Aid is a U.S. Department of Education function and responsibility. Department of Defense (DoD) and Department of Army policy is that Department of Education retain responsibility for funding Impact Aid. Military family members often misunderstand the intent and use of Impact aid.
(2) *Purpose of Impact Aid.* Impact Aid legislation established the Federal Government's responsibility to provide financial assistance to school districts upon which the government placed a financial burden. P.L.103-382 (Section 8001) states as its purpose: "*to provide financial assistance to local educational agencies in order to fulfill the Federal responsibility to assist with the provision of educational services to federally connected children, because certain activities of the Federal Government place a financial burden on the local educational agencies.*"
(2) *Impact Aid funding.* Full funding for Impact Aid (FY04) is $1.956B – an additional 64% of the current appropriation.
(a) There are two Impact Aid funding categories affecting military-connected students. Category "B" students live on a military installation and category "D" students live off the installation. Based on a very complicated funding formula, annual Impact Aid payments vary widely – from less than $50 per child to over $4,000 per child in a few school districts with a very high percentage of military-connected children residing on a military installation.
(b) In FY04, Department of Education received $1.2295B – a 3.4% increase from the FY03 appropriation. In FY04, Congress rejected a 14.5% proposed cut that would eliminate Impact Aid for military children residing off post. The FY04 Defense Appropriation provides a DoD Impact Aid Supplement of $35M to assist 118 local school districts with more than 20% military-connected children.
(3) *Army initiatives.* Army strategies to consistently educate family members, commanders and school personnel include:
(a) **Address Impact Aid at the federal level** through DoD Educational Opportunities Office, the DoD Social Compact initiative and membership on Department of Education on Federal Interagency Committee on Education (FICE).
(b) **Address Impact Aid at the Joint Service level** through the DoD Quality of Life EXCOM, the Joint Service Education Subcommittee; DoD Education Roundtables, and the Army sponsored Youth Education Action (YEA) Working Group.
(c) **Address Impact Aid at grass roots level** through installation School Liaison Officers who work with 130 community school system signatories of the School Education Transition Support (SETS) Memorandum of Agreement (MOA).
(d) **Address Impact Aid through internal Army initiatives,** i.e., educating family members about importance of advocating for Impact Aid through Army Family Team Building (AFTB) training; School Liaison Officer outreach to school personnel and military families; leadership course emphasis on command role in supporting Impact Aid efforts.
(e) **Address Impact Aid through partnerships with national organizations who are strong advocates for full funding of Impact Aid** by providing impact statements for organizations to use in their congressional testimony; attending annual conferences when Impact Aid is addressed, and inviting organization reps to speak at or participate in Army training for School Liaison Officers.
(f) **Address Impact Aid through meetings with all Impact Aid partners**. Army's Youth Education Action (YEA) Working Group serves as a clearinghouse for education issues impacting military families.
(5) *GOSC review*.
(a) *Oct 96.* The GOSC requested DoDEA to provide a plan to get more grass roots support for this issue and to brief that plan to the Spring 97 GOSC.
(b) *Mar 97.* A DoDEA Information Paper describes the Impact Aid program. Funding issues will be reviewed through various training outlets, to include commanders conferences and garrison and installation commander training.
(c) *Nov 98.* This issue will continue to address Impact Aid funding and to increase awareness of Impact Aid at all levels.
(d) *Mar 02.* Army will continue to work with DEd, OSD, and advocacy organizations to address under funding.
(e) *Nov 02.* The VCSA asked for a briefing to improve his understanding of Impact Aid.
(6) *Resolution.* The Jun 04 GOSC declared this issue completed based on increases in funding and improved advocacy efforts to educate the military community and Congress on the importance of Impact Aid.
h. Lead agency. CFSC-CYS
i. Support agency. None

Issue 381: Increased Commissary Access for Reserve Component Personnel
a. Status. Completed.

b. Entered. AFAP XII; 1994
c. Final action. AFAP XV; 1999.
d. Subject area. Entitlements.
e. Scope. Present limitations on commissary privileges for RC personnel cause a reduction in their morale, thus negatively impacting the National Guard and Reserve relationship to America's Army family.
f. AFAP recommendation. Provide, through legislative action, commissary privileges to RC personnel equal their 48 authorized drill periods per year.
g. Progress.
(1) *Related issues.* In Feb 95, Issue 339 (1992) was combined with this issue because of similarity of AFAP recommendation. This issue is related to previous RC Commissary issues, 141 (1985) and 281 (1990).
(2) L*egislative initiatives.*
(a) A proposal to expand eligibility to 48 days per year was prepared for FY96 legislation. An OSD expansion of the proposal to unlimited use, which all Services supported, never advanced into legislation.
(b) A proposal to conduct a regionalized test of unlimited commissary privileges for members of the Selected Reserve was contained in the FY97 Omnibus Bill, but was not included in either the House or Senate version of the FY97 NDAA.
(c) The FY99 NDAA expands RC commissary access from 12 days to 24 days and authorizes National Guard members and their dependents, commissary and MWR Activities access while in State status during a Federally-declared disaster.
(3) *GOSC review.* The Oct 96 GOSC agreed that this issue should remain active to continue legislative initiatives.
(4) *Resolution.* The May 99 GOSC declared this issue completed based on legislation that increased RC commissary access from 12 to 24 days per year.
h. Lead agency. DAPE-PRR-C.
i. Support agency. None.

Issue 382: Lease Assistance Program
a. Status. Completed.
b. Entered. AFAP XII; 1994
c. Final action. AFAP XV; 1998.
d. Subject area. Housing.
e. Scope. Some installations are not providing lease assistance programs to assist soldiers and their family members with lease deposit expenses. These programs are not being marketed or utilized at the installations where they are available. This results in a financial hardship for many soldiers and their families who are assigned to U.S. Army Recruiting Command, Cadet Command, Active Guard Reserve, installations that have increased soldier populations. and other high rent areas.
f. AFAP recommendation.
(1) Implement a lease assistance program for soldiers not currently served by an existing program.
(2) Market existing programs for lease assistance to soldiers at installations and isolated areas.
g. Progress.
(1) *Handbook.* The new CHRRS handbook is available at installation housing offices for distribution to anyone needing lease and purchase assistance information.
(2) *Lease assistance programs.* Many installations have implemented some form of a lease assistance program, such as Rental Set-Aside, which helps convince apartment and single family owners to rent at or near allowance levels and to waive credit report fees and security deposits. Other installations have deposit waiver programs that deal with security and utility deposits. All or some of these programs can be implemented based on local market conditions and staffing. These programs all have the same purpose, reducing out-of-pocket expenses for soldiers renting local housing.
(3) *GOSC review.* The Oct 96 GOSC agreed that individuals assigned to independent duty need to know where to go for housing assistance.
(4) *Resolution.* The Apr 98 GOSC determined this issue completed based on the increased availability of housing and lease assistance information.
h. Lead agency. DAIM-FDH-M.
i. Support agency. None.

Issue 383: Military Pay Diminished by Inflation
a. Status. Completed
b. Entered. AFAP XII; 1994
c. Final action. AFAP XVI; 1999.
d. Subject area. Entitlements.
e. Scope. Currently, maximum military pay raises are limited by law to .5% lower than the Employment Compensation Index (ECI). Inflation-driven costs in housing, child care, transportation, food, and medical expenses are not being met by current compensation. Additionally, increasing deployments are limiting spouse employment opportunities, employment that many families now depend on to supplement income. Overall military buying power continues in a downward spiral that negatively impacts quality of life.
f. AFAP recommendation.
(1) Propose legislative change that provides, as a minimum, military pay raises equal to the annual ECI.
(2) Establish military pay as the highest priority with budget submissions.
g. Progress.
(1) *Combined issues.* In Feb 95, Issue 306, “Inequitable Military Pay,” was combined with this issue because of similarity of AFAP recommendations.
(2) *Legislative action.*
(a) The FY97 NDAA approved a 3.0% pay raise which was above the by-law rate of ECI minus ½ of one percentage point (2.8%).
(b) The FY98 NDAA authorized a 2.8% pay raise (ECI of 3.3% - .5%).
(c) The FY99 NDAA authorized a 3.6% pay raise which is above the by-law pay raise (3.6% - .5% = 3.1%).
(d) The FY00 NDAA authorized a 4.8% pay raise which .5% above the ECI. It also includes a provision that requires FY01-06 military pay raises at .5% above the ECI.
(3) *GOSC review.*
(a) *Apr 95.* The GOSC reviewed the action plan because it was the Number One 1994 AFAP conference issue.
(b) *Apr 98.* Issue will remain active to pursue pay raises at full ECI.
(c) *Nov 98.* Issue remains active to continue to pursue pay raises at full ECI.
(4) *Resolution.* Issue was declared completed by the Nov 99 GOSC because the FY00 NDAA requires FY01-

06 military pay raises exceed the ECI by .5%.
h. Lead agency. DAPE-PRR-C.
i. Support agency. None.

Issue 384: Montgomery G.I. Bill Benefits Distribution
a. Status. Unattainable
b. Entered. AFAP XII; 1994
c. Final action. AFAP XIII; 1995.
d. Subject area. Force Support.
e. Scope. Present Montgomery G.I. Bill (MGIB) benefit distribution often fails to adequately cover the cost of education expenses. Basic benefits entitle a recipient up to a maximum total of $14,575. The maximum they can receive in one month is $405. For example, if a soldier enrolls in a 12 month technical program which costs $800 a month, the benefit could cover only half the cost, even though the full benefit would have been more than enough to cover the cost of the program. This is also true for a recipient pursuing a graduate program.
f. AFAP recommendation. Amend monthly educational allowance to reflect current monthly rate or actual course cost, whichever is greater, not to exceed total allowable benefit.
g. Progress.
(1) *Coordination.* Informal conversation with the Department of Veterans Affairs (DVA) revealed that Congress has looked at accelerated MGIB payments for almost ten years and has been unable to garner enough support to pass a legislative change. Informal conversation with the other Services revealed that they will not support this legislative change mainly due to cost.
(2) *Intent of MGIB.* The MGIB was not designed to pay 100% of educational costs, but to serve as a stipend to support the pursuit of higher education.
(3) *Potential consequences.* If a person takes an accelerated payment and fails to complete the course, the veteran could lose the money (benefits) paid to the school. The DVA may require reimbursement for the benefits not used. With no refund from the school, this could cause a financial hardship on the person.
(4) *Cost analysis.* The DVA cost analysis of accelerated payment showed additional costs of $170.1M for FY97, $182.9M for FY98, and $189.9M for FY 99. The DVA budget cannot support this issue.
(5) *Resolution.* The Oct 95 reviewed this issue and determined it would be unattainable upon submission of a cost analysis for accelerated payments. ODCSPER provided this information to the VCSA in Nov 95.
h. Lead agency. DAPE-MPA-RP.
i. Support agency. TAPC-PDE-EI.

Issue 386: No Cost to the Government Dental Insurance
a. Status. Completed.
b. Entered. AFAP XII; 1994
c. Final action. AFAP XV; 1998.
d. Subject area. Dental.
e. Scope. Deficiencies in dental care coverage do not benefit America's Army Family; specifically retirees, RCs (non Active Guard Reserve), DA civilians, and their families. Affordable dental care to support America's Army family enhances quality of life and prevents long term, costly dental treatment.
f. AFAP recommendation. Create a dental insurance program at no cost to the Government that provides coverage for retirees, RCs (non AGR), DA civilians and their family members.
g. Progress.
(1) *Civilian employees.* Army civilian employees can choose to participate in dental plans offered as part of the Federal Employee Health Benefits Package. These plans are subsidized by the federal government.
(2) *Reserve Components.*
(a) On 1 Oct 93, the ODCSPER task force on Title XI implementation forwarded its plan, including dental evaluation and treatment of ARNG soldiers, to Congress. Title 10, Section 1076b, of the FY96 National Defense Appropriation Bill required OSD to implement a dental insurance program for members of the select reserve.
(b) The TRICARE Selected Reserve Dental Program was implemented 1 Oct 97 with Humana Military Health Care Services as the program contractor. The government pays 60% of the premium, the service member, 40% ($4.36 per month). There is no cost share for covered diagnostic, preventive, and emergency services. Cost share factors, based on grade/rank, apply to other covered services. Eligibility is limited to Selected Reserve and Guard personnel with at least 12 months of service remaining. The dental coverage is tied to readiness and does not include family members.
(3) *Retirees.* The FY97 NDAA (Title 10, Section 1076c) required DoD to implement a dental insurance plan for military retirees, their eligible family members, and eligible un-remarried surviving spouses of deceased military members. Benefits for enrollees began 1 Feb 98. Enrollment is voluntary and enrollees are responsible the full cost of the premiums. Premiums are based on the geographic area in which the enrollee resides. The plan features a variety of preventive, restorative, endodontic, periodontic, and oral surgery services at specified levels of cost sharing.
(4) *GOSC review.* The Mar 97 GOSC was updated on the dental plans available to DA civilians and those pending for reservists and retirees.
(5) *Resolution.* The Apr 98 GOSC determined this issue completed because of the implementation of dental insurance for selected reservists and retirees and the availability of insurance for DoD civilians.
h. Lead agency. DAPE-PRR-C.
i. Support agency. None.

Issue 387: Privately Owned Vehicle Storage
a. Status. Completed.
b. Entered. AFAP XII; 1994.
c. Final action. AFAP XIII; 1996.
d. Subject area. Relocation.
e. Scope. Many service members on tours outside the continental United States (OCONUS) are not authorized POV shipment due to tour restrictions. The service member must either sell his or her vehicle or store the vehicle at personal expense. Either option results in considerable financial loss.
f. AFAP recommendation. Enact legislative change to allow storage of one POV per service member at Government expense when the member is sent to an assignment where shipment of a vehicle is prohibited.
g. Progress.
(1) POV storage was approved by the minor ULB

Summit in Aug 95 for FY97 legislation. Provision was included in the FY97 NDAA

(2) *Resolution.* The Oct 96 GOSC determined this issue is completed because, effective 1 Apr 97, POV storage will be provided when a service member is assigned to a duty station that does not authorize shipment of that vehicle.

h. Lead agency. DAPE-PRR-C.

i. Support agency. None.

Issue 388: Rate System for Variable Housing Allowance

a. Status. Completed.

b. Entered. AFAP XII; 1994.

c. Final action. AFAP XV; 1998.

d. Subject area. Entitlements.

e. Scope. The current system for determining VHA rates is inadequate. The inconsistent return of the Annual Per Diem Travel and Transportation Allowance Committee (PDTATAC) Housing Survey, which is used as a factor in determining VHA rates, does not reflect actual housing expenses. The information from the PDTATAC housing survey needs to be supplemented with data gathered by the required annual BAQ/VHA recertification (which includes rent and utilities information). This would give a more accurate picture in developing VHA rates.

f. AFAP recommendation. Include the Annual BAQ/VHA recertification with existing PDTATAC Housing Survey in determining VHA rates.

g. Progress.

(1) *Combined issue.* This issue was combined with Issue 418, "VHA Computation" in Jan 97 because the combined housing allowance will not be based on member surveys.

(2) *Legislation.* Congress replaced the expenditure-based system with a price-based allowance system that combined BAQ and VHA into one allowance called the Basic Allowance for Housing (BAH). The result was an easy to understand system, based upon an external data source that reflects private sector housing standards, independent of soldiers' housing expenditures, and is indexed to housing costs (not military pay raises). The BAH was authorized in the FY98 National Defense Authorization Act and was effective 1 Jan 98.

(3) *Resolution.* This issue was completed when the Apr 98 GOSC completed Issue 418.

h. Lead agency. DAPE-PRR-C.

i. Support agency. None.

Issue 389: Shortage of Funding for Army Family Housing

a. Status. Completed

b. Entered. AFAP XII; 1994

c. Final action. AFAP XIV; 1997.

d. Subject area. Housing.

e. Scope. Current funding levels are inadequate for Army Family Housing (AFH). Soldiers assigned to locations where funds are not sufficient to maintain, repair, refurbish, and construct AFH must rely on inadequate, unaffordable family housing in the private sector. Further, self-help programs are underfunded which cause this problem to be more critical. Inadequate family housing funding adversely impacts the quality of life for soldiers and their families.

f. AFAP recommendation.

(1) Obtain adequate funding for Army Family Housing to meet the Army goal of a 35-year replacement cycle.

(2) Expand, encourage, and fund self-help projects.

(3) Seek host nation funding support (such as payment in kind) for investments in family housing overseas.

g. Progress.

(1) *Funding.* Since FY 94, funding levels for Army family housing operation and maintenance (AFHO) have increased. To counter the shortage of available funds for family housing revitalization, the Army is aggressively pursuing recently enacted authorities to privatize the operation, maintenance and revitalization of the Army's family housing. These authorities enable the Army to leverage its scarce resources with private sector capital to revitalize and/or add more housing near Army installations than would otherwise be possible with only appropriated funds.

(2) *Self Help stores.* The FY97/98/99 budget include maintenance and repair funding which should allow the stockage of installation self-help service stores.

(3) *Host nation funding support.* In FY96, the AFH budget resumed funding substantial projects for major repairs and revitalizing AFH units in USAREUR. However, continually scarce Army resources makes host nation support an important source of facilities. The overseas commands have developed capital investment strategies which combine appropriated and host nation funding for their facilities.

(4) *GOSC review.* The Oct 95 GOSC concurred that this issue should remain active.

(5) *Resolution.* This issue was determined to be completed based on increased funding for AFH. A new issue, Issue 440, was created to track repair funds and privatization initiatives.

h. Lead agency. SAFM-BUI-F.

i. Support agency. None.

Issue 390: Substance Abuse and Violence Impacting Youth in the Army Community

a. Status. Completed

b. Entered. AFAP XII; 1994

c. Final action. AFAP XV; 1999.

d. Subject area. Youth.

e. Scope. Youth are constantly victimized by the presence of substance abuse and violence on Army installations and in surrounding communities. The abuse of multiple substances has increased the incidence of violence and other high risk behavior. Existing programs fail to meet the needs of Army youth.

f. AFAP recommendation.

(1) Collect and maintain statistical data on substance abuse and violence as it relates to youth.

(2) Designate teen clinics at every installation with confidential outpatient treatment and counseling for high risk behavior, to include substance abuse. Include preventive education services for teen and families at the teen clinics.

g. Progress.

(1) *History.*

(a) In Jan 95, "...Impacting Youth" was added to the original title. Issue was transferred to CFSC.

(b) *Combined issues.* In Feb 95, Issue 284, "Shortage of Mental Health Professionals to Work With Youth"

and Issue 359, "Reinstate Social Worker Position In DoDDS" were combined with this issue.

(2) *Statistics.*

(a) CFSC reviewed possible sources of data on Army youth violence and substance abuse. Collecting accurate and complete information is problematic. 65% of our youth live off post and 81% go to public schools; much of their time is tied to school or activities off post. Definitions of "violence" and "substance abuse" can vary considerably by community and agency, and findings based on such data could be questioned.

(b) In the Fall 96 Sample Survey of Military Personnel, 27% of soldiers reported moderate to very great problem with youth violence on post and 12% reported their school-age children have been victims of gang violence or organized gangs. Children of enlisted personnel were twice as likely to be victims. The Army Teen Panel conducted an informal survey of over 1600 teens and 65% of those surveyed reported violence affected them in some way, ranging from fear, loss of friendship, or death of someone they knew.

(c) MEDCOM reported that during FY95, 1430 teens between the ages of 13 and 19 were treated in Army MTFs on an inpatient basis for mental health and substance abuse treatment services. CHAMPUS paid $25.4M for 1539 teens (ages 13-19) who were treated for mental health and substance abuse treatment services.

(d) In Apr 96, DoDDS reported 15,433 students were involved in disciplinary incidents due to violence and/or substance abuse, a decrease of less than 1% over 1995.

(e) CFSC-SFA reports that 26.7% of all family violence cases involve substance abuse.

(3) *Installation staff training.* Installations were provided activity programs, computer labs, software and technical assistance to increase the programs offered to installation youth. Youth staff participated in a two-week course on adolescent growth and development, with workshops on violence, conflict resolution, communication skills, and gang awareness.

(4) *MP training.* Teen Discovery '96 participants' recommended improving relationships between teens and MPs on Army installations. As a result, lesson plans on juvenile issues and methods of handling and processing juvenile offenders were inserted into MP training courses. Lessons train MP personnel to identify, respond, and process incidents involving juvenile offenders and/or gang related activities. Related MP training includes intervention approaches, child abuse interviewing techniques, and facts on children which include psychological and behavior characteristics of teens.

(5) *Teen Clinics.* The US Army Medical Command does not have the responsibility, authority, or resources to establish designated teen centers and provide risk management and primary prevention/education services to teens and their families. The MEDCOM is responsible for treatment through the Alcohol and Drug Abuse Prevention and Control Program. Standardizing treatment at clinics solely for teens would require $33.5M and an annual staffing cost of approximately $11M.

(6) *GOSC review.*

(a) *Mar 97.* Army is gathering and tracking statistics to review the incidence and cost of youth violence and substance abuse.

(b) *Nov 98.* CFSC will explore the feasibility of obtaining credible statistics on substance abuse and violence involving Army youth. The issue of teen clinics will also be explored more aggressively.

(7) *Resolution.* The May 99 GOSC closed this issue. The gathering of statistics was determined to be unattainable and the establishment of teen clinics was cost prohibitive and complicated by privacy and medical issues. However, the GOSC acknowledged that there has been great progress in teen programming and training.

h. Lead agency. CFSC-SF-CY.

i. Support agency. MCHO-CL/DALO-ODL/DoDDS

Issue 391: Survivor Benefits for Service Connected Deaths

a. Status. Completed.

b. Entered. AFAP XII; 1994.

c. Final action. AFAP XX; 2004. (Updated: Jun 04)

d. Subject area. Family Support.

e. Scope. Under current law, survivors are inequitable disadvantaged when a service member dies on active duty. When a service member with fewer than 20 years of service dies prior to being medically retired, the survivors are ineligible for the Survivor Benefit Plan (SBP). If the service member does not die instantly and is medically retired with 100% disability, the survivors may receive SBP. A Reservist serving on Active Duty Training (ADT), Individual Drill Training (IDT), and Annual Training (AT) is not entitled to certain death benefits.

f. AFAP recommendation.

(1) Propose and support enactment of legislation that treats active duty death as a 100% disability retirement and provides SBP compensation for eligible survivors of Active Duty service members.

(2) Propose and support enactment of legislation that would extend death and disability benefits to all Reservists from the time they depart their domicile to perform authorized inactive duty training until they return to their domicile.

g. Progress.

(1) *Issue analysis.*

(a) The inequity in benefits cited in this issue results if the Army retires a soldier before he/she expires, which results in extra benefits to certain categories of survivors (i.e., insurable others or children).

(b) Under Title 38 and the DIC law, DIC is paid first, and if it exceeds the SBP, then there is no SBP. DIC is non-taxable.

(c) The SBP annuity is 55% of what the member's retired pay entitlement would have been had he/she been retired based on total service-connected disability. The "retired pay entitlement" is 75% of the member's final or high-36 pay.

(2) *Legislation.*

(a) Amendatory legislation to treat members who die instantly as 100% disabled was not supported in the FY96, 97 and 99 ULB process due to the PAYGO restrictions. The Senate version of the FY01 NDAA addressed this issue.

(b) The FY02 NDAA (retroactive to 10 Sep 01) directs that survivor benefits are payable in all active duty deaths where there is an eligible survivor (i.e., spouse or children), regardless of years of service. The spouse/children of all soldiers who die on active duty will receive the same survivor benefits as only retire-

ment-eligible members did previously. Congress intended that the Services will cease expeditious retirement processing of death-imminent members, done primarily to enhance family survivor benefits, but did not bar such practice.

(c) The FY04 NDAA, effective 24 Nov 03 (retroactive to 10 Sep 01) equalizes active duty and retiree options. It allows eligible children to receive the SBP annuity if the surviving spouse beneficiary becomes ineligible and allows the surviving spouse to forego SBP in favor of direct payment to eligible children (avoids the DIC/SBP offset applied to spouses).

(3) *Benefits for RC on IDT status.* P.L. 107-107, Section 642, directs that survivor benefits are payable in all active duty deaths where there is an eligible survivor (i.e., spouse or children). The FY04 NDAA, effective 24 Nov 03 (retroactive to 10 Sep 01) provides a Reserve Component SBP annuity to the eligible survivor of a member who dies in the line of duty while performing IDT.

(4) *GOSC review.*

(a) *Apr 95.* Issue reviewed because it was the Top Five 1994 AFAP Conference issue. It will remain open to pursue the necessary legislation.

(b) *Oct 95.* Issue will remain active to continue efforts to obtain legislation.

(c) *Oct 96.* At the direction of the GOSC, this issue will explore coverage for peace time deaths.

(d) *Nov 98.* ODCSPER stated that approximately 300 soldiers a year fall into this category.

(e) *May 99.* Conditions affecting the standardization of survivor benefits (elimination of current loop-holes) or allowing the current system to continue were presented.

(f) *May 01.* VCSA kept this issue in active status and asked the Army staff to seek Senate support for this initiative.

(g) *Mar 02.* Issue remains active to monitor the status of legislation to address soldiers in IDT status.

(5) *Resolution.* The Jun 04 GOSC declared this issue completed based on legislation that effectively eliminates incentive to medically retire service members.

h. Lead agency. DAPE-RSO.

i. Support agency. None.

Issue 392: Unaccompanied Personnel Housing Funding

a. Status. Completed.

b. Entered. AFAP XII; 1994.

c. Final action. AFAP XIII; 1996.

d. Subject area. Housing.

e. Scope. Installation Operation and Maintenance Army (OMA) account funding is insufficient to provide an acceptable level of maintenance, repair, and self-help materials for UPH. Because UPH must compete with other base operations for funds from the OMA account, installation commanders are forced to make decisions between providing dollars for soldiers' housing or dollars for training, missions, equipment, supplies, or facilities. This situation results in poor living conditions for unaccompanied personnel, thus adversely impacting morale.

f. AFAP recommendation.

(1) Establish an account at HQDA level specifically for UPH maintenance and repairs.

(2) Fence OMA dollars for UPH in HQDA guidance to MACOMs.

(3) Program an amount in the established UPH account equivalent to Army Family Housing which contains the growth of backlog of maintenance and repairs and brings UPH in compliance with Single Soldier Quality of Life Standards.

(4) Use the Better Opportunities for Single Soldiers (BOSS) Program to prioritize UPH maintenance requirements and establish creative, responsive, and expanded self-help programs.

g. Progress.

(1) *OMA funding.* OMA funding to installations for all categories of facility maintenance including single soldier housing has historically fallen short of requirements. With the continued downturn in Army TOA during POM 96-01, which left all OMA Real Property Maintenance (RPM) funded at less than 50% of requirements, the Army leadership articulated to the Secretary of Defense the need for additional funds to address the shortfall in this critical area. In the FY96 PDM/PBD cycle, OSD provided the Army additional Quality of Life dollars of which $400M were set aside in RPM for FY96-99 to "bridge the gap", i.e., fund barracks repair until sufficient military construction dollars are available to move the Army toward the new "One Plus One" barracks standard.

(2) *Real Property Maintenance (RPM).* Congress provided $167M for RPM in the FY96 DoD appropriation language, with $100 specified for barracks repair. Congress intends the RPM plus-ups be used as specified. To this end, language was included which directed that any diversion of RPM funding to other activities, by any of the Services, are subject to prior notification reprogramming procedures. This notice will eventually lead to an Army imposed control of RPM spending by the MACOMs.

(3) *MACOM guidance.* A separate narrative was included in the FY96 Funding Letter sent to MACOMs to delineate additional barracks repair dollars received. The Army retained the MDEP E3H7 to capture dollars obligated by MACOMs for barracks maintenance. Execution will be tracked quarterly as part of the "Budget Execution Review".

(4) *Input.* Installation commanders are encouraged to solicit input from all sources, including the BOSS program, to determine the optimum execution of the UPH dollars.

(5) *Resolution.* The Apr 96 GOSC determined this issue is completed. In FY96, Congress provided $167M for Real Property Maintenance, of which $100M was for barracks repair. MACOM execution of these dollars will be tracked and reported in the Quarterly Annual Performance Review.

h. Lead agency. DAIM-ZR.

i. Support agency. None.

Issue 393: Active Duty Subjected to CHAMPUS Maximum Allowable Charges

a. Status. Completed.

b. Entered. AFAP XIII; 1995.

c. Final action. AFAP XIV; 1997. Updated: Feb 00

d. Subject area. Medical.

e. Scope.

(1) Active duty soldiers are not required to pay for health care services. On the occasion that soldiers are re-

quired to use civilian care, several problems have arisen. Some have been refused care due to the CHAMPUS Maximum Allowable Charges (CMAC) limit. (CMAC is a set dollar rate limit paid to a provider for treatment given to a CHAMPUS beneficiary. The amount varies depending on the service provided).

(2) Soldiers who receive civilian medical treatment are billed for the difference between CMAC and the provider's fee. If fees are not paid in full or in a timely fashion by the government, soldiers often are billed individually. If payment is not made, soldiers have been contacted and harassed by the provider's collection agencies. For example: A soldier at a recruiting command, with no military treatment facility nearby, used a local hospital medical treatment. The government paid the provider the CMAC rate. The fee paid did not meet the entire bill, and the provider billed the soldier for the remainder. The bill difference was over $5,000. The soldier could not pay, and after 60 days was turned over to a collection agency resulting in a bad credit rating.

f. AFAP recommendation. Remove the CMAC limit for active duty.

g. Progress.

(1) *Assessment.* The CMAC rate determines the fair market value of a health care procedure, and MEDCOM uses it as a yardstick to determine if the provider overbills for medical care. For the sake of good fiscal management, MEDCOM encourages soldiers to use health care providers who accept the CHAMPUS rates. In cases where the remotely stationed soldiers have no other option, the servicing MTF commander has the authority to waive the application of the CMAC rate. If a provider bills the soldier for amounts in excess of the CMAC rate, the soldier should contact the responsible MTF to settle the difference with the provider. It is the soldier's responsibility to refer balance billing back to the responsible MTF commander.

(2) *TRICARE Prime Remote.* Effective 1 Oct 99, remotely assigned service members are enrolled in a contractor's civilian network. Active duty members will not pay co-payments or be billed for services.

(3) *Resolution.* The Mar 97 GOSC determined this issue is completed because current procedures allow for waiver of the CMAC limit for active duty personnel and 1-800 lines exist for both the MEDCOM headquarters and USAREC Family Support Coordinators to assist soldiers with medical claims.

h. Lead agency. MCHO-CL.

i. Support agency. OASD(HA).

Issue 394: Binding Arbitration for Medical Malpractice Claims

a. Status. Unattainable.

b. Entered. AFAP XIII; 1995.

c. Final action. AFAP XIII; 1996.

d. Subject area. Medical.

e. Scope. Processing of medical malpractice claims filed by aggrieved patients currently averages approximately 28 months, with some complex cases taking over five years to finalize. This lengthy process causes undue emotional and financial hardship on soldiers and family members. [Scope was modified to correct the processing times for malpractice claims]

f. AFAP recommendation.

(1) Establish legislation allowing binding arbitration as an option to settle medical malpractice claims.

(2) Create an arbitration process similar to civilian insurance companies.

g. Progress.

(1) *Assessment.*

(a) The United States Army Claims Service is willing to use alternative dispute resolution procedures recently set forth by the Department of Justice (DOJ) in appropriate cases to assist in determining damages in medical malpractice cases. However, the use of binding arbitration is not appropriate, and it would not be wise to seek legislation to alter the current method of resolving claims of medical malpractice against DoD.

(b) Under the Federal Tort Claims Act (FTCA), if a case cannot be settled administratively, a claimant may sue the United States in District Court. In Military Claims Act (MCA) cases, no court suit is possible, rather one may appeal to the Army General Counsel who acts for the Secretary of the Army. The DOJ opposes the use of binding arbitration to resolve medical malpractice cases under the FTCA and would no doubt object to any legislation to that end.

(2) *Settlement.* The time required to settle medical malpractice claims does not average 5 or more years as set forth in the scope. Some cases take considerable time to settle due to the complexity of the case, the need for medical examination and review, or a requirement that the medical condition stabilize to determine future damages. In 1995, for cases involving over $100,000 in damage, the average processing time was 28 months. This is comparable to civilian processing times (26.4 months).

(3) *Flexibility.* When it is not possible to readily determine the damages in a meritorious case and there are immediate needs, USARCS uses advance payments in the form of cash and medical trusts to fund continued medical care and other necessities prior to the final settlement of the case.

(4) *Resolution.* The Apr 96 GOSC determined this issue is unattainable. The current negotiated settlement process establishes a fair system for soldiers and the government to settle medical malpractice claims.

h. Lead agency. DAJA.

i. Support agency. None.

Issue 395: Continental U.S. Cost of Living Allowance

a. Status. Completed.

b. Entered. AFAP XIII; 1995.

c. Final action. AFAP XIV; 1997.

d. Subject area. Entitlements.

e. Scope. The present threshold for Continental U.S. Cost of Living Allowance (CONUS COLA) eligibility is inadequate. This adversely affects the quality of life for soldiers and their families in high cost of living areas. Although Congress authorized a CONUS COLA threshold of 8% for locations where non-housing related costs exceed the national average by 8%, the Secretary of Defense raised that threshold to 9%.

f. AFAP recommendation. Implement the threshold of CONUS COLA at the Congressional level of 8%.

g. Progress.

(1) *Staffing action.* The CONUS COLA Working Group staffed and forwarded the recommendation to the

Secretary of Defense. The CONUS COLA threshold of 8% was approved, effective 1 Jan 97.

(2) *Resolution.* Issue was completed by the Mar 97 GOSC because the CONUS COLA threshold is at the congressionally approved level of 8%.

h. Lead agency. DAPE-PRR-C.

i. Support agency. None.

Issue 396: Degree Completion Program for Enlisted Soldiers

a. Status. Unattainable.

b. Entered. AFAP XIII; 1995.

c. Final action. AFAP XIII; 1996.

d. Subject area. Force support.

e. Scope. Currently there is no enlisted degree completion program established within the Army. However, Title 10, USC 2005 authorizes degree completion programs to "any persons." Enlisted personnel have limited opportunities to complete degree programs. Establishing an enlisted degree completion program enhances a better trained force which further enhances readiness and retention of the Army.

f. AFAP recommendation. Establish an enlisted degree completion program to mirror the officer degree completion program.

g. Progress.

(1) *Review.* DCSPER and PERSCOM action offices did not support request. The SMA presented the proposal to MACOM CSMs at his annual Spring conference. The MACOM CSMs said the proposal was not feasible, would add to the TTHS account and affect readiness. They were comfortable with current programs available to enlisted soldiers to pursue civilian education.

(2) *Resolution*. The Oct 96 GOSC concurred with the SMA that the AFAP recommendation is unattainable, citing cost, equity, and requirement issues.

h. Lead agency. DAPE-ZAS.

i. Support agency. PERSCOM.

Issue 397: Dependency and Indemnity Compensation Excludes RC Members

a. Status. Completed.

b. Entered. AFAP XIII; 1995.

c. Final action. AFAP XV; 1998.

d. Subject area. Entitlements.

e. Scope. Reserve Component (RC) members in inactive duty training (IDT) status attending required military-related educational courses are not covered under the Dependency and Indemnity Compensation (DIC) Act (DICD 38 U.S.C. 1301-1322; CFR Part 3; Veterans Benefits Act of 1922, 138 Cong. Rec. S17364-01, enacted 29 Oct 92) regarding service connected death(s). As a result of current wording in the DIC, when a RC member dies attending a course in IDT status, survivors are denied compensation under DIC. This exemption also excludes survivors from other eligible survivor benefits (SGLI, death gratuity, and burial benefits).

f. AFAP recommendation. Delete from the DIC Act any and all wording that denies death benefits to RC members on IDT status attending required military education.

g. Progress.

(1) *Research.* The Office of the Deputy Chief of Staff for Personnel (ODCSPER) research of current legislation and coordinated with ASD(RA) shows that all RC members in an active status are entitled to DIC.

(a) *Definition of active status.* Active military, naval, or air service is defined as active duty, active duty for training, and inactive duty for training during which the individual was disabled or died from an injury incurred or aggravated. Members in the Retired Reserve are also in an active status.

(b) *Definition of inactive status.* Title 10, section 1014(b) defines inactive status as Reserves who are on the inactive status list of a Reserve Component or who are assigned to the inactive Army National Guard or inactive Air National Guard.

(2) *Validation.* ODCSPER is unaware of survivors being denied benefits. Without substantial evidence to present to OSD/RA, showing a systemic problem, there does not appear to be a need to distribute a message worldwide to explain the difference in active duty and active service.

(3) *GOSC review.*

(a) *Apr 96.* The GOSC was informed that ODCSPER was clarifying the issue to further define the problem.

(b) *Mar 97.* The Office of the Chief of Army Reserves said it would work with ODCSPER to clarify Army policy on this topic. (*Further research could not validate any denial of benefits, so clarification was determined to be unnecessary.)*

(4) *Resolution.* The Apr 98 GOSC determined this issue is completed based on a comprehensive review that indicated reservists on IDT status are covered under the DIC Act.

h. Lead agency. AFRC-PRH-F.

i. Support agency. DAPE-PRR-C.

Issue 398: Distribution of Funding for Army Family Housing

a. Status. Completed.

b. Entered. AFAP XIII; 1995.

c. Final action. AFAP XIV; 1997.

d. Subject area. Housing.

e. Scope. The procedures used to distribute funds (Military Construction (MILCON) and Army Family Housing Operations) has resulted in inadequate Army family housing, predominantly in Outside Continental United States (OCONUS) locations. This adversely affects health, safety, and morale of America's Army.

f. AFAP recommendation.

(1) Change policies and procedures to direct more housing dollars (MILCON funds and AFH-O) to areas where housing is inadequate.

(2) Do not factor in speculative host nation funds, such as payment in kind, when distributing housing funds.

(3) Accelerate implementation of privatization of family housing for CONUS and OCONUS.

g. Progress.

