



Fort Benning Maneuver Center of Excellence



Fort Benning, Home of the MCOE

FY11 Army Family Action Plan Conference Report Out Session



Top 6 Critical Active HQDA AFAP Issues



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- 1. Issue 596: Establish a searchable convicted Sex Offender Registry and make it available to the military community. Require all convicted sex offenders who are authorized a DoD ID to register with the installation Provost Marshal's Office (PMO) and be entered into the registry.**
- 2. Issue 620: Extend medical benefits (TRICARE) for full time students to age 25 years. (TRICARE currently terminates at 22 years).**
- 3. Issue 524: Direct all 50 states, the District of Columbia, and US territories to grant unemployment compensation to military spouses who leave a job because of a permanent change of station (PCS) move.**
- 4. Issue 566: Reduce the wide income range in existing child care fees by increasing the number of child care fee categories.**
- 5. Issue 653: Fund a formal program to provide service dogs for Wounded Warriors.**
- 6. Issue 572: Fund a portion of the cost of eyeglasses under TRICARE or outsource fabrication through vendors at reduced price or provide Frame of Choice Program at cost from military lab.**



Medical/Dental



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ISSUE #: FY10-10

TITLE: Orthodontic costs incurred by families due to Permanent Change of Station moves

SCOPE: Families are burdened with new or repeated orthodontic costs due to PCS moves. Current lifetime dental policy cap for each family member covers 50% of orthodontic costs up to \$1500. This cost is a fraction of the total orthodontic treatment plan. Current Tricare Dental policy covers additional dental evaluations and bite-wing x-rays when families PCS but that coverage does not extend to orthodontics re-evaluation and treatment. Families incur thousands of dollars of out-of-pocket expenses for repeated evaluation and treatment due to insufficient coverage of the current dental plan.

RECOMMENDATION: Expand existing dental plan to include orthodontic coverage for new or repeated costs incurred by families due to PCS moves.



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ISSUE #: FY11-10

TITLE: Child care for parents with same-day medical appointments

SCOPE: Drop-in childcare for parents with same day medical appointments is insufficient. Children are not authorized to accompany parents to medical appointments involving invasive procedures, (i.e. pap smear, radiology, etc.). Parents are unable to obtain last minute child care because of space availability. Missed or rescheduled appointments places additional burdens on the health care system.

RECOMMENDATION: Provide designated slots for same-day medical appointments at child care facilities.



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ISSUE #: FY11-58

TITLE: Deferment period for deployment of military parent of newborns or adopted children.

SCOPE: The regulation does not accurately reflect or allow for proper care and bonding time between military parent and child. The current regulation allows for 6 months non-deployable status for military mothers of newborns, and one member of a military couple or single parent with a newly adopted child. Military parents need 12 months to adequately develop a healthy parent/child relationship and allow for proper family resiliency. The current regulation for 6 month deferment is inconsistent with contemporary expert recommendation of 6-12 months by the U.S. Department of Health & Human Services and the American Academy of Pediatrics. A standard 12 month deployment deferment removes inconsistencies at the command level and ensures optimum physical, emotional and behavioral health of the military parent.

RECOMMENDATION: Increase deployment deferment period from 6 to 12 months for military parents of newborns or adopted children.



Employment/Education/ Consumer Services



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ISSUE #: FY11-04

TITLE: Commissary being very crowded

SCOPE: Fort Benning commissary is inadequate for the current population. Base Realignment and Closure Act (BRAC) will increase the population by approximately 35,000. Due to overcrowding in the commissary, consumers are more likely to shop locally at a greater expense, resulting in loss of revenue for the Defense Commissary Agency (DeCA).

RECOMMENDATIONS:

1. Re-evaluate commissary's position on the Army and DeCA's list of commissary priorities.
2. Fund expansion of current facility on Fort Benning.



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ISSUE #: FY11-07

TITLE: Local Substitute Teacher Pay Disparity

SCOPE: There is disparity between Department of Defense Education Activity (DODEA) and local substitute teacher pay. A substitute with a Bachelors degree receives \$69/day from DODEA. A local Muscogee County substitute teacher with a Bachelors degree receives \$100/day. A substitute with an Associate's degree receives \$61/day from DODEA. Local Muscogee County substitute teachers with an Associate's degree receive \$75/day. Eliminating the disparity between the substitute teacher wages will increase competitiveness amongst DODEA and local school districts.

RECOMMENDATION: Amend wages for substitute teachers annually to become competitive with state and local school systems.



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ISSUE #: FY11-77

TITLE: Use of Spousal Preference in Hiring Practices

SCOPE: The complexity of present criteria used for hiring civilian employees leads to uneven application of Executive Order #13473. A perception exists that spousal preference should result in a higher job rate for spouses. Since Executive Order #13473 was signed on September 11, 2009, customer comment cards for Fort Benning have been 89% negative concerning the spousal preference employment program and Civilian Personnel Advisory Center (CPAC) employees. This view may be the result of the lack of knowledge and guidelines mandated by the existing order. Implementation by CPAC of existing Executive Order #13473 will assist in building resilient military families.

