



Army Family Action Plan



Fort Knox AFAP Conference REPORT OUT



Army Family Action Plan



Work Group: Teen



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TITLE: Sports Equipment and Facilities for Student Athletes

SCOPE: Sports facilities at Fort Knox High School (FKHS) are in poor condition. The football field house has a high safety risk because of broken benches, flooding, and has caused unsanitary conditions. Personal items in this facility cannot be secured due to broken lockers, and athletes are not comfortable leaving items unsecured.

Lack of sports equipment & gear for all sports programs impacts development of the team and creates a financial burden for families. Booster clubs have been established to address some of these issues, but ultimately take away family time and add pressure on parents. The poor facility conditions and lack of sports gear tarnish team morale and scar our school image affecting school pride in our athletic programs.



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RECOMMENDATIONS:

- 1. Renovate the Field House at Fort Knox High School**
- 2. Provide new lockers**
- 3. Bolt down the benches**
- 4. Provide additional custodial attention in the field house, bathrooms, and concessions**
- 5. Purchase sufficient equipment & gear necessary for all sports,
including uniforms**
- 6. Maintain the soccer, football and baseball/ softball fields**



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TITLE: High School Cafeteria Food

SCOPE: Food quality and quantity is not meeting the student expectation. The options are repetitive and lack variety.

OCONUS schools are allowed to have AAFES food to supplement their menus portion sizes are not standard. Food preparation is not consistent. Improper food preparation prevents students from consuming the necessary nutrition which affects their abilities to reach full potential in the classroom.

RECOMMENDATIONS:

- 1. Provide more a la carte food options.**
- 2. Contract with vendors to provide additional food choices**
- 3. Offer better quality food**
- 4. Offer larger portion sizes or self serve**



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TITLE: High School Students Community & Activity Center

SCOPE: Currently, Devers Youth Center does not conduct age appropriate activities for high school teens. The Youth Center is geared towards middle & intermediate school students, which limits choices for high school students. High school teens on post have very limited opportunities to socialize with peers outside of school. Sharing the same space with younger teens causes friction among the age groups.

RECOMMENDATIONS:

- 1. Establish a high school community center.**
- 2. Renovate any existing facility to be used as a high school center.**
- 3. Provide activities, such as dancing, movie night, game equipment, lock-ins, arts & crafts, food and study hall.**



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Work Group: Families of the Fallen



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TITLE: Memorial Flag Display Cases for Children of Fallen Soldiers

SCOPE: Current policy provides flags, medals & cases for each dependent child of a Fallen Soldier who died while on active duty since 2007. The current policy discriminates against children whose parent died during the present conflicts prior to 2007. This discrimination does not honor the sacrifices of all Soldiers who have died post 9/11.

RECOMMENDATION:

- 1. Revise policy to provide flag cases for all children of soldiers who were KIA from 2001 thru present.**
- 2. Publicize policy revision through multiple media outlets with contact info for families to obtain cases.**



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TITLE: Staff Support for Families of the Fallen Center

SCOPE: Fort Knox will open a center for Families of the Fallen to provide a location for meetings, social events, and individual services. Offices for Army Community Services (ACS) Survivor Outreach Services (SOS) staff will be located in the center. Fort Knox is authorized one Coordinator and one Financial Counselor for the SOS program. This staff must travel extensively to provide direct services to Survivors within a 200 mile radius and will be unable to man the center full time. In accordance with Army regulations, volunteers must be supervised by paid staff at all times and therefore will not be a viable option for center staffing.

RECOMMENDATION:

1. Provide funding to hire administrative staff in support of the Families of the Fallen center.



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Work Group: Civilian Workforce



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TITLE: Supervisor and Civilian Employee Training

SCOPE: Current training mechanisms fail to provide the proper administrative tools and policy information for employees and supervisors. New employees arrive at a new duty station unaware of personnel and policy guidance. New supervisors are required to take 40 hours of supervisor training, without a follow-up or refresher requirement, regardless of the number of years since the initial course. Because policies change frequently, inadequately trained supervisors/new employees cause insufficient information exchange regarding policies and procedures.