(1) *Funding.* Army family housing operation and maintenance funds continue to be distributed to the major commands in proportion to the housing allowances that soldiers forfeit when living in an Army housing unit and the number of housing units occupied. Housing allowances reflect housing costs in the local community and serve as a primary means of ensuring an equitable distribution of funds among the commands. In FY97, the foreign area commands received 40% of total AFHO funding compared with their 28% of the Army's family housing inventory.

(2) *Host nation funds.* Starting in FY96, the AFH budget resumed funding substantial projects for major repairs and revitalizing AFH units in USAREUR. However, continually scarce Army resources makes host nation support an important source of facilities. The overseas commands have developed capital investment strategies which combine appropriated and host nation funding for their facilities.

(3) *Privatization.* DoD's authority to privatize family housing is valid only in the US.

(4) *Resolution.* The Oct 97 GOSC completed this issue, but created a new issue, Issue 440, "Revitalize All Army Family Housing and Eliminate the Deficit by 2010," to track the overseas housing venture and funding for OCONUS housing repair.

h. Lead agency. SAFM-BUI-F.

i. Support agency. None.

Issue 399: Extension of Family Dental Plan Upon Separation

a. Status. Unattainable.

b. Entered. AFAP XIII; 1995.

c. Final action. AFAP XV; 1998.

d. Subject area. Dental.

e. Scope. Dental insurance coverage for family members is terminated upon a soldier's separation from active duty. This termination of coverage presents a potential health hazard or a financial hardship for soldiers whose family members are undergoing covered dental treatment at the time of separation.

f. AFAP recommendation.

(1) Extend coverage for in-progress dental care past the date of separation for one year.

(2) Utilize the current premium share.

g. Progress.

(1) *Analysis.* Extending the benefits of the Family Member Dental Plan (FMDP), requires a change in Sections 1076 and 1077, Title 10.

(2) *Service support.* The DENCOM received written replies from the Air Force and Navy (Sep 97) stating that this issue has not been identified as a concern for their personnel. Both take the position that this issue does not warrant further action. In Jan 98, the DENCOM again queried the Air Force and Navy. Both services indicated that continuity of care has not been identified as a concern for their personnel.

(3) *Estimated cost.* The structure of the FMDP is predicated upon automated payroll deduction to collect premiums. This is a crucial component to maintaining affordable premiums. Continuing FMDP benefits beyond separation would necessitate intensive administrative actions to collect premiums which would negatively impact the cost-effective management of the program. Additionally, the only separating service members who would elect to continue the FMDP are those who intend to file claims. The increased financial risk (to cover the higher than normal utilization rate would result in higher premiums or decreased benefits in other areas to offset the additional risk.

(4) *GOSC review.* The Oct 97 GOSC agreed that this issue should remain active to seek support of other Services.

(5) *Resolution.* The Nov 98 GOSC determined this issue is unattainable because of the lack of support from the other Services for this initiative and the additional cost that would result if dental benefits were extended beyond separation.

h. Lead agency. MCDS.

i. Support agency. OTSG.

Issue 400: First Time Permanent Change of Station Dislocation Allowance

a. Status. Completed.

b. Entered. AFAP XIII; 1995.

c. Final action. AFAP XVIII; Mar 02. (Updated: Jun 02)

d. Subject area. Entitlements.

e. Scope. Soldiers making their first Permanent Change of Station (PCS) move are not authorized Dislocation Allowance (DLA). These soldiers can least afford out-of-pocket expenses during this initial transition period. These expenses create a financial burden on new soldiers with families.

f. AFAP recommendation. Amend U.S. Code Title 37, Section 407, Travel and Transportation Allowance, to include DLA for soldiers with families making their first PCS.

g. Progress.

(1) *Legislative history.*

(a) The ODCSPER and Assistant Secretary of the Army for Manpower and Reserve Affairs disapproved forwarding the issue to the Spring 97 ULB Summit because of fiscal constraints.

(b) The Army submitted this initiative in the 2001 Major ULB Summit. It was deferred until the 2002 Summit.

(c) The issue received unanimous support from the other services during the 2002 Major ULB Summit. The Office of Manpower and Budget, however, rejected the proposal.

(2) *Legislation.* The FY02 NDAA included DLA for soldiers making their first PCS move, effective 1 Jan 02.

(3) *GOSC review.*

(a) *Apr 96.* Noting that 23,000 accessions yearly would qualify for this allowance, concern was expressed over funding.

(b) *May 99.* ODCSPER informed the committee of OSD's deferral to 2002.

(4) *Resolution.* The Mar 02 GOSC declared this issue completed based on legislation that authorizes DLA for first PCS.

h. Lead agency. DAPE-PRC.

i. Support agency. None.

Issue 401: Funded Respite Care for Exceptional Family Member Program Families

a. Status. Unattainable.

b. Entered. AFAP XIII; 1995.

c. Final action. AFAP XIV; 1997.

d. Subject area. Medical/Command.

e. Scope. Respite care for disabled persons is very costly. This burdens families who may already have increased medical expenses. Currently, Operations and Maintenance, Army (OMA) funds may be used only to pay or subsidize the cost of respite care for open cases of suspected or substantiated child abuse and neglect.

f. AFAP recommendation. Obtain authorization to extend the use of OMA funds to either pay or subsidize res-

pite care for Exceptional Family Member Program (EFMP) families.

g. Progress.

(1) *Legislative coordination.* The OASA(FM-BUR) and OASA(M&RA) nonconcurred with the proposal because it would generate a new unfunded benefit. Also, OASA(M&RA) maintained that the proposal would cause inequities of service levels Army-wide by providing discretionary authority for commanders to fund respite care from existing OMA dollars.

(2) *GOSC review.* The Apr 96 GOSC was informed that a legislative proposal was being staffed that would not ask for more money, but would give commanders the authority to use OMA funds to fund respite care for EFMP families.

(3) *Resolution.* The Mar 97 GOSC agreed this issue is unattainable because of the absence of support for OMA funds to pay for or subsidize respite care for EFMP families.

h. Lead agency. CFSC-SFA.

i. Support agency. None.

Issue 402: Health Care Benefits for Retirees Age 65 and Over

a. Status. Completed.

b. Entered. AFAP XIII; 1995.

c. Final action. AFAP XVIII; Mar 02. (Updated: Jun 02)

d. Subject area. Medical.

e. Scope. CHAMPUS eligibility terminates for all military retirees and family members (CONUS and OCONUS) upon reaching age 65. Retirees and family members then must access health care at a Military Treatment Facility on a space-available basis or through Medicare. Costs associated with Medicare, such as prescription nonpayment, premiums, copays, and deductibles, result in financial hardship for retirees.

f. AFAP recommendation.

(1) Change current law to approve Medicare subvention.

(2) Make TRICARE Prime available to retirees and families who are Medicare-eligible (CONUS and OCONUS).

g. Progress.

(1) *Issue validation.* About 1.5 million Americans, age 65 and older, are beneficiaries of both the Military Health Services System and Medicare.

(2) *TRICARE demonstrations.*

(a) The FY97 Balanced Budget Act authorized a DoD/Health Care Financing Administration (HCFA) test of Medicare subvention. The law also authorized civilian Medicare HMO reimbursements to DOD MTFs for care DoD provides to the military Medicare beneficiaries enrolled in the civilian HMOs. The Medicare program is not implemented OCONUS; therefore, test sites involved CONUS locations only.

(b) The FY99 NDAA authorized DoD to initiate three additional three-year demonstrations covering health care for military Medicare eligible retirees in FY 00: The Federal Employees Health Benefits Program, to end Dec 02; TRICARE Senior Supplement Program, to end 31 Dec 02; and the TRICARE Pharmacy Pilot Program, which was phased into the TRICARE Senior Pharmacy Benefit on 01 Apr 01.

(3) FY01 NDAA authorized:

(a) TRICARE for Life, which began 1 Oct 01, extends TRICARE eligibility to military Medicare eligibles covered by Medicare Part A and enrolled in Part B.

(b) TRICARE will be second payer to Medicare in the US and be first payer for military Medicare eligibles enrolled in Medicare Part B who live in overseas locations.

(c) *Pharmacy.* The senior pharmacy program was implemented on 01 Apr 01. It is a comprehensive senior pharmacy benefit, including retail and mail order services for military Medicare eligibles enrolled in Medicare Part B.

(d) *Catastrophic cap.* The TRICARE catastrophic cap was reduced from $7,500 to $3,000, which makes the cap the same for retirees enrolled in TRICARE Prime, for those not enrolled in Prime, and for retirees over 65 years of age and eligible for Medicare. The reduced cap was implemented 15 Dec 01 with an effective date of 30 Oct 00.

(e) *TRICARE Plus.* On 01 Oct 01, the Services initiated TRICARE Plus, a primary care enrollment program at MTFs which have capacity. Most major Army MTFs participate in the program. TRICARE Plus covers all categories of military beneficiaries except Active Service members and features assignment to MTF primary care providers. Specialty services may be available at the MTF, but are also available in the local community.

(4) *GOSC review.*

(a) *Apr 96.* GOSC was briefed on the Medicare subvention bill before Congress and the proposed demonstration projects..

(b) *Oct 96.* DoD will implement the demonstration project despite lack of Congressional funding.

(c) *Nov 98.* The issue will track demonstrations.

(d) *Nov 00.* Update provided on demonstrations.

(5) *Resolution.* The Mar 02 GOSC declared this issue completed based on the benefits now available under TRICARE for Life to military retirees over age 65.

h. Lead agency. DASG-TRC.

i. Support agency. OASD(HA); TMA.

Issue 403: Honor Current Federal Civilian Retirement Benefits

a. Status. Completed.

b. Entered. AFAP XIII; 1995.

c. Final action. AFAP XIV; 1997.

d. Subject area. Employment.

e. Scope. Congress is proposing changes to the current retirement benefits, such as: using high 3 vs. high 5, raising the retirement age from 55 to 60, increasing employee contribution from 7% to 7.5%, and limiting Cost of Living Adjustment (COLA) by delaying payment increase from January to April and eliminating payment until age 62. These changes constitute a break in faith and will have a negative impact on the morale of all federal civilian employees.

f. AFAP recommendation. Establish a grandfather clause to exempt present employees that are now under the Civil Service Retirement System (CSRS) and the Federal Employee Retirement System (FERS) from future erosion of benefits.

g. Progress.

(1) *History.* The SECARMY and CSA joined forces

with other DoD components to strongly oppose changes to the military and civilian retirement systems for current employees. After DoD's opposition was submitted, the Administration took a stand to oppose a Congressional Budget Proposal on this issue. During budget debates, the President agreed to increase the employee/employer contributions and delay the COLAs.

(2) *Assessment.* The Office of the Assistant Secretary of the Army (Manpower and Reserve Affairs) is firmly committed to opposing changes that would diminish current employee benefits. OASA submitted a paragraph for inclusion in the FY98 Army Posture Statement that reads in part, "The Army is fully committed to ensuring stable retirement benefits to the nation's military and civilian retirees. We will continue to support commitments made years ago to those who have served and who currently serving in our military and Government." This issue completed for the AFAP, but is an on-going issue for the Army.

(3) *Resolution.* The Mar 97 GOSC agreed Army should continue to monitor initiatives that would erode retirement benefits, but declared this AFAP issue is completed

h. Lead agency. SAMR-CP.

i. Support agency. None.

Issue 404: Inadequately Trained Personnel for Teen Programs

a. Status. Completed.

b. Entered. AFAP XIII; 1995.

c. Final action. AFAP XVI; 1999.

d. Subject area. Youth.

e. Scope. Teen programs do not have trained personnel (comparable to CDS). Teens have age-related concerns such as substance abuse, teen pregnancy, health and welfare, suicide, and violence and so need trained personnel to offer teen programs.

f. AFAP recommendation. Establish and implement a policy requiring personnel working with teens to be formally trained on teen issues which could include drug awareness, suicide prevention, conflict resolution, and teen pregnancy prevention.

g. Progress.

(1) *Operational materials.* Since FY96, a variety of operational materials have been distributed to the field to ensure a consistent level of programming. These include staff resource libraries with "off the shelf" materials used in 4-H club programs, homework center and computer lab manuals, portable challenge equipment, youth sponsorship materials, and workforce preparation for teens. Boys and Girls Clubs training and program materials were distributed as part of the affiliate membership benefits.

(2) *Training.*

(a) Since FY96, youth management personnel have participated in several training opportunities to prepare them to train their staff until the official training program is completed.

(b) Since FY95, teen program specialists for each MACOM have been centrally funded through an interagency agreement with land grant universities. Technical assistance visits provided by the specialists have resulted in increased program options, participation, and staff competence.

(c) To ensure training takes place, installation CDS Training and Programming Specialists (TAPs) assumed responsibility for training teen staff. A NAF TAP position description (includes a requirement to have a background in working with teens) was distributed to the field in Jul 99.

(d) In Mar 99, CFSC distributed a standard IDP linked to responsibilities and training for staff working with teens. The IDP reflects input from the field. The IDP tracks required training for all staff and is used as evidence of successfully completed training for promotion purposes.

(e) A series of training modules for staff working with teens was developed to complement "off-the-shelf" training materials.

(3) *Job standards.* Job standards and competencies were developed in 2nd Qtr FY99 for youth staff working with teens. These were incorporated into training materials (released 1st Qtr FY00) and position descriptions (released Feb 99).

(4) *GOSC review.* The May 99 GOSC was updated on recent training initiatives. CFSC informed the GOSC that the issue will remain active until youth staff are trained using the new modules.

(5) *Resolution.* The Nov 99 GOSC declared this issue completed. Baseline training requirements for youth staff were established; job descriptions and career progression are linked to training; and trainers and program managers were trained on using instructional materials at their installations.

h. Lead agency. CFSC-SFCY.

i. Support agency. None.

Issue 405: Limitations of Health Promotion Programs

a. Status. Completed.

b. Entered. AFAP XIII; 1995.

c. Final action. AFAP XIV; 1997

d. Subject area. Employment.

e. Scope. AR 600-63 limits a civilian employee to 3 hours per week of administrative leave for an 8-week orientation program that meets the requirements of a health promotion program. Limited participation in and, in some cases, non-availability of this program negatively impacts readiness, retention, and the overall well-being of our Total Army Family. This program has been proven to reduce sick leave, identify and prevent health problems, lower stress levels, decrease risk of injury, and increase productivity.

f. AFAP recommendation.

(1) Extend the 3 hours per week administrative leave for Health Promotion Program from 8 weeks to 6 months.

(2) Send Army message announcing changes.

(3) Publish guidelines for implementing this program in all Army activities.

(4) Develop or reinforce innovative management practices (e.g., flex time, awards program) to encourage continued fitness endeavors of newly health-conscious employees.

g. Progress.

(1) *Policy change.* In Jan 95, a draft revision of AR 600-63 was staffed to extend, from 8 weeks to 6 months, civilian employee participation in the Army Health Promotion orientation. A message was sent to the field in Mar 96 notifying installations of the extension of administrative leave.

(2) *Program guidelines.* The Center for Health Promotion and Preventive Medicine (CHPPM) designed a civilian physical fitness program consisting of a health and fitness assessment, wellness classes and events, and a series of physical activity and exercise offerings. The program is an exportable training package for the Total Army. The U.S. Army Physical Fitness School, in coordination with CHPPM, also has a training package providing guidelines to implement a civilian fitness program.

(3) *Resources.* CHPPM established a centralized health promotion resource center to provide health program information, military and civilian points of contact, and health education materials education. Center users can obtain useful information for program development and implementation.

(4) *Resolution.* The Mar 97 GOSC agreed this issue is completed based on policy change that extended the health promotion program to six months.

h. Lead agency. DAPE-HR-PR

i. Support agency. None.

Issue 406: Management of Commissaries by Defense Commissary Agency

a. Status. Completed.

b. Entered. AFAP XIII; 1995.

c. Final action. AFAP XIII; 1996

d. Subject area. Entitlements.

e. Scope. America's Army Family has great concern about the possibility of allowing AAFES or any other for-profit organization to assume management of the commissaries. Presently the commissary is operated by the Defense Commissary Agency (DeCA) as a nonprofit organization funded by an 5% surcharge and appropriated funds. If commissary management is taken from DeCA, it is no longer a nonprofit organization and will lose its appropriated funding. While this may save the government money, it will increase prices, decreasing the buying power of the service member's dollar.

f. AFAP recommendation. Retain management of commissaries under DeCA.

g. Progress.

(1) *Business approach.*

(a) On 1 Oct 96, DeCA became a Performance Based Organization and will continue to operate with appropriate funds. The business-based approach will allow commissaries to operate similar to that of the commercial retail industry and should reduce costs, streamline operations, and reduces the risk of commissaries being privatized.

(b) DeCA will continue to sell groceries, except tobacco products, at cost plus 5% surcharge.

(2) *Resolution.* The Oct 96 GOSC determined this issue completed. DeCA was declared a PBO, and there is no current movement for commissaries to be run other than by DeCA.

h. Lead agency. DeCA

i. Support agencies. AAFES/NEXCOM/Services MWR panels.

Issue 407: Management of Tuition Assistance at Installation Level

a. Status. Completed.

b. Entered. AFAP XIII; 1995.

c. Final action. AFAP XV; 1998.

d. Subject area. Force support.

e. Scope. Currently, AR 621-5, para 6-6c, and DA policy restrict installations from approving Tuition Assistance (TA) beyond ceiling hours to service members. Consequently, installations cannot maximize usage of available surplus TA funds. This is due to the fact that the education service officer (ESO) and/or commanders do not have the authority to grant the use of these surplus TA funds to service members.

f. AFAP recommendation. Revise AR 621-5, para 6-6c, to allow installation level ESO and/or commanders the authority to grant waivers of the TA ceiling limits on a case by case basis.

g.. Progress.

(1) *Augmenting TA with local funds.* FY96, 97 and 98 guidance permitted commanders to augment installation-level TA budgets to allow TA above the DA established minimum of 15 SH. They were allowed to use local funds to increase the number of SH per soldier, but not to raise the dollar caps on tuition cost. Commanders have flexibility to reprogram funds from the ACES VACE account (non-TA dollars) into the ACES VATA account (TA dollars), based on local needs.

(2) *Centralized management.* The Education Division investigated strategies to centralize TA funds to provide standardization of funds Army-wide. It was determined that commanders would be less inclined to augment a centralized TA account which is outside of their resource management controls.

(3) *Standardized TA policy.*

(a) As a result of different TA policies between the Services, soldiers, sailors, airmen, and Marines may sit in the same courses at the same time, but receive different amounts in TA. On 6 Jan 97, DoD Directive 1322.8, Voluntary Education Programs for Military Personnel, directed the Services to establish a uniform TA policy across the Services.

(b) Under TA policy (1 Oct 98) soldiers receive 75% of tuition costs up to $187.50 per SH with a maximum total yearly amount of $3500. Computer and lab fees are also paid at 75% or $187.50 per SH, whichever is less. This benefit package could permit soldiers to take more courses than under previous Army policy and have less out-of-pocket expenses. The Army also implemented policy that allows soldiers to receive TA up-front when enrolling in distance learning courses that are 24 weeks or less in length (in lieu of the reimbursing soldiers after successful completion). The Army fully funded the TA program for the POM years.

(4) *GOSC review.*

(a) *Apr 96.* The GOSC was informed that the TA floor was increased from 12 semester hours per FY per soldier to 15 semester hours. Commanders may augment with local funds to increase TA hours beyond the 15 semester hour floor.

(b) *Oct 96.* The Chief of Staff, Army requested this issue remain active. Issue will focus on working with OSD to develop a standard DoD tuition policy.

(c) *Mar 97.* The VCSA confirmed that the CSA has given guidance not to fence administration overhead dollars. He said if there are ways to put the dollars into education and reduce overhead, the CSA has given guidance to do that.

(5) *Resolution.* At the Nov 98 GOSC, PERSCOM out-

lined the new TA policy. The issue was declared "completed" based on the greater educational benefits the policy gives soldiers.
h. Lead agency. TAPC-PDE.
i. Support agency. None.

Issue 408: Medical Care at Remote Locations (for active duty family members)
a. Status. Completed.
b. Entered. AFAP XIII; 1995.
c. Final action. AFAP XIX, Nov 02 (Updated: Feb 03)
d. Subject area. Medical.
e. Scope. Current TRICARE plans do not ensure that TRICARE Prime and TRICARE Extra will be available at all locations. Active duty families assigned to areas where these two options are not available suffer financial hardship due to deductibles/copays associated with necessary usage of TRICARE Standard. Use of supplemental insurance is an inadequate solution due to premium costs and exemption of pre-existing conditions.
f. AFAP recommendation.
(1) Require TRICARE contractors to provide Prime and Extra options in all areas where active duty military families are assigned. *(The requirement for the service member to "reside with" remote family members is being tracked in Issue 488)*
(2) If not attainable, initiate legislation to allow the waiver of deductibles and co-payment associated with forced use of TRICARE Standard.
g. Progress.
(1) *TRICARE Prime Remote demonstration.* A DoD demonstration project began in May 96 in Region 11 (WA and OR) that required the contractor to provide TRICARE Prime to remotely stationed soldiers and their families. In Dec 96, MEDCOM concurred with Health Affairs' recommendation to continue implementing TRICARE Prime in remote areas.
(2) *Legislation for service members.* Per the FY98 NDAA requirement to provide a CHAMPUS-like benefit for Active Duty service members who live and work 50 or more miles from a military medical facility, TRICARE Prime Remote (TPR) was initiated CONUS-wide, 1 Oct 99.
(3) *Legislation for active duty family members.*
(a) The FY01 NDAA eliminates TRICARE Prime co-payments for ADFMs and extends TPR to ADFMs who reside with their military sponsor in TPR zip code areas. The legislation waived (retroactive to 30 Oct 00) deductibles, co-payments, and cost shares when ADFMs use TRICARE-covered services until TPR implementation, 1 Sep 02.
(c) TPR for Family Members does not cover geographically separated spouses, college students, etc. who do not reside with the sponsor. (*See Issue # 488)*
(4) *GOSC review.*
(a) *Mar 97.* The GOSC was informed that the TRICARE Prime Remote expansion for active duty members and their families is slated for Spring 98.
(b) *May 99.* OTSG told the GOSC that they had informed DOD Health Affairs that Army supports enrolling remotely assigned families in Prime, rather than TRICARE Standard. However, OTSG noted that any action had to be cost neutral.
(5) *Resolution.* The Nov 02 GOSC declared this issue completed based on legislation that authorized TRICARE Prime Remote for active duty family members (TPRADFM) who live with eligible sponsors in TPR zip codes (effective 1 Sep 02).
h. Lead agency. MCHO-CL-M
i. Support agency. MCHO-CL-P, TMA

Issue 409: Off-Shore Acquired Line Items in Overseas Commissaries
a. Status. Completed.
b. Entered. AFAP XIII; 1995.
c. Final action. AFAP XIV; 1997.
d. Subject area. Entitlements.
e. Scope.
(1) Commissary procurement of local discretionary Off-Shore Acquired (OSA) items in overseas areas was severely curtailed in 1982 by Congress. Discretionary OSA items are products procured in the overseas market that are considered to be in competition with U.S. manufacturers. Examples are: baking goods, condiments, waters, pastas, cheeses and chocolates. Limitations were enacted when the House Armed Services Committee conducted a review of all OSA items after receiving complaints from U.S. manufacturers and military brokers. Discretionary OSA line items were reduced at that time from 1201 to 155.
(2) A needs assessment survey indicated morale would be greatly improved by an increase of at least 95 line items. Increased accessibility to these items would improve cultural awareness between the overseas community and their host country. Additionally, increase of OSA line items would enable commissaries to locally replenish items that are not accruable due to stock shortages. The quality of life for America's overseas Army Family should be put before the private interests of manufacturers.
f. AFAP recommendation. Increase discretionary OSA line items from 155 to 250.
g. Progress.
(1) *Staff action.* A memo was sent to OSD on 18 Sep 96 seeking increased OSA items in overseas commissaries. In Dec 96, ASD(FMP) requested a list of authorized OSA discretionary items and a list and justification of proposed new items.
(2) *OCONUS coordination.* In Jun 97, USAREUR communicated that the matter was resolved. Conversation with commissary officer at the originating installation indicated that swapping out slow moving OSA items with customer requested items or new items has helped to satisfy customers.
(3) *Resolution.* Issue was completed because resolution was accomplished at installation level.
h. Lead agency. DALO-TST.
i. Support agency. None.

Issue 410: Partial Basic Allowance for Quarters
a. Status. Unattainable
b. Entered. AFAP XIII; 1995.
c. Final action. AFAP XIII; 1996.
d. Subject area. Entitlements.
e. Scope. Single soldiers living in government provided quarters (for example: barracks and bachelor quarters) receive partial BAQ compensation even though they have no housing expenses.

f. AFAP recommendation.

(1) Eliminate partial basic allowance compensation for soldiers living in government quarters.

(2) Grandfather those soldiers currently receiving this payment.

(3) Reallocate funds currently designated for partial allowance for quarters to accounts dedicated to build, maintain and improve bachelor quarters.

g. Progress.

(1) *Validation.* The payment of partial BAQ was authorized by PL 94-361 in 1977 when a pay raise went to allowances rather than basic pay, and Congress compensated soldiers living in the barracks with a partial BAQ allowance. The Army currently spends $12M for partial BAQ.

(2) *Coordination.* ODCSPER queried the sister services. There is no support to take away this allowance from barracks soldiers

(3) *Resolution.* The Oct 96 GOSC did not support taking this allowance away from single soldiers and declared this issue unattainable.

h. Lead agency. DAPE-PRR-C.

i. Support agency. None.

Issue 411: Persian Gulf Illness

a. Status. Completed.

b. Entered. AFAP XIII; 1995.

c. Final action. AFAP XIII; Apr 96.

d. Subject area. Medical.

e. Scope. There are no adequately coordinated efforts to collect and disseminate information about Persian Gulf Illness. Establishing Persian Gulf Illness registration deadlines, as the Department of Veterans Affairs (VA) has done, is unrealistic. Current resources are inadequate to investigate and research Persian Gulf Illness.

f. AFAP recommendation.

(1) Contact all individuals deployed to Desert Shield/Desert Storm by all available resources to establish the broadest possible baseline for research.

(2) Eliminate all deadlines, including the 1 October 1996 VA deadline, for Persian Gulf registration.

(3) Establish a national Persian Gulf Illness office to collect and disseminate information as it becomes available.

(4) Establish a trust fund with money solicited from host countries for education and study of Persian Gulf Illness.

g.. Progress.

(1) *Prior action.* Most of the recommendations from the AFAP conference already exist as actions at various levels of DoD, Veterans Affairs (VA), Center for Disease Control (CDC), Environmental Protection Agency (EPA), and the Department of Health and Human Services (HHS).

(2) *Contact.* Attempts have been made to contact all Persian Gulf veterans who may have health concerns through numerous national media releases. Toll free numbers are available for anyone with health care concerns. Physicians who treat Persian Gulf veterans and suspect service related illnesses have a great deal of information available through medical channels. Several toll free phone numbers were established with nationwide press releases. The World Wide Web contains updated and accessible public information on all research and other activities related to the health of Persian Gulf veterans. The sites provide the toll free numbers, descriptions of the agencies involved, a synopsis and current status of VA research projects, DoD projects and HHS projects.

(3) *Deadlines.* The VA has extended the Deadline for Persian Gulf veteran registration and provides priority access to care to Persian Gulf veterans.

(4) *National office.* A national Persian Gulf Illness office already exists. The Persian Gulf Veterans Coordinating Board monitors interagency activities. The co-chairs of this Presidentially appointed national board include the Secretaries of Veterans Affairs, Defense, and Health and Human Services.

(5) *Research initiatives.* The Persian Gulf Interagency Research Coordinating Council, established pursuant to the Persian Gulf War Veterans Health Status Act (Title VII, PL 102-585) met monthly to coordinate research activities. The National Institute of Health held a Persian Gulf Experience and Health Workshop in Apr 94 to determine if there was enough information to establish a case definition of “Persian Gulf Syndrome”. National experts in toxicology, environmental medicine, and other related disciplines found no conclusive evidence that led to any specific set of symptoms to establish a Persian Gulf Syndrome. The National Academy of Sciences, an independent agency, provides ongoing review of scientific, medical, and other information on the health status of Persian Gulf veterans. The EPA serves as a consultant on environmental studies and conducts research on individuals possibly suffering from chemical sensitivity.

(6) *Trust funds.* MEDCOM sees no need to pursue a trust fund unless funds become unavailable. Currently, the funding for Persian Gulf Illness studies is not threatened.

(7) *Resolution.* The Apr 96 GOSC determined this issue is completed based on the accessibility of information about Persian Gulf medical issues, the VA extension of registration deadlines, and the availability of funds for medical research.

h. Lead agency. MCHO-CL.

i. Support agency. None.

Issue 412: Policy and Benefits of Legal Guardians

a. Status. Completed.

b. Entered. AFAP XIII; 1995.

c. Final action. AFAP XIII; Apr 96.

d. Subject area. Family support.

e. Scope. Some military families are unaware of recent statutory changes that extended military benefits to pre-adoptive children and wards. Information disseminated by message traffic only is not effective. Consequently, families are unaware of the legal requirement to receive these benefits.

f. AFAP recommendation. Publish changes to Army Regulation(s) that implement statutory changes to benefits of legal guardians.

g. Progress.

(1) *History.* On 29 Aug 94, the Under Secretary of Defense (Personnel Readiness) sent a memorandum for Secretaries of the Military Departments directing that changes in benefits and entitlements in the FY94 NDAA be implemented immediately. In Oct 94, DCSPER published a world-wide message implementing these policy changes for Army.

(2) *ID cards.* A joint service regulation, AJFI 36-3026 "ID Cards for Members of the Uniformed Services, Their Dependents, and Other Eligible Persons," will be published in 1997. The publication will govern ID card policy for all Services.

(3) *Information.* Since implementation of the policy, PERSCOM has published articles in the Army Times, and Army Echoes, and OCHAMPUS published articles in their newsletters. The Office of the Judge Advocate General disseminated this information through information papers, discussions at continuing legal education programs, and an article in the Army Lawyer.

(4) *Resolution.* The Apr 96 GOSC determined this issue is completed because the Oct 94 message implemented FY 94 legislative changes in benefits and entitlements for wards of legal guardians.

h. Lead agency. TAPC-PDO-IP.

i. Support agency. DAJA-LA and DAPE-PRR-C.

Issue 413: Separate Center/Age Appropriate Space for Teens

a. Status. Completed.

b. Entered. AFAP XIII; 1995.

c. Final action. AFAP XVII; Nov 00. (Updated: 24 Aug 00)

d. Subject area. Youth.

e. Scope. Existing youth facilities at most installations fail to meet the needs of teens for age and space separation from school-age children. These facilities provide teens insufficient priority or privacy resulting in teens not participating in activities.

f. AFAP recommendation. Establish guidelines and policies for teen centers and their space requirements with input from teens when constructing a new building, renovating an existing building, or allocating space exclusively for teens.

g. Progress.

(1) *Validation.*

(a) Focus groups were conducted at Teen Discovery and installation youth were surveyed by Army Teen Panel members reference teen centers. Survey data indicates a desire by teens to have access to other MWR programs, equipment and facilities. The Army Youth Services Process Action Team (PAT) identified need for space for teens and teen programs, separate from younger children.

(b) A survey of Army installations is completed annually to determine the number and locations of teen centers. FY00 data shows 136 youth centers and 36 stand alone facilities, an increase of 10 Youth Centers and 10 stand alone since FY98.

(2) *Policy guidance.*

(a) AR 215-1, para 8-23, reads, "Activities for school-age children (6 through 12 year olds) and teens (13 through 18 year olds) are generally conducted separately by:

1. Scheduling different time blocks (or days) for each age group within the same facility; and/or

2. Designing special teen areas within the youth center or other facility; or,

3. Operating a stand-alone teen center."

(b) Separate teen space issues are included in the U.S. Army School-Age and Teen Program Principles, now in use by the field (installations).

(c) In the *CFSC Feedback* "Star Notes" (Dec 97), CFSC's Commander urged commanders to review and take appropriate action to resolve their installation teen space issues.

(3) *Improving teen/youth center environment.* Army Youth Standards require dedicated space for teens at each youth center, satellite location and teen involvement in determining appropriate space. Architectural consultation services and technical assistance is available to installations through their affiliation membership with Boys and Girls Clubs of America.

(4) *Alternative space/facilities.*

(a) MWR program managers are working with Youth Services staff to identify space for teens. Training was conducted on how to implement MWR and Youth Partnerships at the Fall 96 Garrison Commanders' Conference, Oct 97 MWR training, on-site workshops and video teleconferencing.

(b) DOD and CFSC issued policy guidance in support of using DOD schools as an additional source of space for some Child and Youth Programs.

(c) To free up more space for teens and middle school youth, plans were proposed and alternative space identified for approximately 60 school age programs that were using space in Youth Centers.

(5) *Construction guidelines.* Youth Center Standard Design includes a designated space for teens to "hang out," watch TV, listen to music, video cassettes and hold meetings. As new youth centers are constructed youth directors are encouraged to involve teens in the selection of furnishings, paint color, and equipment. Teen input on space, environment, homework centers, and computer labs has been incorporated in all current youth center design projects.

(6) *Design.* CFSC established and conducted a Child and Youth Services Construction Workgroup comprised of MACOM, Installation, Engineering, and facility proponents, in Jun 00. This workgroup established modifications to be incorporated into the existing Youth Center design. A Child Development Design package was developed for space targeting space usage for children ages 6-10 years. As these designs are implemented at the installation, school-age programs occupying and conducting programs in Youth Centers will have separate space that frees up space for the middle school/teen population.

(7) *GOSC review.* The May 99 GOSC was told that not all installations have adequate youth center space for teen use, but installations are finding creative ways to find facility space without building new youth centers.

(8) *Resolution.* The Nov 00 GOSC determined this issue is completed based on the establishment of space requirements, guidelines and policies for separate center/age-appropriate space for teens.

h. Lead agency. CFSC-SFCY.

i. Support agency. USACE/CFSC-COD.

Issue 414: Standardization of Army Barracks Policies

a. Status. Completed.

b. Entered. AFAP XIII; 1995.

c. Final action. AFAP XIV; 1997.

d. Subject area. Housing.

e. Scope. Barracks residents must conform to inspection, visitation, and charge of quarters (CQ) policies that differ from service members residing elsewhere. This un-

dermines troop morale, readiness and retention.
f. AFAP recommendation. Develop HQDA policy that creates a uniform barracks living standard that conforms with non-barracks residents, to include eliminating CQs, minimizing inspections, and standardizing visitation policies.
g. Progress.
(1) *Staff action.* Action was initiated by the DCSPER to solicit MACOM input to develop a baseline barracks policy. However, during the message staffing, the DCSPER received a request from the SMA to allow his office, with the assistance of the Community and Family Support Center, to assume lead on this issue by way of a Process Action Team. Subsequent dialogue between the SMA and CSA resulted in a decision to not pursue the development of a Army baseline barracks policy at this time.
(2) *Commanders' responsibility.* The MACOMs, working with the subordinate commands, will establish barracks policy standards instead of a DA policy on this topic.
(3) *Resolution.* The Mar 97 GOSC agreed that this issue has been reviewed and the action plan has been completed. The VCSA reiterated that the senior leadership of the Army has said that commanders and non-commissioned leaders are responsible for the way soldiers live in the barracks. This includes ensuring that good order and discipline standards are maintained and that soldiers have a safe and secure environment where their rights are respected 24 hours a day.
h. Lead agency. DAPE-HR-PR
i. Support agency. None.

Issue 415: Ten Year Cap on Montgomery GI Bill for Reservists
a. Status. Unattainable.
b. Entered. AFAP XIII; 1995.
c. Final action. AFAP XIV; 1997.
d. Subject area. Force support.
e. Scope. Most United States Army Reservists (USAR) do not have the opportunity to use their full benefits within the 10 year period as established in chapter 1606 of the Montgomery GI Bill (MGIB). Many service members can only attend school on a part time basis due to full-time jobs and USAR commitments. A service member taking one course per semester would only use 30 months of full time benefits during this period.
f. AFAP recommendation.
(1) Eliminate the 10 year eligibility window for use of Chapter 1606 MGIB benefits.
(2) Allow reservists to use MGIB benefits from the date they establish basic eligibility until they separate from selected reserves.
(3) Grandfather this amendment to include those reservists that established eligibility since 1985.
g. Progress.
(1) *Cost analysis.* The MGIB-Selected Reserve (SR) is a non-contributory program for individuals. Each component is required to deposit an amount into the Educational Benefits Trust Fund equal to the present value of the benefits for persons entering the preceding month. An expansion of the pool of eligibles would cause a concurrent increase in the deposit and per capita rate.
(2) *Coordination.* Since the MGIB-SR includes other RCs, their opinions on this proposal were solicited. The Air Force and Navy Reserves support the elimination of the ten-year cap to enhance recruiting and provide full use of the program benefits. The Marine Corps, Coast Guard, Army Reserve, and Army National Guard do not support the issue, primarily based on cost. The Army Reserve prefers other new programs and initiatives that they can use as accession tools.
(3) *GOSC review.* The Mar 97 GOSC agreed that this issue should remain active to continue to seek support for a legislative proposal.
(4) *Resolution.* The Oct 97 GOSC determined this issue unattainable based on absence of broader Service support.
h. Lead agency. DAPE-MPA.
i. Support agency. None.

