

Department of Military Affairs Annual Report

OPERATION



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**In Grateful Appreciation
of Your Service to the
Commonwealth of Kentucky.**

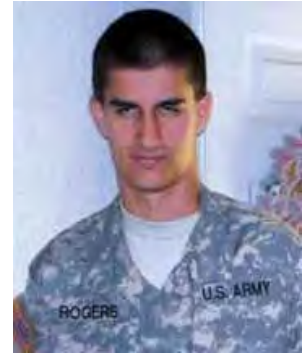
WINTER STORM

State Fiscal year 1 July 2008- 30 June 2009

In Memory of

Private First Class Timothy J. Rogers

Private First Class Timothy J. Rogers, age 19, of Corbin, Whitley County, passed away on July 27, 2009, as the result of a traffic accident while on the way home from annual training. He was a member of Co. B, 1st Battalion, 149th Infantry.



Alva Holland Private First Class Alva Lorenzy Holland

PFC Alva Lorenzy Holland 24, of Bellevue, KY, Campbell County, was on active duty status on Tuesday December 1, 2009 when he was killed in a motorcycle accident. PFC Holland was enroute to 149th Vertical Engineer Construction Company of Cynthiana, KY when the accident occurred.



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DEPARTMENT OF MILITARY AFFAIRS

STEVE BESHEAR
GOVERNOR

OFFICE OF THE ADJUTANT GENERAL
100 Minuteman Parkway
BNGC - EOC Building
Frankfort, Kentucky 40601-6168

EDWARD W. TONINI
MAJOR GENERAL, KYNG
THE ADJUTANT GENERAL

The Honorable Steven L. Beshear
Governor of Kentucky
700 Capitol Avenue, Suite 100
Frankfort, Kentucky 40601

Dear Governor Beshear:

Herewith transmitted is the Kentucky Department of Military Affairs annual report covering the state fiscal years beginning 1 July 2007 and ending 30 June 2008 and the federal fiscal years beginning 1 October 2007 and ending 30 September 2008 on the activities of the Department of Military Affairs and the Kentucky Army and Air National Guard.

Sincerely,

A handwritten signature in blue ink that reads "Edward W. Tonini".

Edward W. Tonini
Major General, KYNG
The Adjutant General

Introduction to the Department of Military Affairs

Governor Steve Beshear, in accordance with Section 75 of the Kentucky Constitution, is the Commander-in-Chief of the Kentucky National Guard. As Commander-in-Chief, Governor Beshear has the authority to direct the National Guard to carry out state active duty missions such as assisting in snow emergencies or flooding. Kentucky Revised Statute 36.020 (1) stipulates "the Governor, immediately on his induction into office, shall appoint the Adjutant General"

As the Adjutant General, Maj Gen Edward W. Tonini is responsible to the Governor for the proper functioning of the Kentucky National Guard and all other military or naval matters of the state as set forth in Chapter 36. He represents the Governor in all military matters pertaining to the Commonwealth of Kentucky. The Adjutant General has a dual role as both head of the Kentucky National Guard and head of the Kentucky Department of Military Affairs as a state agency.

The Adjutant General also has a responsibility to the President of the United States and the Department of Defense to provide a trained and equipped force when called upon for federal missions. Units of the Kentucky National Guard can be ordered to active duty as a part of the Armed Forces of the United States as some units presently are and many have been during the Global War on Terrorism. The Adjutant General is also responsible to the Department of Defense for the accountability of all federal funding and property under



*Governor Steve Beshear
Commander-in-Chief
Kentucky National Guard*



*Maj Gen Edward W. Tonini
The Adjutant General*

the control of the Kentucky National Guard.

Boone National Guard Center is the headquarters for the Kentucky Army and Air National Guard as well as the Department of Military Affairs and the State Emergency Operations Center. The Department consists of 655 acres and 70 buildings of various sizes and functions with both state and federal employees working side-by-side. From this location, the more than 7,000 Soldiers and Airmen that make up the Kentucky National Guard are directed to meet the needs of the Commonwealth and the Nation from their 54 locations across the state.

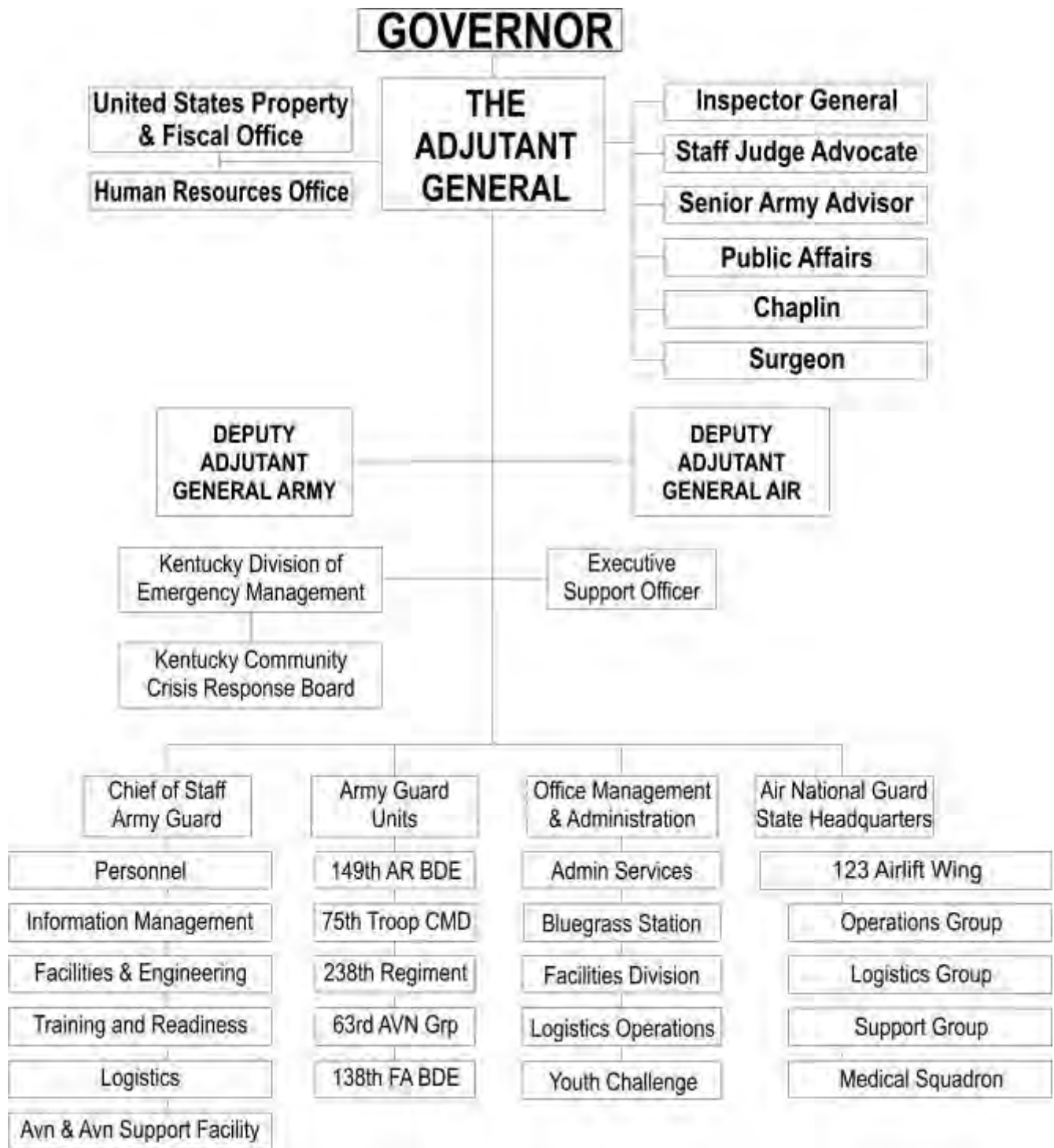
Vision:

A relevant force... missioned across the spectrum of contingencies ... structured and resourced to accomplish its missions ... capable and accessible when called ... manned by trained citizen-Soldiers and Airmen committed to preserving the timeless traditions and values of service to our nation and communities.

Missions:

Federal Mission: "Provide trained units and qualified persons available for active duty in time of war or national emergency and at such other times as national security may require."

State Mission: "Provide trained and disciplined forces for domestic emergencies as required to protect the lives and property of the citizens."



Highlights

National Guard officer is first Kentucky General to deploy since the Civil War

When Kentucky National Guard Brig. Gen. Joseph "Lonnie" Culver was selected to command more than 4,000 troops in Afghanistan, he didn't realize he would be making history in more ways than one. Culver was the first Kentucky National Guard general to deploy in support of the Global War on Terror, and is the first general officer in nearly 150 years to command troops on the battlefield.



As commander of Joint Task Force Cyclone, Culver oversees four provinces of Afghanistan, taking responsibility for security, expanding local governance and helping economic development in the area.

Previously, Culver served as the commander of Joint Task Force Kentucky in the Kentucky National Guard's response to the 2009 Ice Storm that devastated the Commonwealth. In 2005, he also served as the Deputy Commanding General during Hurricane Katrina relief efforts in Mississippi. In addition, Culver was the acting Kentucky Emergency Management Director from March to July 2008.

Prior to this deployment, Culver served as both the Deputy Commanding General for the 38th Infantry Division and as Deputy Adjutant General for the Kentucky National Guard for the last four years. Culver has deployed previously for Operation Desert Storm in 1991 as the executive officer for 1 Battalion, 623 Field Artillery based in Glasgow, Ky.

