

INSIDE STRI

ORLANDO, FLORIDA

Quality of Life Becomes Military Top Priority

JUNE 2006

The Office of the Deputy Under Secretary of Defense for Military Community and Family Policy (ODUSD) (MCFP) is unveiling new programs, based here at PEO STRI, to retain the current force.

By Sarah McCleary

The series of programs, known as Quality of Life (QoL), benefit all military forces, guard, and reserve and addresses the needs of both Soldiers and their families.

While the nation remains at war, retention is a priority for all branches of the Armed Forces. "You enlist the Soldier, but you reenlist the family," said Mr. Rick Dunlap, PEO STRI Project Director for QoL.

"We have begun to understand the major impact deployment has

on families. Reenlistment is a family decision and without support, a Soldier's decision to reenlist becomes even harder," Dunlap said. "If the Army takes care of a Soldier's family and their needs, they are more likely to be focused on their mission," he added.

The ODUSD MCFP will likely designate more than 1.6 billion dollars over the course of several years on programs that create an improved quality of life for Soldiers and their dependents according to Dunlap. Currently, four major programs make up QoL:



Welcome home. A Soldier greets his family after returning from deployment.

Military OneSource, Severely Injured Advocacy (SIA), Victim Advocates (VA), and Strategic Initiatives (SI).

Military OneSource:

Military OneSource is the flagship program for all of the QoL programs. Providing information on almost any topic to Soldiers and their

families, Military OneSource is a free communication tool available over the phone, online, and face-to-face with local licensed professionals. It is accessible worldwide 24 hours a day, seven days a week and in more than 100 languages. Trained professionals are available to

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Citizen STRI

Who do you want to win American Idol?

Want your opinion heard? Answer July's Question! How do you feel about the price of gas? Are you doing anything differently because of it? Send your response to sarah.mccleary@peostri.army.mil and put Citizen STRI in the subject line.



Russ Longenbach
PM ITTS

"Since Chris was kicked off, I am too despondent to answer."



Enid Velez
PM TRADE

"I think Katharine McPhee will be the next American Idol because she is a great singer and has a wonderful personality."



Shannon Swain
PM CATT

"I like Taylor Hicks, he is older and wiser and not the typical American Idol. They could use a little change."



Mary Maskolunas
PSG

"American Idol? I don't watch that dumb show, I watch Gilmore Girls!"

PEO and AUSA Celebrate the Army's Legacy

By Sarah McCleary

The AUSA Sunshine Chapter in conjunction with PEO STRI cordially invites you to attend the Army's 231st Birthday Ball on June 10th, 2006 at the Sea World Renaissance Orlando Resort and Convention Center.

The 231st Army Ball is a celebration recognizing the United States Army history, traditions and service to the nation. Each year, an invitation is extended to those dedicated to the Army's service in order to witness, in celebration, its great traditions. Nearly one thousand people attend the Army Ball annually in order to get closer to its cause. Serving the United States Army is something to be proud of and observed. Whether as a Soldier, civil servant, or support