Issue 416: Tuition Assistance for Overseas Spouses
a. Status. Completed.
b. Entered. AFAP XIII; 1995.
c. Final action. No. (Updated: Jun 02)
d. Subject area. Family support.
e. Scope. Financial aid is extremely difficult for spouses to obtain overseas (excluding Alaska and Hawaii). Entitlements that offset the high cost of living disqualify most, if not all, spouses in those locations. Additionally, the Army, unlike the Navy and Air Force, does not have significant programs which provide tuition assistance to spouses. Since employment opportunities are limited, most overseas spouses are unable to earn money to pay for tuition.
f. AFAP recommendation.
(1) Army request Army Emergency Relief amend their charter to include educational benefits for spouses overseas (excluding Alaska and Hawaii).
(2) Identify and provide additional sources of funding to support overseas spouse tuition assistance.
g. Progress.
(1) *Cost analysis.* Education Division contacted representatives from the Air Force Aid Society (AFAS) and Navy-Marine Corps Relief Society (NMCRS) for data on their program operations. Based on the number of Army spouses residing overseas (51,000) and estimates that 81% of the general population has a high school degree, Army estimated that there are approximately 32,000 potentially eligible spouses. Assuming the program is need-based, Army estimated a start-up cost of $2M for a program patterned on existing programs.
(2) *Army Emergency Relief decision process.*
(a) In the 1991-92 time frame, AER considered and rejected sponsoring a spousal TA program or endowment to secure funds for this purpose. The Board of Managers viewed this as an inappropriate role for AER, despite what was being done by other aid societies.
(b) The 1995 AFAP Conference delegates voiced support for this initiative and, the Family Member Education Working Group that was established as a result of the Apr 95 AFAP GOSC meeting recommended reapproaching the Army leadership and AER on sponsorship of this type of program.
(c) In Apr 96, the AER Board of Managers again considered and rejected sponsoring a spousal tuition aid program as being "in conflict with their fiduciary responsibility of administering soldiers' money." The Oct 96 AFAP GOSC was informed of the Board's decision. In

Nov 96, the Chief of Staff, Army requested AER reconsider their position. The Board of Managers agreed to a test program offering education grants to overseas spouses.

(3) *AER pilot.* The pilot began in the Fall 97 in U.S. Army Europe & Seventh Army (USAREUR). AER planned to evaluate pilot operations for 2-3 years then decide on continuation or the expansion of the program to other OCONUS locations.

(4) *AER Spouse Education Assistance Program (SEAP).*

(a) SEAP is centrally managed from AER Headquarters to monitor program activity and ensure standardization. It is a need-based program supporting spouse undergraduate, vocation/technical, high school completion, and English as a Second Language study. Applicants are required to be dependent spouses of active duty soldiers assigned OCONUS and reside with their sponsor. Grants cover up to 50% of tuition, up to $350 per academic term and a yearly maximum of $1,750.

(b) AER sends brochures and applications for the program to Army education centers and AER sections overseas. Brochures and applications can also be downloaded from www.aerhq.org. Completed applications and supporting materials must be mailed to AER headquarters to meet term application deadlines published in the brochure, on the application, and on the web site.

(c) Cumulative statistics for Academic Years 1997-2001 indicated 5,639 spouses were awarded assistance totaling $1,484,793. Spouses of enlisted solders received 93% of the grants; spouses of warrant officers received 1%; and spouses of officers 6%.

(4) *Expansion to Pacific.* In Nov 99, the Board of Managers approved continuing the program in USAREUR and expanding it to include Japan, Okinawa, and Korea (effective, Aug 00).

(5) *Expansion to CONUS.* The AER Board voted not to extend the program to CONUS because there are job and educational financial assistance available within CONUS that are not available OCONUS. They voted not to expand the program to Alaska and Hawaii for the same reasons. In Nov 00, the Adjutant General of the Army requested AER reconsider expanding the program to Alaska and Hawaii. At their annual meeting (Nov 00), the Board voted again not to expand the program to Alaska and Hawaii for the reasons noted above.

(6) *Marketing.* Information on assistance programs is fully publicized through all appropriate education, family member, and Public Affairs channels, to include USAREUR Stars and Stripes, Armed Forces Radio/TV stations, and local commander's channels overseas. Army Education Centers maintain Home Pages with information on educational programs and services.

(7) *GOSC review.*

(a) *Oct 96.* The GOSC was informed of the AER Board's decision to not consider a spousal tuition assistance program.

(b) *Apr 98.* The issue will continue to track the AER spouse tuition assistance program.

(c) *May 00.* Issue remains active pending program implementation in Korea, Okinawa, and Japan.

(8) *Resolution.* The Mar 02 GOSC declared this issue completed because the AER Spouse Education Assistance Program is functioning in Europe, Japan, Korea and Okinawa.

h. Lead agency. TAPC-PDE.

i. Support agency. Army Emergency Relief.

Issue 417: Uniformity of Better Opportunities for Single Soldiers Programs and Procedures

a. Status. Completed.

b. Entered. AFAP XIII; 1995.

c. Final action. AFAP XIV; 1997.

d. Subject area. Force support.

e. Scope. No written or regulatory guidance exists to govern Major Command (MACOM) and installation Better Opportunities for Single Soldier (BOSS) programs. Not all installations have full-time BOSS representatives. This suppresses the voice of single soldiers.

f. AFAP recommendation.

(1) Implement interim Department of Army (DA) guidance under Army Regulation 215-1 to establish a baseline operational program.

(2) Develop a DA regulation governing the BOSS program.

(3) Require installation commanders to appoint a full-time BOSS representative so representation is commensurate with troop population.

g. Progress.

(1) *AR change.* AR 215-1, published 4th Qtr FY95, provides program guidance dealing with recreation. Also included is limited information regarding BOSS committees and handling of quality of life issues.

(2) *BOSS circular.* A two-phase process action team (PAT), comprised of MACOM Command Sergeants Major and program managers as well as installation participants (BOSS representatives, MWR advisors, and chain of command representatives), developed the BOSS program Circular. The circular contains operational instruction on the BOSS program as well as delineates program responsibilities. All MACOMs and the Army Staff concurred with the draft, and DA Circular 608-97-1 was published 29 Aug 97.

(3) *Installation BOSS representatives.* Section 2-4c of the BOSS circular states under installation commanders' responsibilities that an enlisted BOSS coordinator duty position will be established at installations that can justify the position. The position will be supported from internal installation resources.

(4) *GOSC review.* The Oct 96 GOSC agreed this issue should remain active pending publication and distribution of the DA Circular.

(5) *Resolution.* The Oct 97 GOSC said this issue is completed based on the publication of the BOSS circular. In response to questions from GOSC members about the circular's impact on barracks policies, it was reiterated that BOSS committees are information feedback mechanisms and do not set policies or other guidance. The VCSA directed that a message be drafted that states that the BOSS circular does not contain any aspect of barracks policy.

h. Lead agency. CFSC-SR-B.

i. Support agency. SMA/OACSIM.

Issue 418: Variable Housing Allowance Computation

a. Status. Completed.

b. Entered. AFAP XIII; 1995.

c. Final action. AFAP XV; 1998.
d. Subject area. Entitlements.
e. Scope. Current public law forces use of expense-driven member surveys as a basis for calculating Variable Housing Allowance (VHA). By using this system instead of a price-based allowance system which more accurately gauges housing and utility costs, soldiers are inclined to live in substandard housing due to insufficient VHA. After the expense-driven survey is completed, the results reflect a misleading housing allowance requirement for the soldier. This process can have a snowball effect over time that could lead to substandard housing being occupied by the soldier.
f. AFAP recommendation. Change method of gathering VHA data from expense-driven member survey to a price-based allowance system.
g. Progress.
(1) *Combined issues.* Issues 267 and 365 were combined with this issue in Jan 97 because the combined housing allowance tracked in this issue will resolve the intent of Issues 267 and 365.
(2) *Legislative proposal.*
(a) The OSD Housing Reform Working Group devised a housing allowance model that combines BAQ and VHA into one allowance and replaced the expenditure-based system with a price-based allowance system. The goals were to establish an easy to understand system based upon an external data source that reflects private sector housing standards, independent of soldiers' housing expenditures, and indexed to housing costs (not military pay raises).
(b) The issue was staffed through the ULB and was forwarded to Congress. The combined housing allowance (BAH) was authorized in the FY98 NDAA with an effective date of 1 Jan 98.
(3) *GOSC review.* The Mar 97 GOSC expressed concern about potential costs and shifting of funds among Services. Although some shifting will occur, the positive aspect of this issue is that the entitlement would be linked directly to housing costs in an area, not to survey information.
(4) *Resolution.* The Apr 98 GOSC determined the issue is completed based on the FY98 NDAA which enacted a Basic Allowance for Housing.
h. Lead agency. DAPE-PRR-C.
i. Support agency. None.

Issue 419: Dining Facility Meal Rates
a. Status. Unattainable.
b. Entered. AFAP XIII; 1996.
c. Final action. AFAP XIV, 1997.
d. Subject area. Entitlements.
e. Scope. On 1 Oct 96, DoD implemented a single rate meal charge for all paying customers in dining facilities. The standard meal rate was developed to eliminate meal surcharge exemption requests for various categories of individuals by charging all paying customers (enlisted, officers, retirees, families, and civilian employees) the same rate. The only exemption to the new meal charge is for junior enlisted families. However, enlisted soldiers who draw Basic Allowance for Subsistence now pay more for meals they eat in the dining facility than they did previously, whereas every other category pays less. For example, an enlisted soldier's lunch now costs $.85 more and three meals cost $2.25 more than previously. For enlisted soldiers who eat meals in the dining facility, this increase is significant.
f. AFAP recommendation. Return meal rates for enlisted personnel to previous meal rate (prior to 1 Oct 96 change).
g. Progress.
(1) *History.* This issue was introduced into the AFAP at the 31 Oct 96 GOSC meeting following concerns expressed by the Sergeant Major of the Army about the increased meal rates for enlisted soldiers.
(2) *Staffing action.* A memorandum was written in Jan 97 requesting OSD return to previous meal rate of $4.75. The Army Staff non-concurred with the draft memo, citing that BAS exceeds daily meal rate and that a return to the previous rate would result in a loss to OMA and MPA and would negatively impact travel re-engineering initiatives that tie the single meal rate to temporary duty per diem rates.
(3) *Resolution.* The Mar 97 GOSC agreed that this issue is unattainable due to lack of Army support.
h. Lead agency. DALO-TST.
i. Support agency. DAPE-PRR-C.

Issue 420: Privately Owned Vehicle Storage During OCONUS Assignment
a. Status. Unattainable.
b. Entered. AFAP XIII; 1996.
c. Final action. AFAP XIV; 1997.
d. Subject area. Relocation.
e. Scope. Because of working spouses and family commitments, many Army families own two vehicles. Current regulations authorize shipment of one vehicle at Government expense to an OCONUS duty assignment. The family must then sell their second vehicle, store it at their own expense, or leave it with friends or family during their OCONUS assignment. This financial burden is a direct consequence of military relocation, but is not reimbursable.
f. AFAP recommendation. Authorize storage of one POV per service member at Government expense when military member is on an accompanied tour to an OCONUS duty station.
g. Progress.
(1) *History.* This issue was introduced by the ADCSPER at the Oct 96 GOSC meeting to complement the recently completed POV storage change that was effected in the FY97 NDAA.
(2) *Cost.* Estimates indicate the approximate annual cost to Army for this expanded benefit would be $50M, probably taken out of Total Obligation Authority (TOA) funds.
(3) *Coordination.* The Army Staff non-concurred with this recommendation.
(4) *Resolution.* The Oct 97 GOSC said this issue is unattainable based on cost.
h. Lead agency. DAPE-PRR-C.
i. Support agency. DALO-TSP.

Issue 421: Army Family Team Building (AFTB) and Army Family Action Plan (AFAP) Program Resources
a. Status. Completed.
b. Entered. AFAP XIV; Mar 97.

c. Final action. AFAP XX. (Updated: 18 Nov 03)
d. Subject area. Family Support.
e. Scope. Army Family Team Building and the Army Family Action Plan teach and provide family members skills that lead toward self-reliance and a process through which soldiers and families may raise well-being issues of concern for leadership consideration. The success of these programs is hindered by lack of paid staff personnel and financial resources. This shortfall, combined with a normal flux of volunteers, has resulted in inadequate administrative oversight at the local level.
f. AFAP recommendation.
(1) Provide funding for installation-level AFTB and AFAP coordinators and an accounting code to capture expenditures.
(2) Provide program funding to implement and sustain AFAP and AFTB at the installation level.
g. Progress. *(The AFTB/AFAP funding recommendation in Issue 466 was added to this issue in Jan 00, and the recommendation to obtain CSA/SMA endorsement was transferred to Issue 466.)*
(1) *Validation.* Prior to this issue, no funding was specifically appropriated for AFTB or AFAP at installations – manpower and support funding were dependent on the organizational element to which the programs were assigned, which was generally ACS. Since AFTB and AFAP are designated non-mission programs in ACS and did not carry their own funding, they followed core mission programs for resourcing.
(2) *Funding.*
(a) CFSC staffed a data call to the major Army commands (MACOMs) to determine manpower and funding in support of AFTB and AFAP at MACOMs and installations. The response established the unfinanced requirement (UFR) that CFSC submitted for the 03-07 POM cycle.
(b) Based on the VCSA's direction in Nov 00 that the issue be resolved beginning in FY01, the Army provided funding to power projection/support platform and forward-deployed locations in FY01.
(c) $3.2M of the $5.7M FY02 requirement was funded. The total requirement (138 positions, $8.2M) was funded in FY03.
(3) *AMSCODE.* Request to establish an AMSCODE for AFAP and AFTB to capture program expenditures by MACOM was incorporated into DFAS Manual 37-100 in 2nd Qtr FY02. The AMSCODE extension is .20.
(4) *GOSC review.*
(a) *Oct 97.* This issue remains active to pursue an AFTB/FSG coordinator position.
(b) *Nov 99.* The GOSC was updated on initiatives to resolve this issue. AFAP added to issue scope.
(c) *Nov 00.* Per the VCSA's direction to speed up the funding process, CFSC submitted requirements to ASA(FM&C) to accelerate the funding request to include FY01 and FY02.
(d) *May 01.* Funding for Phase I is being released to the field.
(e) *Mar 02.* The VCSA directed funding of the FY02 UFR.
(f) *Nov 02.* The VCSA directed funding of the FY03 UFR.
(5) *Resolution.* The Nov 03 GOSC declared this issue completed based on funding to support program operations and positions for AFAP and AFTB to include the Army National Guard and Reserves.
h. Lead agency. CFSC-FP
i. Support agency. None.

Issue 422: Army Family Team Building Funding for RC and Geographically Separated Units
a. Status. Combined.
b. Entered. AFAP XIV; Mar 97.
c. Final action. No. (Updated: Jun 01)
d. Subject area. Family Support.
e. Scope. The Army Family Team Building (AFTB) program is intended for the Total Army family. However, lack of funding to support AFTB training at the local (unit) level within the Army National Guard (ARNG), United States Army Reserve (USAR), and active duty geographically separated units (e.g., recruiting, ROTC) results in the inability to fully implement the program. The lack of funding negatively impacts on readiness and retention.
f. AFAP recommendation. Allocate AFTB program funding for local (unit) level training of instructors and family members for ARNG, USAR, and active duty geographically separated units.
g. Progress.
(1) *Issue history.* This issue was combined with Issue 421, "AFTB and AFAP Program Resources" in Mar 01 because Issue 421 addresses funding for Reserve Component and MACOMs with geographically separated units.
(2) *Validation.* AFTB operates on a train-the-trainer concept whereby volunteers from the active Army and RC are trained by the U.S. Army Community and Family Support Center and return to their military community and support the AFTB program. The program is not funded beyond DA. Program funds to assist the RCs and GSUs located away from an active installation would greatly enhance the implementation initiatives and provide volunteers more accessibility to training.
(2) *GSUs.* CFSC identified the US Army Recruiting Command, US Army Cadet Command, and Military Traffic Management Command as GSUs not traditionally supported by an active duty Army installation.
(3) *Funding requests.* The total cost of this initiative is $2.7M ($2.5M APF/160K NAF).
(a) The USAR Family Readiness Program: $822K for 14 full-time civilian authorizations.
(b) The ARNG Family Program: $673K for 11 full-time civilian authorizations.
(c) USAREC Family Program: $393K for 6 full-time civilian authorizations.
(d) The Cadet Command: $178K for 3 Region/Brigade-level positions.
(e) The MTMC will not participate as their installations are slated for closure in the near future.
(4) *Link to AFAP and Issue 421.* Funding requirements to support the USAR, the ARNG, USAREC and the Cadet Command were included as part of the FY03-07 POM submission for a program manager to administer AFTB and AFAP in the field (see AFAP Issue #421). At the Mar 01 AFAP In Process Review, this issue was combined with Issue #421, Army Family Team Building (AFTB) and Army Family Action Plan (AFAP) Program Resources.

(5) *GOSC review.* The May 00 GOSC was informed that the ARNG was successful in acquiring additional funds and that the USAR has included AFTB in the FY02-07 budget cycle. USAREC and Cadet command will be included in the HQDA POM request (*Issue 421*).
h. Lead agency. CFSC-FSO.
i. Support agency. ARNG/USAR/USAREC/Cadet Command/MTMC.

Issue 423: Authorization for Dental Treatment (for Active Duty Personnel)
a. Status. Completed.
b. Entered. AFAP XIV; Mar 97.
c. Final action. AFAP XIV; 1997.
d. Subject area. Dental.
e. Scope. When non-emergency dental services for soldiers are not provided by the Military Treatment Facility (MTF), or if soldiers are located in remote areas, soldiers must go to civilian sources for treatment. An authorization is needed from the military approving authority for treatment costing over an amount established by the Medical Command (currently set at $500). There is no standardized tracking system in place to ensure that soldiers receive a disposition (approved, disapproved, need more information) in a timely manner. This negatively impacts dental readiness and lowers soldier morale.
f. AFAP recommendation. Establish a policy directing that the disposition of a request for authorization of dental services from civilian sources be forwarded to the soldier within 21 working days from initial receipt at the approving authority.
g. Progress.
(1) *Revised policies.*
(a) DoD established policy that non-emergency requests for dental treatment from civilian providers be processed and a reply forwarded within 21 days of receipt by a MTF.
(b) The U.S. Army Dental Command prepared a supporting policy for implementation at all subordinate dental activities that requires dental commanders to recommend disapproval or approval to the medical authorizing authority in 5 days or less.
(2) *Resolution.* The Oct 97 GOSC determined this issue is completed because Army requires a response in 5 days or less.
h. Lead agency. DENCOM.
i. Support agency. None.

Issue 424: Beneficiary Expansion for TRICARE Prime Remote
a. Status. Unattainable.
b. Entered. AFAP XIV; Mar 97.
c. Final action. AFAP XVIII; Mar 02. (Updated: Jun 02)
d. Subject area. Medical.
e. Scope. Currently, retirees, Reserve Component (RC) soldiers, and their family members that are eligible for TRICARE are not authorized to use TRICARE Prime Remote. This option is currently available only to Active Duty soldiers and their family members. The inability to enroll in TRICARE Prime Remote causes a hardship to retirees, RC soldiers, and their family members in remote locations. If TRICARE Prime Remote is available in an area, it should be open to all TRICARE eligibles.
f. AFAP recommendation. Amend eligibility requirements for TRICARE Prime Remote to include all those eligible for TRICARE.
g. Progress.
(1) *Related issue.* AFAP Issue #408 addresses health care for remotely stationed active duty service members and their families.
(2) *TRICARE Prime Remote.* TRICARE Prime Remote was phased in for Active Duty members in FY99, followed by their families in FY02. *(See Issue 408)*
(3) *Expanding TPR to other beneficiaries.*
(a) Many individuals within DOD expressed a desire to explore opening TPR to other eligible beneficiaries, including retirees, in locations where the program is established for Active Duty service members.
(b) There are about 1.6M retirees/family members in DOD non-catchment areas. The cost to provide care under TPR for active family members is about $458 per beneficiary. USA MEDCOM estimates a cost of roughly $738M annually to provide care under TPR to other than active members and their families. TRICARE budget neutrality must be maintained with any restructuring of the TRICARE benefit/eligibility. Also, it is important to remember that active service members are assigned to remote locations due to mission requirements and most have little choice in assignment locations. Therefore, TPR for active duty is DOD's first priority.
(c) In view of recent medical initiatives for over-65 retirees and on-going funding constraints/priorities, it is not feasible for DOD to pursue this initiative at this time. Congress has not been forth coming with legislation to support TPR for other than active duty members/families.
(4) *GOSC review.* At the May 99 GOSC, the OTSG noted that projections for expanding Prime Remote to all TRICARE eligibles indicate it may be very expensive. The expansion of mail order pharmacy and enrollment in the Federal Employees Health Benefits Program were discussed. Over 24% of in-patient health care in DOD MTFs still goes to retirees.
(5) *Resolution.* The Mar 02 GOSC determined that expanding TRICARE Prime remote to other than active duty members and their families is unattainable because of cost.
h. Lead agency. MCHO-CL-M (USAMEDCOM).
i. Support agency. ASD(HA)/TMA

Issue 425: Carrying Shoulder Bags in Uniform
a. Status. Completed.
b. Entered. AFAP XIV; Mar 97.
c. Final action. AFAP XV; 1998.
d. Subject area. Force Support.
e. Scope. AR 670-1, para 1-10d, states that commercial bags will not be worn by soldiers in uniform unless on a bicycle or motorcycle. Most violations occur when soldiers must carry a briefcase for work, a gym bag for physical training, and other items such as a laptop computer.
f. AFAP recommendation. Change AR 670-1 to allow bags to be carried over the shoulder, maintaining the integrity of the uniform.
g. Progress.
(1) *Review.* The CSA directed the DCSPER to select a Process Action Team to review “carrying shoulder bags in uniform” and to provide a response by 28 Aug 97.

(2) *Regulatory change.* The Secretary of the Army approved the following change to paragraph 1-10d, AR 670-1, "Commercial rucksacks, gym bags or like articles may be worn over the shoulder while in uniform. Backpacks may also be worn over the shoulder(s) when riding a bicycle or motorcycle. All items worn over the shoulder must black with no 'logos". 'Logos' includes Army, agency, or organization seals, insignias, crests, etc. This backpack or shoulder bag policy amends the policy stated in paragraph 1-10d, AR 670-1."

(3) *Resolution.* The ADCSPER informed the Nov 98 GOSC that when bags are carried in the hand or transported on a bike or motorcycle, there are no color or logo restrictions. The GOSC closed this issue based on the change to AR 670-1.

h. Lead agency. DAPE-HR-PR

i. Support agency. None.

Issue 426: Certification of OCONUS Schools

a. Status. Completed.

b. Entered. AFAP XIV; Mar 97.

c. Final action. AFAP XV; 1999.

d. Subject area. Education.

e. Scope. Department of Defense Dependent Schools (DoDDS) are obligated to certify non-DoD schools in accordance with Department of State regulation 2035.1 (Use of Non-DoD Schools) using categories of certification (A-E). However, Department of State (DoS) dependents can attend any school which has been accredited by a U.S. regional accrediting agency (Southern Association of Colleges and Schools), or they may choose correspondence schools, home schooling, or parochial schools. The DoS employees have more choices than DoD employees in selecting schools for their dependents. The variation in standards used for OCONUS education certification limits the educational choices for DoD dependents, which potentially puts them at an educational disadvantage.

f. AFAP recommendation.

(1) Eliminate the disparity between DoDDS and DoS schools certifications.

(2) Allow DoDDS to use the same accrediting process as the DoS.

g. Progress.

(1) *Legislation.* Section 1407(b) of the Defense Dependents' Education Act of 1978 (20 U.S.C.926(b)) was amended by the FY99 NDAA to authorize the Secretary of Defense to pay an educational allowance to defray the educational expense of certain overseas, space-required dependents in overseas areas where the DoD does not operate a school. Prior to this legislation, sponsors were limited to "certified" non-DoD schools. Sponsors will have the opportunity to choose a school appropriate to their children's needs at their overseas location. The cognizant DoDDS approval authorities for eligible children located within their respective geographical areas of responsibility are the Chiefs, Area Service Centers, Europe and Pacific, or the Comptroller, Headquarters, Arlington, VA. The educational allowance is limited to the Department of State Standardized Regulations.

(2) *Implementation.* A directive-type memorandum outlining the new guidelines was signed 31 Mar 99 by the Acting ASD(FMP) and was distributed to all DoD components and each embassy. A DoDEA senior staff member briefed the Defense Intelligence Agency and Defense Foreign Military Sales at their worldwide conferences on the new legislation.

(3) *GOSC review.* The Nov 98 GOSC left this issue in an active status to pursue implementation of the revised certification standards.

(4) *Resolution.* The May 99 GOSC declared this issue completed. Wide dissemination of the new guidelines was encouraged. Officials indicated the information would also be placed on the DoDEA web site.

h. Lead agency. DoDEA.

i. Support agency. None.

Issue 427: Dental Insurance for Mobilized Reserve Component Personnel

a. Status. Completed.

b. Entered. AFAP XIV; Mar 97.

c. Final action. AFAP XVII; Nov 00. (Updated: Sep 00)

d. Subject area. Dental.

e. Scope. When Reserve Components (RC) are mobilized, their family members may lose dental insurance coverage. The Soldiers and Sailors Civil Relief Act will protect coverage for 30 days from the date of mobilization. After that, family members cannot qualify for the same dental benefits as the family members of Active Component soldiers because, under the Active Duty Family Member Dental plan, eligible beneficiaries are only those family members of active duty soldiers with at least two years remaining on active duty, or have the intention to remain on active duty for at least 24 months. This excludes RC soldiers who normally mobilize for less than 270 days.

f. AFAP recommendation. Provide a dental insurance plan for family members of mobilized RC personnel, equal in benefits and cost to the current Active Duty Family Member Dental Plan (FMDP), and exclude the 24-month active duty requirement.

g. Progress.

(1) *Validation.* Active Duty FMDP enrollment criteria prevent reservists on active duty beyond 30 days and less than 2 years from enrolling. This could potentially leave their families uninsured for extended periods.

(2) *Coordination.* OTSG requested assistance from TRICARE Management Activity (TMA) to evaluate the cost/feasibility of a combined plan. TMA recommended that OTSG develop a proposal including utilization estimates and draft legislative language. Air Force expressed no intention to pursue further action stating this issue had not been identified as a concern for their personnel. Navy expressed only minimal interest. In Aug 98, both Services voiced support for this issue if insurance premiums and fees were not increased for current enrollees.

(3) *Legislation.*

(a) The FY00 NDAA combines the TRICARE Family Member Dental Plan and the TRICARE Selected Reserve Dental Program. The new plan (the TRICARE Dental Plan (TDP) enables Reservists and their enrolled family members to have dental coverage and maintain this coverage whether or not the sponsor is on active duty. The legislation also specifies that Reservists called to active duty in support of contingency operations may disenroll from the plan at the end of their active duty tour, even if it is less than the minimum enrollment period (12 months).

(b) In a reserve status, RC members pay 40% of the dental plan premium, and their enrolled family members pay 100% of the premium. Once on active duty, the RC members disenroll from the plan and receive dental care in military facilities. Their family members who are enrolled in the TDP pay only 40% of the premium.

(4) *New plan and contract.* The implementation date of the new contract (United Concordia Companies, Inc.) with enhanced benefits is 1 Feb 01.

(5) *GOSC review.*

(a) *Apr 98.* OTSG said the Tri Service Dental Chiefs would work on this issue.

(b) *Nov 99.* Issue remains active to track implementation of new dental contract.

(6) *Resolution.* The Nov 00 GOSC determined this issue to be completed based on FY00 NDAA that expands coverage in the TRICARE Dental Plan to reservists and their families and authorizes continued coverage whether or not the sponsor is on active duty.

h. Lead agency. MEDCOM.

i. Support agency. None.

Issue 428: Deployment Medication

a. Status. Completed.

b. Entered. AFAP XIV; Mar 97.

c. Final action. AFAP XVIII; Mar 02. (Updated: Jun 02)

d. Subject area. Medical.

e. Scope. Soldiers and families are not receiving enough disclosure regarding medications and immunizations administered during all phases of deployment. The potential side effects and adverse reactions may present possible health risks to soldiers, spouses, and future children. This lack of information contributes to an increase in family pre-deployment and post-deployment anxieties.

f. AFAP recommendation. Provide written information regarding the possible side effects and adverse reactions of deployment medications and immunizations to soldiers and their family members at pre-deployment and post-deployment briefings.

g. Progress.

(1) *Validation*. When this issue entered the AFAP, the Army had no uniform policy on the type or amount of information soldiers and/or families must have on side effects of immunizations required prior to major deployments.

(2) *Information sheets.*

(a) Pharmacists from the North Atlantic Regional Command met with CHPPM personnel and developed Deployment Medication Information Sheets (DMIS) on vaccines and other preventive medications service members could receive in preparation for movement or during a deployment. Each DMIS provides basic information in laymen's terms and is divided by subheadings of uses, side effects, precautions, drug interactions, and notes.

(b) Over 30 DMIS are available for medications such as Typhoid, Tetanus, Yellow Fever, Anthrax, Immune Globulin, Cholera, Polio, Ciprofloxacin, Hepatitis A, and Doxycycline. The DMIS are available at Army pharmacies and are posted on the CHPPM homepage, http://chppm-www.apgea.army.mil. In 4th Qtr FY01, the CHPPM DMIS site was linked to the OSD deployment website, http://deploymentlink.osd.mil,

(3) *Dissemination of information.* The DMIS are to be downloaded by the unit medical officer and made available to deploying personnel during soldier readiness processing (SRPs) or other deployment preparation activity. It is the medical officer's responsibility to coordinate with the deploying unit commander to ensure availability and distribution of DMIS specific to their deployment location.

(4) *Marketing.* A memorandum was sent to the Deputy Director for Medical Readiness (J4), 18th MEDCOM Commander, FORSCOM Surgeon, and MEDCOM Regional Medical Commanders requesting the dissemination this information to all possible users within their command. CHPPM disseminated a worldwide message on behalf of TSG during 4th Qtr FY00 marketing the DMIS.

(5) *GOSC review.*

(a) *Oct 97.* The GOSC was briefed on the plan to provide deployment medication information.

(b) *Nov 98.* MEDCOM told the GOSC that the Army does not tell soldiers or their families much about their medications, and that we should not be hesitant to tell soldiers what they are getting.

(6) *Resolution.* The Mar 02 GOSC declared this issue completed based on the availability and accessibility of deployment medication information sheets.

h. Lead agency. DASG-HS.

i. Support agency. USA CHPPM.

Issue 429: Dislocation Allowance for Retiring Soldiers

a. Status. Unattainable.

b. Entered. AFAP XIV; Mar 97.

c. Final action. AFAP XV; May 99.

d. Subject area. Entitlements.

e. Scope. Currently, the Joint Federal Travel Regulation does not authorize retiring soldiers Dislocation Allowance (DLA). Retiring soldiers incur financial expenses similar to those created by permanent change of station moves for which DLA is provided. This is not equitable compensation at a time of declining income.

f. AFAP recommendation. Authorize DLA equal to one month's basic allowance for quarters (BAQ) for each retiring soldier.

g. Progress.

(1) *Analysis.* Estimated annual cost to the Army would be approximately $10M. Currently, retirees receive travel cost to home of record and all authorized pay.

(2) *Legislative attempts.*

(a) The ODCSPER and ASA(M&RA) disapproved forwarding the issue to the Spring 1997 ULB Summit because of fiscal constraints.

(b) The ODCSPER submitted this action for the 2000 ULB Summit. It was disapproved for submission due to funding constraints

(3) *GOSC review.* The Oct 97 GOSC acknowledged the cost is considerable, but requested the issue remain active for at least one more cycle.

(4) *Resolution.* Based on discussion at the May 99 GOSC, this issue was declared currently unattainable, but will be allowed to resurface in 2002.

h. Lead agency. DAPE-PRR-C.

i. Support agency. None.

Issue 430: Distribution of Army Simplified Dividends

a. Status. Completed.

b. Entered. AFAP XIV; Mar 97.
c. Final action. AFAP XVI; Nov 00. (Updated: Feb 00)
d. Subject area. Consumer Services.
e. Scope. Army Simplified Distributions (ASD) are provided to installations where AAFES facilities are located. The loss of revenue for installations that experience the reconfiguration or closing of an AAFES facility results in a loss of money to the installation's MWR fund which reduces the number of programs available and therefore affects quality of life on that installation.
f. AFAP recommendation. Revise the current ASD policy to provide continuity of ASD funds to maintain MWR programs at installations affected by AAFES changes.
g. Progress.
(1) *Validation.* AAFES closed a facility at Fort Richardson which resulted in military personnel at Fort Richardson to patronize the AAFES facility at the adjoining Elmendorf Air Force Base and, thus, a loss of ASD distributions to the Fort Richardson MWR Fund. *Examples of other adjoining bases are McCord AFB/Ft. Lewis, McGuire AFB/Ft. Dix, Pope AFB/Ft. Bragg, and Vogelweh/Kaiserslautern.*
(2) *AAFES position.* The AAFES position on this issue is that any sharing between the Army and Air Force has to be worked out locally.
(3) *Distribution.* For every AAFES profit dollar, AAFES keeps 50 cents for recapitalization, Army gets 30 cents and Air Force 20 cents. The Army splits the 30 cents into core dividends and Army Simplified Dividends (ASD). ASD are returned to the installation at the rate of .4 of 1% of the installation's PX revenue. Army installations receive 100% of the Class VI profits and 80% of the profits from phone contracts.
(4) *MWR Board actions.*
(a) When the issue was presented to the MWR Board of Directors Working Group in Aug 97, they nonconcurred to subsidize Ft. Richardson for the shortfall occurring as a result of the facility closure. A memorandum was sent to all MACOMs relaying the MWR BOD position that negotiating a share in the Simplified Dividend is not desirable Army-wide.
(b) Upon further review of the AAFES dividend disbursement, it was realized that the Army receives its AAFES dividend regardless of whether patronage is at an Air Force or Army PX. However, the Army installation cannot obtain their portion of the dividend since they no longer have revenue on which to base their ASD. The MWR Board of Directors Executive Committee (Feb 00) approved a proposal to provide Fort Richardson with proceeds the Army received from the new AAFES facility at Elmendorf. The proposal passed without comment at the MWR Board of Directors meeting that followed.
(5) *GOSC review.*
(a) *May 99.* The GOSC was told that CFSC is reassessing this issue to ensure that installations receive their fair share of AAFES dollars that are distributed to the Army.
(b) *Nov 99.* The GOSC did not support the MWR EXCOM's position. CFSC said they will resurface the issue at the Jan 00 MWR EXCOM.
(6) *Resolution.* The May 00 GOSC declared this issue completed based on the decision of the MWR Board of Directors to provide ASD to an Army installation whose AAFES customer base patronizes another Service's facility because of the closure of an exchange at the Army installation.
h. Lead agency. CFSC-FM.
i. Support agency. AAFES.

Issue 431: Family Separation Allowance
a. Status. Completed.
b. Entered. AFAP XIV; 1997.
c. Final action. AFAP XV; May 99.
d. Subject area. Entitlements.
e. Scope. Family Separation Allowance Type II entitlement is not sufficient to offset family separation expenses and has not kept pace with yearly inflationary costs as reflected by the Consumer Price Index (CPI). This results in financial hardships for separated family members.
f. AFAP recommendation.
(1) Assess Family Separation Allowance purchasing power to determine if this entitlement has kept pace with cost of living adjustment based on the CPI and changing family needs.
(2) Reform FSA Type II entitlement based on confirmed disparity.
(3) Attach FSA Type II entitlement to the CPI and review annually.
g. Progress.
(1) *Legislative initiatives.*
(a) The 1997 ULB Summit supported an increase of FSA-II from the current $75 per month to $120 per month. The FY98 NDAA increased FSA-II to $100 per month, effective 1 Jan 98.
(b) Initiative to tie FSA-II to CPI was forwarded to OSD in Dec 98 for inclusion in 2000 ULB Summit. OSD disapproved.
(2) *Resolution.* The May 99 GOSC completed this issue based on FY98 legislation that increased FSA to $100/month.
h. Lead agency. DAPE-PRR-C.
i. Support agency. None.

Issue 432: Full Day Kindergarten
a. Status. Completed.
b. Entered. AFAP XIV; Mar 97.
c. Final action. AFAP XXI; Nov 04. (Updated: Nov 04)
d. Subject area. Education.
e. Scope. The current two and one-half hours of instruction in a Department of Defense Education Activity (DoDEA) kindergarten is not an adequate amount of time to begin a child's education. Based on an average six-hour DoDEA instructional day, approximately 126 days are lost per school year when kindergarten programs are two and one-half hours in length. Therefore, the children of the global Army family are not given the same opportunities as some of their CONUS counterparts who attend a full-day kindergarten program.
f. AFAP recommendation. Implement a full-day kindergarten in all DoDEA schools.
g. Progress.
(1) *Funding.* In 1999, DoDEA obtained the full-time equivalents and funding to establish full time kindergarten in DoDEA overseas schools to extend the kindergarten school day from 2.5 hours to 6.0 hours.
(2) *DDESS schools.* Full day kindergarten was already operational in the domestic schools (DDESS).

(3) *Implementation.*

(a) A committee of representatives from the military command, DoDEA Area Directors offices, parents, teachers, district superintendents, teacher's organizations, and school principals developed the full-day kindergarten implementation plan.

(b) Full day kindergarten was phased in the DoDDS overseas schools as facilities, money, and manpower became available. Sites with available classroom facilities were the first to implement full-day kindergarten (FY00). In SY 2004-2005, the full day kindergarten initiative was fully implemented in 96 elementary schools throughout DoDDS.

(4) *GOSC review.*

(a) *Apr 98.* This issue will remain active to pursue funding for OCONUS full-day Kindergarten.

(b) *May 99.* The issue was kept open to monitor the implementation of the full day kindergarten.

(c) *Nov 02.* Full day kindergarten has been implemented in 126 CONUS and OCONUS schools.

(5) *Resolution.* The Nov 04 GOSC determined this issue is completed based on full day kindergarten implementation in 96 overseas elementary schools.

h. Lead agency. DoDEA.

i. Support agency. None.

Issue 433: Geographically Separated Military Spouse Employment Preference

a. Status. Completed.

b. Entered. AFAP XIV; Mar 97.

c. Final action. AFAP XVII; May 01. (Updated 1 Jun 01)

d. Subject area. Employment.

e. Scope. The current military spouse employment preference law and DA policy states that a spouse is only eligible to receive preference when the sponsor is co-located. Many times, mission requirements, such as unaccompanied tours, repatriation, and deployment, prevent military spouses from being co-located. This requirement for co-location negatively affects spouse employment preference eligibility.

f. AFAP recommendation. Amend public law and DA policy to include military spouse employment preference for spouses who relocate when their sponsor is on a non-command sponsored unaccompanied tour. [*Recommendation was refocused by Nov 99 AFAP GOSC. Original recommendation asked for employment preference whenever spouses could not be co-located because of mission requirements.*]

g. Progress.