According to John Trowbridge, Kentucky National Guard Command Historian, The last Kentucky Generals to deploy were during the Civil War, Lt. Gen. Simon B. Buckner, then Maj. Gen, joined the Confederate Army and Brig. Gen. Thomas L. Crittenden served in the Union Army.

Ky. post office named after fallen soldier

A northern Kentucky post office has been named in honor of a soldier who died in Afghanistan. The post office on Sixth Street in Dayton was dedicated Nick Carnes and renamed in his honor. Carnes was 25 when he was killed in Afghanistan during a firefight in August 2007. He was part of the Kentucky National Guard's 2nd Battalion, 138th Field Artillery, based in Carrollton.



Lexington Fayette Urban County Government Corrections Honors Fallen Guardsman

The Lexington-Fayette Urban County Division of Community Corrections Department honored one of its own recently, placing a monument at the Metro Detention Center in memory of Delmar White. A former corrections officer, White was killed in Baghdad on Sept. 2, 2007, while serving as a staff sergeant with the Kentucky National Guard. White was serving with Bravo Battery, 138th Field Artillery out of Carlisle when he was killed in an explosion.



Engineers Garner Awards

1LT Joseph Sloan was selected for the 2009 Engineer Platoon Leader of the Year Award by the United States Army Engineer Corps. The award is given to the top Engineer Platoon Leader in the National Guard, Reserve, and Active Army each year and is presented at the Engineer Regimental Ball at Fort Leonard Wood. 1LT Sloan served as platoon leader of Route Clearance Platoon 2, Bravo Company 201st Engineer Battalion during his OEF 08-09 tour. His proficiency at troop leading procedures, equipment modifications, and dedication to the health, welfare, and well being of his Soldiers earned him this prestigious honor. Pictured is 1LT Sloan receiving the Award from LTG Van Antwerp, US Army Chief of Engineers.



The Kentucky Army National Guard and the 201st Engineer Battalion has the honor of being awarded 4 Regimental Awards; SPC Brandon Layne, Alpha Company 201st, winner of the Van Autreve Outstanding Soldier Award of 2006, 1LT Terry Durham, Charlie Company 201st, winner of the 2007 Outstanding Platoon Leader Award



Charlie Company 201st Engineer Battalion, Cynthiana, Kentucky was selected for the 2009 Itschner Award by the United States Army Engineer Corps. The award is given to the top Engineer Company in the National Guard, Reserve, and Active Army each year and is presented at the Engineer Regimental Ball at Fort Leonard Wood. Charlie Company, commanded by CPT Jeff Arnett, served as a route clearance company in support of the 101st Airborne Division during their 08-09 rotation. While deployed, the unit developed new modifications to equipment, techniques, tactics, & procedures for mitigating improvised explosive devices while contributing to the betterment of the country of Afghanistan and sustaining over 110% strength.

B Btry 2-138th FA selected as the Hamilton Award Winner

The 138th Fires Brigade B Btry 2-138th FA KYARNG was selected as the Hamilton Award Winner, the Best ARNG FA Battery for 2008 by USAFAS, Fort Sill, OK. The Hamilton Award recognizes the Outstanding ARNG Field Artillery Battery of the Year for Superb Mission Accomplishment and Overall Unit Excellence.

The United States Army Field Artillery School (USAFAS) presented the award to CPT Mattingly and 1SG Davis at the 2009 ARNG Fires Conference in Arkansas in March 2009.

Bravo Battery 2-138th FA was mobilized 2 June 2007 in support of Iraqi Freedom. Bravo Battery was a Field Artillery unit with 84 Soldiers assigned to the unit. The mission assigned to Bravo required 169 Soldiers. The unit quickly built a team with Soldiers who volunteered from over 20 different units and from 52 of the 120 counties in the state of Kentucky. Since Bravo was deploying for a non-standard mission, women were also allowed to join for the first time in the history of the unit. The mission of Bravo Battery 2-138th FA is to provide convoy security for theater and corps level assets.

The unit mobilized 2 June 2007 for three days of home station preparation and then travelled to Camp Shelby, Mississippi 5 June 2007 and began the First Army theater immersion training that lasted for 60 days in preparation for combat. This training consisted of mounted combat patrol, base defense, combat lifesaving, close quarters combat, language training, and a five day ARTEP exercise to validate the training.

The unit arrived at Camp Buehring, Kuwait, 11 August 2007 and began its theater specific training. This training included Combat Logistic Patrol (CLP) procedures, Close Quarters Combat training, Entry Control Point (ECP) training, HMMWV Egress and Awareness Training (HEAT), Electronic Warfare training, additional marksmanship training to include re-verification of proper zero on individual weapons, the engagement skill trainer, and cultural awareness training. Upon completion of training the unit flew north into Iraq, arriving at Camp Taji where it conducted Transfer of Authority (TOA) September 4, 2007 and assumed full control of the mission.

Upon arrival in Iraq the unit managed the largest Convoy Security element within the largest sustainment battalion in theater; providing the battalion with 6 organic patrols and 1 patrol made up of Soldiers from a regular Army unit under

the units operational control. At our peak we had 206 Soldiers assigned to the unit. B BTRY provided security for logistical missions that supported Coalition Warfighters within MND-B, MND-N, MND-C, and MND-SE. B BTRY provided up to 65% of the combat power of the 1103rd, who in turn was the main effort for sustaining operations in MND-B AOR. At it's peak the 1103rd was providing support to 19 maneuver brigades, and Bravo Battery ensured that these assets made it to there intended destination safe and in a timely manner.

Bravo Battery was the most heavily committed security company within the Brigade and quite possibly the Multi National Division-Baghdad. To accomplish this task the unit has a total of 49 three-Soldier crews capable of providing 7 Deliberate Convoy Logistical Patrols to the Battalion. The unit's constant desire to improve led to the refinement of several Battalion tactics, techniques, and procedures (TTPs).

Bravo Battery successfully executed 140 missions, drove 299,538 miles and left the FOB 1,050 times. During this time the unit was tasked with several high profile security missions and proved to be a key component of sustainment operations within the MNC-I. The battery was instrumental in escorting over 680,000 gallons of fuel in from Camp Cedar to VBC IOT to increase Class III stocks in preparation for Ramadan. The battery was a major force in the operational move of an entire Iraqi BN from Taji to Basra. The unit participated in multiple missions to move MRAP vehicles including 3 missions to Mosul to provide the MND-N commander with the new Maxx-pro MRAP. Perhaps the biggest contribution made by the unit was in supporting numerous missions to emplace concrete barriers in support of new COPS and safe neighborhood projects, in particular the Safe Road mission in the 2/82 BCT battlespace. These missions were always in the most dangerous areas of Iraq and security was frequently the sole responsibility of the gun trucks in that area.

Bravo Battery proved what they were made under the most adverse conditions. After the loss of two Soldiers (SSG Delmar White and PFC Sammie Phillips) from the unit within 8 days of each other and 5 WIA, Bravo Battery not only continued with the mission at hand, but also logged over 14,000 miles a week for the three weeks following and completed 14 missions during this time. These are still three of the highest weekly totals logged in theater by the Battery.

Throughout this time, Bravo Battery convoys were the subject of numerous attacks by anti-Iraqi and anti-Coalition forces. These attacks included: 5 Improvised Explosive Device (IED) strikes, 5 positively identified IEDs, 1 Explosively Formed Penetrator (EFP) attack, 10 Indirect Fire Incidents, 21 small arms attacks, 1 Rocket Propelled Grenade attack and 1 complex attack.

Command Sgt. Maj. David Munden of Louisville has been selected to serve in the newly formed position of Senior Enlisted Advisor. Command Sgt. Maj. Gregory Armstrong of Greenville will serve as the new State Command Sergeant Major for the Kentucky Army Guard. Kentucky Air National Guard Chief Master Sgt. John M. Grant of Mt. Washington will continue in his current position as the Air Guard's State Command Chief Master Sergeant.

STATE FUNCTIONS

Office of Management and Administration

The Executive Director of the Office of Management and Administration (OMA) functions as the chief of staff for the state agencies within the department. OMA reports directly to the Adjutant General and is responsible for the management of the day to day operations of the state functions. OMA directly oversees Administrative Services Division, Bluegrass Station Division, Facilities Division and the Logistics Operations Center. In addition OMA is responsible for functions impacting the Department such as budget, workforce and legislation. Colonel (Ret) Michael A. Jones serves as the Executive Director.

Administrative Services Division

The Division of Administrative Services plays an integral role in providing and supporting the essential functions required to sustain the mission requirements of the Department. The Division is responsible for personnel management, processing payroll for employees and state active duty soldiers, procurement, fiscal and budget activities, and security and fire protection located at the Air National Guard Base in Louisville.

Steven P. Bullard serves as the Division's Director and provides overall general direction and staff supervision to all branches within the Division.

The Administrative Branch

The Administrative Branch, which consists of Personnel and Payroll, is managed by Administrative Branch Manager Crystal Simpson,. The staff of this branch consists of Jamie Caldwell, Teresa Lee, Susan Yates, Kim Murray, Kristi Jones and Vanessa Brewer.

Personnel

Ms. Simpson is responsible for personnel administration and supervises the personnel functions of the Personnel Management Specialist III, Ms. Caldwell. The Personnel Management III position is responsible for providing technical assistance in filling vacancies for the hiring of employees for the Department. It provides professional support to the Personnel Administrator and staff for personnel concerning personnel matters and serves as Department trainer for the Prevention of Sexual Harassment. Ms. Simpson is also responsible for supervising the personnel functions of Ms. Lee, who is responsible for processing personnel actions for our Non-P-1 programs, KY Logistics Operations Division and the KY Youth Challenge Division.

