



DEPARTMENTS OF THE ARMY AND THE AIR FORCE

JOINT FORCES HEADQUARTERS – ALASKA

OFFICE OF THE ADJUTANT GENERAL

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08 May 2018

Message to the Force #25

SUBJECT: Ethical Fitness and Status of Discipline

1. We recently concluded our second ethical fitness conference. At last year's conference we focused on the development of our E6s since they are uniquely positioned to operate from the tactical to strategic level. The reach of a Staff Sergeant or Technical Sergeant is truly without peer. This year we focused on our company grade leaders, specifically Captains, Lieutenants, Sergeants First Class, Master Sergeants, Senior Master Sergeants, and First Sergeants. Additionally, we had a session with our Battalion and Group leadership teams. Our ethical fitness program is truly doing great work shaping our force to exercise good character and be more resilient, regardless of the situation.
2. One way we reinforce our core values is by holding Soldiers and Airmen accountable for their actions both good and bad. Counseling plays a significant role in this. I expect each and every one of you to spend the time required to conduct frequent and meaningful feedback sessions to your service standard. Sometimes, Soldiers and Airmen fail to meet the appropriate standard; when this happens, corrective action must be taken. The attached table lists all corrective actions taken across AKARNG and AKANG from February 2016 until February 2018. As you look through the list, ask yourself what role could effective counseling and active mentorship have played in avoiding this misconduct.
3. *Warriors* magazine used to be the venue through which we disseminated the status of discipline and it was a useful tool to reinforce that misconduct has consequences. In the future, a collective status of discipline will be published semi-annually within messages to the force. I want to encourage all of you to continue the great work you do everyday.

Sincerely,

LAUREL J. HUMMEL

Major General, AKNG

The Adjutant General

Enclosures

1. AKANG Admin and ACMJ
2. AKARNG Admin and ACMJ

## Enclosure 1 to Message to the Force 25

### AKANG Administrative and ACMJ Actions

Current Grade	Previous Grade	Discharge Type (if applicable)	Discharge Date	Amplifying Notes
E-4	E-4	Honorable	11-05-2017	Involuntary separation; member's records coded to prevent re-enlistment
E-6	E-7	N/A		Demotion for four consecutive fitness assessment failures in a 24 month period
O-3	O-3	N/A		Letter of Counseling for failure to maintain readiness; Prohibited wear of the uniform ;
E-8	E-8	N/A		Letter of Counseling for failure to fulfill duties of a SNCO
E-6	E-7	N/A		Demotion to TSgt for failure to maintain fitness standards (4th failure)
E-7	E-7	In Progress		Discharge for substance abuse
E-7	E-7	N/A		Letter of Reprimand for falsifying a report & repeated failure to complete RSD schedule on time
E-7	E-7	N/A		Letter of Counseling for lack of stewardship of funds
E-7	E-7	N/A		Letter of Counseling for repeated failure to complete required administrative paperwork
E-7	E-7	N/A		Letter of Counseling for failure to maintain fitness (3rd failure)
E-6	E-6	N/A		AGR non-continuation due to failure to maintain skill-level
E-5	E-6	N/A		ACMJ action, demotion to SSgt for making false statement
E-6	E-6	N/A		Letter of Reprimand for DUI conviction
E-6	E-6	N/A		Letter of Counseling for failure to maintain fitness standards (2nd failure)
E-6	E-6	N/A		Letter of Counseling for failure to maintain fitness standards (2nd failure)
E-6	E-6	N/A		Letter of Counseling for failure to maintain fitness standards (2nd failure)
E-6	E-6	N/A		Letter of Counseling for failure to maintain fitness standards (2nd failure)
E-6	E-6	N/A		Letter of Counseling for failure to maintain fitness standards (2nd failure)

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### AKANG Administrative and ACMJ Actions