(1) *Validation.* The geographical location of positions covered by military spouse preference is limited by law to positions in the same commuting area as that to which the military sponsor is relocating. Preference is granted at a follow-on location when the future assignment is identified on the military sponsor's travel orders.

(2) *Implications.* As DoD continues to downsize, expansion of military spouse preference could increase competition for scarce employment opportunities and result in fewer opportunities for spouses that re-locate with their sponsors to a new permanent duty station. Additionally, if Army pursued legislation for spouses of military sponsors, the proposal should be expanded to include spouses of civilian employees who are deployed (e.g., emergency-essential civilians) or accept unaccompanied tours, and to repatriated spouses of civilian employees.

(3) *Army policy on follow-on assignments.*

(a) The Homebase/Advanced Program provides a follow-on assignment either back to the same location (homebase or to another CONUS installation (advanced assignment). Soldiers have the option to leave their families at their losing installation, moving them to the advanced assignment, or declining participation in the HAAP. If they decline to participate, they may move their families to and from a "designated point" or remain at the present location.

(b) US Total Army Personnel Command (TAPC) reports that all soldiers in the grades of E5 through E8, warrant officer, and O1 through O5 on orders to a dependent restricted OCONUS tour are provided a follow-on assignment unless they choose not to participate in the assignment program.

(c) In Dec 00, TAPC sent a message to Personnel Service Centers reiterating that, when applicable, sequential assignment information should always be listed in the "special instructions" section of PCS orders.

(4) *MSP policy.* Current law does not allow spouse preference eligibility if a spouse relocates on his/her own accord while the sponsor is serving on an unaccompanied tour. However, it does allow for spouse registration in the DoD Military Spouse Program if the spouse relocates to the sequential assignment identified on the sponsor's PCS orders. The spouse may register for DoD activities in the commuting area of the sequential assignment at any time during the sponsor's unaccompanied tour.

(5) *Marketing.* In May 01, an article on this topic was published in the Civilian Personnel Bulletin and was sent to Army Community Service and the Army Family Liaison Office for distribution.

(6) *GOSC review.*

(a) *Nov 98.* Following support for this initiative from GOSC members, this issue remains active to monitor the number of registrations and placements.

(b) *Nov 99.* After considerable discussion, the issue remains active to pursue military spouse preference during a non-command sponsored tour.

(7) *Resolution.* The May 01 GOSC declared this issue completed because follow-on assignments are indicated on most unaccompanied PCS orders, thus allowing spouses to receive spouse preference if they move to the follow on assignment.

h. Lead agency. SAMR-CPP.

i. Support agency. PERSCOM.

Issue 434: Military Savings Plan

a. Status. Completed.

b. Entered. AFAP XIV; Mar 97.

c. Final action. AFAP XVIII; Mar 02. (Updated: Jun 02)

d. Subject area. Entitlements.

e. Scope. As a group, soldiers do not have tax-deferred savings plan options which are affordable, flexible, and stay ahead of inflation. The military has no vehicle in place by which to use our "collective buying power" to secure such a savings plan and to protect soldiers from disreputable financial institutions and financial scams.

f. AFAP recommendation.

(1) Secure viable tax-deferred savings plan options (via

automatic deductions/payment plan) through a designated representative on behalf of military members as a collective group.

(2) Provide mandatory information briefings on the Military Savings Plan through chain teaching, upon initial entry into military service, and annually thereafter.

(3) Establish quality control procedures to monitor the Military Savings Plan.

g. Progress.

(1) *History.* This issue was voted the Number One issue at the April 1997 AFAP Conference.

(2) *Legislative initiatives.*

(a) When the Uniformed Services Thrift Savings Plan (TSP) was presented to the 1998 ULB Personnel Summit, Services' support was split and the proposal was voted down due to PAYGO implications. In May 98, members of Congress introduced a bill that would allow military members to save for retirement in a TSP. However, the bill required the initiators find $100M a year to offset the loss of federal income taxes.

(b) The FY01 NDAA provides authority for members of the uniformed services to participate in the Federal Thrift Savings Plan. Military personnel can contribute up to 7% of basic pay and up to 100% of special pays, incentive pays, and bonuses before taxes each month. Total annual contributions are limited to the Internal Revenue Service annual limits. The government is not required to match contributions, but the Secretary of Defense may offer matching contributions to service members in critically manned skills in exchange for a commitment to serve for six years.

(3) *GOSC review.* The Nov 99 GOSC was told that Army will pursue TSP funding and implementation.

(4) *Resolution.* The Mar 02 GOSC declared this issue completed. Sign up for military TSP began 9 Oct 01; the first payroll deduction was in Jan 02.

h. Lead agency. DAPE-PRC.

i. Support agency. None.

Issue 435: Montgomery GI Bill Enrollment

a. Status. Completed.

b. Entered. AFAP XIV; Mar 97.

c. Final action. AFAP XV; Apr 98.

d. Subject area. Force Support.

e. Scope. Soldiers do not fully understand the benefits of the Montgomery GI Bill and the permanent consequences of declining enrollment. Enrolled soldiers may not realize the magnitude of opportunity the Montgomery GI Bill affords. Soldiers who decline enrollment may do so because of inconsistent counseling and information given prior to entry on active duty.

f. AFAP recommendation.

(1) Develop a consistent educational procedure and a checklist for use by recruiting personnel to fully inform soldiers about the irrevocability of a soldier's decision to decline MGIB and the availability of continuing education.

(2) Require use of this educational procedure and checklist by policy or regulation.

g. Progress.

(1) *MGIB briefings.* The MGIB is explained to applicants several times during the recruiting, enlistment, and reception process. It is first explained during the sales presentation, then by the guidance counselor at the Military Entrance Processing Station (MEPS), again at the mandatory Delayed Entry Program (DEP)/Delayed Training Program (DTP) orientation, and again at the Reception Battalion.

(2) *MGIB video.* In Jul 97, the U.S. Army Recruiting Command (USAREC) distributed a video to fully explain MGIB features and procedures for enrollment/declining enrollment. It can be used by recruiters during the sales presentation and again after recruits have joined the Delayed Entry Program.

(3) *Checklist.* A checklist covering required briefing topics was included the update of USAREC Regulation 601-95, Delayed Entry and Delayed Training Program, May 98.

(4) *Welcome Kit.* A DEP/DTP Welcome Kit, fielded May 98, includes useful, as well as mandatory information, for each new enlistee. The kit includes a thorough information paper on the MGIB and requires a DEP/DTP member's signature indicating knowledge and understanding of the program. The recruiter provides the Welcome Kit to each new DEP member within 3-10 days after enlistment.

(5) *Resolution.* The Apr 98 GOSC determined this issue completed based on the improved education of soldiers about the MGIB during the recruitment, enlistment and reception process.

h. Lead agency. DAPE-MPA-RP.

i. Support agency. USAREC RCRO-PP.

Issue 436: Prescription Printout

a. Status. Completed.

b. Entered. AFAP XIV; 1997.

c. Final action. AFAP XVI; 1999.

d. Subject area. Medical.

e. Scope. Not all prescriptions are dispensed with written cautionary information on side effects. Lack of this information may lead to life threatening situations.

f. AFAP recommendation.

(1) Provide through the pharmacy, short, concise print-outs with all dispensed medications listing side effects, cautions, and drug and food interaction.

(2) Amend AR 40-2 to require pharmacies to provide print-outs with all dispensed medications listing side effects, cautions, and drug and food interactions.

g. Progress.

(1) *Cautions.* Pharmacists are required to provide verbal counseling to patients upon dispensing medication. Since reading comprehension levels vary, and written pharmaceutical information can be complex, the MEDCOM does not want written information to become a substitute for verbal counseling.

(2) *System upgrade.* The cost of a system upgrade of CHCS to perform this requirement is approximately $340,000. Systems that will replace CHCS will perform the process automatically. Until such time that CHCS is upgraded or replaced, patients who desire a printed drug information sheet to help them understand their prescribed medication need to ask their pharmacist for one.

(4) *Compliance.*

(a) In Aug 98, MEDCOM sent a memorandum to MTF Commanders instructing them to educate patients on the availability of printed information sheets on their medications upon request.

(b) A message was sent to all Army Pharmacy Chiefs

asking that they post a sign in their patient waiting areas informing patients that printed information on prescribed medications is available upon request. A May 99 survey of all Army Pharmacy Chiefs indicated that all Army pharmacies had appropriate signs posted.

(5) *GOSC review.* The Nov 98 GOSC was informed that the Services are progressing to a system that automatically provides an prescription printout.

(6) *Resolution.* The Nov 99 GOSC declared this issue is completed based on the posting of signs at pharmacy windows informing patients that printed prescription information is available upon request.

h. Lead agency. MCHO-CL.

i. Support agency. Army-DMIS.

Issue 437: Reserve Component Retirement Pay Options

a. Status. Unattainable.

b. Entered. AFAP XIV; Mar 97.

c. Final action. AFAP XVI; Nov 99.

d. Subject area. Entitlements.

e. Scope. America's Army has different standards for Active Component (AC) and Reserve Component (RC) retirement pay. While AC soldiers draw pay immediately upon retirement, RC soldiers must wait until age 60.

f. AFAP recommendation. Authorize soldiers, upon transfer to the Retired Reserves, the option to receive a reduced rate of retirement pay immediately, or to wait until age 60 to receive full retirement pay.

g. Progress.

(1) *Cost of reserve retirement.* The Sixth Quadrennial Review of Military Compensation (6th QRMC) (FY 86) conducted a comprehensive analysis of the Reserve retirement system. The study examined a number of alternatives to the current system, i.e., lump sum payment; an actuarially neutral early annuity; and a two-tier/years-of-service early annuity option. They recommended a two-tier, early annuity option at any point after 20 years of qualifying service. Further examination indicated that this option would be cost prohibitive because it would require an increased payout from the retirement trust fund for the first 13 years after enactment.

(2) *Review.* OSD(RA) indicates that any proposal to change the retirement system would require detailed analysis of funding reprioritizing by each Service. The only activity on this subject is infrequent Congressional inquiries (approximately 4 per year). ODCSPER queried the other Services who all indicate that no proposals are being pursued by them.

(3) *Drawbacks.* Implication of providing a reduced rate of retirement pay upon completing 20 years of RC service include:

(a) Yearly adjustments to retired pay would be in accordance with retired pay COLA.

(b) Upon receipt of the 20 Year Letter, the reservist would be required to make an SBP election, and, if they elect this coverage, deductions would commence immediately.

(c) Upon receipt of the 20 Year Letter, the reservist would be immediately subject to the Uniformed Services Former Spouses Protection Act. Divorce courts would be able to divide the retired pay immediately, rather than delaying action until age 60.

(4) *GOSC review.* The Nov 98 GOSC recommended this issue remain active to work the issue with the other Services.

(5) *Resolution.* The Nov 99 GOSC determined this issue is unattainable based on the absence of support from OSD or the other Services.

h. Lead agency. DAPE-PRR-C.

i. Support agency. None.

Issue 438: Special Supplemental Food Program for WIC for OCONUS Personnel

a. Status. Completed.

b. Entered. AFAP XIV; Mar 97.

c. Final action. AFAP XX. (Updated: Nov 03)

d. Subject area. Family Support.

e. Scope. Section 653, Public Law 103-337 authorized the Secretary of Defense to establish a special supplemental food program for members of the Armed Forces outside the continental United States. The law directed the Secretary of Agriculture to transfer funds to the Secretary of Defense to implement the program. However, due to lack of funding, OCONUS personnel eligible for the Special Supplemental Food Program for Women, Infants and Children (WIC) are not receiving benefits. Failure to resource this program is undermining the readiness of the Force and quality of life.

f. AFAP recommendation. Pursue legislation to appropriate funds to resource the WIC program for OCONUS personnel.

g. Progress.

(1) *Legislative initiatives.*

(a) DOD submitted funding for the WIC Program as an Omnibus legislative proposal in Feb 97. USDA nonconcurred with the DOD request.

(b) The FY98 NDAA authorized DoD to use operations and maintenance funds for WIC overseas pending receipt of funds from Secretary of Agriculture. However, no dollars were added to the USDA budget to fund this program and, without congressional appropriation, USDA did not have funds to support OCONUS WIC.

(c) The FY00 NDAA directed DOD to fund and implement an OCONUS WIC program. DOD secured funding to implement the program in FY01.

(2) *Lead agent.* DOD determined the OCONUS WIC program is a health and nutrition program and transferred proponency from OSD Force Management Policy to OSD Health Affairs (OSD(HA). The DoD Health Affairs/TRICARE Management Agency (HA/TMA) was tasked to implement the program.

(3) *Implementation.* Full implementation was completed in Dec 02. As of Nov 03, 27,793 participants receive benefits at 53 sites in 11 countries in Europe, Pacific, and Latin America.

(4) *GOSC review.*

(a) *Oct 97.* Issue remains active for funding.

(b) *May 99.* An update on FY00 legislative proposals was provided.

(c) *Nov 99.* OSD is developing implementing guidelines for the program.

(5) *Resolution.* The Nov 03 AFAP GOSC declared this issue completed based on full implementation of OCONUS WIC.

h. Lead agency. CFSC-FSA.

i. Support agency. OSD(FM&P).

Issue 440: Revitalize All Army Family Housing and Eliminate the Deficit by 2010
a. Status. Completed.
b. Revision entered. AFAP XIV; Mar 97.
c. Final action. AFAP XX; Jun 04. (Updated: Jun 04)
d. Subject area. Housing.
e. Scope. Army Family Housing (AFH) is unaffordable, and the inventory does not meet current quality standards. Deferred AFH maintenance, repair, and revitalization are estimated to exceed $6B by the turn of the century. The deficit will remain at over 10,000 houses. These conditions adversely impact the quality of life of soldiers and their families.
f. AFAP recommendation.
(1) Eliminate all inadequate AFH units and deficit by 2010 using a combination of privatization of AFH operations in the U.S. and plus up of revitalization funds in foreign areas.
(2) Demolish unneeded, excess houses.
(3) Increase the availability of affordable off-post housing.
g. Progress.
(1) *Issue history.* The Oct 97 AFAP GOSC directed the drafting of a new AFAP issue to address the elimination of the housing deficit and revitalization of Army Family Housing. Issue 67, "Family Housing Deficit Elimination" (which entered the AFAP in 1983 as "Family Housing Availability") was combined into this issue.
(2) *Army housing.*
(a) In May 01, the Army had about 109,000 sets of family quarters that housed 25% of Army families. The deficit was about 7500 units across the Army. The Installation Status Report (FY00) indicated that 78% of Army quarters are inadequate (maintenance, mechanical systems, square footage, amenities).
(b) Using a combination of traditional Military Construction, operations and maintenance support, privatization, and divestiture, the Army is programming full sustainment of the owned inventory in FY 2006 and the elimination of all inadequate houses by 2007 (except for foreign areas which we are delaying until FY 08 to provide time to make adjustments once final stationing decisions are made).
(3) *Privatization projects.* As of Jun 04, 80% of the Army's U.S. inventory is either complete or officially programmed. Fourteen installations have been privatized and twelve are in the process. In FY05 seven more will be privatized. The FY06-10 POM contains sufficient funds to privatize another twelve installations. By 2016, all CONUS housing will be privatized. In Korea and Germany, the Army has proposed large build-to-lease programs.
(5) *Demolition*. DA continues to fund demolition of excess, or units that are not economical to repair under the HQDA Demolition Program thereby reducing out year expenses.
(6) *CHRRS.* Army continues to emphasize CHRRS programs such as the Rental Set-Aside, Utility/Security Deposit and Volunteer Realtor Programs which find landlords who are interested in renting at a soldier's allowance level plus waiving credit reports and security deposits.
(7) *GOSC review.*
(a) *Nov 99.* In FY01, the Army will put $100M into CONUS family housing and $60M into OCONUS. At this rate, OCONUS family housing will reach adequate standards by 2010. Adequate standards in CONUS will not be achieved until 2035 at current funding and privatization rates.
(b) *Nov 00.* The VCSA reiterated his support for privatization, noting that the infrastructure on our installations is decaying faster than we have the capacity to fix or revitalize it.
(c) *May 01.* The GOSC provided details about the new housing and communities being built through privatization.
(8) *Resolution.* The Jun 04 GOSC declared this issue completed based on the success of privatization and its timeline.
h. Lead agency. DAIM-FD.
i. Support agency. SAILE(I&E).

Issue 441: Financial Planning Education
a. Status. Completed.
b. Entered. AFAP XV; Apr 98.
c. Final action. AFAP XX; Jun 04. (Updated: Jun 04)
d. Subject area. Force Support.
e. Scope. Lack of consumer skills and training in basic financial management practices result in difficulties which degrade soldier and unit readiness, morale, and retention. Without accessible and continuous counseling and education, financial difficulties will remain a training distracter.
f. AFAP recommendation.
(1) Establish a full time command financial specialist (CFS) position at battalion level Army wide.
(2) Institute standardized training for the CFS similar to that given at III Corps. Establish an additional skill identifier to reflect this training.
(3) Establish financial management education beginning at lowest levels in Army school systems.
g. Progress.
(1) *Validation.* Approximately 30% of soldiers have some type of financial problems during their first years on active duty, with debt collection agencies interfacing with 21% of those soldiers.
(2) *Army position.* At this time, HQDA DCSOPS cannot add NCO positions to the Force Structure to resource a full-time command financial specialist (CFS) position at battalion level Army-wide. Decisions to divert critical NCO leadership to meet other requirements regardless of merit, remain a prerogative of command. Many units are establishing a Command Financial Specialist (CFS) position by making it an additional duty. Examples of successful endeavors in this effort include Forts Bragg, Campbell, Carson, Hood, Lewis, and Stewart. These NCOs are trained and monitored by the local ACS Offices. MACOMS, Corps, and individual units are accomplishing all this with very limited efforts and support from HQDA.
(3) *Financial planning training.*
(a) In Oct 98, two hours of financial planning training was included in basic training
(b) In Jan 99, two hours of financial training were included in Advanced Individual Training (AIT).
(c) In Jan 99, soldiers began to receive eight hours of instruction at their first duty station after AIT.
(d) Army Family Team Building training was re-

placed with the Training Support Package, "Supervised Financial Readiness Planning" in the PLDC course in Jan 00.

(e) Since 1 October 2003, Financial Planning has been initiated in PLDC, BNCOC, and ANCOC. In PLDC, the Training Support Package (TSP) (L229) identifies ways to promote good financial management, good credit, and investment options. The TSP (L329) in BNCOC provides information on warning signs on too much credit and debt management, different insurance options and how they work and government credit card use. ANCOCs TSP (L429) focuses on the sources of retirement income, the process to purchase a home and the proper use of the government credit card.

(4) *GOSC review.*

(a) *Nov 98*. Army-wide implementation of the CFS program would commit over 400 SGTs or SFCs in the active component alone. The SMA said the Army cannot dedicate an NCO out of every battalion, but can make every platoon leader a counselor through the schoolhouses. The VCSA said the III Corps fix is not an Army position right now and the Army will go after the solution in a systemic, long-term approach with TRADOC education.

(b) *Mar 02*. The VCSA directed a Sergeants Major review of the financial education program to determine the adequacy of time and quality of the program used in basic training and AIT, materials provided at unit level, and type of financial training needed for NCO and Officer education systems.

(5) *Resolution.* The Jun 04 GOSC determined this issue is completed. Financial management education has been established in the Training Support Package at each level of NCOES in addition to required financial training at the first duty station.

h. Lead agency. DAMO-TRI.

i. Support agency. TRADOC.

Issue 442: Lack of Benefits Due to Geographic Location

a. Status. Completed.

b. Entered. AFAP XV; Apr 98.

c. Final action. AFAP XXI; May 05 (Updated: May 05)

d. Subject area. Entitlements.

e. Scope. A soldier's assignment requiring duty away from a military installation limits benefits to soldiers and family members. Non-availability of these resources (i.e. commissary, PX, fitness centers, child care, etc.) creates a financial hardship.

f. AFAP recommendation. Monetarily compensate soldiers for additional expenses incurred due to the lack of access to military facilities based on their geographic location.

g. Progress.

(1) *Validation.* HQDA is aware that soldiers serving in isolated duty locations incur greater out-of-pocket expense than soldiers serving on an installation. This issue has been cited during Congressional hearings.

(2) *Hardship Duty Pay (HDP).* The FY98 NDAA allows up to $300 per month (CONUS/OCONUS) for hardship assignments. OSD initiated the HDP change effective 1 Feb 01. The OSD Working Group did not approve Army's request to include CONUS isolated duty in its parameters. Many OCONUS sites are designated HDP-L sites, and members receive from $50-$150 per month while serving in these areas.

(3) *CONUS COLA.* A recommendation to lower the CONUS COLA threshold 1% was not approved for FY02 or FY03 legislation. The net effect would add 14 cities to CONUS COLA and $25 additional dollars for CONUS COLA current recipients. *This initiative is tracked in AFAP Issue 451.*

(4) *Parking fees.* Paid parking for ROTC, Recruiters and MEPCOM personnel was authorized in the FY00 NDAA, effective 1 Oct 01.

(5) *Support services.* Commanders of remote units can seek assistance for contracting support services (e.g., gymnasium and child care) from the US Army Community and Family Support Center.

(6) *Working Group.* The VCSA tasked G-1 to work a new definition of this issue (Nov 02 GOSC). A Working Group comprised of ARSTAF CSMs and SGMs with a wide range of experience in isolated duty areas met in Fall 02 to review benefits currently offered members on an installation and to discuss alternatives and solutions.

(a) The group defined isolated duty as those assignments where service members were not near an military installation and could not avail themselves of benefits normally associated with living on or near an installation. Lack of benefits was determined to mean: commissary and post exchange, gas stations, gymnasiums, childcare facilities, TRICARE/ Dental care, motor pool/craft shops, and other MWR activities.

(b) The Office of the Surgeon General advised that TRICARE Prime Remote should take care of the majority of medical care problems for remote soldiers.

(c) The working group agreed that the chain of command could provide a contract for both the childcare facilities and gymnasiums.

(d) Commissary benefits, installation support, i.e., gas stations and MWR activities were discussed at length. Consensus was that isolated problems could be taken care of with chain of command involvement. The group concluded that command input and training could assist isolated soldiers in effectively integrating into the non-military community.

(e) Conclusion: Isolated duty assignments need to be considered within the context of a soldier's entire career. Although housing allowances and expenses may vary between assignments, pay raises and changes to the allowances provide soldiers an expectation of a constant level of income. The study concluded that rather than pay soldiers a special allowance, the Army's priority needs to be all soldiers' base pay.

(7) *GOSC review.*

(a) *Nov 98.* This issue will continue to review allowances that would help offset cost of living at isolated duty stations.

(b) *Mar 02*. The VCSA asked the staff to focus this issue – to work with the MACOMs to understand all the needs and get a better definition of the issue.

(c) *Nov 03*. The VCSA asked G-1 to make this issue more specific and recraft it to look at other things we can do to improve the quality of life for Soldiers in isolated locations.

(d) *Jun 04*. GOSC did not concur with unattainable status. Issue remains active for proponents to pursue initiatives that will improve living conditions for geographi-

cally isolated Soldiers.

(8) *Resolution.* The May 05 GOSC determined this issue is completed, noting that legislative changes (pay raises, increased BAH, TPR) have alleviated some of the financial hardship associated with duty away from a military installation. Other improvements include more efficient processing of authorizations for military personnel to receive civilian dental care and initiatives to contract for child care facilities and fitness centers. Commanders also use work-arounds such as training holidays to allow Soldiers and families to drive to a nearby installation for exchange, commissary, military treatment facility, etc.

h. Lead agency. DAPE-PRC.

i. Support agency. None.

Issue 443: Lack of Choice In Family Member Dental Plan

a. Status. Completed.

b. Entered. AFAP XV; Apr 98.

c. Final action. AFAP XVI; Nov 00. (Updated: Sep 00)

d. Subject area. Dental.

e. Scope. Currently, there is only one choice in the Family Member Dental Plan. Enhancements such as general anesthesia and extended orthodontic coverage have been repeatedly requested by family members. The present plan is not flexible enough for changing family needs.

f. AFAP recommendation.

(1) Maintain current dental plan as a basic option.

(2) Implement additional options for services not covered in the basic plan to include general anesthesia, increase the lifetime cap of orthodontic care, and eliminate age restriction on orthodontic care.

g. Progress

(1) *Validation.* Previous AFAP proceedings have identified the TFMDP benefit structure as an area of interest. TRICARE Management Activity (TMA) is aware of concerns about the level of dental benefits.

(2) *"Option" plan.* The TMA reviewed the existing dental plan and other commercial benefit packages. A "basic plan with extra coverage options" is not feasible in insurance plans because of adverse population selection. The only people who would select increased service coverage would be those who would use those extra services. Therefore, the extra premium costs will likely be more than the actual cost of the additional covered services. Insurance is feasible only when the risk is spread among a large population pool.

(3) *New contract.* The 2000 TFMDP contract includes coverage for general anesthesia, raises the lifetime maximum orthodontic benefit from $1200 to $1500, and increases the maximum age limit for orthodontic coverage from 18 years to 23 years. Orthodontic coverage for all ages would have raised the premium price for all enrollees above the maximum amount mandated by public law and, therefore, was not included in the new plan. In Apr 00, TMA awarded the new contract to United Concordia Companies, Inc. (the current contractor). Implementation of the new benefits began 1 Feb 01.

(5) *GOSC review.*

(a) *Nov 98.* If improvements to the dental package are approved, a decision must be made whether to modify the existing contract or wait for renewal of the FMDP. Issue remains active to review options.

(b) *Nov 99.* A new family member dental plan contract was released for bid on 5 Nov 99.

(6) *Resolution.* The Nov 00 GOSC determined this issue is completed based on the Feb 01 implementation of the new TFMDP which expands orthodontic benefits and covers general anesthesia.

h. Lead agency. MCDS

i. Support agency. OTSG.

Issue 444: Retirement Benefits/Entitlements -- Perception of Erosion

a. Status. Completed.

b. Entered. AFAP XV; Apr 98.

c. Final action. AFAP XVI; Nov 99.

d. Subject area. Entitlements.

e. Scope. The perception of some members of the Total Army Family is that the government is breaking faith by reducing and eliminating retirement benefits for those who serve our country. Existing transition programs under Title 10, i.e. ACAP, will end in FY99. The lack of predictability regarding entitlements and benefits erodes trust and causes retention disparity. This adversely impacts readiness throughout the Army.

f. AFAP recommendation.

(1) Establish a Bill of Rights for individuals based upon initial entry into the service which educates soldiers on what they can expect upon retirement.

(2) Establish a Total Army Family educational/outreach program to communicate and market soldier benefits to the current and future force.

(3) Continue resourcing the entire transition program, i.e., benefits and ACAP.

g. Progress.

(1) *Bill of Rights.*

(a) Upon initial enlistment all soldiers are given in writing very specific guarantees that the Army is able to support, i.e., Montgomery GI Bill, Army College Fund, Loan Repayment, Cash Bonus, Military Occupational Specialty Training, and Station/Unit/Command Area of choice.

(b) The Army does not support a Bill of Rights for Soldiers. The Army does not have the authority to obligate the government to guarantees of future entitlements. Legal entitlements to retirement benefits for DoD beneficiaries; i.e., health care, pay, commissary, exchanges, and use of military installation facilities are established by Congress in statutes, which constantly evolve with each fiscal year authorization act.

(3) *Communication and marketing of benefits.* The Army informs soldiers of current benefits. We cannot predict what our future benefits may hold.

(4) *ACAP.* ACAP receives funding from DoD and the Army. In 1999, DOD funding for ACAP was $13M, the Army supplement was $16M.

(a) In Oct 98, the DCSPER and SMA co-chaired a Senior Policy Review Council comprised of military and civilian leadership to review the transition needs of the soldiers of the 21st Century. The council recommended that ACAP continue as an important element of the personnel life cycle process; that services continue to include individual counseling and resume assistance; that ACAP leverage technology to off-set funding and manpower reductions; and that the Army re-establish a minimal level of funding to maintain current services.

(b) In 1999 the DCSPER Manning PEG accepted and validated a critical funding level of $5.3M throughout the POM years. However, funding was reestablished at $2-2.6M per year for FY01-05. In Aug 99, following the VCSA's request to band ACAP services with required funding, supplemental Army funding was received ($5.3M) for FY00 with reduced funding level for the POM years FY01-05.

(5) *GOSC review.*

(a) *Nov 98.* The VCSA expressed legal concerns about the Bill of Rights portion of this issue and directed that the issue be refocused on the ACAP recommendation.

(b) *May 99.* The VCSA asked the Adjutant General to band the ACAP funding requirement and said Army would look at it.

(6) *Resolution.* The Nov 99 GOSC declared this issue completed because the VCSA said that Army would restore funding for the POM years.

h. Lead agency. TAPC-PDT

i. Support agency. DAPE-PRR-C; DAPE-MPE

Issue 445: Shortage of Professional Marriage and Family Counselors (OCONUS)

a. Status. Completed.

b. Entered. AFAP XV; Apr 98.

c. Final action. AFAP XIX, Nov 02 (Updated: Feb 03)

d. Subject area. Medical/Command.

e. Scope. Military families need assistance in coping with pressures in the overseas military environment. Currently chaplains are the major counseling option unless there is abuse. Not all chaplains are trained marital counselors, and cultural circumstances preclude the use of local civilian counseling services.

f. AFAP recommendation. Increase the number of family counselors in overseas areas by increasing active duty social work assets overseas, offering RC family counselors extended overseas tours, and expanding use of contract resources.

g. Progress.

(1) *Validation.* The European Medical Command (ERMC) identified 12 communities (Hanau, Schweinfurt, Mannheim, SHAPE, Katterback/Illesheim/Ansbach, Darmstadt, Kitzingen, Friedberg/Butzbach, Baumholder, Wiesbaden, Grafenwoehr/Vilsek, and Hohenfels) with insufficient resources to handle the need for preventive marriage and family counseling.

(2) *Contract.* A contract for 12 marriage and family counselors for Europe was awarded to SAIC in Oct 99, and by Mar 00, all contracts marriage and family counselors were in place. The contract providers are assigned to the 12 identified communities, under the clinical supervision of the Chiefs of Social Work at the three European hospitals (Heidelberg, Landstuhl and Wuerzburg).

(3) *Funding.* USAREUR agreed to fund contracts through FY01 using contingency operations dollars. The ERMC and US Army Medical Command received approval for FY02-07 funding. Funding projections including inflation are $6M for FY03-07. Per OTSG, the initiative is funded directly out of MEDCOM funds rather than going forward as an unfinanced requirement (UFR) to the POM.

(4) *Assessment.* ERMC is satisfied with the overall operation of the marriage and family therapy contract that provides counseling services in support of families at identified installations. The therapists are well integrated into the military community. SAIC, in collaboration with ERMC, conducts annual training to provide continuing education units (CEUs) and to assure that ERMC-scific training is provided to all contractors. On average, at the 12 marriage and family counseling locations, a client can usually schedule an appointment within 3 days. The average counseling session is 1.25 hours. Several M&F therapists created a marketing spot for Armed Forces Network Radio, a series of short mini-dramas called "Secrets of the Stairwell" which won The Broadcast Product of the Quarter Award for best spot announcement.

(5) *Chaplains.* There are 18 coded Family Life Chaplain (7K) positions in USAREUR. Family Life Chaplains are assigned to fill these positions when available. When there are insufficient Family Life Chaplains, priority goes to the areas with the largest troop density and greatest need. Chaplains who have additional training through the Clinical Pastoral Education internship or a field grade Chaplain with more knowledge of family systems and experience fill the remaining FLC positions.

(6) *GOSC review.*

(a) *Nov 98.* Following a comment from a CONUS based CSM, the VCSA said that he believed this is an Army problem, not just an OCONUS problem, and directed the DCSPER to assess the funding issue.

(b) *Nov 99.* USAREUR confirmed that they would fund $1M for 12 therapists in FY00 and FY01. Other therapists will consist of in-place staff plus TRICARE providers.

(7) *Resolution.* The Nov 02 GOSC declared this issue completed based on the staffing of marriage and family counselor therapists to meet the needs that were identified by ERMC.

h. Lead agency. MSEU-SW

i. Support agency. Chief of Chaplains; OTSG/MEDCOM

Issue 446: Army and Air Force Exchange Service (AAFES) Limited Clothing Selection

a. Status. Completed.

b. Entered. AFAP XVI; Nov 99.

c. Final action. AFAP XVII; Nov 00 (Updated: Nov 00)

d. Subject area. Consumer Services.

e. Scope. AAFES retail outlets do not stock a variety of clothes spanning the price spectrum. Some demographic groups are forced to shop at civilian retailers resulting in loss of MWR revenue. This negatively affects the morale and financial well being of all patrons, especially where the PX is the only shopping option.

f. AFAP recommendation.

(1) Stock small quantities of clothing in each price range rather than large quantities in only a few price ranges.

(2) Establish local inventories based on results of comprehensive survey of all eligible patrons.

g. Progress.

(1) *Store categorization.* AAFES stores have been divided into five major "clusters," or "customer personalities" based on target age, rank, lifestyle, and disposable income. Detailed plans of the sales floor in each cluster have been developed. They identify specific name and proprietary brands that will be sold in each store which will provide a complete breadth and depth of both brands

and price points. The plans are dynamic, in that they can be revised based on changes in the apparel market. They are being used as a basis for future main store renovations and new construction projects.

(2) *AAFES initiatives.* During FY 00, AAFES undertook three major initiatives to meet these goals:

(a) "Best Brands-Best Prices" accentuates its best brand and prices with signs and tickets reflecting the savings over the Manufacturer's Suggested Retail Price. The messages have resulted in significant sales increases over previous years.

(b) Greater emphasis has been given to improving the quality, selection and price point of its proprietary brands, particularly those developed to meet the needs of the active duty military family.

(c) AAFES initiative to provide greater assortment and selection was accomplished by adding more variety by reducing the number of pieces in each of the coordinate groupings.

(3) *Customer surveys.* The combined apparel score from Jun 00 surveys at different Army installations with similar customer characteristics, shows a 6.5% customer satisfaction index increase over the score of similar departments in Nov 99.

(4) *Resolution.* The Nov 00 GOSC declared this issue completed based on the AAFES initiatives that have increased the assortment and selection of clothing in various price ranges.

h. Lead agency. AAFES.

i. Support agency. None.

Issue 448: Basic Allowance for Housing (BAH) Appropriation and Data Collection Criteria

a. Status. Completed

b. Entered. AFAP XVI; Nov 99.

c. Final action. AFAP XVIII; Mar 02 (Updated: Jun 02)

d. Subject area. Entitlements

e. Scope. Current BAH rates fall short of congressional intent. Data collection methods for BAH calculations do not include unique key factors. As a result, soldiers may live in substandard housing or choose to supplement the cost of adequate housing.

f. AFAP recommendation.

(1) Increase the BAH appropriations to meet authorized 85% of the National Median Housing Cost.

(2) Change the data collection process criteria to include factors, such as crime rate, age of housing, condition and housing availability.

g. Progress.

(1) *BAH increase.* Public Law 106-398 (FY00 NDAA) repealed the requirement for service members to pay 15% of their housing cost out of pocket. BAH achieved 11.3% reimbursement on 1 Jan 02; 100% reimbursement is programmed for FY05.

(2) *Quality criteria.* Criteria such as schools, crime rates, and facilities standards were defined in May 00. Census Tract data methodology was utilized during the 2001 BAH data collection process. The data collection process addressed all quality criteria except schools. Data was used to develop the BAH rates for 1 Jan 01.

(3) *GOSC review.* The SMA told the MACOM representatives at the May 00 GOSC that they needed to get involved with the housing survey at their installations to make sure the survey data is based on where soldiers live.

(4) *Resolution.* The Mar 02 GOSC declared this issue completed based legislation that has increased BAH rates, and the use of housing costs submitted by local commands as the primary data source for BAH rates. Emphasis was placed on the fact that housing costs submitted by local commands are key to accurate BAH rates.

h. Lead agency. DAPE-PRC

i. Support agency. None

Issue 449: Child Care Funds for Family Member Training

a. Status. Completed

b. Entered. AFAP XVI; Nov 99.

c. Final action. AFAP XX; Jun 04 (Updated: Jun 04)

d. Subject area. Child Care

e. Scope. Child care funds are needed for family members attending command-sponsored training. These funds are authorized for spouses who attend command-sponsored orientations, but not command-sponsored training. Lack of funding prevents attendance at these courses and may adversely affect family readiness.

f. AFAP recommendation. Change Army Regulations 608-1 (Army Community Service) and 215-1 (MWR Activities and NAF Instrumentalities) to reimburse child care costs for family members attending command-sponsored training such as Operation Ready, English as a Second Language, Budget, Wellness, and Army Family Team Building.

g. Progress.

(1) *Regulatory review.* No changes in regulatory guidance, e.g., AR 215-1 and 608-10 regarding the use of APF to fund command sponsored child care is required. Since APF are authorized, NAF may not be used to reimburse child care costs for family members attending command sponsored training (para 4-11n, AR 215-1).

(2) *Funding.* The estimated annual cost to fund child care during command sponsored training is $1.3 M. This issue was not supported as an emerging requirement in the FY05 POM.

(3) *Process.* Funding for hourly care for command-sponsored training will remain decentralized and managed locally within existing command and activity budgets.

(a) Local ACS offices are authorized to budget APF for these costs.

(b) Some Chaplains have established a process for funding group hourly care through a Memorandum of Agreement (MOA) with Installation CYS programs. This MOA can be modified to meet the needs of other installation activities.

(c) Installation activities in need of hourly care for command-sponsored training may arrange transfer of funds to installation CYS to offset the cost of care during command sponsored training.

(4) *GOSC review.* At the Nov 03 GOSC, following request to broaden this issue to address the Guard, Reserves, and other geographically isolated units, the VCSA said he would like to give visibility to UFRs having to do with the Guard and Reserve family support programs.