RECOMMENDATIONS:

1. Establish a review committee for Executive Order #13473
2. Establish a standardized timeline for processing, advising, and hiring military spouses
3. Assign oversight at the local level



Family Support/Childcare



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ISSUE #: FY11-02

TITLE: Heating and Air-Conditioning Control in Army Child Development Centers (CDC)

SCOPE: The CDC staff does not have the ability to control the heating/air based on temperature changes outside. Some thermostats are centrally controlled from a remote location which is unaware of local condition changes. Remotely regulated temperatures in Army CDC's have adverse health effects on children and staff.

RECOMMENDATIONS:

1. Eliminate remotely controlled thermostats in CDCs.
2. Standardize central air/heat usage in CDCs.
3. Authorize the CDC staff to control temperature.



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ISSUE #: FY11-06

TITLE: Sante Fe Child Development Center (CDC) Parking

SCOPE: Sante Fe CDC has insufficient parking to facilitate families and staff. This congestion creates a critical safety hazard for the Fort Benning community. Specifically, it affects the Sante Fe CDC children, parents and staff. Excessive traffic impedes emergency vehicle access to the Sante Fe CDC during peak pick up and drop off times.

RECOMMENDATION: Create additional parking for the Sante Fe CDC.



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ISSUE #: FY11-15

TITLE: Family Pre and Post Deployment Training and Education

SCOPE: Military families are not receiving complete education on the resources available to them during the deployment process because the families' main source of information is their soldier. The method of presentation to the soldier fails to denote the value of available programs to military families. Military families' quality of life is deteriorated when available resources go unused.

RECOMMENDATION: Implement aggressive marketing campaign of existing family programs to family members.



Benefits/Entitlements/ Housing/Relocation



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ISSUE #: FY11-33

TITLE: Lighting in residential and community playgrounds

SCOPE: Lighting is insufficient or nonexistent in many residential and community playgrounds on post. Safety issues have been identified in playgrounds including: Davis, Custer, McGraw, Patton, Blue/French/Green Fields and McDonald Manor. These safety issues include, but are not limited to, risk of injury due to limited visibility for children playing, damage to park equipment, inappropriate conduct by unsupervised minors and the risk of assault. Increased lighting in residential and community playgrounds would reduce the likelihood of criminal activity within the community and provide an overall sense of security for all Fort Benning residents.

RECOMMENDATIONS:

1. Provide more lighting in residential and community members' playgrounds on post.
2. Maintain existing lighting in residential and community playgrounds on post.



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ISSUE #: FY11-57

TITLE: Allocation of unused Post-9/11 GI Bill benefits

SCOPE: Post-9/11 GI Bill benefits do not always meet the needs of service members and their authorized dependents. Not all service members utilize their educational benefits. Transferring unused benefits will allow other service members and authorized dependents which have already exhausted their own benefits to further their education.

RECOMMENDATIONS:

1. Authorize service members to release unused educational benefits for use by other service members and their authorized dependents.
2. Allow service member to select specific beneficiary or release unused benefits into general account to be available to service members and authorized dependents that have exhausted their Post-9/11 GI Bill benefits.



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ISSUE #: FY11-104

TITLE: Transition Permissive Temporary Duty (TPTDY) for Soldiers that Expiration Term of Service (ETS)

SCOPE: Soldiers that ETS are not eligible to receive TPTDY authorization. Involuntarily separating and retiring Soldiers are eligible to receive 10-20 days of TPTDY respectively. Soldiers that ETS deserve the same opportunity to transition into civilian life to include time necessary for job hunting and relocation. Authorizing TPTDY for Soldiers that have honorably fulfilled their contractual obligation will ease the transition into civilian life.

RECOMMENDATION: Authorize TPTDY to Soldiers that ETS under honorable conditions.



Force Support



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ISSUE #: FY11-42

TITLE: Family Readiness Support Assistant (FRSA) Feedback

SCOPE: There are no means for individuals to submit feedback through Interactive Customer Evaluation (ICE) regarding their FRSA's performance. The FRSA's need feedback to improve Family Member Readiness and improve accountability for their actions. Without appropriate feedback, Commanders and FRSA's are unable to further assess the needs of families.

RECOMMENDATION: Add FRSAs to Interactive Customer Evaluation (ICE) menu.



Fort Benning Army Family Action Plan



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ISSUE #: FY11-50

TITLE: Custer Road Sidewalk Project

SCOPE: There are no sidewalks along Custer Road. Fort Benning Families and patrons are forced to walk on the roadway to access community resources. This poses a serious safety hazard for pedestrian traffic.

RECOMMENDATION: Construct a sidewalk on Custer Road extending from the River Walk to Patton Village.



Fort Benning Army Family Action Plan



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ISSUE #: FY11-66

TITLE: Main Post Handicap Accessible Sidewalk Project

SCOPE: There are inconsistent sidewalks and high curbs throughout main post (example Ingersoll and Yeager Streets). Families and patrons are forced to negotiate non handicap accessible curbs and travel in heavy traffic areas. This presents a safety hazard to pedestrians on main post.

RECOMMENDATIONS:

1. Construct sidewalks and accessible curbs along Ingersoll and Yeager streets.
2. Provide handicap accessible curbs and consistent sidewalks throughout main post.