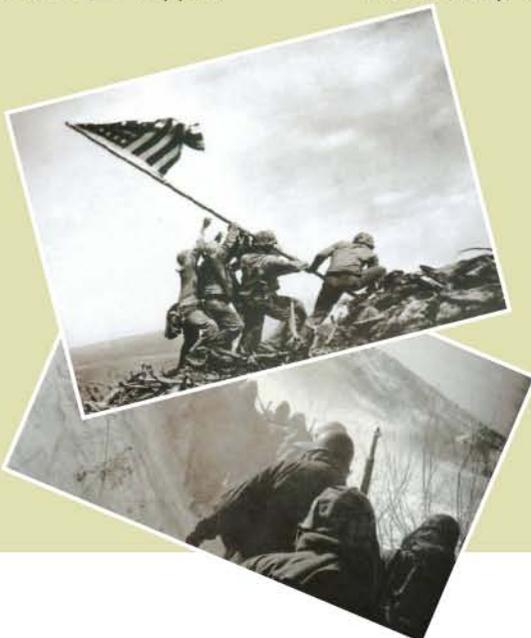
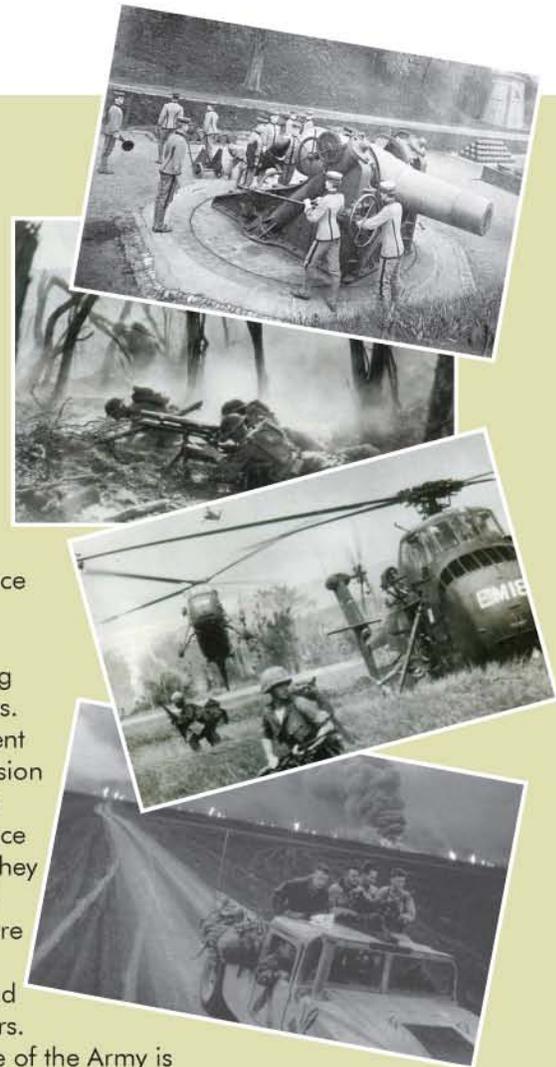
contractor, each has an important responsibility. The blood, sweat, and tears extended by those protecting our nation and serving it are unquestionably the foundation of our country.

Since its establishment on June 14, 1775 the United States Army has played a critical role in the growth and development of our nation. American Soldiers have fought in 10 wars, from the American Revolution through the Cold War, the Gulf War and the current Global War on Terrorism. Army soldiers serve as Rangers, Air Defense, Infantry, Artillery, and many others – all for the freedom and individual rights of Americans. Today, they fight for the freedom and individual rights of those outside American borders. Proud of their heritage and their country, Soldiers spread

themselves throughout the world to uphold the beliefs of our nation and bring peace to countries that cannot otherwise bring it to themselves. Soldiers are sent out with a mission for peace and become the face of America. They leave a proud legacy for future democracies, Americans, and brother Soldiers.

The heritage of the Army is only as great as the Soldiers who have served in it and those who serve today. As we recognize those on the front line from the past, present, and future, we are reminded

how important it is to appreciate life; especially on nights like the Army Ball where friends gather and lifetime memories are made.



231st Army Birthday Ball

Renaissance Orlando Resort at SeaWorld,
Oceans Ballroom

June 10, 2006

Reception 5:30 PM ■ Dinner 7:00 PM

PRICES: \$50.00 for Military (Active, Guard, & Reserve), Government Employees, and their Guests \$90.00 for All Others.

Hotel Room Reservations Block Discount Rate \$95.00 (rooms will go quickly)

PARKING: For those staying in the hotel, park in the regular hotel parking.

For those leaving for home after Army Ball, parking is available at Ocean's Ballroom.

DRINKS: Purchase Beverage Tickets in advance to avoid long lines at the event. AUSA will sell them at Armed Forces Appreciation Night, TSIS, the Quad-A Golf Tournament, and the Quad-A Social. The cost of all advance drink tickets will be \$6.00 each.

Quality of Life ... continued from front page

answer questions on topics such as moving to a new location, what to do when a child isn't sleeping through the night, and adjusting to deployment and return cycles. The information source also acts as 411, providing names and phone numbers of companies to help with household needs like plumbing, roofing, or handy-work.

"The idea of Military OneSource is that there is one place to go to with any problem," said Dunlap. "This program allows Soldiers to focus on their mission, instead of whether their spouse has found someone to fix the dishwasher." A vital topic Military OneSource tackles is smooth relocation, providing resources like job placement services and training, money matters, recreation, shopping, and services.

As Soldiers are relocated, so are spouses who must leave jobs, sometimes at a financial loss as they move to a new town. Military OneSource provides the training and education information for those needing to get a foot in the door in a new location. Financial management advice is also available.

