

February 2016

THE MINUTEMAN

The Monthly Newsletter of the Texas Army National Guard Recruiting & Retention Command



TUESDAY NIGHT WORKOUTS

Keeping recruits fit, prepared & engaged

BEST WARRIOR

R&R Soldiers compete for title of Best Warrior

A STAR SPANGLED HONOR

TXARNG Recruiter sings National Anthem at Mavs game

MAXPREPS TOUR OF CHAMPIONS

Recognizing elite Texas high school athletes

LETTER FROM **THE COMMANDER**



Region I CDR, MAJ James Crady with SFC Edward Munoz after completing a Prior Service enlistment ceremony during February IDT.

During the February drill weekend I had the chance to visit with two teams in Region I and two teams in Region II. I greatly appreciate the time to visit with REC RET CMD personnel in all four teams, and to see the outstanding training that is being conducted at RSP sites.

The #1 issue I discovered in speaking with our Soldiers is gaining the required school seats needed for promotion, especially SLC. CSM Dyer has initiated extensive scheduling of schools with our S3 section and has included a whole page of details on the process. We will continue to aggressively pursue your needed schools.

I also had the chance to participate in a Prior Service Field Enlistment With MAJ Crady and SFC Munoz - job well done gentlemen!

In the upcoming month, please stay focused on the Prior Service Challenges and take advantage of IRR, RLAP, PS leads as well as working your ETS lists. The PS Challenge is open to all RRNCOs and a great venue is lined up - The Gaylord Texan Resort in Grapevine, Texas.

LTC August T. Murray, Ph.D.
Commander, REC RET CMD
Texas Army National Guard

2ND QUARTER CHALLENGE

Location:

- **Training:** CALX Armory, 1775 California Crossing Rd Dallas, TX 75220
- **Lodging:** Gaylord Texan Resort Hotel & Convention Center, 1501 Gaylord Trail, Grapevine, TX 76051. Honors government rate. POV travel authorized if traveling with dependents.
- **Reservations:** Group block rate reservation instructions to be provided.

Timeline of Events:

- **8 Apr 16: 0800 – 2000:** Travel to Grapevine, TX *Attendees Register NLT 2000
- **8 Apr 16: 1800 – UTC:** No Host Social (Optional, Onsite)
- **9 Apr 16: 1000 – 1100:** NCOPD w/CSM Dyer & Guest
- **9 Apr 16: 1100 – 1200:** Best Practices Breakout
- **9 Apr 16: 1200 – 1800:** Teambuilding Activities
- **9 Apr 16: 1800 – 2000:** Group Dinner and Recognition w/guest speaker CSM Hoxie at Uncle Buck's Brewery & Steakhouse, 2501 Bass Pro Dr, Grapevine, TX 76051, (972) 691-5100
- **10 Apr 16: 0800 – UTC:** Travel to HS and Closeout Report

STEP

By: CSM Kristopher Dyer

**SELECT
TRAIN
EDUCATE
PROMOTE**



The Department of the Army has developed the **Select Train Educate Promote (STEP) Program** that went into effect 1 Jan 16 for all enlisted promotions in the ranks of E5 to E9. The basic concept of this program is to fill critical NCO vacancies thru the Enlisted Promotion System (EPS) by choosing the best-qualified NCOs to occupy NCO shortages at a quicker pace than before. As long as you meet the requirements as far as Time in Grade (TIG) and Time in Service (TIS) by 31 Dec of the current year you will be boarded and if selected by the EPS Board you will be placed on the Order of Merit List (OML) for the next Fiscal Year (FY). The next level of NCOES does not have to be met to be promotable and EPS Selected NCOs will have priority for the first available NCOES after the individual has been selected.

