**ENLISTED COUNSEL MEETING 5 NOV 2024**

**44th IBCT**

* Retention effort- reached out to deployed soldiers and rear det soldiers
* Back log of state awards and rear det is unclear of how to get that done
* Education benefits no longer an incentive for retention. Soldiers want to reclass but reclass opportunities cannot be written into contracts. Currently only hand shake deals are offered with a high probability of uncertainty.
	+ **Suggestions**
	+ Advertise MOS vacancies across the state and have an open house
	+ Potential voluntary reduction in grade to accommodate MOS changes
	+ “CROSSROADS” (OTHER STATES) VS FINAL FORMATION(NJ)
	+ Let soldiers drill with another unit and see what that MOS looks like and entails on a drill weekend
	+ Use RRB first come first serve obligated funds for reclassing, budget per year is $55k
	+ STATE CSM- what is the metric on Soldiers within the 180-day window for ETS that want to reclass?
* ACFT AND HT&WT FAILURES for soldiers coming out BCT and AIT is a problem
* NJ is the only state to accept Behavioral Health waivers; IET Soldiers being sent directly to MMU after training.
	+ State CSM- what is the metric for Soldiers coming from AIT and going straight to MMU?
* OP tempo is major factor leading to attrition
* Soldiers are unsure of what areas they need to improve in order to be promoted. Promotion criteria is unclear and should be made transparent to be competitive. What criteria does the board choose to assign a points value?
* Need to streamline process for State and Federal awards.
	+ Currently, awards are approved / disapproved based on rank which is not in alignment with Army regulation or Policy.
	+ -State CSM- Send emails pertaining to state awards directly to him so that he can address with the correct personnel. Additionally, while rank is not / should not be a factor, the verbiage within the award recommendation needs to justify the requested award, especially when higher than an ARCOM.

**42ND RSG**

* Retention effort- No Shave November after the NOV Drill, Soldiers can come to the holiday meal in December but they will have pay $20 as a fund raiser(328th MP’s are doing this fund raiser)
* There is not a real understanding of what Soldiers really need to do to get promoted, like what is the board looking at as criteria-that info needs to get back out to the field

**57TH TROOP COMMAND**

- Experiencing flight pay issue for SM’s who change duty assignments or are transferring to different PARA/LIN in IPPSA, their flight pay must be stopped. Currently only 1 person can reactivate flight pay resulting in SM’s waiting a lengthy period to be paid properly. Additionally, when not receiving flight pay, SMs are unauthorized from conducting certain functions within their duties.

 -suggestion to fix

- Grant RNCO access and permission to be able to re-initiate pay. The initiation can then be actioned by 3 personnel in the chain of command which fulfills requirement for QC. Suggest coordination with SFC Moreno in the G1 to action.

**254TH RTI**

* 12 seats still available for CMT training for classes in DEC 2024 and March 2025
* Implemented a program to identify an “Instructor of the Year”

**OPS GROUP DEVIL**

* Application numbers for positions in OPS Group is higher than anticipated. Large number coming from 44th IBCT re-deployers.
* Possible CTC in Germany
* First rotation to NTC in July 2025, would like to do a site visit prior to.

**MEDICAL READINESS DET/MMU**

-Commanders must access the Commanders Portal every 30 days and screen for anything that needs action, particularly LOD’s.

-At less than or equal to 15 days from a Medical Readiness Event, no changes can be made to the attendance roster.

- “Walk in Wednesdays” moving to being held only once a month

-20/65 medics have certifications set to expire in March 2025, Immediate Enrollment in CMT training is critical.

-State CSM- Ensure soldiers holding 68W MOS are being counseled and that their responsibilities to maintain proficiency are being communicated

- 3Soldiers have ETS’d and their 68W certifications has expired. Soldiers then re-enlist through recruiters who affirm they can retain their 68W MOS. Soldiers must re-attend MOS-T to be properly certified but are unwilling due to length of course.

-LAN / Network connectivity is currently not sufficient enough to support their mission.

-State CSM- Guidance is to address network resource issues up the chain of command through to the CoS.