Severely Injured Assistance (SIA):

SIA addresses the non-medical needs of severely injured soldiers. After being hospitalized, the soldier is provided with a counselor-advocate.

The advocate provides

both information and options about remaining on active duty or alternatively choosing civilian life. Additionally, the advocate helps them adjust to new surroundings and a new way of doing everyday tasks.

According to Dunlap, doctors, in particular, support SIA, because as the wounded person's needs are met and the information is made available to them, their recovery time is noticeably shorter.

Victim Advocates (VA):

Stress on a military family can be high during times of deployment or when a Soldier returns.

"Sometimes this stress turns into an ugly situation," said Dunlap. When an ugly situation turns into domestic violence or sexual abuse, VA helps the victim by explaining options and helping them understand the legal system.

"Sadly, domestic abuse isn't reported as often as it occurs within the military, and many installations do not have victim advocates to assist victims while the command investigates," said Dunlap.

"The goal of this program is to provide on-call victim advocates to all military installations." VA allows the victim to explore all of their options, including getting to a safe place, finding counseling, and maintaining a safe separation.

Strategic Initiatives (SI):

QoL programs are dynamic, and driven by military needs and the desire on the part of Congress to support our Warfighters

according to Dunlap.

Many are pilot programs or targeted to correct a specific situation. For that reason the Strategic Initiatives Program was set up to be flexible and broad in scope. SI covers issues like web education for military children, spouse employment, child care services, demographics analysis, Hurricane Katrina support, tax filing support, and unit pre-post deployment non-medical counseling. Many of these prototypes graduate to be their own separate program.

"This is our incubation ground for new ideas," said Dunlap.

The QoL team is continuing to develop programs to aid

Soldiers and their families and assist ODUSD MCFP with their presentations to Congress.

Nearly everyone working on QoL programs at PEO STRI has military experience and has a passion for the programs.

"Quality of Life touches a lot of core feelings and beliefs in all of us. But we feel great at the end of the day because we have personally done something for the Warfighter," concluded Dunlap.



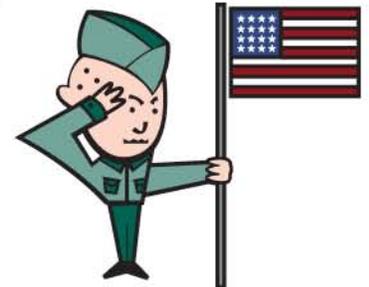
UPCOMING EVENTS

25 MAY CMWRA Picnic
ARMY vs. NAVY Softball Challenge
ARMY vs. NAVY Golf Challenge

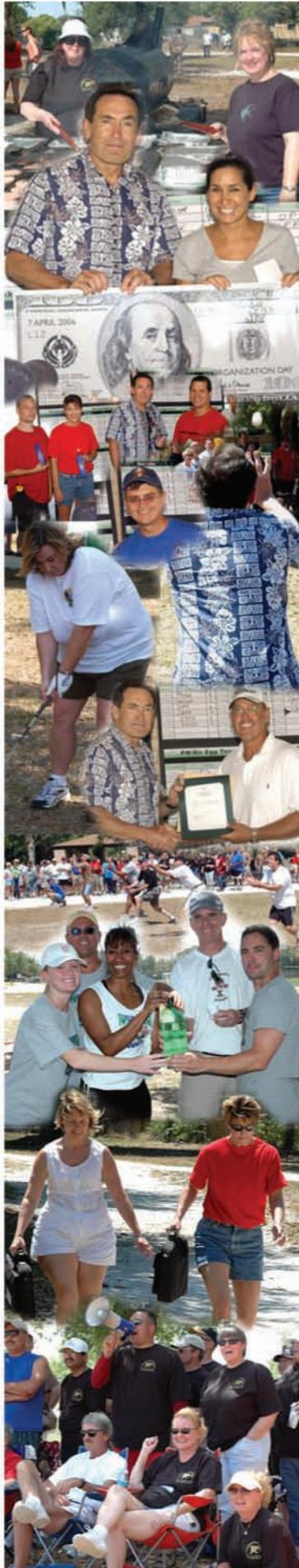
29 MAY MEMORIAL DAY

10 JUNE 231st ARMY
BIRTHDAY BALL

14 JUNE FLAG DAY



ORGANIZATION



INSIDE STRI

SPECIAL EDITION

ORGANIZATION DAY 06'