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RECOMMENDATIONS:

1. **Require and implement a standardized new employee orientation program.**
2. **Require supervisors to take a refresher supervisors' course on a regular basis.**



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TITLE: Access to On-Post Services for Civilians

SCOPE: Information on civilian (DA employees, contractors, general public) access to services is not readily available or consistently clear. Information is currently available through diverse, non-connected websites, regulations and publications, therefore employees are not aware of available resources. Lack of knowledge of services available forces employees to go off post for all services.

RECOMMENDATIONS:

- 1. Develop a chart to show personnel category and their respective access to services available on the installation.**
- 2. Implement a standard process for communicating information related to services, privileges and access.**



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TITLE: Army Civilian Fitness Program

SCOPE: The Army Civilian Fitness Program is offered as an incentive to adopting a healthy lifestyle and is presently not long enough to result in long term benefits. The current program of six months is only designed as a catalyst to begin a healthy lifestyle. The narrow timeframe of the program is not adequate to establish a lifestyle change.

RECOMMENDATIONS:

- 1. Extend program indefinitely based upon supervisor assessment and approval.**
- 2. Require employees to provide documentation of program participation.**



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Work Group: Consumer Concerns & Education



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TITLE: Department of Defense (DoD) Childcare Fees

SCOPE: DoD childcare is too expensive. Rates are based upon total family income. The high cost of DoD childcare greatly impacts all family expenses. With a large portion of family's income going into DoD childcare fees, their quality of life is greatly affected at times forcing patrons to choose between childcare and other basic necessities.

RECOMMENDATION:

- 1. Implement a flat fee per child for DoD Childcare**
- 2. Implement an additional child discount in tiered increments for each subsequent child at DoD Childcare facilities**



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TITLE: Department of Defense Education Activity (DODEA) Honors Curriculum

SCOPE: According to DODEA regulations, the only honors courses offered are Literature and World History. These honors courses are only offered in 9th and 10th grades at DODEA schools. The restricted educational environment does not provide the opportunity for the students to be challenged above the standard levels.

RECOMMENDATION:

1. Change DODEA policy to allow increased selections of honors courses to include, but not limited to: Math, Science , and English



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TITLE: Barr Library Operating Hours

SCOPE: The Barr Library is closed on Sundays. According to MWR statistics, the Barr Library is the most frequented facility on the installation and should be open seven days a week. Sunday operating hours would facilitate usage of the Barr Library for soldiers, family members and students whose demanding schedules preclude them from using the library during current operating hours.

RECOMMENDATIONS:

- 1. Open the Barr Library on Sundays.**
- 2. Reallocate the current operating hours at Barr Library to include Sundays.**



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Work Group: Force Support & Medical



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TITLE: BAH Discrepancies between NCOs

SCOPE: Currently, BAH rates for E5 are dramatically different from E6 ranks. Soldiers should not absorb more than 15% of the national median housing cost as described by law (National Defense Act of 1998).

Using Fort Knox as an example:

In FY10 the BAH rate for E4 is \$816, for E5 is \$930 and for E6 is \$1269. In FY11 the E4 rate will increase by 1% becoming \$824.16. E5 will increase by 5% becoming \$976.50. E6 will increase by 9% making it \$1383.21. At a critical crossroad in the soldier's career, it adversely impacts family morale, unit readiness and soldier retention.



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RECOMMENDATIONS:

- 1. Close gap between E5 and E6 BAH so there is less disparity.**
- 2. Increase E5 BAH to meet family housing standards as an NCO.**
- 3. Survey soldiers directly via AKO to achieve more accurate sampling of actual housing costs.**



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TITLE: FRG Training for Company Leadership

SCOPE: Currently, Company leadership (CDR, 1SGT, etc.) is not required to take standardized training in FRG Operations as they take command. Consequently many FRG's struggle because the company leadership does not understand the purpose of the FRG or the Units' responsibilities in maintaining the FRG. Because of a lack of training, leadership does not understand the scope of the task such as SOP's required, appt. orders, volunteer job description and informal fund management.