**RECRUITING AND RETENTION**

-Awaiting RSP accreditation results

-SMAG (Strength Maintenance Advisory Board) Top recruiter and top team boards to be hosted by NJ RRB in Atlantic City

-female combat MOS positions are hard to fill. RRB is researching why

-RRB lost the commercial bus contract and are now using GSA’s thru G4 now

- Lack of understanding of the promotion MOI and what the board is taking into consideration in regards to points value system is not being disseminated out to the field.

 **Suggestions**

 -soft points be changed in the MOI for E6&E7

 -scoring is subjective and should be made transparent

 -top blocking - comparison between raters who rate 20 Soldiers vs raters who rate 2

 -retention hack- reclass the support MOS’s to combat arms MOS’s ex. 11B

 -ceremonies for 20-year letter recipients

 -Milestone Awards

**-State Command Sergeant Major**

-Highlight Importance of capturing significant contributions on NCOER’s. It is important to understand what separates good evaluations from those that need improvement. (CONTENT / BULLETS)

 -Quality of Readiness workshops are improving.

- DUE OUT FROM ALL MSC’s How would you change the scoring for enlisted promotion boards? What things do you think are important to be considered to assist with determining best candidates for promotion?

-Systems access for Commanders and Leaders are critical tools to readiness and units should put emphasis on proper usage.

-COLONEL Mays approved and Confirmed by Senate and state legislature as TAG of NJ.

-Structure of Future force is still under mediation. NJ must remain vigilant in ensuring that we fill vacancies and properly utilize our personnel and resources in an attempt to prevent changes to our state’s organization. Done through recruiting and retention efforts.

-Prepare for Large Scale Combat Operations (LSCO). Warfare is continually changing.

-Information needs to flow through the chain of command. SMs need to share information.

-Master Combat Infantry Badge to be awarded to eligible SMs in an attempt to continue to grow knowledge and operational experience among the force holding other Expert field badges.

-Mountain badge is now authorized wear on uniform, but currently undergoing design change.

-Possibility of Combat arms fitness test for SMs in combat arms MOS and positions

-Upcoming USASMA Selection 6 Primary seats. 3 potential alternate seats.

- Proposed State Fitness Ribbon. Majority proposal of 90% score in all events during ACFT to be awarded. Duration of wear of Award under question (Once/Yearly with 2nd, 3rd awards identification etc..) Ribbon vs. Badge.

-Soldiers experiencing any issues associated with behavioral health should be encouraged to seek assistance. If something is bothering you, go seek help. There are people in place for support. Entire Force with emphasis on current re-deployers.

-Trainer of the Year. How do we acknowledge the efforts of the direct unit level trainers. Proposed Unit level nominations up through, Company, BN, BDE, MSC and the State Level. RTI is requisitioned to provide a rubric to grade against. Trainers will be recognized by SCSM.

-Team leader Validation. As changes to PME have occurred, we need to make sure that we provide the best opportunity for success to our Junior NCO’s. RTI is also being requisitioned to provide a basic program to put our E5’s through so that they attain a sense of what is expected of Junior NCO’s.

-CSM Hicks

-E7’s attending MLC should be prepared to attend school within as little as 7 days after notification. Looking to be able to accommodate more walk-on attendee’s.

-3 Dec 2024, Enlisted Association Meeting. Please let someone from the EA if you wish to attend

-January 12th Panel / board will be held for Enlisted Association Awards. Please start identifying soldiers for nominations for awards.

- Communicate all issues and important to your chain of command. We are failing to share information.

-Enlisted Association Conference 7-9 March. NCODP will take place on the 8th. Currently Limited to E8’s and E9’s for attendance.

-**Ms**. **Shenay Hawkins SARC**

- Changes to the Annual Training Requirement which will begin the beginning of new FY.

-Larger groups will be split into smaller groups of 25 personnel Max with 90 minute guided discussion.

-Army and Air Participation

-Senior Leaders are to be facilitators as they have more interaction with SMs

-2 Facilitators required at BDE, BN, and Company Levels.

-Awaiting Sup guidance and contact information of all coordinators in state.

-can be contacted 24/7

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