ORGANIZATION DAY FIRST PLACE WINNERS



Basketball: PM Con Sim
Herbert McDuffie
Charles Howard
Ken Chambers
Dave Ramussen

Best Pie: PM ITTS

Dana Graham

Best Cookie: PM Field OPS

Claire Larsen

Best Cake: PM TRADE

Rich Whitman



Golf Chip: PM CATT
Leslie Dubow
Karen Williams
Dan Santiago
Joe Giunta

Egg Toss: PM Field OPS

Russ McBride

Carolyn Hines

Dominos: PM TRADE

Bert Ravelo

Dave Diaz



Softball: PM Con Sim
Jeff Goodman
Rick Copeland
Ken Wheeler
Jose Pagan
Bruce Robbins
Steve Lopez

Bill Monroe
Steve Bushway
Jim DeLong
Gloria Bailey
Jill Edwards
Dave Zedo
Troy Lay

Tennis: PM TRADE

CT Nguyen

Horseshoes (singles): PM FF

Eric Hawthorne

Horseshoes (dbles): PM Con Sim

Dana Graham



Bingo: PM Con Sim
Carmen Figaroa
Marcia Rusbaltd
Linda Morris
Holly Anderson

Water Relay: PM FFS

Brian Comer

Samaria Bennett

Hal Spalding

Angel Vinson

Paul Watson



Volleyball: PM CATT
MAJ Torry Brnnan
Jose Pepin
Joe Giunta
Mario Farrow

Deb Marsden
Jeannette Perr
John Davis
Luis Cruz

Tug of War: PM TRADE

Yvette Pue

Robyn Ingerham

George Burmester

Will Samper

Mike Mikell

Felix Marrero

Carlos Alvarado



Con Sim Crushes Opponents for Organization Day Bragging Rights

By Sarah McCleary



Victory. ConSim claims their trophy at the Organization Day Awards Ceremony.

In the intense battle for the highly coveted PEO trophy, six teams took the Organization Day field, but only one could be named the winner. In a landslide victory, PM ConSim took first place in the overall competition and bragging rights until next year's Organization Day.

Leading ConSim to victory and designing the trendy ConSim team t-shirts was Col. Ken Wheeler. "I am God's gift to competitive sports!" exclaimed Colonel Wheeler after learning of his team's win. PM ConSim placed first in bingo, softball, basketball, and horseshoe events. Rounding out the competition were PM Field Ops, who placed second, PM TRADE placed third, PM CATT in fourth, PM ITTS placed fifth, and sixth was PM FF(s).

From bingo to tennis, softball to the

professional relay, there was something for everyone at this year's Organization Day. The tug-of-war, a new competition this year, was a big hit, drawing the largest, loudest crowd than any other single event. The basketball competition also changed this year, focusing on a skills match-up to facilitate equal playing ground.

A special thank you to all organizers, commissioners, and volunteers who worked many hours to prepare for the event – it was a great success! At the end of the day, only two participants left the festivities with egg on their face, Jeff Simons and Dr. Jim Blake!

Organization Day pictures can be viewed on the I Drive under Common – Organization Day Pics 2006.

Thanks to all who Participated!

One Stop Shop for Professional Development

By Sarah McCleary

Consistently utilizing Total Employee Development (TED), located on the training page of the PEO website, allows Army personnel to maintain career objectives, create career opportunities, and ultimately, foster job satisfaction. TED is an automated system allowing military and civil service employees to request training, obtain approval, and report training completions.

"Essentially, TED gives individuals a roadmap to achieve career goals," said Tony Tolbert, Functional Acquisition Specialist, "It affords individuals the knowledge and skills to successfully manage their career path."

Training and education guidance is also provided through this system. Available as soon as this fall, TED's Training Matrix will identify career courses for those who impute their grade, series, and career field. After assigning this information, TED will produce a list of courses tailored to those selections.

TED is also user-friendly, reporting training completions to both Army Training Requirements and

Resources System (ATTRS) and the Career Acquisition Personnel and Position Management Information System (CAPPMS) Individual Development Plans (IDP). Without TED, these systems require individual reporting for successfully completed trainings.

Supervisors utilize TED to ensure employees are either acquiring or maintaining any required certifications. Perhaps more importantly, supervisors explore TED when they need a position filled requiring specific skill sets. Supervisors and human resources personnel search TED for the perfect potential employee simply by viewing individual career and training histories.