Below are some quick facts to educate you about the new program:

Promotion to SGT (E5)

Complete Basic Leader Course (BLC)
formerly WLC
Complete SSD Level 1
Time in Grade 12 Months
Time in Service N/A

Promotion to SSG (E6)

Complete Advanced Leaders Course (ALC)
Complete SSD Level 2
Time in Grade 18 Months
Time in Service N/A

Promotion to SFC (E7)

Complete Senior Leaders Course (SLC)
Complete SSD Level 3
Time in Grade 36 Months
Time in Service 9 Years

Promotion to MSG (E8)

Complete SSD Level 4
(Complete Masters Leaders Course
(MLC) *under development*)
Time in Grade 36 Months
Time in Service 13 Years

Promotion to SGM (E9)

Complete United States
Sergeant Majors Academy
(USASMA)
Time in Grade 36 Months
Time in Service 16 Years

Lateral Promotion to CSM/Nominative Position

Complete SSD Level 5





A STAR SPANGLED HONOR

RECRUITER SINGS NATIONAL ANTHEM AT DALLAS MAVERICKS GAME



Region II, Team 6 – Dallas, Texas

MSG Miles, NCOIC of Team 6, Region II, Recruiting and Retention Command, Texas Army National Guard is no stranger to singing the National Anthem in front of large crowds. He has performed the Star Spangled Banner for the Texas Rangers, the Houston Astros, and now in front of a packed house at the American Airlines Center for a Dallas Mavericks game.

With a last minute call and three days notice, Miles was prepared and excited for the opportunity. “It’s such a gratifying feeling, to be in this country and to honor the freedom that this song represents.”

When asked about the nerves leading up to his performance, Miles said, “Of course I was nervous, but the words alone empower me and allow me to get through. I’m a soldier, I can’t forget the words.”

As a member of the Texas Army National Guard wearing the uniform and singing our national anthem, Miles says he is extremely proud to represent Recruiting and Retention Command, Texas Army National Guard, and the United States of America. “I’m not a professional, but I am very patriotic and I love the anthem.”

LEADERSHIP LESSONS

TUESDAY NIGHT WORKOUTS



Left: Recruits perform plank exercises during a Tuesday Night Workout at Kilgore Armory in Kilgore, Texas. Right: SSG Halbrook, the groups leader.



Region II, Team 7 – Kilgore, Texas

SSG Halbrook is an experienced recruiter and knows the importance of maintaining positive relationships with his recruits. Inspired to create a unique and effective way to build and maintain these relationships, he developed a program he calls “Tuesday Night Workouts”.

For one hour every Tuesday night, Halbrook takes time away from his family to host a Soldier building session with his recruits. The focus is on physical fitness with a Q&A session at the end of each session.

“The benefits of this program are three-fold,” says Halbrook. “First is the fitness aspect. Future soldiers learn about the importance of physical fitness and the proper way to exercise. Second, It allows me to stay in constant contact with my recruits and help them with any issues they may have. The third benefit is referrals. I’ve had 15 to 20 leads brought in by friends in the last year.”

Tuesday Night Workouts have contributed to SSG Halbrook’s success as a recruiter. He was the 2nd ranked recruiter in Texas in FY15. Halbrook says the key to the success of his program is consistency. “You have to be there every week, no matter what. If there are any flaws in your program, it just won’t work.”

The participation is strong and the response to this program has been extremely positive. Halbrook’s goal is for his recruits to be the best in the state and to maintain a high graduation rate. “We are in the military and we are seen as leaders. Kids want to be part of a team and this gives me the perfect opportunity to get to know them on a personal level and push them to be the best they can be.”



BEST WARRIOR COMPETITION

Region I, Team 2

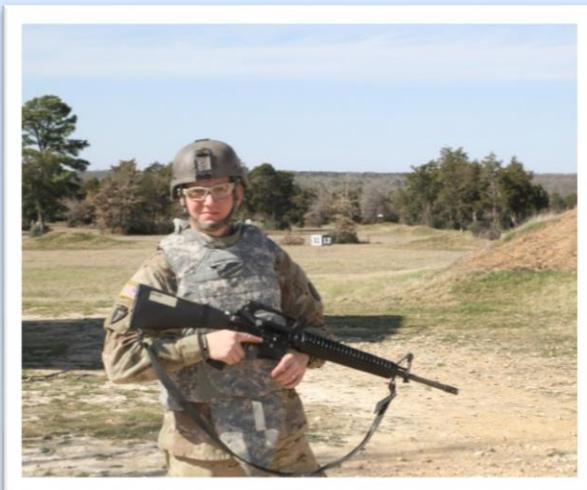
Region II, Team 7 - Camp Swift, Texas

Two soldiers from the Texas Army National Guard Recruiting and Retention Command competed in the Best Warrior Competition at Camp Swift in Bastrop, Texas February 4 – 6 2016.