(5) *Resolution.* The Jun 04 declared this issue completed. No regulatory changes are required. APF may be used to provide child care for command-sponsored train-

ing. Use of APF for this purpose will remain decentralized and managed locally within existing command and activity budgets.
h. Lead agency. CFSC-FP
i. Support agency. CFSC-CYS; CFSC-SP

Issue 450: Clothing Replacement Allowance (CRA)
a. Status. Unattainable
b. Entered. AFAP XVI; Nov 99.
c. Final action. AFAP XVII, May 01 (Updated: Jun 01)
d. Subject area. Force Support
e. Scope. Current Clothing Replacement Allowance (CRA) only replaces a portion of required issue items and does not adequately assist the soldier in replacing and purchasing uniform items. Establishing a debit system would eliminate improper use of CRA funds and would be cost effective for the soldier and the United States military.
f. AFAP recommendation.
(1) Establish a debit card system that electronically transfers funds to a Clothing Replacement Allowance account on the soldier's anniversary date.
(2) Increase the CRA based on required items.
g. Progress.
(1) *Debit card.* The Sergeant Major of the Army and MACOM CSMs non-concurred with the recommendation to develop and issue a debit card system for CRA. Soldiers purchase military clothing as necessary to replace items throughout the year. Debit card funds may not necessarily be available at the time a purchase is required. It is recognized that there are periods (e.g., when soldiers go to PLDC) that they exceed the annual CRA allocation. There are other years, however, when soldiers do not spend their entire CRA allocation.
(2) *The Clothing Replacement Allowance*.
(a) CRA is computed using the most current required Clothing Bag items and is adjusted annually based on changes in standard price. CRA provides 100% of the replacement cost of required clothing bag items prorated over each item's expected useful life. Useful life is recomputed annually and considers actual annual sales and service population. Between 1985 and 2001 standard CRA has increased from $118.80 to $390.36 per year.
(b) Acquisition planners phase-in new or changed items to deplete existing uniform stocks, enable soldiers to realize the full useful life of uniforms they already possess, provide CRA at the new rates prior to mandatory purchase, and enable manufacturing to meet required production schedules. Between 1996 and 2001, all changes had a phase-in period that equaled or exceeded the useful life of the existing item except for the women's neck tab which has a standard price of $5.10.
(3) *Coordinating change to CRA.* Any new computation method must be applicable to all services and be approved by OSD. At Jun 00 joint services meeting, the Army presented the issue that the CRA is inadequate. The other Services did not agree. OSD requested that the Army develop a method that would allow/justify an increase in the CRA with specific examples to identify why the CRA is inadequate. The Office of the Deputy Chief of Staff for Logistics could not develop a new computation method that would allow/justify an increase in CRA.
(4) *Resolution.* The May 01 GOSC concurred that a debit card system is not warranted and also agreed that the CRA is adequate to "on average" replace Clothing Bag items as required. Issue was declared unattainable.
h. Lead agency. DALO-TST
i. Support agency. DSCP

Issue 451: CONUS Cost of Living Allowance (COLA) Threshold Index.
a. Status. Unattainable
b. Entered. AFAP XVI; Nov 99.
c. Final action. AFAP XXI; May 05 (Updated: May 05)
d. Subject area. Entitlements
e. Scope. The Secretary of Defense establishes the COLA Threshold Index. Current index is at 8%. Areas must meet or exceed the average cost-of-living in the rest of CONUS by at least 8% before service members in that area are entitled to COLA. Many soldiers and family members living in high cost areas suffer financial hardship, often requiring them to work extra jobs/and or seek supplemental services, e.g., WIC or food stamps.
f. AFAP recommendation. Lower the CONUS COLA Threshold Index to 7%.
g. Progress.
(1) *Impact.* Lowering the threshold one percentage point would add 14 cities to the CONUS COLA list and would provide an additional 1% ($25) increase to current CONUS COLA recipients. Cost of lowering the CONUS COLA index to 107% would be approximately $14M.
(2) *Legislative action.*
(a) DCS G-1 submitted a proposal to lower the CONUS COLA threshold from 108% to 107% in the FY02 ULB. The ULB voted against the proposal.
(b) In March 03, the initiative was submitted for FY05 ULB summit and was rejected again.
(c) Discussions with the Chief, Economics and Statistics Branch, Per Diem Travel and Transportation Allowance Committee that determines COLA rates indicated that there is no support by the other Services or OSD to lower COLA index to 107%.
(3) *GOSC review.* At the Nov 02 GOSC meeting, the VCSA said that Army supports a reduction in the CONUS COLA threshold and told G-1 to get the other Services to support it.
(4) *Resolution.* The May 05 GOSC declared this issue unattainable based on the lack of support from the other Services.
h. Lead agency. DCS-G1
i. Support agency. **None**

Issue 452: Crisis Care for Family Members
a. Status. Unattainable
b. Entered. AFAP XVI; Nov 99.
c. Final action. AFAP XVII, May 01 (Updated: Jun 01)
d. Subject area. Family Support
e. Scope. Families in crisis situations often have no place to turn because soldiers do not qualify for the Family Leave Act. Commanders have the ability to address each unique situation by granting leave; however, they must balance mission requirements with family needs. Soldiers and families experience increased stress, lower morale and financial hardship when leave is denied. This could affect soldier retention.
f. AFAP recommendation. Create a resourced program to provide in-home care to assist in crisis situations Army-wide.

g. Progress.

(1) *Definition.* For purposes of this issue, crisis care is defined as a medical situation requiring short term intervention with home care.

(2) *Medical programs.* The US Army Community and Family Support Center reviewed TRICARE policies to identify in-home care benefits.

(a) TRICARE recognizes home health services such as skilled nursing, physical therapy, speech therapy, occupational therapy and medical social services.

(b) Community health nursing and social work service function as links with civilian agencies.

(3) *Army Community Service (ACS).*

(a) ACS makes in-home care referrals to community health nursing, social work service and civilian agencies.

(b) Family Readiness Groups frequently provide support and assistance during crisis situations.

(c) Advocacy is provided to help individuals receive the needed care.

(4) *Community.* Community donations (wives' clubs, private sources and chapels) frequently fund respite care.

(5) *Military.* Military leave policy provides maximum flexibility in crisis situations.

(6) *Resolution.* The May 01 GOSC concurred that in-home care needs are met by existing medical and ACS programs.

h. Lead agency. CFSC-FSA.

i. Support agency. OTSG.

Issue 453: Education Transition Assistance for K-12 Military Family Members

a. Status. Completed

b. Entered. AFAP XVI; Nov 99.

c. Final action. AFAP XX; Nov 03 (Updated: 18 Nov 03)

d. Subject area. Education

e. Scope. The educational progression of military family members can be adversely affected by their mobility and varying educational requirements among schools. The majority of family members attend public schools both on and off-post, over which the Army has little influence. There is no educational transition assistance that allows for students, parents, and commanders to interact with local schools in responding to education issues.

f. AFAP recommendation. Authorize and fund full-time educational liaison staff for every installation.

g. Progress.

(1) *Funding and manpower.* MACOMS identified initial staffing and operational requirements for installation School Liaison Officers (SLO) in Dec 99. Funding was approved ($6.8M for 68 SLOs) beginning FY02. Follow up data call determined need for additional 49 SLOs. Positions were funded for FY03 ($4.9M). No manpower authorizations are needed; positions are supported with appropriated funds under MWR USA practice. Training for SLOs is centrally funded.

(2) *GOSC review.*

(a) *May 00.* Update provided on funding and manpower requirements for a full-time education staff at each installation.

(b) *Nov 00.* Several MACOMs are funding SLO positions out of their own budget.

(c) *Nov 02.* The VCSA stated that the Army will fund the $4.9M SLO buyout in FY03.

(3) *Resolution.* The Nov 03 GOSC determined this issue is completed based on funding for the full SLO requirement (117 positions).

h. Lead agency. CFSC-CYS

i. Support agency. None

Issue 454: Execution of Sponsorship Program

a. Status. Completed

b. Entered. AFAP XVI; Nov 99.

c. Final action. AFAP XXI; May 05 (Updated: May 05)

d. Subject area. Relocation

e. Scope. There is a continuing problem of soldiers receiving ineffective sponsorship upon arrival at their new duty station. Lack of command emphasis results in ineffective assignment of sponsors, unreliable follow through of sponsors and inadequate training of sponsors. This causes undue stress and hardship for soldiers and their families, lowers morale and reduces commitment to their unit.

f. AFAP recommendation.

(1) Mandate addition of sponsorship training to mission task list.

(2) Implement the monitoring and evaluation requirements in AR 600-8-8 and report findings to higher headquarters.

(3) Require a trained sponsorship pool at the unit or installation level to respond to unprogrammed and programmed arrivals.

g. Progress.

(1) *Mission task list.* Per the Deputy Chief of Staff, G-3, it is inappropriate to list Army Community Services (ACS) training requirements on the mission essential task list. AR 608-1(ACS Center) tasks ACS to conduct sponsorship training and the ACS Management Report tracks it.

(2) *Regulatory change.* In 3rd Qtr FY02, the US Army Community and Family Support Center revised AR 600-8-8 to require:

(a) Use of the DA Form 7274 (Sponsorship Program Survey) including sponsorship questions in AR 600-8-8 in the Organizational Inspection Program.

(b) Commanders of major Army commands and field operating agencies to submit a summary of sponsorship issues and trends to USACFSC.

(c) Installation commanders to ensure that a trained sponsorship pool exists at the unit or installation level to respond to unprogrammed and programmed arrivals.

(3) *Sponsorship pool.* AR 600-8-8 requires commanders to appoint a sponsor for incoming personnel. Some commands have implemented innovative strategies to ensure and track a pool of trained sponsors. S-GATE (an automated sponsorship program) is successful in United States Army Europe (USAREUR) and Korea.

(4) *GOSC review.* The Nov 02 GOSC was informed that CFSC will pursue automating sponsorship.

(5) *Resolution.* The May 05 GOSC determined this issue completed based on revision to AR 600-8-8 which put the requirement to monitor and evaluate sponsorship programs in the Organizational Inspection Program and requires commanders to have a trained sponsorship pool at unit or installation level.

h. Lead agency. CFSC-FP.

i. Support agency. HRC.

Issue 455: Extension of Temporary Lodging Expense.
a. Status. Unattainable
b. Entered. AFAP XVI; Nov 99.
c. Final action. AFAP XXI; Nov 04 (Updated: Nov 04)
d. Subject area. Entitlements
e. Scope. The current number of days authorized for Temporary Lodging Expense (TLE) is insufficient. In many saturated and geographically separated unit areas, long term housing arrangements are not readily available to soldiers. During high volume Permanent Change of Station (PCS) periods, turnover and availability can cause extended delays in acquiring housing. Additional time allows the soldier to make informed decisions and provide suitable housing arrangements for their family members.
f. AFAP recommendation.
(1) Change the current maximum TLE entitlement from 10 to 15 days.
(2) Grant Installation Commanders authority to extend TLE beyond 15 days on a case by case basis, not to exceed 30 days.
g. Progress.
(1) *Legislative action.* Army supported a FY02 Unified Legislative and Budgeting (ULB) proposal to extend TLE to 15 days. The initiative was deferred to FY03. It was again considered for FY03, but the DoD deferred it until FY05 due to lack of funding. Expanded TLE was not submitted for FY05 and FY06 due to the cost and lack of Service support. The cost estimate for an extension of TLE is $18M.
(2) *TLE changes*. Since 1999, the following changes have been made to TLE:
(a) Initial PCS personnel authorized TLE.
(b) TLE increased from $110 to $180/day maximum.
(c) BAH/BAS offset eliminated--Soldier's BAH and BAS no longer deducted from TLE payment.
(3) *GOSC review.*
(a) *May 00.* Air Force survey indicated that 60% of families use more than their 10-day TLE entitlement during a PCS.
(b) *Nov 03.* Recommendation to close this issue as unattainable was not supported. The VCSA asked G-1 to reframe this issue to focus on granting authority to extend TLE on a case-by-case basis.
(4) *Resolution.* The Nov 04 GOSC closed this issue as unattainable and directed G-1 to craft a new issue to address the re-stationing of Soldiers from Europe and Korea. New issue entered AFAP as Issue 483, "Support for Re-stationed Soldiers."
h. Lead agency. DAPE-PRC
i. Support agency. None

Issue 456: Graduation Requirements for Transitioning High School Family Members
a. Status. Completed
b. Entered. AFAP XVI; Nov 99.
c. Final action. AFAP XVIII, Mar 02 (Updated: Jun 02)
d. Subject area. Education
e. Scope. Department of Defense (DoD) family members who move frequently are burdened with inconsistent school requirements for high school graduation. These variations may prevent a student from graduating with his/her peers even though they may have sufficient credits, but lack one specific requirement unique to an area. Some families are leaving twelfth grade high school students behind to complete their senior year, thus disrupting the family unit and creating additional financial and emotional hardship.
f. AFAP recommendation.
(1) Develop and implement a process that allows credits to transfer so that students can graduate on time with an accredited high school diploma.
(2) Establish criteria to allow service members to extend tour of duty enabling family members to graduate from their current high school.
g. Progress.
(1) *Secondary Education Transition Study (SETS).* The initial SETS results, conducted by the Military Child Education Coalition (MCEC), were presented to senior Army leaders, school superintendents, and school board members 21-23 May 00. The SETS Report, Executive Summary, and Parent Guidebook were published Jul 01 and are available through the Military Family Resource Center by email request, mfrcrequest@calib.com. The major outcome was a SETS Senior Leader Action Plan that included recommendations for addressing graduation requirements and senior moves. Specifically, a memorandum of agreement (MOA) was proposed to address these issues among the nine SETS communities.
(2) *Memorandum of Agreement (MOA).* The Senior leaders from the nine SETS communities (Forts Benning, Bragg, Lewis, Sill, Hood, Campbell, Bliss and Tagu (Korea) and Baumholder (Germany) signed MOA for SY 2001-02. The MOA contains protocols and suggestions for easing transition, e.g. options and opportunities for earning graduation credit, information about state testing, and high school diploma reciprocity. Since Jul 01, 60 additional school systems have signed the MOA.
(3) *Road Map for military students.* SETS provides recommendations to parents and students through the "Academic Passport" which outlines types of classes students should take during the high school years to facilitate credit transfer. That information is provided to parents/students through School Liaison Officer workshops, the Child and Youth Services website, AFTB classes, community forums and meetings.
(4) *Army Education Summit*. An education summit (26-28 Jul 00) reviewed youth education issues surfaced from installations, as well as those already in the Army Family Action Plan and the SETS Senior Leader Plan. Graduation requirements and military assignment policy were voted two of the "Top Ten" education concerns at the Summit.
(5) *Youth Education Action (YEA) Group*. The YEA Group was formed to serve as a clearinghouse to address and coordinate all Army youth education initiatives. It is comprised of military and civilian Army members and representatives from other government agencies and private organizations to include the DoD, DEd, Military Child Education Coalition, Association of the United States Army, National Military Family Association, senior spouses and the public school community. An interagency action plan addresses graduation requirements for transitioning high school family members.
(6) *Military assignment policy.* PERSCOM sent implementing instructions to the field (MILPER Message Number 01-135) on 3 Apr 01 that allow soldiers with a

family member due to graduate from high school to initiate a tour stabilization request by submitting DA Form 4187. The application suspense is 12 months prior to the start of the student's senior school year. PERSCOM is the approval authority for all tour stabilization requests.

(7) *GOSC review.*

(a) *May 00.* Graduation requirements are being addressed through the YEA initiative and the senior move policy is being reviewed by ODCSPER.

(b) *May 01*. The MOA was signed by the participating school districts; the Army established a tour stabilization policy for soldiers with HS seniors.

(8) *Resolution.* The Mar 02 GOSC determined this issue is completed based on the Army's senior year stabilization policy, the SETS MOA, and development of the Academic Passport.

h. Lead agency. CFSC-CYS

i. Support agency. None

Issue 459: OCONUS Retiree and DOD Civilian Dental Care

a. Status. Completed.

b. Entered. AFAP XVI; Nov 99.

c. Final action. AFAP XVII; Nov 00. (Updated: Sep 00)

d. Subject area. Dental.

e. Scope. There is limited availability of dental care in Dental Treatment Facilities for OCONUS retirees, DOD civilians, and their family members. Retirees and DOD civilians are not afforded the opportunity to utilize space available dental care. The current definition of space availability, per The Assistant Secretary of Defense (Health Affairs) policy 97-045, prohibits the access to unfilled appointments.

f. AFAP recommendation.

(1) Redefine Policy 97-045 authorizing Dental Commanders more flexibility than the current policy allows for the treatment of retirees, DOD civilians, and their families.

(2) Institute a mechanism to provide space available dental care in dental treatment facilities for OCONUS retirees, DOD civilians, and their family members.

g. Progress.

(1) *Policy clarification.* The US Army Dental Command's (DENCOM's) primary mission is maintaining the dental readiness of active duty soldiers, and, as such, is not resourced to provide routine dental care to OCONUS retirees, DOD civilians, and their family members. Health Affairs' Policy #97-045 permits routine care for other than active duty beneficiaries when the dental readiness of supported units is more than 95%.

(2) *Unfilled appointments.* HA Policy #97-045 does not specifically address unfilled appointments, but the Army Dental Command permits local commanders to maximize efficient use of resources and available, unfilled appointments. This occurs by allowing OCONUS retirees, DOD civilians (at HA approved fee schedules), and their family members to use unfilled appointments that are not filled by active duty personnel or their family members. DENCOM reiterated their policy on broken and unfilled appointments to all OCONUS dental treatment facilities, Mar 00. This policy complies with DOD(HA)'s interpretation of Policy #97-045.

(3) *Priority.* DENCOM policy and procedure already supports space available care to OCONUS retirees, DOD civilians, and their family members IAW established priority of care (active duty (highest) followed by family members of active duty, retirees, FM of retirees, and DOD Civilians (at the required fees)). If a clinic is unable to fill treatment time with an AD patient, a standby patient from another beneficiary category may receive treatment.

(4) *Treatment.* Each clinic will establish a program to address open treatment time to include:

1. A list of patients who can report to the clinic on very short notice.

2. Alternate methods of filling open treatment time (i.e., extending services provided to patients presently undergoing care, providing additional treatment for sick call patients, or performing active duty examinations).

3. A process that allows non-active duty patients to stand by in a clinic for care if open treatment time occurs.

(5) *DoD policy.* Army requested that Department of Defense (Health Affairs) amend Policy #97-045 to authorize OCONUS dental clinics more flexibility to treat retirees, DOD civilians, and their families. DoD(HA) responded that they did not believe that the policy required revision, preferring that local dental commanders develop space-available dental care policies based on the local needs, as long as they comply with existing regulations and policies.

(6) *Resolution.* The Nov 00 GOSC declared this issue completed because Health Affair's policy gives local commanders latitude to manage appointments and schedule retirees, DoD civilians and their families into unfilled appointment slots.

h. Lead agency. DASG-HS-CD.

i. Support agency. ASD\HA, MCDC.

Issue 460: Official Mail Limitations of Family Readiness Group (FRG) Newsletters

a. Status. Completed

b. Entered. AFAP XVI; Nov 99.

c. Final action. AFAP XIII; Mar 02 (Updated: Aug 01)

d. Subject area. Family Support

e. Scope. The current DoD mail regulation (DoD Official Mail Manual 4525.8-M) is too restrictive as to the content of FRG newsletters. The dissemination of information and promotion of unit cohesion are important missions of FRGs. Personal and social information links family members and promotes unit cohesion. The current interpretation of the DoD official mail manual does not allow for this type of information to be included in an "official" newsletter mailed via the DoD mail system.

f. AFAP recommendation. Change interpretation or amend DoD Official Mail Manual 4525.8-M to allow FRG newsletters to include personal and social information that has a positive impact on unit cohesion and esprit de corps. Examples include FRG events, birth announcements, and promotion announcements.

g. Progress.

(1) *Policy change.*

(a) The Office of the General Counsel reviewed this initiative in Sep 99, and in Jan 00, CFSC proposed an interpretation of the existing language that allows limited unofficial information that is otherwise legal and incidental to the mailing's official purpose. Final language approved by Military Postal Service Agency (9 May 00)

reads as follows:

C1.3.12. Information that would otherwise be unofficial may be included in official command publications such as daily, weekly, housing, and family support group-type bulletins/newsletters when the local commander determines its dissemination will contribute to morale or esprit de corps. Such information may be included only if it is not otherwise prohibited by this manual, it does not exceed 20 percent of the printed space used for the official information, there will be no increase in cost to the Government, and it does not include personal wanted/for sale advertisements.

(b) The DoDI 4525.8 and 4525.8-Manual are on line at **http://www.dtic.mil/whs/directives/**. The information was disseminated by message to MACOMs and installations on 28 Jan 02.

(2) *GOSC review.*

(a) *May 00.* The Office of the General Counsel approved inclusion of unofficial information in FRG newsletters (unless specifically prohibited) as long as it does not exceed 20% of printable space and there is no increase in government cost.

(b) *Nov 00.* The revision to the DoD Mail Manual should occur by Jan 01.

(5) *Resolution.* The Mar 02 GOSC declared this issue to be completed based on the publication of the DOD Mail Directive and revised Manual to allow limited items of unofficial information to be included in family readiness group newsletters as long as they are not specifically prohibited by the Manual.

h. Lead agency. CFSC-SP

i. Support agency. MPSA-OMM

Issue 461: Pay Table Reform

a. Status. Completed

b. Entered. AFAP XVI; Nov 99.

c. Final action. AFAP XX; Jun 04. (Updated: Jun 04)

d. Subject area. Force Support

e. Scope. The enlisted pay table is not consistent with the requirements and demands of military service. Comparing entry-level military service to entry-level civilian jobs to determine the base of the military pay table (E-1pay) is a false comparison and creates a false base. The base of the pay table should reflect the responsibilities and training requirements of junior enlisted personnel. The table should continue to build through the enlisted grades, commensurate with increased levels of responsibility. The FY00 targeted pay raise further distanced enlisted and officer pay. An E-6 with 14 years of service received a 5.7% pay raise to earn $2192/month, while an 03 with 3 years of service received a 7.3% pay raise to earn $3113/month. Pay table reform is critical to the recruitment and retention of a quality military force.

f***. AFAP recommendation***:

(1) Determine if base-level pay is sufficient and if military pay should be based on civilian comparability.

(2) Study the relationship between officer and enlisted pay and determine if pay levels are consistent with responsibility and experience.

(3) Reform enlisted pay tables based on study results.

g. ***Progress:***

(1) *QRMC review.*

(a) Under the provisions of section 1008 (b) of title 37, United States Code, every four years the President must direct a complete review of the principles and concepts of the compensation system for members of the uniformed services.

(b) The 9th QRMC released its report on military compensation in Mar 02. Data and analyses suggest that military pay – particularly for mid-grade enlisted members and junior officers – has not kept pace with compensation levels in the private sector. Today's force is more highly educated than in the past and the current pay table may not include a high enough premium to sustain this more educated force. Adjustments in both level and structure of the pay table are needed.

(2) *Pay table.* Based on analysis conducted by the 9th QRMC, DoD established as a benchmark that military compensation should approximate the 70th percentile of earnings of civilians with comparable education and years of experience. The compensation of mid-grade and senior enlisted personnel was below the 70th percentile benchmark.

(3) *Pay raises*. Targeted pay raises were implemented in the FY03 and FY04 budgets that continued incremental corrective action proposed in the 9th QRMC report. Change must be incremental because of the magnitude of the increase required to fully fund the recommendations of the 9th QRMC. Pay raises 2000-2005: 2000 - 3.7%, 2001 - 4.8%, 2002 - 4.6%, 2003 - 4.1%, 2004 - 4.1%. President's 2005 Budget - 3.5% is programmed.

(4) *GOSC review.*

(a) *May 00.* GOSC was informed that the best way to make adjustments to military pay is through the 9th QRMC.

(b) *Nov 03.* Incremental pay raises continue.

(5) *Resolution.* The Jun 04 GOSC declared issue completed. Pay raises have brought the NCO Corps up to the levels that the 9th QRMC recommended in Mar 02.

h. Lead agency. DAPE-PRC

i. Support agency. OSD-FMP-MPP, SMA, Other Services, RAND Corporation

Issue 462: Personnel Tempo/Deployment Tempo

a. Status. Completed

b. Entered. AFAP XVI; Nov 99.

c. Final action. AFAP XX; Nov 03 (Updated: Nov 03)

d. Subject area. Force Support

e. Scope. Increased mission requirements under current force structure have a serious negative impact on today's Army. Current operational deployments are affecting retention and overall quality of life for Army soldiers and their families.

f. AFAP recommendation. Stop the drawdown and increase personnel to meet mission requirements.

g. Progress.

(1) *Drawdown.* The drawdown ended in 1995.

(2) *Personnel.*

(a) Significant improvement in unit personnel from FY99 to FY03 due to the CSA Manning the Force initiative markedly improved personnel readiness as demonstrated in 100% aggregate fill of major combat units, to include those deployed to OEF/OIF.

(b) The Army meets and exceeds its Force Structure Allowance (FSA). Current Army FSA is capped at 480K. FY03 Army End Strength equaled 499.3K. The

FY04 NDAA caps Army End Strength at 482.4K. The Secretary of the Army may approve an additional 2%; the Secretary of Defense may approve an additional 3%. The Army FY04 End Strength is projected at 494.8K.

(c) The G-1 does not have the authority to increase the size of the Army. The Army's Force Structure Allowance is established by Congress and driven primarily by the budget. The G-1 is, however, responsible for ensuring Army units are filled to the level of organization as established by the G-3. The G-3 determines the Authorized Level of Organization (ALO) for every unit in the Army. The G-1 then fills the unit to its ALO.

(3) *Force stabilization.* Force stabilization will increase readiness and stability and mitigate negative impact of increased deployments.

(4) *GOSC review.* At the May 00 GOSC, the members were updated on initiatives to track soldier deployment days.

(5) *Resolution.* The Nov 03 GOSC declared this issue based on improvements in personnel readiness as demonstrated by 100% aggregate fill of major combat units.

h. Lead agency. DAPE-MPE-DR

i. Support agency. DAMO-ODR

Issue 463: Quality Military Clothing

a. Status. Completed

b. Entered. AFAP XVI; Nov 99.

c. Final action. AFAP XVIII; Mar 02 (Updated: Jun 02)

d. Subject area. Force Support

e. Scope. Military clothing suppliers are not producing quality products, forcing soldiers to purchase items that do not meet expected wear life. Prices have increased - quality has not.

f. AFAP recommendation.

(1) Open contract bidding to more suppliers to decrease costs.

(2) Enforce quality control and adhere to contract manufacturing standards.

(3) Increase command emphasis of the use of existing quality deficiency reports (QDRs).

g. Progress:

(1) *Contract bidding.* All items procured by Defense Supply Center Philadelphia (DSCP) are solicited on a competitive basis. This has kept prices in check. By statute, the military is required to buy American-made textiles and American garment manufacturers.

(2) *Quality control.* Most of the DSCP items are procured under military specifications. Quality Deficiency Reports (QDRs), the vehicle to track defects, are at an all-time low (*see para 3)*. The Best Value contracting methodology, wherein quality is more important than price, severely limits contractors with bad quality records from receiving new awards.

(3) *QDRs*. HQDA, message, DTG 291341Z Feb 00, was sent to Army commanders and AAFES. At the Nov 00 AFAP GOSC, CSMs were again asked to look for quality problems and to encourage soldiers to submit QDRs if problems were found. In FY01, the Army submitted 248 product QDRs against 49 items ($168K) -- .03% of the $606.5M in clothing purchased from DLA by the Army for FY01. Of the 248 QDRs, 136 were for 23 recruit clothing items; many concerning the Improved Physical Fitness Uniform. These problems have been resolved.

(4) *Price increases.* DSCP contracts are awarded on the basis of competition and price reasonableness. There is no profit in the price of an item. The price the customer pays is what the government pays for the item, plus costs that need to be recovered, such as transportation and handling.

(5) *Battle Dress Uniform (BDU).* The Army Uniform Board met in Jan 01, and the CSA subsequently granted approval to pursue development of a wrinkle-free BDU. At approximately $5 per laundering, over the life of a garment the potential saving to the soldier is much more than the additional $7 these BDUs would cost. Development will include testing and a cost analysis to determine savings to soldiers over the life of the garment.

(6) *GOSC review.* At the Nov 00 GOSC meeting, concern was expressed about the price of the BDU.

(7) *Resolution.* The Mar 02 GOSC declared this issue completed. Military clothing is purchased using best value contract methodology. Quality control does not appear to be a problem based on low percentage of QDRs submitted by soldiers.

h. Lead agency. DALO-TST

i. Support agency. DSCP

Issue 464: Reserve Component Commissary Benefits

a. Status. Unattainable

b. Entered. AFAP XVI; Nov 99.

c. Final action. AFAP XVII; May 01 (Updated: Jun 01)

d. Subject area. Entitlements

e. Scope. It is inequitable for there to be a minimal number of commissary visits given to the RC forces. Under the current policy, commissary privileges are limited to 24 visits for RC members. Increasing RC commissary visits may enhance the perception of benefit equality and assist retention within the Reserve.

f. AFAP recommendation. Increase RC commissary visits from 24 to 48, in addition to access during active duty.

g. Progress:

(1) *Cost.* Commissaries are supported through appropriated funds. Therefore an increase in commissary access may require an increase in federal funding. Any potential funding impact must be explored before legislation is considered.

(2) *Legislation.*

(a) DOD submitted three proposals between 1990 and 1997 to grant reservists unlimited commissary access.

(b) On 31 Dec 97, Section 1064, Title 10, U.S. Code authorized 24 days of eligibility for each Ready Reservist who earns 50 or more points in a retirement year. These days are in addition to use of commissary during periods of Active Duty.

(c) OSD indicated that Congress would not support future proposals to extend commissary visits based on the 1997 legislative change from 12 to 24 visits.

(3) *Resolution.* The May 01 GOSC concurred that expanding RC commissary benefits is unattainable at this time.

h. Lead agency. DAPE-PRR-C

i. Support agency. None

Issue 466: Standards and Regulatory Material for Army Family Action Plan (AFAP) and Army Family Team Building (AFTB)

a. Status. Completed
b. Entered. AFAP XVI; Nov 99.
c. Final action. AFAP XX (Updated: Nov 03)
d. Subject area. Leadership
e. Scope. Lack of dedicated standards, and accountability for AFAP and AFTB programs cripples the effectiveness of these programs. Without standardized programs, Army communities are not afforded equal representation through grassroots input and educational empowerment. Absence of these programs diminishes quality of life, self-reliance, and confidence within the total Army family.
f. AFAP recommendation.
(1) Develop and implement program standards for AFAP and AFTB requiring at least one key standard reported to the MWR Board of Directors.
(2) Update AFAP and develop AFTB program circulars outlining HQDA, MACOM, and installation responsibilities.
(3) Publish a letter from the Chief of Staff of the Army (CSA) and the Sergeant Major of the Army (SMA) directing all subordinate command teams to actively support AFTB and mandating that information about AFTB be included in local command orientation programs.
g. Progress. *(In Jan 00, the AFTB/AFAP funding component of this issue was transferred to Issue 421 and CSA/SMA program endorsement was transferred from Issue 421 to this issue.)*
(1) *CSA and SMA Proclamation.* On 16 Dec 98, the CSA and SMA jointly signed a proclamation designating 16 Dec as AFTB Day. In this memorandum the CSA and SMA encouraged command teams to embrace and fully support AFTB.
(2) *Program Standards.*
(a) AFAP baseline standards: The AFAP program has four key standards that are reported to the MWR Board of Directors (a designated AFAP manager; annual installation AFAP forums; annual mid-level AFAP forums; and a Commander's AFAP Steering Committee).
(b) AFTB baseline standards: In Sep 02, the MWR Working Group approved three AFTB baseline program standards. These standards will track whether the installation has a designated AFTB Program manager, conducts the minimum number of Level One courses; and has a minimum number of DA-certified AFTB Master Trainers to work the program.
(3) *Accreditation.* Both programs developed accreditation standards. Implementation was initiated in FY02 in concert with ACS accreditation visits. .
(4) *Regulations.* The AFAP regulation (AR 608-47) and AFTB regulation (AR 608-48) were published in Nov 03.
(5) *GOSC review.*
(a) May 00. Updates were provided on the development of program standards and the milestones for program regulations.
(b) Mar 02. Program standards have been established for AFAP and are pending approval for AFTB. Program accreditation is being accomplished in concert with ACS accreditation. AFAP and AFTB regulations are undergoing legal review.
(6) *Resolution.* The Nov 03 GOSC declared this issue completed based on implementation of AFAP and AFTB baseline and accreditation standards and publication of respective Army regulations.
h. Lead agency. CFSC-FP
i***. Support agency.*** None

Issue 467: State Laws Impacting Military Families
a. *Status.* Completed
b. *Entered.* AFAP XVI; Nov 99.
c. *Final action*. AFAP XX; (Updated: Jun 04)
d. *Subject area.* Family Support
e. Scope. Soldiers and family members who are transferred from one duty station to another are repeatedly subjected to a variety of state laws. Military families often face financial hardship because of differences in state laws concerning tuition, taxation, employment, vehicle registration, licensing and titling. The Army Legal Assistance Policy Division has drafted a proposed Model Uniform Code of Rights and Protections for Members of the Uniformed Services to resolve these and other issues. Adoption of such a code will ensure uniformity between state laws regarding the rights and obligations of soldiers and family members.
f. AFAP recommendation. Adopt a Model Uniform Code of Rights and Protections for Members of the Uniformed Services.
g. Progress.
(1) *Model code*. Army drafted a model code that contained 14 provisions. Two former provisions (universal acceptance of powers of attorney and wills prepared by military assistance officers) were eliminated after they became federal law. The Draft Model Code, sent to DoD in Feb 01, was never forwarded it to the National Conference of Commissioners on Uniform State Laws.
(2) *Legislation.*
(a) During the 107th Congress, the House Veterans Affairs Committee expressed interest in updating the Soldier's and Sailor's Civil Relief Act. The services were able to include provisions to accomplish three of the most import goals of the Model Code.
1. Permit termination of a real property lease by active duty soldiers moving due to PCS moves or deployment orders.
2. Provide protections from personal property taxes for property owned jointly by a servicemember and spouse
3. Prevent states from increasing the tax bracket of a nonmilitary spouse who earned income in the state by adding in the service member's military income for the limited purpose of determining the nonmilitary spouse's tax bracket.
(b) The revision did not make it out of the Veterans Affairs Committee in the 107th Congress, and was reintroduced in the 108th Congress. The House Veterans Affairs Committee removed the language that would provide protection from personal property taxes for property owned jointly by a servicemember and spouse. The Senate added language that would allow a servicemember to terminate a motor vehicle lease if they are deployed for over 180 days or receive PCS orders to an OCONUS location. On 19 Dec 03, President Bush signed legislation creating the Servicemembers Civil Relief Act
(4) *GOSC review.*
(a) *May 00*. TJAG explained that the Model Code packaged the most military-friendly provisions of various state laws.

(b) *May 01*. The GOSC was informed of recent additions to the model code.

(5) *Resolution.* The Jun 04 GOSC declared this issue completed. Although most of the provisions in the Model Code were not adopted, passage of the Servicemembers Civil Relief Act (SCRA) favorably resolved several key issues.

h. Lead agency. DAJA-LA

i. Support agency. None

Issue 468: TRICARE Chiropractic Services

a. Status. Completed.

b. Entered. AFAP XVI; Nov 99.

c. Final action. AFAP XVIII; Mar 02. (Updated: Jun 02)

d. Subject area. Medical.

e. Scope. Chiropractic care is not an established TRICARE benefit. Soldiering is inherently a physically demanding occupation. Soldiers and other beneficiaries use chiropractic services at their own expense. The preliminary results from the recent Chiropractic Health Care Demonstration Program (CHCDP) indicate there is a demand for chiropractic care and that participants consider chiropractic services valuable.

f. AFAP recommendation. Institute chiropractic services as a TRICARE benefit to cover all categories of beneficiaries.

g. Progress

(1) *Chiropractic demonstration*. TMA delivered the final report of the Chiropractic Health Care Demonstration Program to Congress, 3 Mar 00. The executive summary report states that while implementation of chiropractic services is feasible, the incorporation of chiropractic care within the DOD is not advisable. The report stated that full implementation of chiropractic care services for the DOD beneficiary population at this time would likely require reducing or eliminating existing medical programs that already compete for limited Defense Health Program dollars.

(2) *Legislation*. The FY01 NDAA authorized a five-year phase-in of chiropractic services for all active duty military personnel at designated military medical treatment facilities (MTFs). It also expanded the scope of chiropractic services to include, at a minimum, care for neuro-musculoskeletal conditions typical among military personnel on active duty. Congress did not appropriate funding for the active duty chiropractic services authorized in the NDAA. MEDCOM funded the Army initiative for FY02; TMA submitted an unfinanced requirement for $107.6M to cover FY03-07 program cost.

(3) *Implementation*. Per the FY01 NDAA, chiropractic services will continue at Forts Benning, Carson, Jackson and Sill, and Walter Reed Army Medical Center for active members only. Over the next five years, chiropractic services will phase in at other MTFs. Forts Bragg, Hood, and Campbell are in the second phase and Forts Meade, Stewart and Lewis are in the third phase.

(4) *Resolution*. The Mar 02 GOSC determined that this issue is completed based on legislation that authorized chiropractic care for active duty members and the Army's development of a phased-in implementation plan.

h. Lead agency. DASG-HS-PA

i. Support agency. OTSG

Issue 469: TRICARE Prime Copayments for Emergency Room (ER) Services

a. Status. Completed

b. Entered. AFAP XVI; Nov 99.

c. Final action. AFAP XVII, May 01 (Updated: Jun 01)

d. Subject area. Medical

e. Scope. Military families have to render a co-payment when they use civilian emergency rooms or urgent care centers under the TRICARE program. Currently, the co-payments for family members enrolled in TRICARE Prime are $10 for family members of E-1 to E-4 service members, $30 for E-5 and above.

f. AFAP recommendation. Eliminate all copayments for these type of services when used by family members enrolled in TRICARE Prime.

g. Progress.