"At this point, almost 100% of PEO STRI employees have utilized TED at one time or another for one reason or another", said Mr. Tolbert, "What we'd further like to achieve is fulfillment of the Three Pillar Approach to Training & Education STRI-wide."

The first pillar is the Defense Acquisition Workforce Improvement Act (DAWIA) courses. Members of the acquisition workforce utilize these courses to either obtain or maintain certification. Long Term Training makes up the

second pillar. These courses, usually held off-site, are planned for those looking for upward mobility in the workforce. The third pillar is described as college and university courses, advanced degree programs, and on-site seminars and workshops. TED facilitates

accomplishing the three pillar model for training and education.

"Utilizing TED regularly will bring about a highly educated and trained workforce of acquisition leaders for the 21st century, intellectually capable of developing expert systems necessary to support the future force," exclaimed Mr. Tolbert.



Back to School. Soldiers benefit from E-learning at a U.S. Army Digital Training Facility.

Protocol Tip of the Month

By Marge Hadbavny



If you have to introduce two people and you can't remember one person's name, you recover by saying:

- A) "Do you know one another?"
- B) "I can't remember your name. Will you introduce yourself?"
- C) Nothing and hope they will introduce themselves. After all, you don't want to embarrass yourself or others.
- D) "It's been one of those days. Please tell me your name again."

ANSWERS D

Legal Corner

What is the PEO STRI Mediation Program?

By Laura Cushler

Do you know about PEO STRI's mediation program? No, it doesn't have anything to do with sitting in a quiet room chanting your mantra. That's MEDITATION.

What is mediation? Mediation is a form of alternate dispute resolution (ADR) that can apply to any workplace conflict. Mediation gives both parties in a dispute an opportunity to discuss their issues and resolve them in a manner that satisfies both parties.

When can you ask for mediation? Normally, an employee may wish to request mediation whenever a workplace dispute arises. Mediation may apply to cases where formal processes are already underway, such as grievances or other types of complaints. An employee may wish to mediate the dispute with a supervisor, instead of going through a formal process. Mediation may also help to resolve disputes between coworkers, if both parties agree to mediation.

How does mediation work? Mediation is a process where both parties sit down in an informal setting with a trained neutral mediator. The mediator could be a federal employee from another agency or a mediator from the private sector. The mediator's job is not to make a decision, like a judge, but rather to apply the mediation process.

The mediator helps the parties to talk to each other and resolve their dispute. The objective of the mediation is to solve the dispute in a way that both parties can live with and to reduce the agreement to writing. Both people must be willing to work toward a resolution of their dispute because the mediation process is a "give and take" process that usually results in a



compromise.

Here are some of the top reasons to use mediation:

1. Mediation saves time and money. Mediation is inexpensive to the agency compared to litigation costs and is free to the employee. It usually occurs early in a process, so that parties may resolve disputes right away instead of waiting months or years for a decision.
2. Parties have an equal say in the process. The people involved decide how to settle the conflict, not a judge or outside decision-maker.
3. Mediation is confidential. All parties sign a confidentiality agreement and the

information disclosed during mediation cannot be revealed to anyone outside of the process.

4. Mediation fosters cooperation and improves communication. The problem-solving approach to workplace disputes helps reduce workplace tension and diminish future disputes. The process provides a neutral and confidential setting in which parties can openly discuss their views and interests. Mutually satisfactory resolutions tend to boost workplace morale as well.

5. Mediation allows parties to design their own solution. Mediation can resolve all of the issues that are important to the parties, not just the underlying legal dispute.

6. With mediation, everyone wins. Numerous surveys have shown that the majority of parties who try mediation would use it again.

For more information, see the PEO's Policy on Alternate Dispute Resolution on the Knowledge Center site or contact Ms. Laura A. Cushler in the PEO STRI Legal Office at (407) 384-3509.

PEO STRI Policy on Alternate Dispute Resolution:

1. References:

- a. DoD Directive 1400.25, "DoD Civilian Personnel Management System," November 25, 1996.
- b. Executive Order on Civil Justice Reform (E.O. 12778).
- c. Administrative Dispute Resolution Act (ADR Act), Public Law 101-552.

2. In order to accomplish our PEO STRI mission, we must all create and maintain a harmonious work environment drawing upon the talents and contributions of everyone.

3. Workplace disputes interfere with mission accomplishment, create disharmony, distract personnel from their work assignments, and are very time consuming. Under traditional dispute resolution methods, a third party makes a decision with disputants having little control over the process.