Payroll

Ms. Yates is the Payroll Supervisor and is responsible for management of all payroll functions. She supervises Ms. Murray, Ms. Jones and Ms. Brewer. Ms. Murray, Human Resources Specialist III, is responsible for processing the State

Payroll and the Non-P-1 payroll for our KY Youth Challenge Division. Ms. Jones, Administrative Specialist III, is responsible for processing the State Active Duty Payroll. Ms. Brewer, Administrative Specialist III, is responsible for processing payroll for our Non-P-1 program, KY Logistics Operations Division.

The Administrative Branch manages employment, placement, classifications, salaries, leave, employee relations, training, personnel records maintenance, workers' compensation and other required actions for the Department's 622 (P-1 & Non P-1) employees in FY 07. During the course of a fiscal year, payroll processes approximately 15,000 time sheets for the Department's employees. The Administrative Branch follows the rules and regulations that are governed by KRS (Kentucky Revised Statute) and KAR (Kentucky Administrative Regulation) that pertain to Personnel and Payroll.

The Purchasing Branch

The Purchasing Branch ensures that procurement of all purchases and service contracts are kept within state government guidelines and regulations in accordance with KRS 45A.000, Kentucky Model Procurement Code. The branch is responsible for purchasing and preparing payment documents for equipment, commodities, supplies, services and personal services needed to support the operation and maintenance of the National Guard installations and state facilities throughout the Department. The Purchasing Branch processes some 4,000 payment documents annually.

The Purchasing Branch consists of two P-1 employees and two Non-P-1 employees: Administrative Branch Manager Leslie Stamper, Purchasing Agent I Dale Hippe, Administrative Section Supervisor Pat Craig and Administrative Specialist II Ammiegail Simpson.

Ms. Stamper oversees the purchasing for the Department and works closely with the management of the Department to ensure that all purchasing policies and procedures are being followed. She oversees the purchasing functions of the Non-P-1 Administrative Section Supervisor and the Non-P-1 Administrative Specialist positions which handle all purchasing needs for the KY Logistics Operations Division. Mr. Hippe handles all the purchasing needs for the Administrative Services Division, Joint Support Operations (JSO) and State Active Duty missions. The position also works closely with the other divisions within the Department of Military Affairs and provides assistance to the Administrative Branch Manager for the Department.

The Fiscal Branch

The Fiscal Branch is made up of several components: accounts payable, accounts receivable, procard administration and payments, processing travel vouchers and retention of documents. The staff has been assigned to specific divisions for various responsibilities in these areas.

Darlene Tupts, Administrative Branch Manager, is responsible for overseeing financial activity in the Fiscal Branch. She oversees the Procard Program and supervises and performs personnel functions for three employees. She is responsible for drawdown of Federal reimbursements for Emergency

Management, reporting closing financial data for the purpose of preparing the Commonwealth's Comprehensive Annual Financial Report, federal quarterly reports and Schedule of Expenditures and Federal Awards.

Program Coordinator Kim McKinney is the Procard Administrator for the Department of Military Affairs. She processes transactions for 47 Cardholders. Total amount processed for SFY09 was \$1,414,102.33.

Accountant IV Vickie Manley receives and processes cash receivables and processes travel vouchers for Facilities Division and Bluegrass Station Division.

All Fiscal Branch personnel share duties of processing travel vouchers and documents related to State Active Duty, processing utility and telephone bills for the Division of Emergency Management, and supporting the Youth Challenge Division and KY Logistics Operations Center in various document transactions and reimbursements.

The Security Branch

The Air Security Section is responsible for maintaining security operations for the KY Air National Guard Base in Louisville. This section consists of (12) twelve employees. Longtime Security Force Manager Kenneth J. Bishop retired this past fall, and Stanley Haines has been selected to assume his position at the beginning of State Fiscal Year 2010 (July 2009).

The Firefighter Section provides fire protection services to the KY Air National Guard Base in Louisville for the protection of life and property from aircraft mishaps, fire, accident, and other emergencies. This section consists of (8) eight employees and is supervised by Air National Guard Master Sergeant Terry Tate.

The Military Records and Research Branch

The Military Records and Research Branch (MRRB), located in Pine Hill Plaza, 1121 Louisville Road in Frankfort, is the Archive for the Department of Military Affairs. Its holdings consist of discharge documents for over 300,000 Kentucky veterans from all conflicts since WW I through Operation Iraqi Freedom, as well as service records of the state's soldiers who served in The War Between The States, both Union and Confederate. It also contains historical records of all Kentucky Militia and National Guard units from 1792 to the present.

In excess of 75,000 inactive 201 files on former members of the Kentucky Army and Air Guard are maintained by MRRB as well as a military research library of over 1,000 volumes. In addition, we receive and hold inactive records from the Department of Military Affairs until they are transferred to the State Records Center or until their destruction date is reached. The staff of four assists veterans, historians, recruiters, genealogists, other government agencies and our own department in accessing information within MRRB's holdings, and maintains a standard of same-day service for most requests.

The staff is unchanged from the last reporting period, consisting of Branch Manager Evan Miller, Admin Specialist III Kathy Gortney, Archivist III Brandon Slone and Admin Specialist II Frank Dorten.

All staff share in the work of inprocessing and retrieving documents and customer service. In addition, Mr. Slone is our branch historian who handles all requests for historical research and documents from early statehood to WWI. Due to a major renovation of the Old State Arsenal, which houses our "Old Wars" collection, the documents and Mr. Slone remain temporarily relocated to space in the Kentucky History Center in Frankfort, where they will remain until the Old State Arsenal reopens.

During this reporting period, the screening of 201 Files for former Kentucky National Guardsmen born between 1946 and 1950 in preparation for microfilming was completed, resulting in 194 boxes of 201 Files ready to be sent to KDLA for filming when they are able to undertake the project. We also initiated action to have the 91 microfilm cartridges of the index for the WWII Veterans' Bonus replaced by new film from the security copy held by KDLA. The original films are over 40 years old and have been breaking at an increasing rate.

Military Family Assistance Trust Fund

The Kentucky Military Family Assistance Trust Fund is a last resort means of providing financial assistance to any member of the United States Armed Forces deployed outside of the United States who has a Kentucky home of record and is confronted with an undue hardship related to his/her deployment.

The Trust Fund Board members continue to serve as appointed. Governor Fletcher appointed Colonel Judy A. Greene-Baker, U.S. Army Reserve; Colonel James G. Russell, U.S. Army Reserve; and Lieutenant Colonel Darryl Shirley, U.S. Army, as members of the Board on October 5, 2006. The President of the Senate, Senator David L. Williams, appointed Gunnery Sergeant James G. Taylor, Jr., Marine Corps Reserve, as a member of the Board on October 6, 2006. Speaker of the House of Representatives, Jody Richards, appointed Mr. Roger Miller, Commander of the American Legion Post 23, as a member of the Board on October 2, 2006. COL Greene-Baker continues to serve as Board President.

The Director, Division of Administrative Services, continues to serve as the Trust Fund Administrator on an additional duty basis. There are no plans at this time to hire a full-time employee to fill the position. The Trust Fund Board is charged to meet twice annually, and during SFY 2009 met on 22 October 08 and 14 May 09.

Overall, 60 applications/formal inquiries have been received since the inception of the Trust Fund in 2007. Ten were submitted in SFY 2009.

Breakdown is as follows:

- 46 Kentucky Army National Guard
- 7 Active Duty Army
- 1 Active Duty Air Force
- 1 100th Division (OS) U.S. Army Reserve
- 1 Individual Ready Reserve (IRR), U.S. Army Reserve
- 1 Alabama Army National Guard
- 1 Illinois Army National Guard
- 1 U.S. Navy Reserve
- 1 Active Duty U.S. Marine Corps

Three grants have been paid: one in SFY 2007 for \$500, one in SFY 2008 for \$821.50, and one in SFY 2009 for \$2,500.00. The trend is that the incoming applications are the initial request for assistance versus last resort, with generally successful referrals to Family

Of the remaining 57 applications/inquiries, the breakdown of results is as follows:

- 25 from SFY 2007 not specified (cases not accurately tracked)
- 15 verified federal assistance
- 4 not Kentucky residents (ineligible)
- 4 out of eligibility window (ineligible)
- 4 assisted by organizations outside the Kentucky military system
- 2 never deployed (ineligible)
- 2 inquiry only – no formal request for assistance made
- 1 no hardship found
- 1 received, possible action pending actual deployment overseas

We note that ineligibility for the Trust Fund does not mean assistance was not rendered. All applicants are referred to the appropriate Family Assistance Program, Veterans Affairs or other agencies, as required.

Reasons for Requests

- 21 for financial assistance
- 9 for home repair
- 5 for car repair
- 6 for utility bills
- 4 for mortgage (foreclosure)
- 3 for divorce expenses
- 3 for rent payments
- 2 for medical expenses
- 2 for tuition/school expenses
- 2 for child care expenses
- 2 for groceries
- 1 for home mortgage down payment
- 1 for moving expenses
- 1 for clothing
- 1 for holiday meals/gifts
- 1 for counseling

NOTE: Numbers exceed total number of applications, due to multiple reasons listed on some applications.