(1) *Legislation*. The FY01 NDAA eliminated TRICARE Prime co-payments for active duty family members. The provision was implemented 1 Apr 01.

(2) *Resolution*. The May 01 GOSC declared this issue completed based on FY01 legislation that eliminated all co-payment for family members enrolled in TRICARE Prime.

h. Lead agency. TRICARE Management Activity and MCHO-CL-M

i. Support agency. Health Policy and Services Directorate, TRICARE Division

Issue 470: TRICARE Personnel Training

a. Status. Completed.

b. Entered. AFAP XVI; Nov 99.

c. Final action. AFAP XVIII; Mar 02. (Updated: Jun 02)

d. Subject area. Medical.

e. Scope. Beneficiaries complain about poor customer service, billing errors, and conflicting information. TRICARE staff persons are not effectively and routinely evaluated for proficiency and updated on procedural changes. This creates frustration for TRICARE eligible beneficiaries due to billing errors and conflicting information.

f. AFAP recommendation

(1) Establish initial and refresher training requirements.

(2) Evaluate success of the training on basis of customer satisfaction to include analysis of complaints and billing errors.

g. Progress.

(1) *Training.* TRICARE University offers web-based distance learning courses in TRICARE tailored to train BCACs, DCAOs, and Health Benefits Advisors. All military Health System employees can access the site.

(2) *Other resources.* Various tools are available to assist beneficiaries.

(a) Guidance on implementing the Beneficiary Counseling and Assistance Coordinators (BCAC) program was distributed to Army military treatment facilities (MTFs) 4th Qtr FY00.

(b) The Debt Collection Assistance Officer (DCAO) Program, established in 3rd Qtr FY00, assists beneficiaries with outstanding claims. The average time to resolve an Army DCAO claims case is 25 days.

(c) The TRICARE Help email Service (THEMS) assists with beneficiary issues and provides accurate and

timely information. This program has been expanded to all military Services and receives about 700 inquiries per month. THEMS provides fact sheets on topics such as claims and helps alleviate problems by identifying common mistakes and indicating how to prevent them.

(d) TMA provides toll-free telephone numbers to assist beneficiaries with all types of questions. The numbers are: 1-877-DOD-MEDS for the Senior Pharmacy program, 1-888-DOD-LIFE for the TRICARE For Life program, 1-800-903-4680 for the National Mail Order Pharmacy program and 1-800-538-9552 for DEERS updates.

(3) *Evaluation of training*. Army beneficiaries' level of satisfaction with interpersonal relations remains high (90%) for outpatient encounters (TMA monthly customer satisfaction survey , 4th Qtr FY01).

(4) *GOSC review*. The May 01 GOSC was informed of the various initiatives to improve customer service, reduce billing errors and conflicting information about TRICARE benefits.

(5) *Resolution*. The Mar 02 GOSC declared this issue completed based on TMA programs that enhanced staff training, beneficiary interface and assistance, and claims processing.

h. Lead agency. DASG-TRC

i. Support agency. TRICARE Management Activity (C&CS)

Issue 471: TRICARE Standard/Extra Deductible Categories

a. Status. Completed.

b. Entered. AFAP XVI; Nov 99.

c. Final action. AFAP XVII; May 01 (Updated: Jun 01)

d. Subject area. Medical.

e. Scope. There are only two deductible categories for active duty family members. The two categories are E-1 to E-4 and E-5 to 0-10. Increasing the number of deductible categories makes payment structure commensurate with service member's income.

f. AFAP recommendation. Create a minimum of four TRICARE standard/extra deductible categories based on service member's pay grade.

g. Progress. .

(1) *Additional deductible categories.* Adding more deductibles for the few beneficiaries who choose other than TRICARE Prime will further complicate the program and is inconsistent with other AFAP recommendations to better educate beneficiaries on the benefits of TRICARE Prime. TRICARE Management Activity's (TMA's) analysis indicates the high cost of implementing multiple deductibles for those who choose other than TRICARE Prime is not cost effective.

(2) *TRICARE Prime*. TRICARE Prime provides enhanced preventive care programs at the least cost to the government and is the recommended health benefit program. The FY99 National Defense Authorization Act (NDAA) requires automatic enrollment of all E1-E4 ADFMs in TRICARE Prime. The rule was published 28 Jun 00.

(3) *Resolution*. The May 01 GOSC declared this issue completed since the legislative changes authorized by the FY01 NDAA, combined with the high rate of acceptance of TRICARE Prime and TPR, eliminate the need to create additional deductible categories.

h. Lead agency. TRICARE Policy Branch, OTSG

i. Support agency. TRICARE Management Activity

Issue 472: TRICARE Vision Plan

a. Status. Unattainable

b. Entered. AFAP XVI; Nov 99.

c. Final action. AFAP XVII, May 01 (Updated: Jun 01)

d. Subject area. Medical

e. Scope. Glasses, contact lens exams, and contact lenses are not TRICARE benefits for all categories of beneficiaries. Contact lens services are available through the Medical Treatment Facility for medically indicated or mission required personnel. Other individuals must pay for contact lenses and glasses. This results in significant out-of-pocket expenses. Comprehensive vision care is a prime quality of life issue for the Total Army Family.

f. AFAP recommendation. Establish a TRICARE Vision plan to include coverage for the cost of glasses, contact lens exams, and contact lenses for all categories of beneficiaries.

g. Progress.

(1) *Current benefit*.

(a) Effective 1 Oct 00, the TRICARE Clinical Preventive Services Vision Care benefit authorized a biennial comprehensive eye exam for all TRICARE Prime enrollees with no co-pay. It does not include materials, contact lens fittings or follow-ups. The annual comprehensive eye exam benefit for diabetics is unchanged.

(b) According to 32 CFR 199.4, Basic Program Benefits, eyeglasses, spectacles, contact lenses or other optical devices are specifically excluded except under very limited and specific circumstances. These circumstances include times when an optical device functions in place of the crystalline lens (cataracts), post retinal detachment surgery and with certain corneal diseases or irregularities. Medically indicated contact lens and spectacles are currently available to all categories of beneficiaries. Mission required contact lens are available only to active duty personnel.

(c) The Frame of Choice spectacle program is available as a Quality of Life program for active duty only.

(d) Per AR 40-63, Ophthalmic Services, retired service members can receive one pair of standard military spectacles per year by presenting a current, valid spectacle prescription at any military optometry clinic.

(2) *Commercial policies.* Review of several commercial benefit packages indicated that:

(a) Annual comprehensive eye examinations are generally covered ,and a contact lens evaluation may be substituted for the annual comprehensive eye exam. Cosmetic contact lens examinations are authorized with and without co-payments, subject to fixed fee schedules or with an additional point-of-service fee.

(b) When spectacles and contact lens materials were offered as a covered benefit, they tended to be at an additional premium cost, as a discount on materials purchased, or according to a fixed fee schedule allowance. Some packages ($120-$180 per year) offered comprehensive eye examinations and materials (spectacles or contact lenses) but not cosmetic contact lens evaluations.

(d) The copayment, fixed fee schedule or point of service cost of cosmetic contact lens fitting in commer-

cial benefit packages varied from $0-$300 depending on the type of contact lens required.

(3) *Cost.* The cost to provide materials (spectacles or contact lenses) ranged from $119M for an annual benefit (replacing frames every two years and spectacle lenses every year or contact lenses every year) to $89M for a biennial benefit (spectacles every two years or annual contact lenses replacement). Eye examinations (annual for contact lens wearers/biennial for spectacles) would increase costs another $13M.

(4) *GOSC review.* The May 00 GOSC requested OTSG look at this issue in subsets.

(5) *Resolution.* The May 01 GOSC declared this issue unattainable based on cost to expand TRICARE coverage to include spectacles, contact lenses, and contact lens examinations.

h. Lead agency. DASG-HS

i. Support agency. TMA

Issue 475: Active Duty Spouse Tuition/Education Assistance

a. Status. Unattainable

b. Entered. AFAP XVII, Nov 00

c. Final action. AFAP XX (Updated: Nov 03)

d. Subject area. Force Support

e. Scope. The Department of the Army does not provide spouse tuition assistance. Due to Army Operational Tempo/Personnel Tempo, frequent relocations, and remote assignments, Army spouses face significant challenges with employment and local educational requirements. The current definition of Total Family Income adversely impacts Army families' ability to qualify for financial assistance. Providing tuition assistance will increase educational and employment opportunities and promote family self-reliance.

f. AFAP recommendation. Establish and fund a program Army-wide for spousal tuition assistance.

g. Progress.

(1) *Validation.* Over the years, tuition assistance for spouses has been a much sought after opportunity. In 1997, at the request of the CSA, Army Emergency Relief (AER) began a pilot program offering educational grants to spouses residing with soldiers assigned OCONUS. (*See Issue 416)* The Voluntary Education Service Chiefs agree that Spouse Tuition Assistance would be well received, but not at the expense of the active duty program.

(2) *Cost.* The Education Division estimates initial spouse tuition and administrative costs at 50%, 75% and 100% rates at $36.7M, $57M and $80.3M, respectively. These estimates were coordinated with the Army Budget Office (ABO).

(3) *Decision paper.* The G-1 nonconcurred with a decision paper for a tuition assistance (TA) program for Army spouses, noting the unfinanced requirements for tuition assistance for active duty soldiers.

(4) *GOSC review.* At the Nov 02 GOSC, the Adjutant General (TAG) recommended the issue be declared "Unattainable". The Army Budget Office questioned the cost estimate and the VCSA directed a review of the cost.

(5) *Resolution.* The May 03 GOSC declared this issue unattainable based on the cost of a spouse TA program and the continuous demand for Soldier TA funding.

h. Lead agency. TAPC-PDE

i. Support agency. Army Budget Office

Issue 476: Adoption Reimbursement in Overseas Areas

a. Status. Completed

b. Entered. AFAP XVII, Nov 00

c. Final action. AFAP XX (Updated: Nov 03)

d. Subject area. Family Support

e. Scope. AR 608-12, Reimbursement of Adoption Expenses, is based on federal statute 10 U.S.C. Section 1052. The statute allows reimbursement of adoption expenses through a qualified adoption agency, i.e., a state or local government agency which has responsibility under state or local law for child placement through adoption or any other source authorized by state or local law to provide adoption placement if the adoption is supervised by a court under state or local law. Service members stationed in a foreign country or U.S. territory cannot be reimbursed for adoption expenses. Denying reimbursement of adoption expenses discourages adopting children OCONUS and is inequitable to current adoption reimbursement policy in CONUS.

f. AFAP recommendation. Authorize reimbursement of adoption expenses incurred by service members serving in a foreign country or U.S. Territory.

g. Progress.

(1) *Issue history.* In Jun 02, the VCSA concurred with a USARPAC request to reopen this issue to track a legislative change being advanced by OTJAG that would recognize certain agencies overseas as meeting the requirements for adoption and adoption reimbursement.

(2) *Assessment.* Service members stationed in a foreign country or U.S. territory <u>are</u> eligible for reimbursement (up to $2000) if the adoption is arranged by a U.S. qualifying adoption agency. Foreign adoption agencies are not viewed within the definition under Federal statute and DOD directive as a qualifying agency for authorized reimbursement of adoption expenses. AR 608-12, Reimbursement of Adoption Expenses, was rescinded in Jul 95. Department of Defense Instruction 1341.9 (Department of Defense Adoption Reimbursement Policy) and the Defense Finance and Accounting Service, Cleveland Center Instruction 1341.1 (Reimbursement of Adoption Expenses) provide guidance for authorization of reimbursement expenses to soldiers consistent with federal law.

(3) *Legislative attempt.* The ULB Summit approved a legislative proposal for the FY04 legislative cycle. However, the Office of Management and Budget disapproved this proposal in Feb 03 citing concerns that it might be subject to abuse.

(4) *Assistance.* Army legal assistance attorneys can steer potential adoptive parents to stateside agencies, which can work with a foreign adoption agency, thereby qualifying for the adoption reimbursement.

(5) *GOSC review*. The Mar 02 AFAP GOSC recommended this issue be completed based on guidance that was being sent to the field outlining overseas adoption procedures soldiers should follow.

(6) *Resolution*. The Nov 03 GOSC declared this issue completed because Army legal assistance attorneys can guide potential adoptive parents to qualified stateside adoption agencies who can work with foreign adoption agencies and thereby meet requirements for adoption reimbursement.

h. Lead agency. DAJA-LA
i. Support agency. DAPE-PRC

Issue 477: Dissemination of Accurate TRICARE Information
a. Status. Completed
b. Entered. AFAP XVII, Nov 00
c. Final action. AFAP XIX, Nov 02 (Updated: Feb 03)
d. Subject area. Medical
e. Scope. Current information on TRICARE services and benefits is not provided consistently to all eligible beneficiaries. TRICARE websites are a valuable resource, providing information about each region's TRICARE benefits. However, these sites often contain outdated information and are not updated in a timely manner. When arriving at a new duty station, soldiers are not receiving accurate regional TRICARE information. Furthermore, when soldiers are in transition, TRICARE procedures are unclear. These inaccuracies result in eligible beneficiaries not receiving valuable information on a consistent basis and the possibility of incurring non-reimbursable expenses.
f. AFAP recommendation.
(1) Require on-going updates of TRICARE websites with revision dates posted.
(2) Require a mandatory briefing on TRICARE services during in- and out-processing for all Permanent Change of Station moves.
g. Progress.
(1) *Validation.* A review of 38 websites belonging to Army Medical Department medical/hospitals, TRICARE MCSC, and TMA/Health Affairs validated inadequate TRICARE updates and posting of revision dates.
(2) *MEDCOM policy change.* A governing directive, OTSG/MEDCOM Regulation 25-1, AMEDD Information Management, was published and disseminated that establishes policy for keeping web sites current with periodic updates. The policy is applicable to all AMEDD organizations.
(3) *TMA changes.* OTSG personnel have worked with TMA and MCSC to effect changes to their web pages; the web sites now contain current information and dates of last update.
(4) *TRICARE briefings during in- and out- processing.* On 11 Jan 01, the U.S. Total Army Personnel Command issued a MILPER message establishing the requirement to include TRICARE education and enrollment information during in- and out-processing at all Army installations. MEDCOM forwarded a 23 May 01 memorandum to Army Regional Medical Commands to direct use of the standard in- and out-processing briefing for all service members upon arrival at new duty installations. Information on the on-going in-/out-processing briefings was added to Army Surgeon General (SG)/Deputy SG Command and General Staff College (C&GSC) and Pre-Command Course (PCC) briefings.
(5) *Marketing.* OTSG/MEDCOM and the TRICARE Marketing Office are continuously producing marketing items to keep beneficiaries informed on TRICARE and to provide assistance with healthcare issues. The Army's TRICARE Help e-mail service; new Army wallet-sized TRICARE compact disk (CD) and information card; and the Army's Provider magazine are examples of new and on-going products that are accessible and available in distribution. Also, marketing materials have been developed and disseminated for newly activated reservists.
(6) *Resolution.* The Nov 02 GOSC determined this issue is completed because revision dates are posted on medical/TRICARE web sites, and TRICARE is now briefed during in- and out-processing for PCS moves.
h. Lead agency. DASG-TRC
i. Support agency. U.S. Army Personnel Command and TRICARE Management Activity

Issue 481: Federal Employee Paid Parental Leave
a. Status. Unattainable
b. Entered. AFAP XVII; Nov 00
c. Final action. AFAP XVIII; Mar 02 (Updated: Jun 02)
d. Subject area. Employment
e. Scope. Neither a paid maternity/paternity leave or a leave savings account exists for federal employees. Currently, federal employees use a combination of sick, annual, and leave without pay to care for either newborn or adopted children. The depletion of sick and annual leave forces an employee to go into a leave without pay status during times of sickness or emergency. An alternative may be to have those employees who want parental leave buy into a leave savings account.
f. AFAP recommendation. Create a leave savings account or Federal employee paid parental leave program.
g. Progress.
(1) *Study.*
(a) House Report 106-1033 for H.R. 5658 (Public Law 106-544), directs Office of Personnel Management (OPM) to conduct a study to develop alternative means for providing Federal employees with at least 6 weeks of paid parental leave associated with the birth or adoption of a child. OPM was required to report to the Senate and House Committees on Appropriations on the expected rates of utilization of parental leave and views on whether parental leave would help the government in its recruitment and retention efforts generally, reduce turnover and replacement costs, and contribute to parental involvement during a child's formative years.
(b) The study stated that the Federal Government's leave policies and programs compare favorably with benefits offered by most private sector companies. Human resources directors in Federal Executive departments and agencies overwhelmingly indicated that an additional paid parental leave benefit would not be a major factor in enhancing their recruitment and retention situations.
(c) To determine whether a new paid parental leave benefit would aid the Federal Government's recruitment and retention efforts, OPM researched existing leave benefits in the non-Federal sector. In the U.S. it was found that paid maternity leave is available for approximately half of the female workforce covered by existing surveys, but the time off is generally paid through temporary disability coverage. Only 7% of new fathers receive paid paternity leave.
(d) Agencies indicated that challenging work, opportunities for training and advancement, and flexible workplace arrangements rank above paid parental leave as factors important in recruiting and retaining a capable workforce. These responses are borne out by research in the private sector which indicates that the quality of the job and the support provided to employees in the work-

place are crucial to employer success in recruiting and retaining a high-quality workforce.

(3) *Resolution.* The Mar 02 GOSC declared this issue unattainable. Federal employees may use work scheduling options, annual leave, sick leave, advance annual, sick leave, paid or unpaid leave under the Family and Medical Leave Act, and donated annual leave under the Federal leave transfer and leave bank programs following birth or adoption.

h. Lead agency. OASA(M&RA)

i. Support agency. OPM

Issue 482: Full Replacement Cost for Household Goods Shipments

a. Status. Combined

b. Entered. AFAP XVII, Nov 00

c. Final action. No (Updated: Jun 01)

d. Subject area. Relocation

e. Scope. Military personnel are compensated at a depreciated rate for lost-damaged household goods that are shipped or stored at government expense. The current depreciation compensation is not sufficient for actual replacement cost, resulting in increased out-of-pocket expenses with each move. Frequent moves and subsequent loss or damage creates a financial burden for the service member.

f. AFAP recommendation. Provide full replacement value (based on pilot programs) for lost or damaged household goods.

g. Progress.

(1) *Validation.* Full Replacement is one of several upgrades identified for improving the current personal property shipping system. These improvements are derived from the early results of personal property pilot tests being conducted within DoD; i.e., Full Service Moving Project, Military Traffic Management Command's (MTMC) Reengineering, and Army Hunter Pilot. The total list of improvements includes enhancements such as: carrier risk analysis, toll free customer service numbers, customer satisfaction survey, direct claims settlement, and future business distribution based on quality and price. These initiatives are being managed by MTMC utilizing a Joint Service Task Force titled Task Force Fix (TFF). A Joint Service General Officer Steering Committee (GOSC) guides TFF. These initiatives, along with full replacement value, were briefed to the Joint Chiefs of Staff (JCS) 18 Jan 01, and it was agreed that although improvements were necessary, funding would be an issue. Preliminary figures developed by MTMC identify cost increases as follows: Cost is for all improvements as a package deal is $263M. (Includes $48M in off-sets from claims and storage in-transit reductions) Army: $99.94M; Air Force: $73.64M; Navy: $63.12M; Marine Corps: $21.04M; Coast Guard: $5.26M. See Issue #307, "Inferior Shipment of Household Goods" for additional information.

(2) *GOSC review.* The May 01 GOSC concurred with combining this issue with Issue 307.

h. Lead agency. DALO-FPT.

i. Support agency. MTMC.

Issue 484: OCONUS Medical and Dental Personnel Shortages

a. Status. Completed

b. Entered. AFAP XVII, Nov 00

c. Final action. AFAP XX; Nov 03 (Updated: Nov 03)

d. Subject area. Medical

e. Scope. There is a shortage of military medical and dental personnel OCONUS. Many military beneficiaries (family members, retirees, contractors) experience delays receiving medical care. The treatment of these beneficiaries results in medical/dental staff servicing more patients than projected by staffing guidelines as established by troop strength. This shortage results in an adverse impact on the medical/dental service for those in their care. Medical and dental personnel shortages directly affect soldiers. Soldiers are not confident that families are being adequately care for, thereby impacting soldier and family well-being.

f. AFAP recommendation.

(1) Increase medical and dental personnel to support the entire OCONUS military community to include family members, civilians, contractors, and retirees.

(2) Require transitional clinic time between incoming and outgoing medical and dental personnel to preserve services and continuity.

g. Progress

(1) Europe

(a) The Europe Regional Dental Command is staffed to support space-required care for Active Duty personnel/family members. Dental readiness rates for soldiers in Europe ranged between 90-95% in 2003. Access to dental care standards for both soldiers and family members in Europe are generally met throughout the command. Retirees and contractors have space available access to dental facilities in Europe when a facility's dental readiness rate is at or above 95%. Also, dental health fairs are held annually in each community during which dentists are available to provide limited dental services, e.g., examinations, teeth cleanings and fillings.

(b) The European Regional Medical Command (ERMC) sent a representative to the USARC training workshop in Aug 02 to discuss backfill requirements for 2003 and obtain additional USAR clinical support. Reserve integration has greatly contributed to a reduction in the number of provider/support staff shortages.

(c) The "Open Access" program offers patients a same day appointment at participating military medical treatment facilities (MTFs) in Europe. As of Nov 03, 15 Army MTFs offer "Open Access". During 2003, the average wait for an appointment at "Open Access" sites has decreased from 3.2 days to 2.2 days, exceeding the TRICARE access standard for primary care.

(d) Cooperation with the Navy and Air Force to enhance medical support has been maximized. ERMC is working with the TRICARE Europe Office to determine areas where additional specialty care services are required and are using the specialty care optimization tool to pinpoint areas where large numbers of personnel are receiving specialty care in the civilian sector.

(e) Business Case Analyses (BCAs) and Venture Capital Initiatives (VCIs) have been initiated where there are direct benefits derived by improving patient access to care, reducing patient care costs, and/or increasing patient satisfaction. BCA/VCI funding was provided to ERMC for projects that increase in-house surgical capability; establish needed services; expand existing operations to meet increased demands (e.g. podiatry, ear, nose

and throat (ENT), audiology, oncology, etc.); and add staffing to increase productivity (e.g. operating room, optometry). The overseas Military-Civilian Health Services Partnership Program is also used to supplement staffing at MTFs with in-house civilian providers.

(2) Korea.

(a) Korea reviewed and optimized templates for all clinics in the 121st General Hospital, resulting in a 34% increase in Primary Care appointments and 19% in overall appointments. Korea also implemented a central appointment service, voice mail, automated call distribution, intercom and other features to enhance staff productivity and telephonic patient consultations. The system offers a central portal for access to facilities and high quality decentralized management of appointments.

(b) Korea developed an Officer Distribution Plan for military physicians, physician assistants, and nurse practitioners throughout Eighth Army which resulted in a redistribution of providers around the peninsula to better cover all beneficiaries.

(c) Korea proactively scheduled RC personnel rotations during the summer under-lap months to mitigate the impact of specialty provider shortages. Korea requested 21 backfills and MEDCOM filled 16 of these requests in the summer of 2003. These personnel were used to cover the time lag between personnel that were selected for Graduate Medical Education departing country and their replacements arriving from CONUS. MEDCOM provided 15 backfills (mostly MDs, some nurses) in summer of 2002. Korea will follow Europe's lead in establishing a relationship with USARC and tapping into their assets for backfill.

(d) The impact of lost provider time because of provider under-lap, field training exercises, or lack of availability is a continuing challenge. One important method for mitigating lapses in personnel strength includes the hiring of additional civilians. Between Jan and Nov 03, the 18th MEDCOM hired 11 people into new positions at the 121st General Hospital. These positions include an anesthesiologist, emergency medicine physician, and 3 nurses (one certified registered nurse anesthetist).

(e) Korea has ten memoranda of understanding (MOUs) with Host Nation facilities throughout all four Areas of the peninsula. Two more will be added. Two of the hospitals with MOUs see patients from Area 1 (2nd Infantry Division (ID)), which has improved beneficiary access to specialty care in these areas.

(3) *Transitional Clinic Time.* Army Human Resource Command (HRC) said it is not able to support the overlap of medical personnel. However, HRC will continue to support the Army Surgeon General's priority of filling medical billets in Germany and Korea before filling those in MEDCOM's CONUS based units. Many medical officers going overseas are completing Graduate Medical Education (GME) programs and are not released until 30 Jun. Medical personnel returning from overseas frequently enter GME programs which all begin on 1 Jul. See information above regarding how under-laps have been addressed in Europe and Korea.

(4) *Resolution.* Issue was declared completed by the Nov 03 GOSC based on OCONUS availability of same day appointments, partnerships to supplement available medical services and collaboration with Navy and Air Force, high dental readiness rates, and summer RC personnel rotations to reduce underlaps when physicians rotate.

h. Lead agency. DASG-PAE, ERMC, 18th Medical Command, Eighth Army

i. Support agency. HQ, MEDCOM; TAPC-OPH-MC

Issue 485: Single Parent Accession

a. Status. Unattainable

b. Entered. AFAP XVII, Nov 00

c. Final action. AFAP XVII, May 01 (Updated: Jun 01)

d. Subject area. Force Support

e. Scope. Recruitment criteria do not allow the accession of single parents into the Army. The Army faces significant challenges meeting its recruitment mission. The effective use of the Family Care Plan ensures single parent and dual military soldiers fulfill family obligations and accomplish the mission. A diverse demographic pool of male and female applicants varying in age, experience, and educational levels is going untapped.

f. AFAP recommendation. Allow the accession of single parents with a validated family care plan into the Army.

g. Progress.

(1) *Validation.* This recommendation has not received validation from the Army leadership. None of the Services accept single parents. The Army assumes a certain amount of risk when military single parents and dual military couples make commitments for childcare. The Army is unwilling to assume the same risk with individuals who do not understand nor have experienced the level of commitment required to support family members and simultaneously their commitment to the Army. The Army is meeting its accession goals without including this high-risk population. Cost for involuntary separation tripled between FY92 and FY00. When this issue was reported out at the Nov 00 AFAP Conference, it was not supported by the GOSC.

(2) *Resolution.* The May 01 GOSC concurred that this is an unattainable recommendation.

h. Lead agency. DAPE-HR

i. Support agency. None

Issue 487: TRICARE Services in Remote OCONUS Locations

a. Status. Completed

b. Entered. AFAP XVII, Nov 00

c. Final action. AFAP XX, Nov 03 (Updated: Nov 03)

d. Subject area. Medical

e. Scope. Command sponsored military families in remote OCONUS locations (i.e., Saudi Arabia, Bolivia, France) do not have access to the same level of care as their CONUS counterparts. When there is no accessible military medical treatment facility, entering into contractual obligations with host nation providers are difficult but essential. In order for the family to receive care, too often the family is required to pay as services are provided. As a result, basic health care needs are not met in a timely manner. Ensuring that families and active duty members have access to healthcare without incurring initial expenses would reduce the challenges of these unique assignments.

f. AFAP recommendation.

(1) Expand personal service contracts within remote OCONUS locations to provide needed healthcare services.

(2) Expand personal service contracts within the host nation to provide needed healthcare personnel.

(3) Establish a system to ensure host nation providers receive payment for services in a timely manner.

g. Progress.

(1) *Issue revision.* In Feb 01, expanding host nation personal service contracts was moved from Issue 484 to this issue.

(2) *Personal service contracts.* The Federal Acquisition Regulation, 37.104, Personal Services Contracts, prescribes requirements to establish a personal service contract. A personal service contract is performed at a government site with tools and equipment furnished by the government. Thus, the definition of a remote site precludes the ability to use personal services contracts and negates this recommendation.

(3) *Claims processing.* A defined foreign claim processing system is in place that promptly pays providers in overseas areas. Since Jan 00, claims processing rates in Europe are among the highest in the TRICARE program, i.e., above the 95% standard for retained claims processed in 30 days. The new International SOS (ISOS) contract for OCONUS remote areas assures host nation providers a guaranteed payment within 30 days. ISOS pays the providers through a direct deposit system established between ISOS and the provider.

(4) *Personal Services Contract in host nation.* Army medical treatment facilities (MTFs) in Europe continue to maintain and establish new personal services contract. TRICARE Europe established a preferred provider network (TEPPN) in host nations consisting of both health care professionals and institutions that are available to beneficiaries. Health care clinics in US embassies provide some routine care and minor treatment to eligible beneficiaries assigned to the embassy. In Korea, Memoranda of Understanding have been established with 10 new hospitals.

(5) *Project teams.* An OCONUS Integrated Project Team (IPT) developed a single concept of operations for accessing medical/dental care overseas, with improved access to care as a primary objective. The IPT worked to improve healthcare access in overseas locations. Short term and long-term strategies were developed to address the immediate healthcare needs of CENTCOM and TRICARE Europe. The Claims WIPT addressed issues associated with OCONUS claims development, claims processing jurisdiction and Third Party Liability (TPL), and reviewed OCONUS authorization processes. The Dental WIPT addressed development and improvement of dental education and outreach for Active Duty family members overseas, retirees/family members' access to overseas dental treatment facilities, and improvements to the dental screening process for family members transferring overseas.

(6) ISOS. Active Duty (AD) service members and families using the ISOS network do not pay up-front, out-of-pocket expenses or file claims. The system is cashless and claimless. However, if AD members or family members use other than an ISOS network, they must pay up front and file the claim.

(a) In Feb 01, TRICARE Latin America and Canada (TLAC) contracted with ISOS to provide referral networks. The TLAC ISOS contract was subsequently extended to 18 CENTCOM countries. In Central/South America and in the Western Pacific, there is a partnership with ISOS to establish a network of quality healthcare providers and hospitals for TRICARE Overseas Prime enrollees.

(b) Expanding the ISOS network to Europe and other CENTCOM & EUCOM countries as a phase in approach expanded the coverage to 146 countries. The award for the TRICARE Global Remote Overseas Healthcare contract was made to ISOS on 06 Dec 02. The two-phased start-up began as scheduled on 01 Sept 03 with continuation of ISOS services in TRICARE Pacific and the expansion of services to remaining areas in TRICARE Europe and TLAC on 01 Oct 03.

(7) *GOSC review.* The May 01 GOSC was briefed on initiatives to address medical care in remote locations.

(8) *Resolution.* The Nov 03 GOSC declared this issue completed based on robust OCONUS preferred provider networks, high claims processing rates and contract with International SOS (ISOS) to provide cashless/claimless healthcare in remote overseas areas.

h. Lead agency. DASG-TRC

i. Support agency. TRICARE Management Activity

Issue 489: Allocation of Impact Aid to Individual Schools

a. Status. Unattainable

b. Entered. AFAP XVIII, Mar 02

c. Final action. AFAP XIX, Nov 02 (Updated: Feb 03)

d. Subject area. Education

e. Scope. Impact Aid funds go to the school district for distribution, but may not necessarily go to the school in which military children are enrolled. These students have academic and social concerns due to their frequent relocations. Families need an advocate to ensure a portion of Impact Aid is allocated appropriately to deal with these issues. Quality education is a fundamental right of every child.

f. AFAP recommendation.

(1) Assign a military command representative to influence distribution of Impact Aid at the school district.

(2) Direct a portion of Impact Aid funds to the specific programs that address the needs of military children.

g. Progress.

(1) *Background.* Impact Aid funds are an important source of federal income for school districts that educate federally connected children and help ensure military children are provided quality education. Managed by the Department of Education, Impact Aid funds are intended to offset the loss of local tax revenue and are deposited into the school district's general fund account, just as property taxes are. In effect, Impact Aid is the federal government's "tax payment" to the local school district for property taken off the local tax rolls; therefore, Impact Aid funds are intended by law to be treated as other local tax revenue. Military family members often misunderstand the intent and use of Impact Aid.

(2) *Command involvement.*

(a) The Army's installation School Liaison Program has greatly increased local command involvement with community school boards. Installation commanders or

designated representatives are encouraged to regularly attend school board meetings as observers or non-voting members. In some instances, communities have a military voting member on the board.

(b) Attendees at the Jul 02 Army Education Summit supported and cited the importance of command involvement with local school boards.

(c) A memorandum from Chief of Staff, Army, 1st Qtr 03, reinforces the importance of command involvement with local school systems.

(3) *Impact Aid.*

(a) Impact Aid is an important source of funding for federally impacted schools; consequently, there is a strong coalition of organizations that lobby Congress for full funding each year. Army solicited advice in Jul 02 from the Department of Education (DoE) and the Office of the Secretary of Defense Educational Opportunities Directorate (responsible for the DoD Supplemental Impact Aid program).

(b) The National Association of Federally Impacted Schools (NAFIS), the Military Impacted Schools Association (MISA), and the National Military Family Association (NMFA) stated that they would oppose any Army effort to direct Impact Aid funds to specific programs, usurping the intent of the Impact Aid Statute and the decision-making process exercised by locally-elected school boards. Both MISA and NMFA felt the best approach to addressing this issue is to have an active duty military person as a nonvoting member of the local school board. The DoE also supports the principle of local control of education and recommends that the military community continue to be actively involved at the local level.

(4) *Resolution.* The Nov 02 AFAP GOSC determined this issue is unattainable because it violates the principle of local control of education. Impact Aid advocacy organizations and government agencies recommend continued military community involvement at the local level.

h. Lead agency. SAMR-HR

i. Support agency. CFSC.

Issue 490: Annual Vision Readiness Screening

a. Status. Completed

b. Entered. AFAP XVIII, Mar 02

c. Final action. AFAP XXI, May 05 (Updated: May 05)

d. Subject area. Medical

e. Scope. Current mission requirements mandate a standard of vision readiness that is not being met. Deployment delays occur when soldiers do not meet vision readiness requirements. Timely deployment and safety are compromised by the necessity of last minute vision testing and the delay in issuance of corrective eyewear.

f. AFAP recommendation.

(1) Require annual vision readiness screening for all soldiers (Active, Guard and Reserve). Fund required follow-up exams.

(2) Fund and issue military eyewear when necessary.

g. Progress.

(1) *Validation.*

(a) A Service member is visually ready when he/she has the visual acuity required for his/her mission, and is optically ready when he/she has the required military optical devices, per the Tri-Service Ophthalmic Regulation, AR 40-63. Multiple studies over the last 12 years reveal that a large number of service members are not visually or optically ready to deploy and must seek vision care at the deployment site.

(b) Before the current policy was developed and disseminated, there was no standard VR process within the Army. Vision was screened prior to deployment, but there was no annual requirement to ensure vision readiness. Lack of this requirement impacted units negatively, as Service members are not fully mission-capable if they are not visually ready with all required eyewear.

(c) One-time cost to include vision readiness classification within the Medical Protection System (MEDPROS) is about $105K. The cost to support vision readiness on installations with the largest SRP missions is estimated at $810K annually during FY05-11.

(2) *Development of VR Classification*. In FY03, CHPPM obtained G-1 approval on a VR deployment requirements checklist to document the VR status of each Service member during annual SRP screenings. A Tri-Service Vision Working Group consisting of Optometry and Ophthalmology consultants from the Army, Navy, and Air Force developed the classification system.

(3) *Policy change and implementation.*

(a) TSG staffed the policy for annual vision screenings for all Soldiers with the Army G-1, and subsequently disseminated the policy to all Army units in 1st QTR FY05. The VR Classification System was implemented in the same manner in Active, Guard and Reserve units. Unit Soldiers are visually screened in conjunction with SRP sessions. Soldiers will be screened individually in DoD eye clinics if their unit does not conduct SRPs. The Federal Strategic Health Alliance (FEDS_HEAL) covers required eye examinations for Reserve Soldiers not yet on AD who will soon deploy.

(b) OTSG will continue to oversee program implementation through MEDPROS documentation starting in Apr 05, covering use of both the VR checklist and the VR classification system. All Soldiers will have one year to be screened starting with the date the Classification System is incorporated into MEDPROS.

(4) *Military eyewear*. The Commander, US Army Medical Command (MEDCOM) provides funds for and issues military eyewear to Active Duty (AD) military members, including RC Soldiers serving on AD. Military eyewear for Reserve Soldiers is funded by the RC.

(5) *Resolution.* The May 05 declared this issue completed. Effective 1st Qtr FY05, annual vision screenings are required for all active and reserve component Soldiers.

hi. Lead agency. DASG-HS

i. Support agency. ASD(HA), Optometry/Ophthalmology consultants from the Army, Navy, and Air Force

Issue 494: Career Recognition Program

a. Status. Unattainable

b. Entered. AFAP XVIII, Mar 02

c. Final action. AFAP XX (Updated: 18 Nov 03)

d. Subject area. Force Support

e. Scope. Soldiers with ten or more years of service are not recognized for longevity and their dedication to Army Values. The Army's lack of recognition of career soldiers causes a widespread morale issue within the ranks. Failure to recognize their years of loyalty, sacri-

fice and dedication to service is not in keeping with the Army's Vision.

f. AFAP recommendation. Implement a tiered recognition package for the Commander's use consisting of but not limited to the following:

(1) Ten-year mark: Issue a warm-up suit, in Army colors, styled after the Physical Fitness Uniform (PFU).

(2) Fifteen-year mark: Grant ten days non-chargeable leave.

(3) Retirement: Present a gold or silver commemorative timepiece recognizing years of service.

g. Progress.

(1) *Current recognition.*

(a) Soldier recognition is predominantly a commander's decision, with the exception of the retirement ceremony which includes a set of protocols to ensure that the appropriate standard of recognition is achieved in that ceremony.

(b) The Army typically recognizes longevity when soldiers reenlist by awarding the Good Conduct Medal. The Army also rewards longevity with a biannual pay raise in recognition of good performance, increased knowledge and responsibility.

(c) On retirement, a soldier's service to the nation may be formally recognized by a retirement parade/ceremony, sometimes involving a military band, soldiers in formation, spectators, medal presentations, and a reception. Current policy is also to present retirees with a U.S. flag.