4. In light of these circumstances, PEO STRI employees are encouraged to consider the PEO Alternate Dispute Resolution (ADR) program to resolve work-related disputes. Under the PEO STRI ADR Program, the PEO incorporates the technique of mediation into a traditional process in order to settle workplace conflicts. Using mediation, parties to the dispute retain personal control of the process. Mediation has several advantages over traditional dispute resolution processes:

- a. Mediation promotes healthy employment relationships by including the parties directly in designing a solution to workplace problems.
- b. Mediation expedites resolution so that the situation does not languish or worsen.
- c. Mediation is far less expensive in terms of time and money spent.
- d. Mediation concentrates on the interests of the parties rather than the legal position of the parties.
- e. Mediation recognizes the value of future employment relationships.

5. Mediation is a voluntary process that does not interfere with a party's ability to use existing statutory or regulatory means of addressing workplace employment problems if the parties are unable to resolve the matter through mediation.

6. A trained ADR Team is available to assist with any workplace dispute that may arise. A PEO ADR Fact Sheet is available to explain the ADR program and to advise employees about the mediation procedure. If you have any questions, please direct them to Laura Cushler of the Legal Office, (407) 384-3509.

7. The PEO is committed to supporting the objectives of Alternate Dispute Resolution and the use of mediation for workplace issues arising in the PEO. The use of mediation will enhance our ability to work together to accomplish PEO STRI's mission.



Linda Yeakle

From administrative assistant to life cycle project director for the PEO STRI Customer Support Group, Ms. Linda Yeakle has more than 25 years of government service and says she is "living proof that hard work pays off." According to her supervisor, Rick Dunlap, Linda has been doing triple duty preparing Severely Injured Advocates for Request for Proposal release while simultaneously working the Advocacy Assistance Request for Proposal, which is currently at the 90% level, and directing another ongoing contract.

Ms. Yeakle began her

The PEO STRI Employee Spotlight

career as a civil servant in 1981 as a clerk typist at the Civil Engineering Command at Loring Air Force Base, Maine. She also served 6 years as a yeoman in the Naval Reserve from 1983 to 1990. From 1990 to 1997, she worked for the Naval and Marine Core Reserve Readiness Center. Ms. Yeakle began working with Team Orlando in 1997 at Joint Simulation System for the Senior Executive, Laura Knight. After her term with JSIMS she came to PEO STRI in 2004 as an executive administrative assistant for Brigadier General Stephen Seay.

As the Integrated Product Team Lead for the Office of the Deputy Under Secretary of Defense for Military Community and Family Policy Quality of Life programs, Ms. Yeakle is responsible for the acquisition of services

for counselor and victim advocates. One of the programs she oversees, the Severely Injured Advocates program provides severely injured soldiers and their families with support services to help reintegrate them back into their community and hopefully back into active duty life. Another program, Advocacy Assistance provides on-call advocate assistance for victims of sexual abuse and domestic violence. The program also provides family counseling. And according to Mr. Dunlap she is succeeding at all of it!

In her off time, Ms. Yeakle enjoys exercising. Her favorite forms of exercise are kick boxing, step aerobics, and more recently, salsa aerobics. She also delights in days at the beach, movies, walking her dog, reading and quiet days

at home by the pool with her 16-year-old daughter. Her other children include Chance, a Jack Russell terrier and a stray cat named Tom.

According to one of her mentors, Linda is an outstanding example of how a motivated individual can change their career and their life, when given the support of the organization's management. "Some people are lucky to have one mentor, but I am fortunate to have several who have guided me along the way. I will always be indebted for their advice and believing in me, said Yeakle." Demonstrating her dedication for her position as a project director, when asked what her favorite part of her job is, Ms. Yeakle responded, "Ultimately, supporting the Warfighter."

Welcome to those who are new on-board & Good-bye to our old friends . . .

Hails

Francis Fierko, PM CATT

Carmen Figaroa, PSG

Lisa Lehneke, PSG

Corisann Martin Lampe, PSG

Cynthia McElhinney, PSG

Judy Murphy, PM Field OPS

Janice Stevenson, PSG

Diane Wizimirski, PSG

Farewells

Terry Anderson, PM TRADE

William Gillooley, PM ITTS

John Hinton, PSG

Timothy McLaughlin, PSG

Michael Nolen, PM ITTS

Eddie Smith, PSG

Franklin Smith, PM Field OPS

Mary Trier, PEO STAFF



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