Current Grade	Previous Grade	Discharge Type (if applicable)	Discharge Date	Amplifying Notes
E-6	E-6	N/A		Letter of Counseling for failure to maintain fitness standards (2nd failure)
E-6	E-6	N/A		Letter of Reprimand for failure to maintain fitness standards (4th failure)
E-5	E-5	N/A		Letter of Counseling for failure to meet financial
E-5	E-5	N/A		Discharge recommendation for failure to meet financial obligations
E-5	E-5	N/A		Letter of Counseling for failure to maintain fitness standards (2nd failure)
E-5	E-5	N/A		Letter of Counseling for failure to maintain fitness standards (2nd failure)
E-5	E-5	N/A		Letter of Counseling for failure to maintain fitness standards (2nd failure)
E-5	E-5	N/A		Letter of Counseling for failure to maintain fitness standards (2nd failure)
E-5	E-5	N/A		Letter of Counseling for failure to maintain fitness standards (2nd failure)
E-5	E-5	N/A		Letter of Counseling for failure to maintain fitness standards (2nd failure)
E-5	E-5	N/A		Letter of Counseling for failure to maintain fitness standards (2nd failure)
E-5	E-5	N/A		Letter of Counseling for failure to maintain fitness standards (2nd failure)
E-5	E-5	N/A		Letter of Reprimand for failure to maintain fitness
E-5	E-5	N/A		Letter of Reprimand for failure to meet fitness standards

## Enclosure 2 to Message to the Force 25

### AKARNG Administrative and ACMJ Actions

Grade	Alleged Offense	Notes on Actions	Punishment Imposed
O3	10 USC 932 Misuse of a Government Purchase Card	Adverse Action	General Officer Memorandum of Reprimand (GOMOR)
E7	AS 25.05.855 Drunken or reckless operation of vehicle, aircraft or vessel	Relief for Cause NCOER	Relief for Cause Noncommissioned Officer Evaluation Report (NCOER)
E6	10 USC 932 Misuse of a Government Purchase Card	Adverse Action	GOMOR
E6	AR 138-178 Chapter 9-2e Army Physical Fitness Test (APFT) Failures	Minimum 2 APFT failures	General (Under Honorable Conditions) Discharge
E6	Violation of the AKNG Bullying Policy	Result of 15-6 Investigation	GOMOR
E6	AS 25.05.855 Drunken or reckless operation of vehicle, aircraft or vessel	Violation on JBER	Article 15 Reduced to E5 and 2 years removal from Promotion Ranking List (PRL)
E6	AR 135-178 Chapter 11-1(d) Misconduct- Abuse of Drugs or Alcohol	Separation	General (Under Honorable Conditions) Discharge
E5	AR 135-178 Chapter 12 Unsatisfactory Participation	Missed minimum 9 UTAS	General (Under Honorable Conditions) Discharge
E5	AR 135-178 Chapter 15 Failure to meet Army Body Composition Program (ABCP) Standards	SM did not make required ABCP improvements	General (Under Honorable Conditions) Discharge
E5	AR 135-178 Chapter 12 Unsatisfactory Participation	Missed minimum 9 Unit Training Assemblies (UTAs)	General (Under Honorable Conditions) Discharge
E5	AR 135-178 Chapter 12 Unsatisfactory Participation	Missed minimum 9 UTAs	General (Under Honorable Conditions) Discharge
E5	AS 26.05.765 Failure to Obey an Order or Regulation	Consumed Alcohol in Violation of a Direct Order	Article 15; Reduced to E4
E5	AS 25.05.855 Drunken or reckless operation of vehicle, aircraft or vessel	Driving under the influence of alcohol	Article 15; Reduced to E4; Removed from PRL for 2 years
E5	AS 26.05.735. Absence without leave	Failed to go to the member's appointed place of duty at the time prescribed	Article 15; Reduced to E4
E5	AS 25.05.855 Drunken or reckless operation of vehicle, aircraft or vessel	Driving under the influence of alcohol	Article 15; Reduced to E4
E5	AS 26.05.835. False official statements	False record	Article 15; Reduced to E4
E5	AR 135-178 Chapter 12 Unsatisfactory Performance	Missed minimum 9 UTAS	General (Under Honorable Conditions) Discharge

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### AKARNG Administrative and ACMJ Actions