(2) *Resolution*. The Nov 03 GOSC declared this issue unattainable because the Army's recognition/awards program satisfies the intent of this issue.

h. Lead agency. DAPE-PRC

i. Support agency. ASA (M&RA)

Issue 495: Concurrent Receipt of Retired and Veterans Affairs (VA) Disability Pay

a. Status. Completed

b. Entered. AFAP XVIII, Mar 02

c. Final action. AFAP XIX, Nov 02 (Updated: Feb 03)

d. Subject area. Force Support

e. Scope. Retired soldiers receiving VA service-connected disability compensation do not receive their full retired pay. Military retired pay is reduced dollar for dollar by the amount of their VA disability compensation. This offset unfairly penalizes retired disabled soldiers. Recently enacted legislation authorizes concurrent receipt, but lacks funding for implementation. Additionally, this new legislation excludes medically retired soldiers with less than 20 years service (Chapter 61). All retired disabled soldiers deserve their full retired pay and full VA disability compensation.

f. AFAP recommendation.

(1) Fully fund the recently approved legislation for concurrent receipt of retired pay and VA Disability compensation while continuing to fully fund retired pay.

(2) Amend this legislation to include medically retired soldiers with less than 20 years of service (Chapter 61).

g. Progress.

(1) *Legislation.*

(a) The FY03 NDAA calls for the elimination of concurrent receipt for career soldiers with 20 or more years of service (including disability retirees), but only for the portion of their VA service-connected disability compensation that is based on combat disabilities. Disability retirees would have their combat disability compensation amount reduced by the amount (if any) their disability retired pay exceeds the retired pay they would have received had they been retired for length of service.

(b) The FY03 Appropriations Bill enacted in Oct 02 was silent on funding for the elimination of concurrent receipt. The FY03 NDAA calls for funding to be derived from Military Pay and Allowances and implementation to begin 180 days from the date of enactment. Implementation would not begin before 1 Jun 03.

(4) *Resolution.* The Nov 02 AFAP GOSC declared this issue completed because legislation authorizes concurrent receipt of soldiers who have served 20 years and were awarded a Purple Heart for a combat-related injury and to soldiers who retired with 60% disability based on armed conflict, hazardous service, or training.

h. Lead agency. DAPE-RSO

i. Support agency. DCS, G-1

Issue 496: DEERS Status Notification

a. Status. Completed

b. Entered. AFAP XVIII, Mar 02

c. Final action. AFAP XXI, May 05 (Updated: May 05)

d. Subject area. Force Support

e. Scope. Soldiers and/or family members are not notified by Defense Enrollment Eligibility Reporting System (DEERS) of changes to their status. Automation changes and administrative errors deny accessibility to vital entitlements (e.g., ID cards and denial of medical treatment). Depriving soldiers and family members of these critical services results in extreme financial hardship and is detrimental to the Total Army well-being.

f. AFAP recommendation.

(1) Provide Commanders the DEERS extract report monthly.

(2) Develop a web-based system linked to Army Knowledge On-line (AKO) where soldiers can check their DEERS status.

(3) Implement monthly reminders to check DEERS status on soldier's Leave and Earning Statement (LES), in order to identify any changes in current status.

g. Progress.

(1) *DEERS extract report.* US Army Community and Family Support Center (USACFSC) analysis determined that providing the quarterly report from the Defense Manpower Data Center (DMDC) (which contains personnel information on soldiers and their dependents as reflected in the DEERS database) was not feasible. To be usable, family members' records would have to be matched to their corresponding sponsor's record, privileges extracted, and the records sorted by unit and installation. The administrative burden on commanders to review the information and track down affected Soldiers would be prohibitive. It would be expensive to prepare and disseminate the report, and the data would not be timely (the report arrives 45 to 60 days after the end of each quarter). Further, in Jun 04, DMDC directed CFSC to modify its data use agreement (DUA) to receive only DEERS data elements to determine eligibility for MWR programs. The DUA prohibits CFSC from releasing raw data, i.e., individual names and social security numbers.

(2) *LES notice*. Effective Aug 02, DFAS began placing a quarterly reminder to check DEERS status in the remarks block of Soldiers' end of month LES.

(3) *Access through AKO*. Initially, representatives from the Army CIO/G6, and DMDC were unable to agree on the automation and security requirements necessary to complete the final phase of the DEERS Status Notification system. Army CIO/G6 presented a proposed initiative to the DoD Business Initiative Council's Information Technology Process Functional Board (DoD BIC IT P/FB) in April 2004 to allow the AKO to access DEERS information from DMDC. The DoD BIC IT P/FB supported the proposal and contacted DMDC and suggested this initiative would be beneficial not only for the Army but all Services. Per the suggestion from the DoD BIC IT P/FB, DMDC established an Integrated Process Team (IPT) and began an immediate interface with the AKO's Chief Technology Office to determine the policy and technical aspects to implement this proposal. Policy and technical advances were made for this issue. Implementation occurred Army-Wide for all active duty military on 7 Mar 05.

(4) *GOSC review*. The Nov 04 GOSC was informed that the Army has the screens necessary for Soldiers to check their DEERS status via AKO. The remaining action is delivery of server certificates.

(5) *Resolution.* The May 05 GOSC declared this issue completed based on quarterly LES reminders for Soldiers to check their DEERS status and the AKO-DEERS interface that allows active and reserve Soldiers and family members to check their DEERS data through AKO. Inquiries made through AKO to DEERS are at approximately 2,700 hits per day.

h. Lead Agency: CIO/G-6

i. Support Agencies: DMDC- West, CFSC-SP, HRC

Issue 498: Employment Status for OCONUS Family Members

a. Status. Combined.

b. Entered. AFAP XVIII, Mar 02

c. Final action. No (Updated: Feb 03)

d. Subject area. Employment

e. Scope. Family members hired overseas on an Excepted Appointment, to positions designated for U. S. citizens, do not have career-conditional status. In addition, time served in any Excepted Appointment overseas does not count toward the three-year requirement to attain career status. Permitting overseas employment to count toward career status would enhance morale, retention and recruitment of the family member work force.

f. AFAP recommendation. Allow family members hired on Excepted Appointments to attain career conditional/career status.

g. Progress.

(1) *Validation.*

(a) During FY 99-01, the Army hired 11,113 individuals in excepted positions in overseas areas and another 13,900 in excepted positions in the United States. Family members are among the excepted service appointees both overseas and in the United States. About 60% of excepted service appointments, both overseas and within the United States, were of a time-limited nature similar to temporary/term appointments in the competitive service. Closely related to the excepted service issue is crediting temporary and term employment towards career status.

(b) Army Civilian Personnel does not agree that the Army should pursue legislation that would benefit overseas employees while not benefiting like situated employees in the United States. The issue of equity for competitive service employees on temporary/term appointments would have to be addressed as well if group specific legislation were pursued.

(2) *Combining issues.* Civilian Personnel recommends that this issue be folded into Issue #38 because a simplified appointment system will be the ultimate answer to both issues, if such a system ever becomes politically attainable. Army's vision is a personnel system that would combine excepted and competitive systems into one service and provide just two types of appointment (temporary and permanent). OSD has prepared legislation for an alternative personnel system that would do this. Army expects the legislation will be introduced in 2003.

h. Lead agency. DAPE-CPP

i. Support agency. CFSC-FSA

Issue 499: Federal vs. Non-Federal Pay Comparability

a. Status. Unattainable

b. Entered. AFAP XVIII, Mar 02

c. Final action. AFAP XXI; Nov 04. (Updated: Nov 04)

d. Subject area. Employment

e. Scope. The Federal Employees Pay Comparability Act (FEPCA) requires comparability to the private sector; however, it permits the President to offer to Congress an alternate adjustment lower than that required by FEPCA. As of FY 01, Federal pay lags an average of 21.7 percent behind non-Federal pay. This pay gap negatively impacts recruitment, hiring and retaining a quality civilian workforce.

f. AFAP recommendation. Amend FEPCA to establish a minimum 5% general increase annually until pay comparability is achieved.

g. Progress.

(1) *Feasibility of closing pay gap*. The pay disparity as of March 2003 was approximately 17.5 percent. The President does not support adherence to FEPCA formula to achieve pay comparability between the Federal and private sector. Estimated cost is $133,954,000 (For 2005, 1.5% General Schedule basic pay)

(2) *Alternatives.* Because a mandatory pay increase is not attainable, the Army will continue to work other strategies with DoD to achieve pay comparability. FEPCA authorizes hiring above the minimum rates, the payment of recruitment and relocation bonuses, retention allowances, and establishing special salary rates to compete for essential skills in dynamic labor markets. In addition, under recent NSPS legislation, DoD will begin a move to a more flexible pay system, where pay is better aligned with mission requirements, market forces, and employee qualifications and performance.

(3) *Resolution*. The Nov 04 GOSC determined this issue is unattainable. Recent Administrations have not supported the FEPCA because it seeks across the board increases and does not take into consideration pay differences based on occupations and job performance. Other employment strategies being worked by DOD and the

NSPS will strengthen the Army's ability to attract and retain a highly qualified workforce.
h. Lead agency. DAPE-CP-PPD
i. Support agency. None.

Issue 500: FERS Employee Sick Leave for Retirement Annuity Computation
a. Status. Unattainable
b. Entered. AFAP XVIII, Mar 02
c. Final action. AFAP XIX, Nov 02 (Updated: Feb 03)
d. Subject area. Employment
e. Scope. FERS employees are not allowed to receive credit for their accrued sick leave in the calculation of their retirement annuity. Personnel hired since 1984 are affected by this policy. Allowing accrued sick leave to be calculated for retirement annuity would enhance morale, increase work force productivity, and encourage the effective use of sick leave.
f. AFAP recommendation. Allow FERS accrued sick leave to be calculated for retirement annuity.
g. Progress.
(1) *Validation.* This recommendation has been proposed previously in different formats and through different forums. The latest initiative was submitted by a DOD focus group in FY03, but was not supported by Army, Air Force or Navy due to high costs. Therefore, OSD declined sponsorship. It is recognizable that not allowing FERS covered employees credit for their accrued sick leave in the calculation of their annuity creates an inequity between FERS and CSRS, but it is important to note that FERS was designed with many "portable" features to allow employees who leave Federal employment to still qualify for benefits under this retirement system.
(2) *Design of FERS.* FERS is a 3-tiered plan consisting of a basic FERS annuity, Social Security and a Thrift Savings Plan. Congress designed the FERS legislation fully conscious of the effects of eliminating sick leave credit in the calculation of annuity. Accumulation of sick leave is viewed as an insurance policy that is available should an employee suffer catastrophic illness or off-the-job-injury.
(3) *Resolution.* The Nov 02 GOSC determined this issue is unattainable because it has never been supported by the Services or OSD and was not the intent of Congress when FERS was designed.
h. Lead agency. DAPE-CP-PPE
i. Support agency. None.

Issue 503: Physical Education in DODEA Schools
a. Status. Completed
b. Entered. AFAP XVIII, Mar 02
c. Final action. AFAP XX, Jun 04 (Updated: Jun 04)
d. Subject area. Education
e. Scope. Currently, there is no standardized Physical Education (PE) program within Department of Defense Education Activity (DODEA). Lack of daily PE in DODEA primary and secondary schools fails to prepare students for maintaining lifelong fitness and health. Studies have shown the absence of daily exercise contributes to health problems such as obesity, diabetes, hypertension and negatively impacts students' overall well-being. Adequate physical fitness among young people is a national priority.
f. AFAP recommendation
(1) Provide five periods of vigorous exercise per week for students in DODEA schools.
(2) Fund PE programs without impacting existing budgets for DODEA schools.
(3) Implement standardized PE programs throughout DODEA schools.
g. Progress.
(1) *Five periods of PE.*
(a) DoDEA's PE program is commensurate with US school systems. PE is offered in elementary school once a week for 50 minutes or two 25 minute sessions. In middle schools, it is offered as part of the curriculum wheel. DoDEA increased the high school PE requirement to 1.5 credits to allow for focus on healthy living. Daily recess in elementary school and varsity and intramural sport programs in high school provide students an additional opportunity for physical exercise.
(b) Providing five periods of vigorous exercise per week, would require hiring and training additional PE staff, new equipment and MILCON construction for additional gymnasiums. The cost for Europe would be approximately$60M.
(2) *Physical education standards*. In 2000-2001, DoDEA adopted comprehensive K-12 physical education content and performance standards based on the Council of Chief State School Officers for Physical Education. Standards were posted on the DoDEA website. In 2001, DoDEA purchased K-12 PE materials, equipment and technology aligned to the adopted standards. DoDEA provided funding to support a system-wide PE program commensurate with stateside school systems. In 2002-2003, DoDEA provided professional development for all PE teachers that included training on the standards, instructional and assessment practices, and use of the adopted materials, equipment and technology.
(3) *GOSC review.* The Nov 03 GOSC recognized that DoDEA's PE standards meet the requirements established by the Council of Chief State School Officers for PE. Based on concern expressed regarding the importance of physical fitness, USAREUR will review the issue for further local action.
(4) *Resolution.* The Jun 04 GOSC declared this issue completed based on funding that supports a PE program commensurate with US school systems and the implementation of standardized PE content and performance standards. USAREUR will continue to work this initiative through the Healthy Kids Workgroup of the European Schools Council.
h. Lead agency. DoDEA
i. Support agency. None.

Issue 504: Recalculation of Dislocation Allowance (DLA)
a. Status. Completed
b. Entered. AFAP XVIII, Mar 02
c. Final action. AFAP XIX, Nov 02 (Updated: Feb 03)
d. Subject area. Entitlements
e. Scope. Dislocation Allowance does not meet the needs of soldiers during Permanent Change of Station moves. Currently DLA is paid at the rate of 2.5 times Basic Allowance for Housing (BAH) Type II. Out of pocket relocation expenses vary by location. Relocation to high cost areas creates additional expenses in the form of initial

rents, various deposits, household supplies, and other costs.
f. AFAP recommendation. Change the calculation of DLA from 2.5 times BAH II to 2.0 times BAH.
g. Progress.
(1) *DLA computation.* DLA has not been computed on 2.5 times the Basic Allowance for Housing (BAH) Type II since December 1997. The final DLA rate for each rank on Dec 97 was used as the starting baseline for future DLA increases. Since Jan 98, DLA has increased annually by the annual percentage rate increase for basic pay. Additionally, DLA increases with each promotion.
(2) *Increase for junior enlisted.* DLA at the "with dependent" rate for E-1 through E-4 was increased and tied to the E-5 rate on 20 Oct 00.
(3) *Resolution.* The Nov 02 GOSC declared this issue completed because DLA is calculated on the baseline for each rank (set in Dec 97) increased by the annual percentage increase for basic pay.
h. Lead agency. DAPE-PRC
i. Support agency. None

Issue 505: Regional Portability of TRICARE Boundaries
a. Status. Completed
b. Entered. AFAP XVIII, Mar 02
c. Final action. AFAP XXI, May 05 (Updated: May 05)
d. Subject area. Medical
e. Scope. TRICARE regional boundaries are too restrictive. There are currently 13 TRICARE regions. Beneficiaries experience difficulties when requiring medical care from a region other than their own. These regional boundaries cause complications for beneficiaries by limiting choices, complicating claims, delaying medical care and creating administrative authorization problems.
f. AFAP recommendation.
(1) Reduce the number of TRICARE regions.
(2) Allow beneficiaries to access routine and specialized medical care in other regions.
g. Progress.
(1) *Reduced number of regions*. Contract award was made for three regional contracts on 21 Aug 03. The three new regional contracts replaced the current 11 TRICARE CONUS regional contracts. Start-up of healthcare services under the new contracts was phased in by region between Jun and Nov 04. The new TRICARE regional contractors are: TRICARE North: Health Net Federal Services, Rancho Cordova, CA; TRICARE South: Humana Military Healthcare Services, Louisville, KY; and, TRICARE West: TriWest Healthcare Alliance Corporation, Phoenix, AZ.
(2) *Access to care in other regions.* With the award of the three new contracts, problems associated with healthcare access across multiple regional borders improved.
(a) *Portability*. In the past, enrollment portability across regions was more problematic due to change in contractors, claims processors and documentation of paid enrollment fees. Under the new TRICARE contracts, if continued TRICARE enrollment is desired, the enrollee must complete a TRICARE Prime enrollment application and PCM change form when moving in/between a Prime Service Area or TRICARE Prime Remote area.
(b) *Access to routine/specialty care in other regions*
1. It is not feasible to implement Recommendation 2 for beneficiaries enrolled in TRICARE Prime, the TRICARE managed care option. Those persons enrolled in TRICARE Prime who are traveling will continue to be required to obtain an authorization for all routine and specialty care obtained while away from the enrollment region. Notifications are also required for urgent and emergency care obtained while away from the enrollment region. These requirements help ensure proper claims payment, lack of inadvertent point-of-service charges (50% co-payments), and continuity of care. Under the revised financing business rules implemented in FY04, MTF commanders are accountable for all the care used by their enrollees, even care obtained while traveling and provided out of the MTF prime service area. This reinforces the need for PCM authorization for out- of- the-area care.
2. Beneficiaries who want greater freedom or flexibility have the option of using TRICARE Standard and TRICARE Extra, instead of Prime, where available, or may pay the TRICARE Prime point-of-service fee to preclude having to obtain pre-authorizations for non-emergency care. It is not feasible to provide beneficiaries the cost savings associated with TRICARE Prime and the freedom of choice associated with TRICARE Standard at the same time.
(3) *GOSC review*. The May 04 GOSC was updated on the award of the three regional contracts and the pre-authorization requirement for TRICARE Prime enrollees who receive care in other Regions.
(4) *Resolution.* The May 05 GOSC declared this issue completed. The TRICARE Management Activity replaced the previous 11 CONUS contracts with 3 contracts in Aug 03. The "by-Region" transition to the new contracts was completed on schedule on 01 Nov 04. The second recommendation was not supported. The enrollment option, TRICARE Prime, requires managed care notifications/authorizations for care outside the region for care continuity, claims and cost accounting reasons.
h. Lead agency. MCHO-CL-M
i. Support agency. TRICARE Management Activity, ASD (HA)

Issue 508: TRICARE Coverage for Prescribed Nutritional Supplements
a. Status. Completed
b. Entered. AFAP XVIII, Mar 02
c. Final action. AFAP XX (Updated: Nov 03)
d. Subject area. Medical
e. Scope. TRICARE beneficiaries, on outpatient status, with terminal illness or acute/chronic conditions are not being covered for medically necessary nutritional supplements required to sustain life. Currently, many nutritional supplements (such as, but not limited to, Ensure, Boost, Sustacal, Nutramagen) are classified as food and are not covered by TRICARE regardless of beneficiaries' medical condition. This causes undue financial hardship on beneficiaries due to the high cost of medically necessary supplements.
f. AFAP recommendation. Provide TRICARE coverage for all medically necessary nutritional substances or therapeutic dietary supplements prescribed by a health care provider.
g. Progress.

(1) *Background.* Medicare Part B covers a nutritional therapy benefit when ordered by a medical doctor for patients requiring supplements for tube feedings and for those with gastrointestinal tract impairments. However, there is no Medicare Part B payment for oral intake of nutritional supplements. The Department of Veterans Affairs and many civilian HMOs, such as Kaiser Permanente, also provide a similar nutrition therapy benefit for tube feedings, without coverage for oral nutritional supplements.

(2) *Eligibility for other programs*. Service members with children who require specialized infant formulas, such as Nutramagen, may be eligible to participate in the Women, Infants and Children's (WIC) program. WIC is available until a child is 5 years old if they meet nutritional screening and income eligibility criteria. The WIC benefit is available throughout CONUS and is now provided at 42 OCONUS locations.

(3) *TRICARE policy change.*

(a) Effective 17 Apr 03, when used as the primary source of nutrition, TRICARE will cover medically necessary supplies and nutrition products for enteral, parenteral and oral nutrition therapy. This new policy was published in the TRICARE Manual, which is on the web and is accessible to all beneficiaries. It is also marketed to TRICARE contractors and to MTF commanders/senior staff for dissemination to others.

(b) Nutrition products eligible for TRICARE coverage must be deemed medically necessary and prescribed by a medical doctor. TRICARE nutritional therapy may be provided on an inpatient or outpatient basis. Examples of nutritional substances covered under the new TRICARE policy are Boost, Nutramagen, Balanced Total Nutritional Products, Egg/ProPowder, Enfamil, Ensure, Nestle Caloric Additions, Similac, etc.

(c) To support reimbursements, beneficiaries will present to a TRICARE Service Center the prescription for the dietary supplement(s) for approval. TRICARE contractors will refund the cost of the supplement after a beneficiary files a claim for reimbursement.

(4) *Resolution.* The Nov 03 AFAP GOSC declared this issue completed based on TRICARE policy change which allows TRICARE coverage of nutrition supplements that are the primary source of nutrition and are deemed medically necessary.

h. Lead agency. MCHL-CL-R

i. Support agency. TRICARE Management Activity

Issue 511: TRICARE Prime Enrollment Fees for Retirees Under Age 65

a. Status. Unattainable

b. Entered. AFAP XVIII, Mar 02

c. Final action. AFAP XIX, Nov 02 (Updated: Nov 02)

d. Subject area. Medical

e. Scope. The annual TRICARE Prime enrollment fee for retirees under age 65 is $230 per service member and $460 per family annually, regardless of pay grade at retirement. This results in some retirees paying a disproportionate percent of their retirement pay for TRICARE Prime. For example, at 20 years of service an E-7 makes approximately $16,548 annually, a CW-2 $19,680 and an O-5 $34,740, yet each pays the same enrollment fee.

f. AFAP recommendation. Implement a fee schedule for TRICARE Prime enrollment that is based on pay grade at retirement.

g. Progress.

(1) *Congressional intent.* TRICARE Prime enrollment fees for retirees and their family members replace the TRICARE Standard deductibles. When Congress established a standard deductible for retirees in 1966, they did not distinguish between retirees based on income or any other factor. 32, Code of Federal Regulations, Part 199.18(c) directs that the enrollment fee be uniform for all retiree/dependents. Congress has consistently treated all retirees as equals in terms of medical benefits.

(2) *Comparability.* TRICARE Prime retiree enrollment fees are lower than similar civilian plans and beneficiary premium payments under Medicare Part B. TRICARE enrollment fees have not increased since implemented, while civilian insurance plans and Medicare Part B have increased their premiums regularly over the last five years. Civilian plans and the Medicare program do not benchmark fees, premiums, or cost shares based on income. All beneficiaries pay similar amounts based on plan options and health risks of the covered group.

(3)*Cost analysis.* There are approximately 3 million military retirees under the age of 65 (2002 statistics). Approximately 522,000 of these retirees are enrolled in TRICARE Prime and pay the $460 enrollment fee for themselves and their dependents. 62% of these retirees retired in the pay grade of E7 or below. The enrollment cost is approximately 1.6% of the average retiree's annual retirement pay. Creating a sliding scale where no retiree pays more than 1.6% of their retirement pay would cost DoD approximately $61M in lost enrollment fees each year. This would increase the government's cost to implement TRICARE Prime, as enrollment fees help offset costs to the program.

(5) *Analysis.* DOD's position is that Congress treats all retirees equally with regard to health benefits, including implementation of enrollment fees, deductibles and cost shares. DOD agrees with the apparent intent of Congress to have a standardized enrollment fee for retirees in Prime and standardized deductibles, cost shares, and catastrophic cap on out-of-pocket expenses for retirees, regardless of pay grade at retirement.

(6) *Resolution.* The Nov 02 GOSC agreed that this issue is unattainable. DOD does not support basing health benefits on rank at retirement and since 1966, Congress has consistently treated all military retirees the same for health benefits (including enrollment fees, deductibles and cost shares).

h. Lead agency. DASG-TRC

i. Support agency. MCHO-CL, TMA

Issue 514: Active vs. Reserve Parachute Jump Pay

a. Status. Unattainable

b. Entered. AFAP XIX, Nov 02

c. Final action. AFAP XX; Jun 04 (Updated: Jun 04)

d. Subject area. Entitlements

e. Scope. Parachute Jump Pay is computed on a daily rate while on jump status. Therefore, RC service members generally receive a vast difference in this hazard pay because they are paid only when they are in a duty status. Reserve Component service members are required to maintain the same level of proficiency and incur the same

risks of injury or death associated with jumping as their Active Component counterparts.
f. AFAP recommendation. Change Parachute Jump Pay for service members to a monthly rate.
g. Progress.
(1) *Cost.* Multiplying the number of monthly participants by the increase estimates indicate initiative would cost the Army Reserve an additional $150K and the National Guard an additional $250K.
(2) *Review*. The working group studying the differences in Active and Reserve Component pays has completed its study. The report, submitted to Congress on 15 Mar 04, does not recommend the 1/30th rule be eliminated and does not recommend the pay structure for RC be restructured to account for the differences between the Active and Reserve force.
(3) *Resolution.* The Jun 04 GOSC declared this issue unattainable. The study required by the Senate Committee Report, PL 107-151 did not support elimination of the 1/30th rule.
h. Lead agency. DAPE-PRC
i. Support agency. None.

Issue 518: Effects of Commercial Activities Contracts (A76) on Military Spouse Preference (MSP)
a. Status. Unattainable
b. Entered. AFAP XIX, Nov 02
c. Final action. AFAP XX (Updated: 18 Nov 03)
d. Subject area. Employment
e. Scope. Employment opportunities for military spouses have diminished due to A76 Commercial Activities (CA) contracts. Federal Acquisition Regulation (FAR) 52.207-3 contains a standard clause directing hiring practices that do not address Military Spouse Preference (MSP). Government failure to require contractors to utilize MSP diminishes employment opportunities, which negatively impacts family finances and ultimately soldier retention.
f. AFAP recommendation. Amend the FAR 52.207-3 to include MSP.
g. Progress.
(1) *Explanation*. The Right of First Refusal of Employment described in FAR 52.207-3, is a clause included in A-76 cost competition study solicitations. It applies to DoD permanent civilian employees affected by either a cost comparison or a direct conversion decision that results in a contract with the private sector. Federal employees adversely affected by a decision to convert to contract or Intergovernmental Support performance have the Right of First Refusal for jobs for which they are qualified. Contractors often hire new personnel to perform a function, and the pool of available workers often consists largely of displaced government employees.
(2) *Coordination.* The Assistant Director for Competitive Sourcing & Privatization, Office of the Deputy Under Secretary of Defense (Installations & Environment) non-concurred with this initiative and stated:
(a) The right of first refusal is neither a negotiation for, nor an arrangement concerning, prospective employment and because the right of first refusal is speculative, it does not constitute a disqualifying financial interest under section 208 of Title 18, United States Code. An employee participating in the A-76 process would not be considered to have made or received an employment contact under section 423 of Title 41 (the Procurement Integrity Act), or to seek employment under 5 C.F.R. 2635.603, simply because a contracting officer incorporated the right of first refusal in a solicitation.
(b) OSD-I&E stated that they will not support Right of First Refusal to other federal employees who participate as a reimbursable source in DoD A-76 competition, will not support extending the right to non-federal employees, and will not forward the issue to the Office of Management and Budget (OMB).
(c) The Military Spouse Preference Program (MSPP) applies only to DoD and only to military spouses who relocate to accompany their sponsor on a permanent change of station move.
(3) *Resolution.* The Nov 03 GOSC declared this issue unattainable because the Office of the Deputy Under Secretary of Defense (Installations & Environment) does not support extending the Right of First Refusal to individuals who are not federal career employees.
h. Lead agency. DAIM-CSO
i. Support agency. OSD-ATL

Issue 520: Funding for Reserve Component Family Member Training
a. Status. Unattainable
b. Entered. AFAP XIX, Nov 02
c. Final action. AFAP XXI, Nov 04 (Updated: Nov 04)
d. Subject area. Entitlements
e. Scope. Remotely located RC Army spouses experience difficulty attending the annual unit commander's briefing and orientation. Federal law prohibits funding for a spouse's expenses associated with traveling to and attending such training. A spouse's inability to attend training as a result of prohibitive costs adversely affects the soldier, the family, and the unit's ability to complete the mission.
f. AFAP recommendation. Authorize and fund invitational travel orders for spouses to attend annual unit commander's briefing and orientation.
g. Progress.
(1) *Analysis*. Federal law prohibits use of appropriated funds to pay spouses and family member expenses (per diem). Invitational Travel Orders (ITO) are issued for active participants that perform a direct service to the Department. Since it is not mandatory that all spouses and family members attend this training, the initiative does not meet the test to authorize per diem or transportation.
(2) *Alternatives*.
(a) Organizations may develop distant learning modules, provide traveling training teams to go the locations to inform spouses, or video events and make these available either on the web or by mail to assist in informing the spouses and family members that can not attend these meetings. Additionally, some of these issues may be addressed by the implementation of the Multi-Component Family Support Network that is currently being developed.
(b) The National Guard Family Program Online Community added Family Readiness Training modules at www.guardfamily.org. Development was begun on additional modules for GFTB and reintegration training.
(3) *GOSC review.* At the Jun 04 GOSC, the DAS recommended using traveling training teams or distance learning modules/information videos on websites or by

mail to assist spouses and family members who cannot attend meetings. The issue was transferred to the ARNG and the USAR to provide information on how the RC will promote the standard of family readiness.

(4) *Resolution.* The Nov 04 GOSC declared this issue unattainable because the authorization to fund ITOs for spouses to attend unit commanders' briefings and orientations is not achievable at this time. As an alternative, counselors, chaplains and other staff travel to assist Family Readiness Groups and brief family members.

h. Lead agency. NGB-FP, AFRC-PRF

i. Support agency. NGB-ARM, CFSC-FP

Issue 528: Retirement Dislocation Allowance

a. Status. Unattainable

b. Entered. AFAP XIX, Nov 02

c. Final action. AFAP XXI, May 05 (Updated: May 05)

d. Subject area. Entitlements

e. Scope. The law does not allow retiring service members Dislocation Allowance (DLA). Service members incur the same relocation expenses whether retiring or making a permanent change of station (PCS) move. DLA for retiring service members would offset the burden of overlapping expenses and relieve this financial inequity.

f. AFAP recommendation. Authorize and fund DLA for retiring service members.

g. Progress.

(1) *Legislative attempts*. USPACOM submitted this initiative for the FY05 ULB. None of the other Services, Joint Staff, or OSD Comptroller supported this initiative. Navy, Air Force, and the Joint Staff all stated that there was significant cost with no return on the investment. The initiative was not supported by the Department of Defense (DOD). This proposed initiative was again discussed in the Per Diem Travel and Transportation Allowance Committee (PDTATC) meeting on 14 Dec 04. There is no support by our sister services or PDTATAC professionals for this initiative.

(2) *Cost*. DLA for retirees would cost the Army approximately $20M annually -- based on retirement of 9,200 Soldiers annually and average DLA of $2,195.

(3) *GOSC review*. The Nov 04 GOSC did not support an unattainable status recommendation. G-1 will relook this issue from the perspective that more Soldiers are being medically retired.

(4) *Resolution.* The May 05 GOSC declared this issue unattainable. The VCSA concurred that, given the cost of other initiatives, the time is not right for this issue.

h. Lead agency. DAPE-PRC

i. Support agency. None

Issue 530: Selective Use of Military Spouse Preference

a. Status. Completed

b. Entered. AFAP XIX, Nov 02

c. Final action. AFAP XXI (Updated: May 05)

d. Subject area. Employment

e. Scope. The military spouse does not have the right to choose when to utilize his/her Military Spouse Preference (MSP). MSP is automatically invoked when applying for most non-appropriated fund (NAF) and appropriated fund (APF) continuing positions on a DoD installation regardless of pay grade or series. Failure to grant spouses the choice of when to use MSP results in financial hardship on families and is detrimental to spouse career progression.

f. AFAP recommendation.

(1) Allow military spouses to apply for any NAF or APF position without invoking MSP.

(2) Authorize military spouses to select the specific grade levels and jobs series for which they want to invoke their MSP.

g. Progress.

(1) *Reserving MSP for permanent positions*.

(a) From 2001 to 2003, Army participated in the successful MSP Choice pilot program in the European theater (EUCOM) that tested a temporary change to DODI 1404.12. The change allowed military spouses to accept temporary, term, time limited, intermittent, or flexible employment with U.S. Forces and retain their MSP eligibility for permanent positions. EUCOM, United States Army, Europe, and other participating Components, evaluated the test to be very successful and recommended implementation on a permanent basis in overseas areas. Army supported a modified implementation within the United States. In Mar 04, OSD staffed the proposal to permanently implement MSP Choice DOD-wide with all Components.

(b) On 7 Oct 04, OSD authorized immediate implementation of the provisions of the MSP Choice, as modified, on a permanent basis DOD-wide. The policy change allows military spouses greater latitude to accept temporary, term, time limited, intermittent, or flexible employment with U.S. Forces and retain their MSP eligibility for permanent positions of primary personal interest to them. Military spouses have now gained an increased sense of control over their job placements and career advancement.

(2) *Selection of specific grade levels and jobs series for which to invoke MSP*. After preference eligibility is determined, MSP is used only if the spouse is selected for a position defined as "continuing" (permanent) in accordance with to DODI 1404.12. Military spouses are already able to select the specific grade levels and job series for which they want to invoke MSP. Under the PPP, eligible military spouses may register for a grade no higher than previously held on a permanent basis and down to any grade for which qualified and available. Military spouses with no prior Federal employment exercise preference at the grade they are certified for on the employment register.

(3) *Resolution.* The May 05 GOSC determined this issue completed based on DoD policy change that allows military spouses to accept temporary, term, time limited, intermittent, or flexible Federal employment without utilizing their MSP.

h. Lead agency. G-1, DAPE-CP-PPE

i. Support agency. OSD, CPMS, CARE Division

Issue 533: Timeliness of Dental Pre-Authorizations

a. Status. Completed

b. Entered. AFAP XIX, Nov 02

c. Final action. AFAP XXI, May 05 (Updated: May 05)

d. Subject area. Dental

e. Scope. The processing time for service members' dental pre-authorizations for civilian dental care is excessive. The Military Medical Support Office (MMSO) averages

three or four weeks to respond to pre-authorization requests. Requests for additional information are sent through the US Postal Service, which further delays response time. Lack of a timely response impacts dental readiness, delays treatment, and is detrimental to the mission.

f. AFAP recommendation.

(1) Require MMSO to authorize treatment, deny treatment or request additional information within 7 days of receipt. Send the response to the provider, soldier and Beneficiary Counseling Assistance Coordinator (BCAC) via phone/fax/e-mail.

(2) Increase MMSO staffing for internal quality control to improve efficiency in processing claims and pre-authorizations.

g. Progress.

(1) *Processing times.*

(a) MMSO meets/exceeds both the 21-day pre-authorization and 30-day claims processing standards. The MMSO Dental Department reviews/processes 95% of pre-authorization requests within 3-5 days of arrival to the department.

(b) The most significant cause of delay for authorization or denial of care is not delays in processing the initial request, but with civilian dental providers or unit commanders not providing the necessary information to make the appropriate decision. MMSO reports that 40% of all initial pre-authorization requests lack required items, such as appropriate diagnostic-quality x-rays, x-ray evidence or dentist's narrative of why treatment is required, memorandum from the Soldier's unit commander indicating duty status or time remaining on station for Soldier, etc.

(c) In 4th QTR FY03, MMSO developed an information package that included a benefits guide, guidance on administrative requirements for pre-authorizations, and claims payment procedures. OTSG reiterated the need for broad distribution of the information, with emphasis on those personnel who assist Soldiers with health care issues and commands with large numbers of remotely located Soldiers. The distribution list included USA MEDCOM; USA Regional Medical Commands; USA Recruiting Command; USA Materiel Command; Chief, USA Reserves; USA National Guard Bureau; and USA Corps of Engineers.

(d) The MMSO computer system is now compliant with all current HIPAA standards. Since Aug 04, MMSO has the capability to receive and process dental pre-authorizations and claims via its telephone/fax/e-fax systems.

(2) *Staff increase.* MMSO added an additional dentist staff member in 3rd QTR FY02. It also added two activated Reservist (E-4 and E-5) dental technicians. The dental section now includes two military dentists, two enlisted dental technicians, and three GS-7 employees.

(3) *Resolution.* The May 05 GOSC determined this issue is completed. MMSO reduced processing times for dental pre-authorizations and claims processing, added a new automation system, and expanded the dental staff.

h. Lead agency. DASG-HS-DC

i. Support agency. TMA

Issue 534: TRICARE Coverage of Autologous Blood Collection and Processing

a. Status. Completed

b. Entered. AFAP XIX, Nov 02

c. Final action. AFAP XX, Nov 03 (Updated: Nov 03)

d. Subject area. Medical

e. Scope. There is no TRICARE coverage for the drawing, collecting, processing or storage of one's own blood for surgery. Only soldiers and family members with access to a Military Treatment Facility (MTF) having an autologous blood program receive this service at no cost. Where these services are not available, beneficiaries may incur the cost of the service or be forced to choose on-hand, banked blood, which may not be as safe as autologous blood. Not only is this inequitable, but it increases the risk of transfusion-transmitted diseases.

f. AFAP recommendation. Extend TRICARE covered benefits to include autologous blood collection and processing costs.

g. Progress.

(1) *TRICARE coverage.*

(a) Initially, this recommendation appeared to have merit and to be justified. However, after further research, TMA determined that the current TRICARE managed care support contract (Chapter 5, Section 6.2) and the next generation of TRICARE contracts (Chapter 6, Section 2.1) cover the collection, processing, and storage of autologous blood when the autologous blood is actually transfused to the patient and when it is used for a scheduled surgical procedure where the use of blood is considered medically necessary. This coverage was confirmed by the Medical Benefits Section of TMA, which further advised that an eligible beneficiary should not be denied coverage under these circumstances.

(b) Autologous blood collection, processing, and storage are covered when ordered by TRICARE authorized providers. It is important to note that these costs will not be covered by TRICARE if a beneficiary chooses to have his/her blood collected and processed just in case it may be needed later and in the absence of a scheduled medically necessary procedure. Transfusion Services for autologous blood and blood components in the absence of a scheduled covered surgical procedure are not considered medically necessary under TRICARE and are not eligible for coverage.

(2) *Publication*. TMA added information on coverage of autologous blood collection, processing, and storage in the electronic version of the TRICARE Handbook on the TRICARE website and the hard copy version (Dec 03) of the TRICARE Handbook.