SSG Trenkle of Team 2 and PFC McCarty of Team 7 represented Recruiting and Retention as they ran, rucked, climbed, and crawled over the competition.

Soldiers competing in Best Warrior pounded their boots on the ground for more than 20 miles throughout a span of 36 hours, including a ruck march, land navigation and obstacle course.

In addition to the physical challenges, soldiers are required to demonstrate a variety of marksmanship skills and appear before a board.





Region IV, Team 13 – Dripping Springs, Texas

1,500 students packed into the bleachers of the Dripping Springs High School gym for their winter pep rally. After recognizing individuals and teams for their fall athletic and academic achievements, SGT Ellison presented the Minute Man trophy to the 5A Volleyball State Championship Team.

SGT Ellison spoke to the entire student body about what it takes to be a champion. “These are the same qualities that takes to be a soldier in the National Guard,” said Ellison.



Region II, Team 6 – Carrollton, Texas

MSG Miles recognized the Hebron High School 6A Volleyball Champs. “We should absolutely continue these events,” said Miles. “MaxPreps gives us an opportunity to engage with top notch school programs.”

Immediately following the MaxPreps ceremony, Miles and his team participated in a career fair at the school, alongside USAREC and Marine Corps recruiters. “The Marines and the Army were left speechless as they watched the crowd grow around our table,” said Miles. The opportunity to recognize the student athletes and speak before the entire crowd gave the TXARNG recruiters a huge jump start in the career fair. “We generated at least 140 leads, all juniors and seniors,” Miles said.

The MaxPreps program has proven its worth time and again by building rapport with student athletes, coaches, and administrators. Miles said “During the job fair, the students and coaches continued to thank us for everything we have done for their school.”



RR BADGE AWARDS



EXPERT BADGE AWARDED:

- SSG Roberto Lugo
Team 6, Region II
- SSG Jace Halbrosk
Team 7, Region I
- SSG James Grintz
Team 6, Region II



SENIOR BADGE AWARDED:

- SGT Emerson Salgadovindel
Team 6, Region II
- SSG Gabriel Chaves
Team 5, Region II
- SSG Edgard Mendezsalas
Team 5, Region II
- SFC Miguel Ganceres
Team 16, Region IV