The balance of the Trust Fund, as outlined in the table below, as of July 1, 2009, is \$525,024. The Trust Fund continues to operate primarily off the initial \$500,000 allocation from the General Assembly for State Fiscal Year 2007. The fund earned \$21,790.57 in interest for SFY 2007, \$40,344 in interest for SFY 2008 and \$7,056 in interest for SFY 2009. The Trust Fund Board believes the

current balance is sufficient for long-term needs. Personnel and operating expenses are minimal and consist primarily of travel reimbursements for meetings and MFAST speaking events.

The following table reflects the moneys that have been spent as a grant award or as expenditures for personnel and operating expenses. One grant was awarded in SFY 2007 to a Kentucky National Guard Soldier with a home of record in Providence, KY. A second grant was awarded to a Kentucky National Guard Soldier with a home of record in Danville, KY in SFY 2008. A third grant was awarded to a Kentucky Army National Guard Soldier with a home of record in Lexington, KY in SFY 2009. Over 60 inquiries have been made regarding the Trust Fund, however, because the Trust Fund is intended to be utilized as a last resort, the vast majority of those have been referred to other funding and financial resources. Continuous monitoring is exercised in all inquiries. Operating expenses include all travel vouchers in relation to the Trust Fund.

MFAST Funds (\$)	SFY-07	SFY-08	SFY-09
Cash Balance Forward	0	514,684	520,660
HB380 2006RS Appropriated Funding	500,000	500,000	0
Expenditures			
Grants to Individuals	500	892	2,500
Personnel Admin	6,378	32,044	0
Pgm Operations	229	1,432	192
Accrued Interest Income	21,791	40,344	7,056
Remaining Cash Balance 30 June	514,684	1,020,660	525,024
SFY2008 Budget Reduction		500,000	
Revised Cash Balance		520,660	

Facilities Division

The Division of Facilities' mission is to "provide adequate armories, buildings and grounds for the Kentucky Army and Air National Guard" as stated in Kentucky Revised Statutes (KRS) 36.080. To realize this goal, the Division will "construct or acquire . . . armories, buildings or grounds . . . and make additional and improvements in such armories and facilities." In addition, the Division is required to "provide heat, light, water and other costs of operation and

maintenance, including insurance.” The funding for these operations comes from both the State and Federal governments.

KRS 36.070 grants the Division’s Director, Joe Wilkins, the authority to “make contracts, [and] acquire real and personal property . . .”. The Director of the Division must be “experienced in the administration of real property.”

The federal Construction and Facilities Maintenance Officer (CFMO), LTC Steven King, is responsible for the federal budget, design supervision, and all other areas of real property funded by the National Guard Bureau (NGB).

The Division employs 149 state employees. These employees work at the armories and training sites throughout the Commonwealth. These employees perform various functions including administration; skilled trades such as plumbers, electricians and carpenters; security; supplies; and custodial maintenance. Of those 149 employees, 119 employees are reimbursed to some extent by NGB.

The Division maintains the Kentucky Army and Air National Guard sites including 11,577 acres owned by the Commonwealth and an additional 1,130.9 leased acres. Furthermore, there are over 300 buildings, valued in excess of \$180 million, supported by the Division. This includes managing the environmental compliance and planning activities of the above. The Division also maintains all state owned vehicles and equipment one ton and over.

During the State Fiscal Year (SFY) from 1 July 2008 through 30 June 2009, the Division completed 480 work orders for a total expense of \$3.3 million.

The Division is also responsible for reporting the receipts and expenditures for the Installation Management Fund of each armory. KRS 36.085 and 36.086, and DMA Policy 210-8, authorizes the armories to maintain a local bank account from monies received for the use of the armory by nonmilitary organizations. The custodians of the accounts use these funds for minor maintenance and repair.

Significant Events

- Completed construction of the Paducah Armed Forces Reserve Center
- Completed construction of Phase I of the London Joint Support Counterdrug Operations Building
- Completed construction of the storage building at the Shelbyville Readiness Center
- Completed construction of the storage building at the Leitchfield Readiness Center
- Completed HVAC upgrade at the Jackson Readiness Center
- Completed exterior and interior renovations at the Central City Readiness Center
- Completed HVAC upgrade at the Field Maintenance Shop 1 (FMS1), Ashland
- Completed window replacement and exterior renovations at Field Maintenance Shop 10 (FMS10), Bowling Green
- Completed HVAC upgrade at the Bowling Green Armed Forces Reserve Center

- Completed the rifle range conversion at the Bowling Green Armed Forces Reserve Center
- Completed expansion of the motor pool at Boone National Guard Center
- Completed exterior repairs at the Army Aviation Support Facility (AASF) Building
- Completed restroom renovations at the Combined Support Maintenance Shop (CSMS) Building
- Completed roof replacement at the US Property and Fiscal Office (USPFO) building
- Completed construction of the AVCATT Pads at the Engagement Skills Trainer (EST) Building
- Completed installation of female restrooms at the Carlisle Readiness Center
- Completed roof replacement at MATES, Fort Knox
- Completed HVAC upgrade at the Glasgow Readiness Center
- Completed rifle range conversion at the Glasgow Readiness Center
- Completed rifle range conversion at the Hazard Readiness Center
- Completed tuck point and exterior repairs at the Arsenal Military Museum
- Completed rifle range conversion at the Prestonsburg Readiness Center
- Completed HVAC upgrade at the Russellville Readiness Center
- Completed HVAC upgrade at the Springfield Readiness Center
- Completed rifle range conversion at the Springfield Readiness Center
- Continued construction of the Richmond Armed Forces Reserve Center
- Began construction of Phase II of the London Joint Support Counterdrug Operations Building
- Began design of Phase III of the London Joint Support Counterdrug Operations Building
- Began design of the HVAC upgrade at the Murray Readiness Center
- Began design of the HVAC upgrade at the Carlisle Readiness Center
- Began design of the roof replacement and exterior repairs at the Cynthiana Readiness Center
- Began design of the roof replacement at the Hopkinsville Armed Forces Reserve Center
- Began design of the HVAC upgrade at the Williamsburg Readiness Center
- Completed design of the unheated storage building at the Benton Readiness Center
- Completed design of the unheated storage building at the Hopkinsville Armed Forces Reserve Center



Ashland Readiness Center



Benton Readiness Center



Barbourville Readiness Center



Bowling Armory Forces Reserve Center



Bardstown Readiness Center



Brandenburg Readiness Center



Buechel Readiness Center



Carrollton Readiness Center



Campbellsville Readiness Center



Central City Readiness Center



Carlisle Readiness Center



Cynthiana Readiness Center



Danville Readiness Center



Glasgow Readiness Center



Elizabethtown Readiness Center



Harlan Readiness Center



Frankfort Readiness Center 1



Harrodsburg Readiness Center



Hazard Readiness Center



Independence Readiness Center



Henderson Readiness Center



Jackson Readiness Center



Hopkinsville Readiness Center



Leitchfield Readiness Center



Lexington Readiness Center



Madisonville Readiness Center



London Readiness Center



Marion Readiness Center



Louisville Fairgrounds Readiness Ctr



Middlesboro Readiness Center



Monticello Readiness Center



Olive Hill Readiness Center



Morehead Readiness Center



Owensboro Readiness Center



Murray Readiness Center



Paducah Armed Forces Reserve Center



Prestonsburg Readiness Center



Russellville Readiness Center



Ravenna Readiness Center



Shelbyville Readiness Center



Richmond Readiness Center



Somerset Readiness Center



Springfield Readiness Center



Walton Readiness Center



Tompkinsville Readiness Center



Williamsburg Readiness Center

Bluegrass Station Division



Bluegrass Station is a former Army Depot located in Lexington (Avon), Kentucky that is now managed by the Kentucky Department of Military Affairs as a light industrial business park. The 782 acre facility includes more than 2.2 million square feet of space in 112 buildings, 17 miles of paved roads, 27 acres of paved parking lots, 211 acres of dedicated recreational area, 280 acres of undeveloped land, its own water, electrical and wastewater systems and an active rail line. The United States Army transferred the property to the Commonwealth of Kentucky in phases, with the final phase transferred in September 2008. The Commonwealth now owns all of the land, buildings and infrastructure that comprise Bluegrass Station.

Vision Statement

Develop, expand, and maintain a business complex that will attract new businesses and continue to provide a positive impact on the socioeconomic growth of the Commonwealth of Kentucky

New Targeted Vision Statement

The defense industry needs the capabilities that Bluegrass Station offers. Bluegrass Station must be competitive with other BRAC'd and active installations without competing with local business.

Mission Statement

Provide quality facilities and services at a secure complex that will meet the needs of the tenants while ensuring the preservation of the Commonwealth's interest.

Functions

The Division's 12 administrative and 17 maintenance staff members are responsible for meeting the needs and demands of its tenants:

- Building maintenance and modifications
- Grounds maintenance and landscaping
- Marketing of available space
- Administration of lease agreements
- Environmental support and control
- Telecommunications
- Postal service
- Utilities maintenance and coordination
- Roads maintenance, including snow removal 24-hour security
- Solicitation and oversight of construction activities

In addition, the Division's electricians, plumbers, carpenters, and other maintenance professionals stand ready to meet any special needs of Bluegrass Station's tenants.

The revenues generated through leasing exclusively funded the Division's annual expenses of \$6.5 million in FY 06, \$6.9 million in FY 07, \$7.0 million in FY 08 and \$7.0 million in FY 09. Since July 1996 the facility has been self sufficient and continues to operate without the benefit of General Assembly appropriations. This situation has necessitated an aggressive management style to ensure tenant relationships remain healthy and self-supporting. This effort has created a desirable environment for stable, long term tenants, and in recent years has resulted in continued growth of the operations of some of Bluegrass Station's established anchor tenants.