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RECOMMENDATIONS:

- 1. Require Company leadership, prior to assumption of Command or within 60 days, to be trained on FRG. Assign the operations such as FRG LDR training, informal funds, key caller, etc.**
- 2. Assign the Company Commander the responsibility to designate a family readiness liaison (FRL) in each deployable unit.**
- 3. Mandate completion of training by rear detachment leadership within 45 days of selection.**



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TITLE: Optimal allocation of Behavioral Mental Health (BMH) and Counseling Services at Fort Knox

SCOPE: Currently Fort Knox has multiple resources to address BMH issues (stress, suicide, marital distress, etc.) to include BMH counselors, chaplains and Military Family Life Consultants (MFLCs). Many family members are not aware of the resources available to them. The effectiveness of the mental health programs has not been determined. A measurable metric for utilization is needed to ensure that the resources are accessed and allocated optimally, i.e. more BMH, Family Life Chaplains, or MFLCs.



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RECOMMENDATIONS:

- 1. Evaluate cost usage of MFLC, Chaplain and BMH programs to ensure that resources are aligned appropriately.**
- 2. Promote an awareness campaign for MFLC and chaplain-based services, i.e. confidentiality, Strong Bonds, Family Life Chaplains, etc.**



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Work Group: Installation Services



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TITLE: Rental Rates for Privatized Housing

SCOPE: When a soldier chooses to live on post he/she is required to surrender all of the BAH for housing. If the soldier chooses to live off post he/she is free to spend his/her BAH on the housing of their choice. Privatized Housing Contractors do not set rental rates for different housing options on-post. In any given neighborhood there is a wide variance in rental fees for the exact same house. Soldiers are unable to choose a smaller home and retain the remainder of the BAH. Privatized housing should be more reflective of the private sector.



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RECOMMENDATIONS:

- 1. Develop housing rental rates for each neighborhood based on assigned rank structure.**
- 2. Assign rental rates based on such factors as floor plans and age of home, but not to exceed the maximum BAH of a soldier should no other housing options be available.**
- 3. Authorize local housing contractor the ability to refund, to the soldier, the difference between rental rate and the soldier's BAH, should there be one.**



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TITLE: Maintenance of On-Post Housing

SCOPE: Older homes and mass produced, new homes made/maintained with poor quality materials, are decreasing the quality of on-post housing and creating safety concerns. Repairs are inconsistent and often done as quick fixes. The lack of follow-up procedures does not ensure quality assurance on repairs and safety standards.

RECOMMENDATIONS:

- 1. Eliminate quick fixes and poor quality products/workmanship.**
- 2. Provide consistent maintenance repairs to like houses by better trained technicians.**
- 3. Require a one to two week follow-up on repairs with regard to customer satisfaction and safety standards.**



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TITLE: Parking Issues in Housing Areas

SCOPE: Currently, no policy limits the amount of vehicles a family is authorized to park in housing areas. Furthermore, there is an inadequate number of residential parking spaces. Parking spaces are not properly marked causing conflicts between residents and leading to safety concerns.

RECOMMENDATIONS:

- 1. Assign and enforce parking space in front of each residence.**
- 2. Develop a policy that limits the amount of vehicles, per family, allowed to park in the neighborhoods.**
- 3. Build and designate additional overflow/visitor parking.**



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Top 5 Issues of the FY11 Fort Knox AFAP Conference

- 1. Department of Defense (DoD) Childcare Fees**
- 2. Maintenance of on post housing.**
- 3. Department of Defense Education Activity (DoDEA) Honors Curriculum**
- 4. Rental Rates for Privatized Housing.**
- 5. Sports Equipment and Facilities for Student Athletes.**