MARCH

- 1 TM 2 UTA Job Fair
- 1 RSP Telecon North
- 1-4 EQRB Board
- 1-17 TM 9 Leon County Fair
- 2 TM 9 Lonestar State Job Fair
- 2 RGN I AMA MEPS QTRLY IRC 1300
- 2 SFRO Pizza Night
- 2 RSP Telecon South
- 2 SA Rampage Military Appreciation
- 2 RGN III Houston Livestock Show & Rodeo
- 2-3 Command and Staff – Host: RGN IV Camp Bullis
- 3 RGN IV Vets Job Fair – TVC ATX
- 3-11 TM 14 Cancer Fundraiser
- 3-5 UIL Girls Basketball Championship – San Antonio
- 4 MEPS Non-Processing Day
- 4-6 WOC TRX MUTA 5
- 5 SRP (Tentative) C519 & 2-149 AV 110 PAX
- 5-6 JFHQ/36ID IDT
- 5-8 Big Nacogdoches Music Festival
- 5-11 Block Leave
- 6 Master Fit Challenge
- 6 TM 5 Job Fair
- 6 TM 6 Job Fair
- 7 TM 6 Job Fair
- 7-11 TM 16 - SPI Spring Break
- 8 OPS Calendar Scrub 1000
- 8 RSP Telecon North
- 8 TM 15 Workforce Job Fair
- 8-9 RGN I OIP
- 9 BSM Telecon
- 9 TM 2 Legacy HS JROTC
- 9 RSP Telecon South
- 10 TM 15 St Phillips College Set Up
- 10 TM 16 Spring Break Madness
- 10-13 TM 4 Rednecks with Paychecks
- 11 TM 14 Cuero HS Table Top Display
- 11-12 OPAT Testing – SSG Hammett & SST Whitney
- 11-13 UIL Girls Basketball Championship / San Antonio
- 12 TM 4 Shannon Brewery 5K
- 12-13 RSP Drill Weekend
- 12-13 TM 10/11 RSP Visit – SFC Rodgers
- 12-13 RRC IDT
- 13 TM 13 Choice Career Fair
- 14-20 Block Leave
- 15-16 RSP Telecon North/South
- 16 TM 12 MaxPreps Tour of Champions Katy HS
- 16 TM 13 MaxPreps Tour of Champions Cedar Park HS
- 18-19 NGAT Conference
- 19 TM 3 Insane Inflatable 5K
- 19 TM 10 Texas Fest Cook off
- 19 RGN II VLB Veterans Benefits Fair in Tyler, TX
- 19-20 TM 10 Premier Gun Show
- 21-23 RGN III Visit/Inspection Houston-BCS
- 22 OPS Calendar Scrub 1000
- 22 TM 11 Boys & Girls Steak and Burger Night
- 22 RSP Telecon North
- 22 BSM Telecon
- 22-25 ASMB Board
- 23 TM 8 CTC Nursing/EMT Job Fair
- 23 TM 4 ASVAB Timbercreek HS
- 23 TM 12 Westhiemer Pizza Night
- 23 RSP Telecon South
- 24 TM 5 Job Fair
- 24 TM 13 Choice Career Fair
- 25 Good Friday
- 26 TM 4 Wicked Wine Run
- 26 TM 6 UNT 100th ROTC Anniversary 5K Event
- 27 Easter Sunday
- 27 March Madness Run
- 29-30 TM 16 RGV TWC Job Fair
- 29 BSM Telecon
- 30 TM16 TAMUK Spring Fling
- 30 RSP Telecon North
- 31 RSP Telecon South
- 31 HQ Record APFT

APRIL

- 1 All RGNs 2nd QTR PRB
- 2 TM 14 NEISD Land Navigation & Orienteering JROTC Competition
- 2-3 36th ID IDT
- 4 AGR RRNCO Board
- 4 BSM Telecon
- 5 OPS Cal Scrub 1400
- 5 RGN IV MEPS New RRNCO TRX 1300
- 5 RSP Telecon South
- 5-7 Command and Staff
- 7 San Antonio MEPS QTRLY IRC 1100
- 7 TM 13 DAV Recruit Military All Veterans Career Fair Austin
- 8 Dallas MEPS QTRLY IRC 1100
- 8-10 2nd QTRLY Challenge @ Gaylord Texan
- 9 TM 16 South Texas Mud Run
- 9 TM 14 Battle for the Monument Cross Fit Event
- 9-23 WOB TRX 14 Days Annual Training (Fort McClellan, AL)
- 11-13 NGB Visit
- 12 BSM Telecon
- 12 RSP Telecon North
- 13 RSP Telecon South
- 14 TM 15 Choice Career Fair - San Antonio
- 14 TM 14 NBHS Career Fair
- 15 TM 15 McCollum HS CTE Career Fair
- 15 TM 15 John Jay College & Career Fair
- 16 TM 16 South Texas Mud Run
- 16 TM 6 - Little Elm Car Show
- 16 TM 10 Pasadena Gun Show
- 16-17 TM 12 RSP Visit – SFC Rodgers & SSG Whitney
- 16-17 TM 5 RSP Visit – SFC Pearson & SSG Hammett
- 19 OPS Cal Scrub 1400
- 19 RSP Telecon North
- 19 BSM Telecon
- 20 RSP Telecon South
- 20 TM 16 School District Career Fair TAMIU
- 25 TM 16 CC Career Fair
- 26 TM 16 KIII TV South TX Event
- 26 TM 13 Pflugerville District FFA Convention
- 26 BSM Telecon
- 26 RSP Telecon North

**R&R/
BSM
POCs**

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**Texas Recruiting
And Retention
Command
CALENDAR OF
EVENTS**