Significant Activities

Bluegrass Station's 27 tenants employ over 2,100 full-time Kentuckians and lease/occupy over 2.2 million square feet of building space and 253 acres of land at the end of FY09. Bluegrass Station's has had an occupancy rate of 100% for four consecutive years, after seeing substantial increases each of the five prior years.

Bluegrass Station's tenants include local, state, and federal governmental agencies; federal contractors; private commercial enterprises; and residential occupants. The facility's largest tenant/employer, with over 1,560 personnel, is L-3 Communications.

The Kentucky Logistics Operation Center (KyLOC) leases 634,268 square feet of Buildings 4, 6, 14, 15, and 17 for the 260 employees of the National Guard Materiel Management Center (NGMMC) and the Central Clothing Distribution Facility (CCDF) to perform their operations.

Other notable tenants located at Bluegrass Station include the following:

- American Venture Industrial Co. – Industrial sheet metal fabricator.
- Field Logistics Readiness Center and on-site contractor Lear Siegler Services Incorporated – Wheel and track military vehicles maintenance and installation of add-on armor.
- Hinkle Contracting Corporation – Heated asphalt oil storage and distribution (using Bluegrass Station’s rail lines).
- Pieratt’s, Inc. – Appliance and furniture distributor for Pieratt’s retail stores.
- Radio Equipment Company, Inc. (RECO) – Radio equipment repair and maintenance.
- ThermoSpray of Lexington – Spray-on insulation contractor.
- Roaden & Company, LTD – Furniture distribution for LA-Z-BOY Furniture Galleries.
- Various units of the Kentucky State Police and Kentucky Army National Guard.

There are many positive developments at Bluegrass Station in FY 09, including:

- Work continued on two large projects – a \$1.8 million upgrade to the fire suppression and drinking water distribution system, and the installation of a new \$2.7 million 10MvA electrical substation. Both projects are expected to be completed in FY10.
- Construction was completed on the first of up to twelve 5,000 square foot pole barns to be used by one of our larger tenants for dry storage.
- A \$1 million stream renovation project was completed in a partnership between the Bluegrass Station, the Kentucky Transportation Cabinet, and the US Fish and Wildlife Service. The project was entirely funded by the Kentucky Transportation Cabinet.
- A large scale upgrade and repair of many of the sprinkler systems was completed.
- Bluegrass Station has instituted a new turf management plan on three closed, capped landfills. Working with the University of Kentucky College of Agriculture and some local farmers, goats are now used to maintain grass and woody growth at appropriate levels. This eliminates the expense of mowing approximately 50 acres three times per year, provides significant environmental benefits and will result in healthier ground cover.
- Bluegrass Station is in the planning stages of a complete redesign of the front entrance and guard house. This project will increase security as well as improve traffic flow at the facility, and is expected to be completed in FY10.

The Future

Bluegrass Station has grown far beyond the goals set when the Commonwealth assumed responsibility for the facility in 1994. The facility has been at 100% occupancy for several years; however, the Division continues to

look for growth and funding opportunities to upgrade existing facilities and infrastructure. A particular emphasis in the near future is to bring new development to the undeveloped northern portion of the property, and to increase parking for existing operations. Additional improvements, including ongoing road and roof upgrades, are also on tap for FY 10. The Division eagerly anticipates opportunities for growth and improvement, and any other new challenges and opportunities that come its way.

Logistics Operation Division

Mission: The Kentucky Logistics Operation Division (KYLOC) is tasked to develop, manage and operate individual logistics projects that provide a high benefit versus cost to the sponsoring agency with improved customer service and readiness for the War Fighter.

Major Functions: The Kentucky Logistics Operation Division currently manages the following projects (which consist of an annual budget of \$26 million and employ 266 individuals):

The National Guard Materiel Management Center (NGMMC), in partnership with National Guard Bureau (NGB), is a fully funded NGB program, distributing ground and air equipment and parts to all fifty-four states and territories. In the past ten years, the NGMMC has provided NGB a 5.3 to 1 return on its investment. The KYARNG has received over \$7.9 million in free repair parts from this program. Other programs which are presently included in the NGMMC umbrella are the central distribution of Organizational Clothing and Individual Equipment (OCIE), Extreme Cold Weather Clothing System (ECWCS), and modular sleeping tents and modular sleeping bags to all states and territories. The "Like New – Free" clothing program enables states to send used uniforms to the NGMMC. The uniforms then undergo an intense inspection and must pass rigid standards before being redistributed upon request to the customer at no cost. This program has resulted in a savings of over \$3,396,370.18. In addition, the NGMMC manages a contingency storage of critical supplies needed during times of national disasters (such as hurricanes and floods). These items can be provided to necessary states and agencies within 24 hours. NGMMC also manages a container/chassis loan program for Army National Guard units.

One of the latest projects on behalf of NGB at the KYLOC/NGMMC is the Rapid Fielding Initiative (RFI). The RFI project was created to support mobilizing soldiers within the FY10 5+1 BCTs, that were not included in the regular sizing and fielding of OCIE items at their unit. KYLOC/NGMMC has trained sizing teams that assist the states on location in preparation for sizing events and issuing of the OCIE items. The RFI project was designed to allow the soldier to have more time with their equipment for training purposes, as well as a major cost savings for NGB. Also an OCIE Reset project has been implemented at KYLOC. The purpose of the RESET program is to ensure the Warfighter is equipped with the latest required OCIE to dramatically improve the force protection status and allow soldiers to flow smoothly through the ARFORGEN readiness cycle. The OCIE Central Management Office (CMO), in conjunction with the National Guard Materiel Management Center (NGMMC) at the Kentucky Logistics Operation

Center (KYLOC), oversee the ARNG RESET order fulfillment and logistics. The concept of the program is to RESET OCIE destroyed or worn out during deployment. The Department of the Army Personnel Policy Guidance for Contingency Operations in Support of GWOT, or PPG is used as a basis for requirements. OCIE is either bought or laterally transferred and housed at NGMMC. RESET packages are built using the number of soldiers, consumption factors, basis of issue (BOI), and size tariffs. RESET orders are placed and shipped as bulk orders. As units approach their scheduled RESET timeline, the CMO coordinates with NGMMC for the staging and transportation of the RESET package to their respective state. This process is done in close coordination with each state's United States Property and Fiscal Officer (USPFO).

The second partnership was formed by the Kentucky Logistics Operation Center (KYLOC) and NGB with the Defense Supply Center Philadelphia (DSCP) to distribute clothing to 350,000 Army National Guard soldiers across the nation. Taking a page from the best practices of the business world and applying them to how the DOD does business KYLOC has created a web based catalog ordering system for military clothing. It is estimated that the program saves the ARNG \$10 million annually. Building on the success of the ARNG, the program has expanded to include the 40,000 Marine Corps Reserves with an estimated savings of \$300,000 annually and the 67,000 Naval Reserve Force Command estimated at an annual savings of \$1.2 million. Also included are the 24,000 Naval Construction Brigade SEABEE members, the AMPHIBS with 3,000 amphibious SEABEE members, the 8,000 personnel of the Naval Special Warfare (SEALS) and Naval Coastal members, the 20,000 members of Naval Installation Command and ELSG and the 107,000 Air National Guard members with an estimated savings of \$615,000 annually.

Effective February 2005, sustainment of war fighters in the Afghanistan and Horn of Africa AOR is being done through the Army Direct Ordering (ADO) program. Implementation of the ADO program began for war fighters in IRAQ August 22, 2005. In addition, support to 207,000 members of the Army Reserve began October 1, 2006. More than \$49 million dollars worth of DLA owned inventory is stored at KYLOC in support of 967,000 soldiers, sailors, marines and air personnel. Also, in partnership with DSCP, KYLOC has begun issuing the new "USMC Running Suit" as a "FREE" issue to all Marines, active and reserve. This project is a first of its kind for the USMC...never before had they issued any personal equipment to a marine at no cost. The web-based system allows the unit level personnel to request a running suit for each marine, while the project is managed at an overall national level via USMC POC. KYLOC was able to ship out individual issues of the running suit in a timely manner, while also providing inventory and shipping reports to the top level project manager at the USMC.

Youth Challenge Division

The Kentucky National Guard Youth Challenge Division provides effective and efficient oversight and management of the National Guard Youth Challenge Program efforts in Kentucky. Bluegrass Challenge Academy is one of 37 nationwide programs offering second chance opportunity to At Risk Youth. Challenge operates as a 60% Federal and 40% State match program administered through the Department of Defense and the Kentucky National Guard. The program brought \$1,632,000 in federal funds into Kentucky during the 2008-2009 fiscal year. A total of 45 cadets enrolled in, and completed, college classes as a part of their residential stay with the academy during the year. Transferrable college credit hours earned totaled 165. Approximately \$31,600 Stafford, Pell and Foster Child waiver awards were made through the Free Application for Federal Student Aid (FAFSA) to these cadets.

The purpose of the program is to allow Kentucky's at-risk youth to participate in a wholesome and disciplined environment in which they can have positive, life-changing experiences and educational opportunities leading to employment. Approximately 17,000 Kentucky students do not graduate with their peer group each year. As many as 10,000 students drop out of school each year prior to achieving a high school diploma. In today's competitive society, the failure to earn a high school diploma can be devastating. It often means difficulty in finding a quality job, disrespect for fellow citizens, and a tendency toward dishonest or unlawful behavior that could lead to confinement. Without positive intervention, the behavior of Kentucky's "at-risk" youth results in ongoing social and economical burdens for all of our citizens.