Grade	Alleged Offense	Notes on Actions	Punishment Imposed
E4	AR 135-178 Chapter 15 Failure to mee Army Body Composition Standards	Minimum 2 APFT failures	General (Under Honorable Conditions) Discharge
E4	AS 26.05-870 Wrongful use of Illegal Narcotics	Positive Urinanalysis (UA)	Administrative Discharge General Under Honorable Conditions and reduction to E1
E4	AS 26.05-870 Wrongful use of Illegal Narcotics	Positive UA	General (Under Honorable Conditions) Discharge
E4	AR 135-178 Chapter 12 Unsatisfactory Participation	Missed minimum 9 UTAs	General (Under Honorable Conditions) Discharge
E4	AR 135-178 Chapter 12 Unsatisfactory Participation	Missed minimum 9 UTAs	Under Other than Honorable Conditions and reduction to E1
E4	AS 26.05.765 Failure to Obey an Order or Regulation	Consumed Alcohol in Violation of a Direct Order	Article 15; Reduced to E3
E4	AS 26.05-870 Wrongful use of Illegal Narcotics	Positive UA	Article 15; Reduced to E3
E4	AS 25.05.855 Drunken or reckless operation of vehicle, aircraft or vessel	Driving under the influence of alcohol	Article 15 Reduced to E3; Forfeiture of 7 days (suspended 6 months); 14 days extra duty& restriction (suspended 6 months)
E4	AS 26.05-870 Wrongful use of Illegal Narcotics	Positive UA	Article 15; Reduced to E3
E4	AS 26.05-870 Wrongful use of Illegal Narcotics	Positive UA	Article 15; Reduced to E3
E4	AS. 26.05.765. Failure to obey order or regulation	General order #1 violation	Article 15; Reduced to E3
E4	AR 135-178 Chapter 12 Unsatisfactory Participation	Missed minimum 9 UTAS	General (Under Honorable Conditions) Discharge
E4	AR 138-178 Chapter 9-2e APFT Failures	Minimum 2 APFT failures	General (Under Honorable Conditions) Discharge
E4	AS 25.05.855 Drunken or reckless operation of vehicle, aircraft or vessel	Driving under the influence of alcohol	Letter of Reprimand; Removal from PRL for 2 years
E3	AR 138-178 Chapter 9-2e APFT Failures	Minimum 2 APFT failures	General (Under Honorable Conditions) Discharge
E3	AR 135-178 Chapter 12 Unsatisfactory Participation	Missed multiple UTAs	General (Under Honorable Conditions) Discharge
E3	AS. 26.05.765. Failure to obey order or regulation	General order #1 violation	Article 15; Reduced to E2
E3	AS. 26.05.765. Failure to obey order or regulation	General order #1 violation	Article 15; Reduced to E2

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### AKARNG Administrative and ACMJ Actions

Grade	Alleged Offense	Notes on Actions	Punishment Imposed
E3	AR 138-178 Chapter 9-2e APFT Failures	Minimum 2 APFT failures	General (Under Honorable Conditions) Discharge
E3	AR 135-178 Chapter 12 Unsatisfactory Participation	Missed minimum 9 UTAS	Under Other than Honorable Conditions and reduction to E1
E3	AS 26.05-870 Wrongful use of Illegal Narcotics	Positive UA	Under Other than Honorable Conditions and reduction to E1
E2	AR 135-178 Chapter 12 Unsatisfactory Participation	Missed minimum 9 UTAS	General (Under Honorable Conditions) Discharge
E1	AR 135-178 Chapter 12 Unsatisfactory Participation	Missed minimum 9 UTAS	Under Other than Honorable Conditions and reduction to E1
E1	AR 135-178 Chapter 12 Unsatisfactory Participation	Missed minimum 9 UTAS	Under Other than Honorable Conditions and reduction to E1
E1	AR 135-178 Chapter 12 Unsatisfactory Participation	Missed minimum 9 UTAS	Under Other than Honorable Conditions and reduction to E1
E1	AR 135-178 Chapter 12 Unsatisfactory Participation	Missed minimum 9 UTAS	Under Other than Honorable Conditions and reduction to E1