(3) *Resolution.* The Nov 03 GOSC declared this issue completed based on TRICARE coverage and publication of coverage of collection, processing, and storage of a patient's own blood for transfusion to the patient for a scheduled surgical procedure requiring use of blood as medically indicated.

h. Lead agency. DASG-HP&S

i. Support agency. TMA.

Issue 536: TRICARE Referrals and Authorization Process

a. Status. Completed

b. Entered. AFAP XIX, Nov 02

c. Final action. No (Updated: Nov 03)

d. Subject area. Medical

e. Scope. TRICARE Prime referrals require multiple authorizations for the same and/or continued services. Patients must obtain additional referrals and authorizations every 30-90 days to receive continued treatment for specialty care, diagnostic testing and/or management by a specialist for chronic health conditions. Delaying patient care increases hassle and risk to the patient and leads to inefficient use of valuable medical resources.
f. AFAP recommendation.
(1) Allow referral authorization up to one year for specialty and chronic care patients as determined by the Primary Care Manager (PCM) in coordination with the specialist.
(2) Authorize the specialist to order necessary diagnostic testing without additional referrals from the PCM.
g. Progress.
(1) *TRICARE options*. TRICARE is a comprehensive health care program with three healthcare options: TRICARE Prime: a health maintenance organization (HMO), managed care option, featuring enrollment to a primary care manager; TRICARE Extra: a preferred provider option, available to military eligibles on a non-enrollee basis in areas where TRICARE contractors have developed provider networks; and TRICARE Standard: a fee-for-service option based on the original CHAMPUS program. TRICARE Extra and Standard do not require pre-authorizations for most care, but require greater out-of-pocket contributions. Beneficiaries can use these options for greater freedom of choice.
(2) *Specialty visits policy.*
(a) Beneficiaries enrolled in TRICARE Prime are required to have their care managed by a PCM. Authorization for specialty care is commonly used throughout the civilian HMO industry. TRICARE contractors are authorized to approve a certain number of specialty visits under an approved authorization. If additional visits are necessary, the contractors must authorize the additional visits, also. The number of visits and the length of time the visits must occur can be specified by the PCM or the Health Care Finder. A visit to the PCM is not always required. Although there is regional variation, authorizations tend to be granted for a period of 30-90 days for patients with ongoing medical conditions.
(b) When warranted, authorizations may be, and are granted for longer periods of time, up to one year. Specialists already may order diagnostic tests and evaluations without additional referrals from the PCM as long as the diagnostics are related to the reason for the referral. For individuals with long-term chronic conditions, the specialist may become the PCM, which may help to mitigate perceived problems with referral authorizations.
(c) A blanket authorization for unlimited use of services for an extended period is contrary to the fundamental principles of utilization management and PCM management. TRICARE Prime may not be suitable for all patients with all medical conditions. Patients desiring more freedom of choice may elect to use TRICARE Standard or Extra.
(d) Patients with complex illnesses needing special therapy (like chemotherapy, high risk pregnancy, extended treatment for burns, etc.) should be brought to the attention of the military treatment facility (MTF) or contractor case manager who can assist with arranging for the their special treatment and diagnostic needs.
(3) *Resolution.* The Nov 03 GOSC declared this issue completed based on TRICARE policy which allows specialty care authorizations up to one year, diagnostic testing related to the referred condition, and MTF/contractor assistance for patients with complex illnesses.
h. Lead agency. MCHO-CL-M
i. Support agency. TRICARE Operations Division

Issue 541: Employment Protection for Spouses of Mobilized or Deployed Service Members
a. Status. Completed
b. Entered. AFAP XX, Nov 03
c. Final action. AFAP XX; Jun 04 (Updated: Jun 04)
d. Subject area. Employment
e. Scope. There is no employment protection for spouses who are adversely impacted by the mobilization or deployment of their service member. Spouses are compelled to reduce work hours or resign their position due to family issues related to mobilization or deployment. Employment rights for service members are protected under the United States Employment and Reemployment Rights Act (USERRA). The lack of spouse employment protection results in hardship and morale issues to the military family unit.
f. AFAP recommendation. Legislate employment protection for military spouses parallel to those granted to service members.
g. Progress.
(1) *Issue refocused.* Because the Federal Government cannot legislate employment protection for military spouses employed outside the Federal Government, the issue was refocused to look at initiatives within the Federal Government.
(2) *Federal employment options.* Managers may use the following flexibilities and options to accommodate employed military spouses' additional family responsibilities: leave without pay, telecommuting, flexible and compressed work schedules, and intermittent appointments. Employees who resign may be entitled to reinstatement rights for three years or an indefinite period, based on the type of appointment previously held and length of service.
(3) *Resolution.* The Jun 04 GOSC declared this issue completed because options exist in the APF and NAF systems that give management and employees flexibility to manage changes and work schedules.
h. Lead agency. DAPE-CP
i. Support agency. None.

Issue 548: Housing for Active Duty Pregnant Single Soldiers
a. Status. Completed
b. Entered. AFAP XX, Nov 03
c. Final action. AFAP XXI, May 05 (Updated: May 05)
d. Subject area. Housing
e. Scope. DoD Directive 4165.63-M, Jun 88, states, "Unmarried pregnant service members without dependents may apply for family housing but shall not be assigned to the quarters until the birth of the child." As a result, Army policy prohibits pregnant single soldiers from obtaining on-post housing until after the baby is delivered. This does not provide an adequate amount of transition time for new mothers and creates undue financial hardship, emotional stress, and may negatively im-

pact the well-being of the Soldier.
f. AFAP recommendation. Allow unmarried pregnant service members to move into on-post housing in the third trimester of pregnancy.
g. Progress.
(1) *Policies.*
(a) In Sep 97, G-1 revised AR 210-50 to grant Installation Commanders authority to approve exceptions to waiting list policies under special circumstances such as extreme hardship, compassionate, or medical reasons. Additionally, approval to authorize single Soldiers in the grade of Staff Sergeant (E-6) and below to reside off-post when the soldier is pregnant was granted.
(b) Family housing may be diverted to Unaccompanied Personnel Housing (UPH) temporarily with approval of the Director, Facilities and Housing, Office of the Assistant Chief of Staff for Installation Management (ACSIM) , through the appropriate IMA agency region office and HQ's IMA. This policy will be reflected in the next update of AR 210-50.
(2) *Coordination.*
(a) The DCS, G-1, ACSIM, and HQs IMA conducted a comprehensive review of permanent files and telephonic inquiries for the timeframe of Nov 02 thru Dec 04. The assessment revealed no complaints or inquiries from the field regarding unfair treatment or inconsistent policy regarding subject issue.
(b) The G-1 coordinated the conference recommendation. All Services and staff agencies strongly oppose a "blanket policy" as the current policy gives commander's the flexibility to accommodate unmarried pregnant Soldiers on a case-by case-basis.
(c) The G-1, Individual Policy Readiness Policy Division non-concurs with the recommendation as written. The current policy ensures an appropriate and fair allocation of housing assets and provides equitable access to Army family housing for single, pregnant soldiers upon the birth of the child. Current policy also gives Commanders the flexibility to manage unusual or hardship cases, therefore, a blanket policy is not needed.
(3) *Policy memo.* In Feb 05, HQs IMA disseminated a policy guidance memo to reinforce policy guidance concerning single pregnant Soldiers and reiterate Installation Commander authority and flexibility.
(4) *GOSC review.* The Nov 04 GOSC did not support an unattainable recommendation. G-1 will query installation commanders on the magnitude of the problem and their ability to handle it. IMA will review the need for policy reiterations.
(5) *Resolution.* The May 05 GOSC determined this issue is completed. Headquarters Installation Management Agency sent a memo to the field to reinforce policy guidance and reiterate the installation commander's authority and flexibility to approve exceptions to waiting list policies. The other Services and Army staff elements nonconcurred with providing "blanket authorization" for housing.
h. Lead agency. DAPE-HRP
i. Support agency. OSD-ATL, ASA-MRA, AF/ILEHO, OASN (I&E), HQMC, DAIM-FDH, SFIM-OP, DAPE-PRR-C, DAPE-HRP-FLO, & DAPE-HR-WB

Issue 549: Lodging and Subsistence for Family Members of Hospitalized Service Members

a. Status. Completed
b. Entered. AFAP XX, Nov 03
c. Final action. AFAP XXI, May 05 (Updated: May 05)
d. Subject area. Entitlements
e. Scope. When a Soldier is hospitalized, current policy authorizes invitational travel orders to cover transportation costs for two family members. Congress recently authorized per diem for families of Solders injured in Operations Noble Eagle, Enduring Freedom, and Iraqi Freedom. When a Soldier is seriously ill, injured, or in an accident in circumstances other than war, family members incur the cost of lodging and food expenses. This creates an inequity for Soldiers and their families.
f. AFAP recommendation. Provide travel and transportation allowance (per diem) to families of all Soldiers hospitalized with serious illness or injury and allow extensions on a case by case basis.
g. Progress.
(1) *Background.*
(a) Title 37, United States Code, section 411h and the Joint Federal Travel Regulation, paragraph U5246-A1 or U5246-A2 allows family travel, but not per diem, for two family members of a seriously ill or injured Soldier or in a situation of imminent death.
(b) The Emergency Wartime Supplemental Appropriations, Public Law (PL) 108-11 (16 Apr 03) expanded 37 USC 411h to allow payment of per diem for the 2 family members allowed to travel to the hospital. Only family members of Soldiers injured, ill, or wounded in Operations Noble Eagle, Enduring Freedom or Iraqi Freedom were authorized to receive both travel and per diem allowances when visiting them in the CONUS or OCONUS medical treatment facility (MTF). Family members are currently authorized travel and 8 days per diem to visit Soldiers in an OCONUS MTF and travel and 7 days per diem to visit Soldiers in a CONUS MTF.
(c) The FY04 Emergency Wartime Supplemental Appropriations, PL. 108-337, (Feb 04) continued authority for transportation and travel allowances for two family members; this authority was valid until 30 Sep 04.
(4) *New legislation.* The FY05 NDAA changed Title 37, section 411h to allow payment of travel and transportation allowances (lodging and subsistence per diem) to family members of VSI/SI hospitalized service members not injured as a result of duty in a contingency operation. The change was incorporated into the Joint Federal Travel Regulation, paragraph U5246 to authorize transportation allowances to family members of VSI/SI hospitalized service members.
(5) *GOSC review.* The Jun 04 GOSC was informed that there are a number of proposals in the House and the FY05 NDAA to expand per diem to families of all injured service members.
(6) *Resolution.* The May 05 determined this issue completed because legislation allows travel and transportation allowances (lodging and subsistence per diem) for family members of very seriously injured (VSI)/SI hospitalized Soldiers not injured as a result of duty in a contingency operation.
h. Lead agency. DAPE-PRC
i. Support agency. None.

Issue 550: Mandatory Review of Weight Allowance for Permanent Change of Station Moves

a. Status. Completed
b. Entered. AFAP XX, Nov 03
c. Final action. AFAP XX, Jun 04 (Updated: Jun 04)
d. Subject area. Relocation
e. Scope. DoD weight allowances are out of date as they fail to take into account the modern day household. Failure to review and adjust weight allowances has resulted in the application of weight tables that have not increased since the 1980s. As a result, Soldiers must either pay out of pocket to cover moving expenses or throw items away.
f. AFAP recommendation. Review and adjust weight allowances every seven years based on modern day households.
g. Progress.
(1) *Weight review*. Under current practices and procedures, the Services review HHG weight allowances more frequently than every seven years.
(a) All Services use the Personal Property automated system and the paid bill of lading data to review shipment weights and costs.
(b) Defense and Accounting Service – Indianapolis, Household Goods Statistics Report, issued quarterly, provides data for household goods shipments incurring excess costs. Report data elements include the number of moves, percent of moves with excess weight, total weight, average weight, average cost by grade, total cost by grade, type of move (PCS or TDY); number of moves by grade for weight breaks of 500 lbs from 0-500 through over 25,000 lbs.
(c) Other Services receive reports as requested from the applicable Finance and Accounting Office.
(d) Review of weight allowances and personal property shipping costs is required whenever a regulatory change or new law will impact the Service's Military Personnel Accounts.
(e) Rates for the transportation and storage of personal property change twice a year. All Services review the new rates and impact the rates will have on the permanent change of station (PCS) budget, a member's weight allowance, and excess costs.
(2) *Recent OSD review*. The Office of the Secretary of Defense (OSD) sponsored a permanent change of station weight allowance study group in 2002. The Services advised that less than 1 percent of Service members incur excess costs for the shipment of HHG in excess of the authorized weight allowance. OSD sponsored two Unified Legislative and Budgeting proposals, FY04 and FY05 that were rejected by the Services (AFAP Issue 457).
(3) *Regulatory change*. To require the Services to review and adjust weight allowances every seven years, the requirement should be in a DOD regulation. The Services did not concur with a regulatory requirement to mandate a review of the weight allowances every seven years because a review of weight allowances is required and performed on a more frequent basis.
(4) *Resolution.* The Jun 04 GOSC declared this issue completed because the Services review PCS weight allowances more frequently than every seven years.
h. Lead agency. DALO-SMT
i. Support agency. None.

Issue 554: Survivor Benefit Plan (SBP) and Social Security Offset
a. Status. Completed
b. Entered. AFAP XX, Nov 03
c. Final action. AFAP XXI, May 05 (Updated: May 05)
d. Subject area. Entitlements
e. Scope. SBP is a voluntary, annuity-type plan paid monthly by retired military members for the benefit of surviving spouses. SBP provides a 55 percent of retirement pay benefit when Social Security is not yet payable and a 35 percent benefit when it is (at age 62). Recently, the age of receipt for maximum Social Security benefits has increased. However, the SBP offset remains at age 62. The retiree and their survivors are valued members of the Army Family. Constant vigilance of entitlements affecting their financial well being is essential. Those who have served our nation must be allowed maximum benefits to maintain their quality of life after serving.
f. AFAP recommendations.
(1) Delay the start of the second tier level of SBP benefits from age 62 to 72 at no additional cost the participants.
(2) Increase the second tier level of benefits from 35 percent to 40 percent of the military member's retirement pay at no additional cost to the participants.
g. Progress.
(1) *Legislation*. The FY05 NDAA (P.L. 108-375, dated 28 Oct 04) eliminates SBP's lower second tier annuity of 35%, effective 1 Apr 08. The phased-in increase of benefits will occur as follows: 1 Oct 05: 35% to 40%; 1 Apr 06: 40% to 45%; 1 Apr 07: 45% to 50%; 1 Apr 08; 50% to 55%.
(2) *Implementation*. A one-year Open Enrollment season will be conducted 1 Oct 05 to 30 Sep 06.
(3) *GOSC review*. Per the Jun 04 GOSC, this issue remains active to monitor FY05 legislation addressing the Social Security offset to SBP.
(4) *Resolution.* The May 05 GOSC declared this issue completed because the FY05 NDAA makes SBP a level-tiered, 55% benefit plan over a 3.5 year period. This legislation provides improvements that exceed the AFAP recommendation.
h. Lead agency. DAPE-RSO
i. Support agency. None

Issue 555: TRICARE as Secondary Payer for Retirees
a. Status. Unattainable
b. Entered. AFAP XX, Nov 03
c. Final action. AFAP XX, Jun 04 (Updated: Jun 04)
d. Subject area. Medical
e. Scope. TRICARE, by law, automatically reverts as the secondary payer to other health insurance for retirees. Commercial insurers that are secondary payers pay up to the total amount of the bill after the primary insurance pays. However, if the primary insurer pays the allowable TRICARE amount or more, TRICARE will not pay anything, even if there is an outstanding balance. Retirees must pay out-of-pocket to cover the remaining balance.
f. AFAP recommendation.
(1) Allow retirees the option to use TRICARE as the primary insurance regardless of other insurance they have.
(2) If Recommendation 1 is unattainable, allow TRICARE reimbursements and other insurance payments to be applied for the same episode of care, not to exceed the total cost.

g. Progress.

(1) *TRICARE requirement to be second payer.* Congress clearly intended and mandated in Title 10 U.S.C. 1079(j)(1) that TRICARE be the secondary payer to all health benefit insurance and third-party payer plans, except for Medicaid and TRICARE supplemental policies. Therefore, for any claim that involves a double coverage plan, e.g. Medicare, employee health insurance, FEHBP, etc., TRICARE reimbursement may not be extended until all other double coverage plans have first adjudicated the claim. TRICARE payment rules are prescribed in statute to ensure that TRICARE payments combined with OHI payments do not exceed TRICARE allowable amounts.

(a) Providers who "participate" in TRICARE Standard agree to accept the TRICARE "allowable charge" as full fee for a healthcare service.

(b) Providers who do not participate in TRICARE ("non-participating" providers) may, by law, bill a beneficiary up to 15% above the TRICARE maximum allowable charge (TMAC). The beneficiary is responsible for no more than that unless he/she requests and receives a waiver from TRICARE to accept a higher bill/fee from a provider

(2) *TRICARE and other insurance applied to same episode of care.* TRICARE reimbursements, when combined with other health insurance (OHI) payments can be applied for the same episode of care, not to exceed the TMAC. In addition to preventing waste of Federal resources, the underlying intent is to ensure that TRICARE beneficiaries receive the maximum healthcare benefit and that TRICARE payments, when combined with OHI payments, do not exceed the total cost of a specific episode of care. The total cost is the TRICARE allowable charge (TMAC) as reflected in the TRICARE physician payment schedule.

(3) *Cost estimate*. Per TMA, about 156,000 retirees under age 65 received health care (under TRICARE Prime, Extra and Standard) involving OHI/double coverage in 2003. The total amount paid by the OHI, with TRICARE as second payer, was approximately $500M (excluding pharmacy services). If TRICARE were first payer, this amount would be passed to it as first payer, resulting in increased annual costs to TRICARE of at least $500M.

(4) *Resolution.* The Jun 04 GOSC determined this issue is unattainable because legislation requires TRICARE to be second payer to other health insurers and ensures that combined payments do not exceed TRICARE allowable charges. If TRICARE were first payer, the insurance bill would be passed to TRICARE as first payer, resulting in increased annual costs to TRICARE of at least $500M.

h. Lead agency. OTSG

i. Support agency. TMA

Issue 557: TRICARE Coverage to DEERS Enrolled Parents and Parents-in-Law

a. Status. Unattainable

b. Entered. AFAP XX, Nov 03

c. Final action. AFAP XX, Jun 04 (Updated: Jun 04)

d. Subject area. Medical

e. Scope. Dependent parents/parents-in-law are not entitled to TRICARE benefits, including TRICARE Prime, Standard, Extra and TRICARE for Life, but may receive care and pharmaceuticals at military treatment facilities on a space available basis. This is true even if parents or parents-in-law are enrolled in DEERS. The lack of TRICARE coverage for these family members creates increased financial hardships for Soldiers, thereby causing low morale and decreased unit readiness.

f. AFAP recommendation.

(1) Provide TRICARE coverage for civilian care to DEERS-enrolled dependent parents and parents-in-law.

(2) Establish a program for DEERS-enrolled dependent parents and parents-in-law that offers competitive health care benefits at a reasonable cost if TRICARE coverage is unattainable.

g. Progress.

(1) *Authorized coverage.* Dependent parents/ parents-in-law are eligible for space-available care at MTFs and can receive medications at military pharmacies. Space-available care is not a benefit under TRICARE. There are five priority groups for healthcare access at MTFs; dependent parents are in priority group four. Dependent parents are also eligible to enroll in TRICARE Plus at MTFs that have sufficient healthcare capacity to implement the program. Many dependent parents/parents-in-law are eligible for Medicare, Medicaid, or/and other local community-based health programs/services. Several of them use these alternative options in concert with their access to space available care in military medical facilities.

(2) *Industry standard.* Healthcare coverage for dependent parents/parents-in-law is not a healthcare industry standard. Other Federal health insurance/employee programs do not provide health insurance coverage to parents/parents-in-law of sponsors, e.g., the Federal Employee Health Benefits Program (FEHBP). The American Society of Health Care and Human Resources Administration responded that typically companies do not offer healthcare benefits to dependent parents/parents-in-law. Contact with three large corporations (Southwestern Bell Corporation; Uniform Services' Automobile Association Insurance (USAA); and City Public Service in San Antonio, TX) indicate they do not offer healthcare benefits to this category of beneficiaries.

(3) *Cost.* According to the TRICARE Management Activity (TMA), the average annual government cost per retired TRICARE Prime-enrolled member for care obtained from civilian network providers is $2,310. Using this data, the estimated cost for TRICARE benefits to the 23,773 dependent parents/parents-in-law enrolled in DEERS is $55M/year. Assuming 10% (2,377) of this category of beneficiaries would use MTF space-available care, annual costs would decrease to approximately $49.5M. The estimated cost of a separate health insurance benefit, comparable to Federal Employee Health Benefit Program (FEHBP) HMO option, is $86M annually ($63M government cost;$23M beneficiary cost).

(3) *Resolution.* The Jun 04 GOSC declared this issue unattainable. Healthcare benefits for parents and parents-in-law is not an standard benefit offered Federal employees or companies. The cost to implement such a benefit is unaffordable.

h. Lead agency. OTSG

i. Support agency. TMA.

Issue 565: Calculation of Family Subsistence Supplemental Allowance (FSSA) OCONUS

a. Status. Combined

b. Entered. AFAP XXI, Nov 04
c. Final action. No (Updated: May 05)
d. Subject area.
e. Scope. Families stationed OCONUS generally do not qualify for FSSA because of the calculation methodology. The federally mandated requirement to include Overseas Housing Allowance (OHA) and utilities in the calculation of total income negatively impacts soldiers living in Government housing OCONUS. The current calculation shows OHA/utilities as additional income without showing related expense. Potentially eligible families suffer financial hardship due to loss of Family Subsistence Supplemental Allowance.
f. AFAP recommendation. Eliminate the housing and utility allowances from FSSA calculations.
g. Progress. This issue was combined with Issue 564, "Calculation of CONUS Family Subsistence Supplemental Allowance (FSSA)" to create an issue that addressed FSSA calculation regardless of location.
h. Lead agency. DAPE-PRC
i. Support agency. None.

Issue 579: Pregnancy Termination Option for Lethal Congenital Anomalies (LCA)
a. Status. Unattainable
b. Entered. AFAP XXI, Nov 04
c. Final action. AFAP XXI, Nov 05 (Updated: May 05)
d. Subject area. Medical
e. Scope. TRICARE covers pregnancy termination only when the mother's life is threatened by the pregnancy. Federal law prohibits spending DoD funds for pregnancy termination except when carrying the fetus to full-term endangers the mother's life. No TRICARE coverage exists for termination when LCA is diagnosed (e.g., anencephaly, bilateral renal agenesis, lethal skeletal dysplasias). Restricting the mother's options significantly and adversely impacts the physical, emotional, psychological, and financial well-being of the service members' family.
f. AFAP recommendation. Provide TRICARE coverage for pregnancy termination when lethal congenital anomalies exist.
g. Progress.
(1) *Legislative constraints.* Title 10, United States Code, Section 1093, codifies the prohibition found in the FY96 DOD Appropriations and Authorization Acts against spending DOD funds for abortions, except when the life of the mother would be endangered if the fetus were carried to full term. Pregnancies may be terminated at any gestational age if the life of the mother is at risk. TRICARE does not provide coverage for, nor do MTFs perform, elective abortions, even where there is evidence of congenital and/or chromosomal abnormalities.
(2) *Definition.* There is no single, universally accepted definition of "lethal congenital anomaly." One definition, advanced by the Army's OB/GYN Consultant to The Surgeon General, is a condition with a fetal survival rate of less than 10% within the first week of extrauterine life. The great majority of detectable congenital or chromosomal anomalies would not be considered "lethal" under this definition. Under any definition, there will be a degree of uncertainty in diagnosing some conditions and uncertainty in many cases as to how long an infant might survive. Different physicians might reach different conclusions from the evidence, which would lead to concerns that the policy is being applied too liberally or too conservatively. Further, while some conditions, such as anencephaly, can be diagnosed with a high degree of accuracy, the detection of other LCAs is highly variable and more difficult to confirm.
(3) *Alternative assistance.* An alternative service that may be provided to beneficiary families faced with an LCA pregnancy is perinatal hospice services. Though most MTFs do not have a structured program to provide comfort and support to parents who expect that their infant will die soon after birth (or be stillborn), Madigan Army Medical Center (MAMC) and some other MTFs offer this benefit. In a study at MAMC, after women bearing fetuses with LCAs were told of availability of perinatal hospice services, 85% chose to continue their pregnancies rather than to have an abortion.
(4) *Resolution.* The May 05 AFAP GOSC determined this issue is unattainable. The concept of terminating pregnancies, for whatever reason, is an extremely emotional and political issue. Use of DoD funds for abortions, except to save the mother's life, is forbidden by U.S. law.
h. Lead agency. DASG-HPS
i. Support agency. TMA.

Issue ASB1: Increase Length of Duty Tours
a. Status. Completed.
b. Entered. AFAP VII; 1989.
c. Final action. AFAP IX; 1991.
d. Subject area. Force support.
e. Scope. Longer tours of duty increase reenlistment intentions and reduce the stress of relocation. Longer separations and greater number of PCS moves are related to lower retention rates. The Sponsorship Program has uneven effectiveness, is least effective for lower enlisted personnel, and does not include families. Increase the length of accompanied duty tours and decrease the number and length of unaccompanied duty tours. Increase tour length to minimize relocation.
f. AFAP recommendation.
(1) Increase the length of accompanied duty tours and decrease the number and length of unaccompanied duty tours.
(2) Increase tour length to minimize relocation.
g. Progress.
(1) The Relocation Assistance Legislation, (section 661, Act of 29 Nov 89, Public Law 101-189), requires DoD to stabilize tours to the maximum extent possible.
(2) Tour length is resource driven.
(3) Soldiers have the option to move OCONUS without family members and extend in foreign tour areas.
(4) CONUS tour lengths are driven by--
(a) DoD Directive that prohibits the Army from prescribing a set tour length based solely on a passage of time.
(b) The need to maintain unit readiness across the Army.
(c) Distribution of the MOS structure across the Army.
(d) Periodic needs for soldier retraining and soldier professional development needs.
(5) FY92 time on station is 44 months. By FY 95, average time on station for the average CONUS soldier should rise to greater than 55 months because of the re-

structure.

(6) *Resolution.* The Oct 91 GOSC voted this issue completed based on a projected CONUS duty tour of 55 months by FY95.

h. Lead agency. DAPE-MPE-DR.

i. Support agency. None.

Issue ASB2: Increase Pinpoint Assignments

a. Status. Completed.

b. Entered. AFAP VII; 1989.

c. Final action. AFAP XI; 1993.

d. Subject area. Relocation.

e. Scope. The Sponsorship Program has uneven effectiveness, is least effective for lower enlisted personnel, and does not include families.

f. AFAP recommendation. Pinpoint assignments.

g. Progress.

(1) This issue was combined with Issue 153, "Relocation Services," as directed by the Oct 90 GOSC.

(2) USAREUR provides pinpoint assignments to soldiers with the rank of SPC through SGM. Soldiers in ranks PFC and below are normally pinpointed upon arrival at the 21st Replacement Battalion in Frankfurt, West Germany.

(3) EUSA (8th PERSCOM) provides pinpoint assignments to soldiers in ranks SGT through SGM.

(4) USARSO provides pinpoint assignments to soldiers with the rank of SGT through SGM.

(5) All enlisted soldiers, regardless of rank, who are assigned to Europe, Korea, and Panama and are enrolled in the Married Army Couples Program, EFMP program, or who are approved for family travel are given pinpoint assignments. Overseas returnees to CONUS receive pinpoint assignments.

(6) Assignment notification lead time and shifting readiness requirements inhibit pinpoint assignments for soldiers in ranks PFC and below.

(7) *Resolution.* This issue was completed by the Oct 93 GOSC when it completed Issue 153. Issue 153 resulted in the implementation of RAIS, increased relocation staffing and training, and changed Army regulations to require that Soldiers process through ACS centers for relocation assistance.

h. Lead agency. CFSC-FSA.

i. Support agency. TAPC-OPD/DAPE-MPH.

Issue ASB3: Increase Systemic Training of Unit Leaders on Impact on Soldiers Performance by Families

a. Status. Completed.

b. Entered. AFAP VII; 1989.

c. Final action. AFAP XII; 1994.

d. Subject area. Leadership.

e. Scope. The care and well-being of Army families is part of the unit leader's mission, not an adjunct responsibility or burden. Unit leaders at all levels are the key to successful implementation of family and quality of life programs. NCO unit leaders report that they typically spend over 50% of a 12- hour work day on soldier and family well-being. The overlapping roles of soldier and parent are often in conflict.

f. AFAP recommendation.

(1) Educate unit leaders at all levels as to the critical impact of families on soldier satisfaction, and hence unit performance, and make them accountable for the success of family programs in their units.

(2) Evaluate and update family awareness training based on the findings of this panel and research from WRAIR, ARI, and the Rand Arroyo Center.

(3) Expand Army curriculum for Sergeants to Sergeants Major to provide instruction on soldier and family needs and counseling techniques.

(4) Educate unit leaders to better balance and plan for time in garrison, in the field, and on TDY to allow soldiers to have planned and predictable time with their families.

g. Progress.

(1) This issue was combined with Issue 107, "Leadership Training on Sensitivity to Soldier and Family Issues", per direction of the Oct 90 GOSC.

(2) Instruction blocks on the Army family are contained in the Officer Advanced Courses (1 hour), Officer Basic Courses (1 hour), the First Sergeant Course (5 hours), the Advanced Noncommissioned Officer Courses (1 hour), Basic Noncommissioned Officer Courses (1 hour), and the Primary Leadership Development Courses (2 hours). The current amount of time devoted to training on the family is essentially the same amount as when the ASB conducted the study.

(3) Subjects covered in these courses include leadership responsibilities regarding families, community impact on readiness and retention, family entitlements, sole parenthood and family care plans, the Army Family Action Plan, the Army Family Advocacy Program, and use of community referral agencies for families.

(4) *Resolution.* Issue 107, and the issues combined with it, were completed by the Oct 94 GOSC based on inclusion of AFTB training in Officer, Warrant Office, and Noncommissioned Officer Education Systems. See Issue 107 for other progress in this area.

h. Lead agency. DAPE-HR.

i. Support agency. OCAR/NGB/DAMO/CFSC.

Issue ASB4: Inequitable Treatment Between Single/Married Soldiers and Single/Nonsingle Parents

a. Status. Completed.

b. Entered. AFAP VII; 1989.

c. Final action. AFAP XI; 1993.

d. Subject area. Leadership.

e. Scope. The Family Panel heard reports of inequity in treatment between single and married soldiers and between single parents and non-single parent soldiers.

f. AFAP recommendation. Address this problem and, wherever possible, correct the inequity in order to improve mission effectiveness and unit cohesion.

g. Progress.

(1) *Combined issue.* This issue was combined with Issue ASB 6, "Policies that Permit Differential Treatment of Soldiers", per direction of the Oct 90 GOSC.

(2) *Related issue.* This issue relates to Issue 248, "Sole Parents Discriminated Against in Job Assignments."

(3) *Validation.* Inspector General holdings, sensing sessions and the Inspector General Action Request System do not substantiate that inequity in treatment between single and married soldiers or parents is perceived as a major problem. ODCSPER is unaware of research findings, field input, or congressional or White House inquiries addressing any Army policy which directs, fosters, or

supports inequitable treatment of soldiers except as intentionally mandated by public law, military necessity, readiness, or customs and traditions of the Service. Perceived inequities may be the result of unit commander policies rather than actual inequity based on Army policy.

(4) *Command policy.* AR 600-20, para 5-5, directs that, "Soldiers must arrange for the care of their dependent family members so as to be available for duty when and where the needs of the Service dictate and able to perform assigned military duties without interference of family responsibilities. Commanders must stress the soldier's obligation to both the military and dependent family members. Moreover, they must ensure that soldiers understand that they will not receive special consideration in duty assignments or duty stations based on their responsibility for dependent family members unless enrolled in the Exceptional Family Member Program (EFMP)."

(5) *Resolution.* This issue was completed when the Oct 93 GOSC completed Issue ASB6 which resulted in a review of policies that might be perceived to foster inequities between categories of soldiers. The GOSC determined that numerous programs, to include BOSS, barracks modernization, and the AFAP, address and monitor single soldier concerns.

h. Lead agency. DAPE-HR-L.

i. Support agency. USACFSC.

Issue ASB5: Personal Skills Training for New Enlistees

a. Status. Completed.

b. Entered. AFAP VII; 1989.

c. Final action. AFAP IX; 1991.

d. Subject area. Force support.

e. Scope. Training for new enlistees on the management of personal affairs, to include personal finances, parenting skills, and meeting basic family needs, results in more mature soldiers who are better able to cope and are more self-sufficient.

f. AFAP recommendation. Continue personal skills training for new enlistees through ACS, unit, and other providers.

g. Progress.

(1) TRADOC provides new enlistees in Basic Combat Training with training on personal affairs and personal financial management. TRADOC is committed to maintaining its current level of effort; limited resources restrict expansion. TRADOC developed training for all NCO and officer courses to assist the effort of the chain of command.

(2) The chain of command involvement in the soldier's unit is the most effective method to ensure success in this program.

(3) ACS has many skills-building courses, to include in-depth training modules on financial management and consumer affairs. Additional skills training classes are available. Command consultations and community needs assessments dictate special installation needs in addition to core programs offered at each ACS center. The ACS thrust is to help soldiers and families become more self-sufficient.

h. Lead agency. CFSC-FSA.

i. Support agency. DAMO-TRO.

Issue ASB6: Policies that Permit Differential Treatment of Soldiers

a. Status. Completed.

b. Entered. AFAP VII; 1989.

c. Final action. AFAP XI; 1993.

d. Subject area. Leadership.

e. Scope. The Family Panel heard reports of inequity in treatment between single and married soldiers and between single parents and non-single parent soldiers and of policies within the Army that permit differential treatment of various categories of soldiers. Unit leaders do not understand in many cases the rationale for these inequities and, therefore, cannot explain them to their soldiers.

f. AFAP recommendation.

(1) Appoint a task force (perhaps headed by a former Sergeant Major of the Army or former The Inspector General) to examine all inequities that exist in the treatment of different categories of soldiers.

(2) Direct the task force to recommend which inequities are acceptable based on public law, military readiness, or other requirements.

(3) Explain to soldiers and unit leaders why some inequities are necessary. Eliminate inequities without rationale.

g. Progress.

(1) *Combined issues.* Issues ASB 4 and 6 were combined and transferred to ODCSPER in 1990.

(2) *Policy review.* Policies that might be deemed to foster inequitable treatment have been reviewed. Analysis substantiates that inequity in treatment of single and married soldiers is not perceived to be a major problem.

(a) *Assignments.* All soldiers can be deployed regardless of marital or parental status. Pregnant soldiers are not deployable overseas for medical reasons. Unaccompanied vs. married soldier tour lengths are based on an Army effort to minimize the separation of married soldiers from their families.

(b) *Compensation.*

1. Family Separation Allowance is provided to unaccompanied soldiers with dependents.

2. Dislocation Allowance (DLA) pays 2 months BAQ to compensate for the incidentals of setting up a household resulting from a PCS move. DLA for single soldiers, Issue 319, "Dislocation Allowance for Single Soldiers" was determined unattainable in Oct 94.

3. The 7QRMC proposed no change in pay differential for dependency. The differential is based on an institutional model which recognizes that the needs of soldiers with dependents are greater than those without.

(c) *Weight allowances.* FY 91 weight allowance increase reduced the disparity between unaccompanied enlisted and married soldiers.

(d) *Enlistment criteria.* For enlistment in the Active Service, both single and married applicants must generally meet the same enlistment criteria. Some differential treatment with regard to dependents occurs before enlistment and is a screening process and not an inequitable treatment of soldiers.

(3) *Better Opportunities for Single Soldiers (BOSS).* The BOSS program was created to target single soldiers with innovative programming to meet their needs at installation level. In 1990, BOSS expanded to encompass issues such as barracks utilization, medical care, transpor-

tation, and finance.

(4) *Survey results.* The Fall 91 Army Sample Survey of Military Personnel (SSMP) does not reflect major distinguishable differences between single and married soldiers, with the exception that single soldier quality of life issues continue to be expressed in terms of barracks life.

(5) *Barracks.* Single soldier issues are keyed to policies that treat soldiers (married or single) living in the barracks differently than those who live in family housing or off-post. Soldier issues extend from condition of barracks to control exercised over personal space and privacy, issues which soldiers residing off-post or in family housing are relatively immune.

(a) *Barracks policy*. It is Army policy that decisions affecting the management of barracks will be made by commanders at levels necessary to effect a balance between contributing to soldier quality of life and maintaining a positive living environment. Policies are impacted by the availability of installation and fiscal resources, area specific security and safety concerns, and unique operational requirements. While soldiers should enjoy the same opportunities and duty demands regardless of where they live, there is an expectation that commanders will ensure a secure, positive and equitable living environment in the barracks. Therefore, unit commanders may implement certain policies which some deem restrictive, but nonetheless serve to achieve the goal of providing a secure and stable living environment under communal living conditions.

(b) *Barracks improvements.* New barracks standards include: increased room area, closets (replacing wall lockers), bulk storage space, one washer/dryer per 15 soldiers, individual room temperature controls, two telephone and two cable TV jacks per room, and a consolidated core area for common use facilities (for example, TV/day room, kitchen, and laundry facilities). Unit supply, administrative areas and mess halls will be separate from housing accommodations. Barracks standards are addressed in Issue 268, "Inadequate Housing for Unaccompanied Personnel."

(6) *GOSC review.*

(a) *Oct 91.* Issue will remain active.

(b) *Oct 92.* ODCSPER may explore restructuring this issue, but the basic thrust must be maintained.

(7) *Resolution.* The Oct 93 GOSC determined this issue completed because policies have been reviewed. Numerous programs, to include BOSS, barracks modernization, and the AFAP, address and monitor the scope of this issue.

h. Lead agency. DAPE-HR-L.

i. Support agency. PERI/SGRD/DAPE-MBB.