Kentucky's Challenge Program (also known as "Bluegrass Challenge Academy") is a voluntary, rigorous 22-week military model development and training program conducted at Fort Knox, Kentucky. Forty-four staff members, including cadre,



teachers and support staff, work to guide the 204 youth graduates through a core program of 200 hours of instruction in basic high school math, reading, writing, social studies and science. Other features of the Academy include physical fitness training, community service and work projects, career skills planning, health and drug abuse awareness, job training, self-discipline and leadership training.

The program is voluntary and applicants must meet the following criteria: at least 16 at time of entry to the program but not yet 20 years of age at the time of graduation; a high school dropout who has not already earned a GED diploma; a citizen or legal resident of U.S. and Kentucky; free from use of illegal drugs or substances; free of serious involvement in the criminal justice system (no felony convictions); physically and mentally capable of completing the program; unemployed or underemployed; and able to pass a medical screening during the first week of the program. Participants who successfully graduate from the Academy receive Placement support and active mentor support for twelve months following residential graduation. The mentor is nominated from the graduate's community acts as a counselor to help the youth transition into a job or continue his/her technical training or education. Prerequisites for a mentor are: male mentor for male graduate; female mentor for female graduate; mentor cannot be a relative; and mentor should be easily accessible to the graduate (live within a reasonable distance so that personal contact is possible). Mentors are screened and trained during the Residential Phase of the program.

Twenty residential classes have been completed as of June 2009. Kentucky Youth ChalleNGe has 1636 graduates among its alumni. The last two classes have 204 graduates participating in the year long Post-Residential Phase of the Program. The academy has experienced an average placement rate in excess of 80% over the past nine years. Placement included full time jobs, continuing education and part time jobs, enlistment in military service, and approved volunteer activities.



The staff of the Department of Military Affairs is proud of our involvement this tremendous challenge and worthwhile endeavor of adding value to Kentucky's at-risk youth; creating productive and valued new members of our society. Bluegrass ChalleNGe Academy is providing Kentucky's At Risk Youth a second chance to become the citizens they wanted to become, and the adults their parents dreamed they would become. We are very optimistic that our ability to meet more of Kentucky's At Risk youth will improve within the coming year.

Emergency Management Division

Who We Are

Kentucky Division of Emergency Management is a division of the Kentucky Department of Military Affairs and its role and function are governed by legislative action as dictated in Chapter 39 of the Kentucky Revised Statutes.

The Kentucky Division of Emergency Management (KYEM) consists of our main office located on Boone National Guard Center in Frankfort, KY and 11 Regional Response Offices located throughout the state. We have many internal programs, including; the Chemical Stockpile Emergency Preparedness Program, Earthquake, Search and Rescue, Training, and Mitigation.

In our Recovery Section, KYEM also has an active Public Assistance and Individual Assistance programs that, during times of declared disasters, will coordinate with the Federal Emergency Management Agency to offer assistance to those who qualify at disaster field offices set up where they are needed.

We have an operations desk that can be reached at 1-800-255-2587. Our duty officers are available 7 days a week, 24 hours a day. The division website address is: www.kyem.ky.gov.

KYEM Vision

Kentucky Division of Emergency Management is a superior emergency management organization staffed and led by professional managers and administrators maximizing all available resources to protect the citizens of the Commonwealth of Kentucky. KYEM is nationally recognized for excellence in all aspects of emergency management through its employment of communications, coordination and collaboration.

In July 2008 Brigadier General John W. Heltzel accepted the appointment by Governor Steven L. Beshear to direct the Kentucky Division of Emergency Management. Within his capacity as Director, General Heltzel is responsible for coordinating all resources of State and Federal Government in the event of Natural or Manmade Disasters and Emergencies throughout the Commonwealth. The Kentucky Division of Emergency Management coordinates directly with all Kentucky Division of Emergency Management Area Managers, County Emergency Management Officials and First Responder Teams for Planning,



Training, Emergency Operations, Mitigation and Recovery.

Executive Summary

Reorganization, Redirection and Recommitment

Between July 2008 and August 2009 KYEM implemented dramatic changes in order to meet the requirements of an organization faced with major losses of manpower and funding. In the wake of these changes a stronger, better organized, more focused organization emerged. This newly revitalized organization works daily to accomplish its new motto – day in and day out.

A New Direction: “One Team, One Mission – Protecting Our Commonwealth”

This direction has produced an organization focused on building teams and lines of communications across the Commonwealth and the nation to support its primary mission – coordinating critical services in times of emergency.

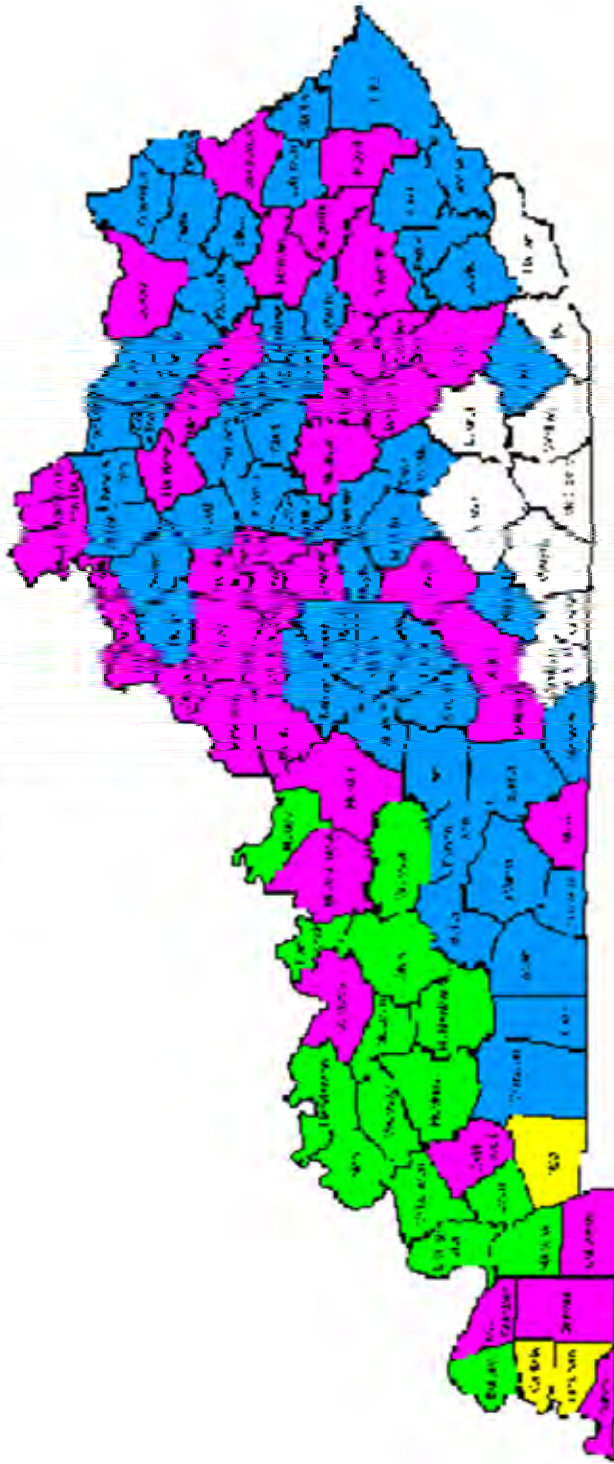
Transparency

As a service organization, KYEM has fully embraced the mission of transparency in all actions and efforts. Communications with county officials, state members of the legislature and Cabinet leadership has never been higher in the Division. A dedicated effort has been made to improve the visibility and efforts of KYEM for incident management and recovery payments.

Managing the Environment

KYEM has used the opportunities presented over the last year, five Major Declarations (Gustav - 8/08, Ike - 9/08, Ice Storm - 1/09, Spring Flooding 5/09 and Louisville Flooding 8/09) and One Emergency Declaration (Winter Ice Storm - 1/09) to develop efficient processes, create new structures and document process and procedures in a manner never completed before in the history of the Division.

Kentucky Counties Affected by Disasters 2008 – Present



0 Disasters	9 Counties	Population NOT Affected:	261,843
1 Disaster	51 Counties	Population Affected	1,426,487
2 Disasters	42 Counties	Population Affected	2,019,958
3 Disasters	15 Counties	Population Affected	310,271
4 Disasters	3 Counties	Population Affected:	23,210
Total: 111 Counties		Total Population Affected:	3,779,926
Total: 120 Counties		Kentucky Population:	4,041,769

Disasters Included: DR - 1746 Severe Storms/Tornadoes Population Affected 421,027 Disaster Damage Estimate: \$5 Million
 DR - 1757 Severe Storms/Flooding Population Affected 202,487 Disaster Damage Estimate: \$5 Million
 DR - 1802 Severe Storms/Wind Population Affected 1,809,908 Disaster Damage Estimate: \$25 Million
 DR - 1818 Winter Storm/Flooding Population Affected 3,732,806 Disaster Damage Estimate: \$256 Million
 DR - 1841 Severe Storms/Flooding Population Affected 105,760 Disaster Damage Estimate: \$26 Million
Total Disaster Damage Estimate: \$317 Million

January Ice Storm

The 2009 Winter Ice Storm was the greatest modern day catastrophe to hit the Commonwealth. KYEM responded as never before coordinating events across the state, coordinating directly with FEMA and the Corp of Engineers, as well as with all other major Cabinets in state government, to save and sustain lives, render aid and relieve suffering. While this event was not a flawless execution, for a Division that was in mid-stride of rebuilding after losing over 400 years of experience in 2008, the Division performed exceptionally well.



Lessons learned from the Ice storm have been ratified to produce a more flexible, better trained and organized structure to meet the needs of the Commonwealth.

Search and Rescue

The first Commonwealth Search and Rescue Games were conducted at the Wendell H. Ford Training Center in Muhlenberg County Kentucky in an effort to improve the camaraderie of search and rescue teams from across the Commonwealth. Nearly 200 search and rescue members from over 20 different teams from across Kentucky came to demonstrate and hone their skills.



Kentucky Community Crisis Response Board (KCCRB)

The new Executive Director of the KCCRB, along with the Chairman and Vice Chairman, have reenergized KCCRB and set it on a path to be an even more effective tool for the Commonwealth. KCCRB has become a fully integrated member of the Division of Emergency Management and is now a full partner working incidents across the state where mental health issues may be involved.

Recovery and the Recovery Rapid Payment System (RRPS)

Using best business practices and business process reengineering, KYEM continues to work to address year's worth of inattention and poor process control. In fact, the new team at Recovery has produced more payments and transactions in the last 90 days of the reporting period than in the previous year combined. At the end of July, KYEM announced and implemented a new set of policies and procedures, called the Recovery Rapid Payment System, which will have a great impact on all large project payments to the counties. Recovery is closing in on an all time record of throughput for the state turning around most

payments in less than 2 weeks with a working goal of 1 business week a real possibility.

External and Intergovernmental Affairs

In the last year KYEM has developed a professional approach to communicating on a regular basis with the general public and all county, state and national leaders on disaster incident issues, recovery payments and mitigation planning effort. This effort has helped build relationships and lines of communications into new areas that were not present in the past.

H1N1 Virus

The spring of 2009 saw the first worldwide outbreak of the H1N1 Novel Virus (Swine Flu); Kentucky Division of Emergency Management stands ready to fully support the Kentucky Department of Public Health in response to the recent outbreak of the H1N1 Virus that is impacting the United States and international countries. In August 2009 a Pandemic Exercise is planned and will involve over 200 agencies from across the Commonwealth. A variety of disciplines are expected to participate; including commercial businesses, Public Health, Local Governments, Schools and Universities, and a variety of Emergency response Organizations to test their response to a simulated pandemic influenza. Over 500 injects are being developed to be used during the exercise.

Earthquake Program

Catastrophic Planning Initiative has completed its initial phases with a draft state plan and several completed county plans. Planning has started for the May 2011 CUSEC Regional Exercise that is also a National Level Exercise. It has incorporated the Technical Earthquake Working Group to assist with the State Concepts and Objectives meeting that was then forwarded to the regional and national meetings. The next step is to schedule the Initial Planning Conference to support the regional and state meetings this fall.



Kentucky has joined the Local Emergency Planning Committee and the Earthquake Preparedness Program together. The Fayette County LEPC utilized funding to sponsor a Structural Collapse Analysis for facility managers and first responders of Extremely Hazardous Substance sites. This project served as a pilot for other states and was very well received. Kentucky received a National Earthquake Hazards Reduction Program grant that will assist with staffing and program growth in the future.

The Commonwealth Emergency Operations Center (CEOC) underwent a major overhaul during this past year. Outdated design and limited space hampered functionality in previous activations. This fact became painfully obvious during the catastrophic January Ice Storm as the size of the response required

liaisons from most state agencies, military and volunteer organizations. Working with the physical space available, the CEOC is now much more user friendly, is better equipped and has more seating capacity than ever before. Funding for the project, approximately \$250,000.00, was possible through the Chemical Stockpile Emergency Preparedness Program.

The Commonwealth Communications Center also received a facelift, providing additional and improved work space.

Commonwealth Analysis and Assessment Group (CAAG), Commonwealth Planning Group (CPG), Commonwealth Resource Management Group (CRMG), Commonwealth Systems and Communications Group (CSCG), Commonwealth Joint Information Committee (CJIC), Commonwealth Intergovernmental Coordination Group (CICG) are all functional and work independently in an integrated matter to ensure that the needs of the Commonwealth are secure. This new structure is designed to ensure the response capabilities of the Commonwealth are up to meet the needs of its citizens.



Total Incidents
Incidents 2006 – 4098
Incidents 2007 – 4309
Incidents 2008– 4639
Incidents to Date –8/19/09 3186

Incidents by Region to Date
REGION 1 – 329
REGION 3 - 219
REGION 4 - 281
REGION 6 - 325
REGION 7 - 319
REGION 8 - 181
REGION 10 – 335
REGION 11 - 271
REGION 12 - 212
REGION 13 - 356
REGION 14 - 258
STATEWIDE - 5
OTHER STATES - 1

2009 Incident Total as of 8-19 -3186
2009 - 94 Cancelled
Grand Total as of 8-19-09, 3186

Chemical Stockpile Emergency Protection Program (CSEPP)

The CSEPP program is on track and on target. Under new leadership, CSEPP is working more closely with all of the counties in the state that are in the CSEPP footprint surrounding Madison County.

The October 2008 state CSEPP exercise was conducted with no findings.

CSEPP funds have made a tremendous difference in the state bringing in millions of dollars in salary and equipment to ensure the Commonwealth is prepared in the event of a CSEPP incident. Program highlights include:

- 2009 Budget 17.9 million dollars (8 million for Madison co 800 MHz system)
- 2010 Budget request 10.5 million (submitted to FEMA)
 - \$150,000 for EOC upgrades
 - \$100,000 for new EOC design
 - \$150,000 Web EOC
 - \$150,000 for alert notification
 - New Ex development position (currently funds 10 positions, will move to 11)
- CSEPP Supplied the CSEPP Counties the following resources:
 - Clark, Powell, Estill, Jackson, Laurel, Rockcastle, Garrard, Jessamine, Fayette, and Madison 150 cots and blankets each county \$60,000
 - Hazmat Plus detectors 7,000 each (2 per Counties) \$147,000
 - Medical supplies for 1st responders and EMS \$300,000
 - State EOC Upgrades \$300,000



In 2009 CSEPP provided funding and expertise to establish the EM Portal which will support the effective transmission of information to all the CSEPP counties and host the state planning database.

Emergency Management Assistance Compact

EMAC, Emergency Management Assistance Compact, is a national Governor's interstate mutual aid compact that facilitates the sharing of resources, personnel and equipment across state lines during times of disaster and emergency. EMAC is formalized into law by member parties. (KRS 39A.950)

EMAC does not replace federal assistance, but can be used alongside federal assistance or when federal assistance is not warranted. Requesting resources is made at the discretion of the



impacted state. Responding to a request for assistance is at the discretion of non-impacted states.

For more additional information on EMAC please visit <http://www.emacweb.org/>

Kentucky Community Crisis Response Board (KCCRB)

KCCRB is a very different organization in August 2009 than it was even in December 2008. Under new leadership by Executive Director Debborah Arnold, KCCRB has become a tightly integrated organization within the Emergency Management Division. KCCRB now regularly rolls to incidents across the state to meet the need of the citizens.



- Kentucky Community Crisis Response Teams (KCCRT) responded to 49 incidents, providing disaster behavioral health services to a total of 7,577 individuals across the Commonwealth.
- Of the 7,577 individual's served 5,450 were people impacted by three of the four presidentially declared disasters (Gustav, January ice storm and May severe weather and flooding). Individuals received these services through crisis outreach services and in established shelters during the event.
- KCCRT earned a top grade for services: Customer Satisfaction Survey responses consistently rated the services provided by KCCRT as "Excellent" and recipient would utilize KCCRT again. Some specific comments submitted were:
 - "I remember when there was no KCCRB. How wonderful to have such an important resource staffed by such tremendously talented and devoted personnel. You and your superb staff were gentle and effective champions throughout the recovery effort."
 - "This event was one not seen in years past and they adapted quickly to the scene and its obstacles. We could not have asked for them to do anything differently."
 - "You can't imagine how helpful it is to have someone on the scene to address family questions and concerns."
 - "The members were quick to respond and were very caring. We certainly appreciated the help."
 - "Very thankful and nice to have this service and the follow-up that they made."
 - "The support these individuals provided during this event was priceless; they were a calm and assuring presence. We are thankful!"
 - "My experience with KCCRB has been excellent."

Administration Division Accomplishments

All Recovery Disaster Payments are now posted on the KYEM Webpage and updated weekly.

The Rapid Recovery Payment System was implemented that allows reimbursements of up to 90% of large project payments to sub-recipients prior to project completion.

Five Major Declarations (Gustav - 8/08, Ike - 9/08, Ice Storm - 1/09, Flooding 5/09 and Flooding 8/09) and One Emergency Declaration (Ice Storm - 1/09) have been managed since July 08.

Within the Division, out of 62 P1 personnel caps that were filled last July, 47 have been backfilled to date and 4 are pending fill.

Disaster Administrative Funds were sought and approved to hire 20 new Non P1 employees to offset loss of P1 employees and to work Recovery payments.

\$12 Million in Recovery reimbursements was distributed to local government last week August.

A 24.5% general fund budget reduction was absorbed by KYEM since July 2008.

Eight new written Policies/Procedures were implemented that increased professional expectations for KYEM employees.

Two Co Op Intern Employees are being added to enlist talent and resources from University Students.

One full time University Co Op Intern volunteered during the summer of 2009.

Administrative Branch

The entire administrative section leadership retired in July of 2008. Since then, a focus has been achieved, creating an excellent team that is willing to give 110% to all elements of the Division.

In late summer 2008, KYEM had no real budget process. Funds were received and spent without the management controls needed to ensure programs were executed to standard and to achieve a result. Since that time, coinciding with the beginning of the federal fiscal year 09, KYEM has developed a full featured budget process and the internal controls to ensure what funds are available are maximized and used to meet programmatic goals. Unfortunately, since the beginning of FY09 KYEM has taken a 25% Budget Cut. \$407,300.00 of that was EMPG match money.

Disaster Assistance

Recovery Programs

For this fiscal year approximately \$73.8 million in payment via eight (8) disasters, both recent and older, have been confirmed as paid out to sub-grantees. By comparison, approximately \$5.9 Million confirmed as paid out during FY2008 (July 1, 2007-June 30, 2008).

Staff size strategically increased from four (4) to twenty-five (25) to simultaneously address all current and previous disaster recovery activities. Examples of specific expertise added include: eMARS, accounting, process and procedures mapping, project management and customer relations management.

During the spring the entire Recovery & Mitigation Section offices, along with the Administration branch employees moved to new office space at the KEAA building to accommodate increased staff, roles and responsibilities in disaster recovery and payment processing.

Payment processing time improved to the point where it is now measured in terms of days or weeks rather than months or years. Regular examples of payments confirmed as received by local communities in as little as 7-10 days are increasing.

Rapid Recovery Payment System (RRPS), a new expedited payment system was created and activated.

- o Transparency of Emergency Management operations enhanced via:
- o Weekly disaster update reports to Governor's Office, Finance Cabinet
- o "Confirmed Payments" listing available on KYEM website (updated every week).

Hazard Mitigation Programs

Secured approximately \$59.2 Million in Hazard Mitigation Grant Program (HMGP) funds made available as a result of three recent federally declared Kentucky disasters.

Assisted congressional offices in identifying flood mitigation projects selected for \$2.425 Million in funding.

1,200 weather radios distributed to counties across the Commonwealth in fulfillment of FEMA mitigation grant.

Closing Out Disasters

For the first time in many years KYEM has focused on closing disasters. Since the beginning of 2009 we have reconciled and closed several disasters. Some of the disasters were at least 10 years old or older. We have closed projects that have not had payments made against them 3 years.

Sub-recipient Monitoring

This major work effort has been the focus of the administrative branch. Since 2009 we have collected A-133 forms for 86% of the counties in 2007 and every county for 2008. We are working to begin site visits for 2009 and bring this program aspect into full compliance.

Strategic Reorganization: The Commonwealth Emergency Operations Groups

The Commonwealth's Emergency Operations Center and Response Plans were severely strained by the winter 2009 Ice Storm. Using the lessons learned from these two events, KYEM has reorganized the State Emergency Operations Center (SEOC) into a Commonwealth EOC (CEOC) supported by various Commonwealth Coordination Groups such as Resource Management, Planning,

Intergovernmental Support, and others designed to enhance the delivery of emergency support to citizens as quickly and efficiently as possible.

Without this new structure, the agency would have been unable to manage multiple incidents with the degree of professionalism demonstrated during the Pandemic Influenza Exercise and the Louisville Metro floods in August 2009.

County Liaison Visits

KYEM made dramatic improvements in outreach with Local Emergency Management Agencies throughout the last year. KYEM hosted for the first time in many years, a statewide meeting with County Emergency Management Directors with over 115 counties participating. The conference afforded the opportunity for an open exchange with local directors regarding the ice storm of 2009. Many positive comments were gathered that will assist us in the further refinement of our operations for future large scale events.

The Command staff of the organization has made a solid commitment to attend Quarterly Emergency Management meetings conducted by Regional Response Managers across the Commonwealth. In an effort to demonstrate our belief that we truly are "One Team - One Mission," Staff members have worked diligently to be more responsive to inquiries from local Emergency Managers and government officials.

As a result from a renewed management focus on customer service and transparency, complaints regarding unreturned phone calls or unanswered messages have dropped drastically.

Governors' Emergency Management Workshop

The agency conducted the first statewide Emergency Management Workshop in over eight years. During development it was hoped that about 250 persons would participate. In actuality, over 700 persons participated in the conference. World class speakers from across the Emergency Management arena came to Kentucky to share their experience and success stories with our participants. The conference offered nearly 2 dozen different training sessions and presented an opportunity to earn over 11 continuing education hours.

KYEM External Affairs

KYEM internal marketing team created with main objectives to promote KYEM through outreach programs and improved public awareness across the Commonwealth and nation.

Proclamations issued: Earthquake Awareness, Severe Storms Awareness and National Preparedness Month

Our Public Information Officer worked with J6 developing a video highlighting KYEM. The video was presented during the opening ceremony of the GEMW and was very well received.

Through the reporting period the KYEM PIOs have integrated with FEMA Joint Filed Offices (JFO) during declared presidential disasters. The KYEM PIO

serves as the Lead PIO for the State is responsible for all information released through the JFO JIC.

CJIC

The Commonwealth Joint Information Center (CJIC) participation has reached a new level of capability and integration:

1. Reached out to other agencies and Governor Beshear's Office to improve Commonwealth Joint Information Center (CJIC) participation.
2. Successfully demonstrated and utilized a Virtual CJIC during the H1N1 virus outbreak.
3. Commonwealth cabinets PIOs engaged in CJIC exercises.

Social Media

During 2009 KYEM began a full embrace of the new forms of electronic media in order to inform the citizens of the Commonwealth.

1. KYEM Website is now posting dedicated/specific disaster pages and Recovery Reimbursement Payments, News Page, Hot Topics
2. Social Media – YouTube, Facebook and Twitter are now in regular use.

Elected Officials Liaison

As a component of External Affairs, KYEM has created an Elected Officials Liaison position to offer complete transparency within the division and throughout the Commonwealth pertaining to KYEM and our programs. Efforts managed by the position include:

1. Direct communications to elected officials through personal calls, direct mailing letters*
2. Coordination of FEMA Intergovernmental Teams w/ KYEM as Lead*
3. Recovery reimbursement payments posted weekly on KYEM website for officials and public to track
4. Advance notification to county officials when reimbursement payment is forthcoming

* Note: implemented during the Jan. 2009 Ice Storm. Literally hundreds and hundreds of outreach missions accomplished

Planning

The planning branch has played a major role in the definition of each of the new emergency management groups that support the Commonwealth. Each of these groups and the development of the new National Response Framework based State Response Plan are designed to take advantage of a revitalized state planning effort supported by direct agency and cabinet planning and preparedness activities. Our cabinet partners are working closely together today to ensure we have a seamless Emergency Support Function response plan.

For the first time ever, Kentucky has a draft Commonwealth Emergency Operations Center Standard Operations Plan (SOP) that addresses how the state

will scale from a routine incident through a full mobilization across the Cabinets and the National Guard.

Catastrophic Earthquake Planning

Planning efforts continue across the state to improve the readiness of all elements of the state. The following are snapshots of the current status:

- 70 % of the State Emergency Operation Plan is finished.
- Progress on the county plan update cycle continues with renewed effort. Current status is:
 - Final Drafts due by the end of September
 - Final Draft Comprehensive Plan due by end of December
 - Building on lessons learned from recent disasters.

During the January Ice Storm we were able to use the Catastrophic Earthquake Plan, drafted from the March 2008 Catastrophic Earthquake Exercise, as a response tool. It remains in development as part of the continuing catastrophic planning initiative.

- Jefferson County finished and published in 2009 it's updated National Response Framework Plan
 - Storm Ready – KYEM is partnering with the National Weather Service and Kentucky State Parks making our parks "storm ready". This pilot program has caught the eye of other park systems across the nation
 - Many counties are working on Emergency Resource Lists and were put back into re-write based on the lessons learned from the Ice Storm and Flash Flooding
 - Over the last 12 months the Planning Branch has overseen the distribution of grant funds across the organization:
 - LEPC GRANT July 08 – Aug 09: \$163,552.50
 - EMA Grant July 08 – Aug 09: \$1,656,955.90.

Hazardous Materials (HazMat) Program

In 2009 KYEM and the Commonwealth Emergency Response Commission conducted an in-depth review and revision of overall Hazardous Material program. On January 20th a new direction was chartered to develop solutions to solve the issues faced by the states 14 HazMat/WMD teams across the state. This solution is built upon program awareness and support.

KYEM HazMat Staff assembled the ten-year HazMat Incident research project that depicts the issues faced by the Commonwealth for Pipeline, Waterway, Rail, and Road hazardous material incidents.

The KYEM HazMat Staff is developing a Joint Training Project for training being planned between 41st Civil Support Team & Regional Response Teams to foster understanding, collaboration and improved skills.

State Emergency Response Commission (SERC)

Formed in 1988, the SERC was designed to meet the requirements of the Emergency Planning and Community Right to Know Act and to provide our citizens with information regarding hazardous substances in their communities.

The SERC is composed of 25 members appointed by the Governor to two year terms who serve on five committees (MS Excel 38 kb) . Members represent first responders, elected officials, environmental and health concerns, industry, county and local emergency management who are broken into subcommittees. The SERC quarterly meetings are open to the public. KRS39E - Kentucky Emergency Response Commission (PDF 144kb) requires the Director of Emergency Management to serve as Chair.

The duties of the SERC include providing administrative support to the Local Emergency Planning Committees (LEPCs). Although Kentucky's Local Emergency Planning Districts correspond to counties, Kentucky has 118 LEPCs because Boone, Campbell and Kenton Counties have joined together to form the Northern Kentucky Emergency Planning Committee.

Another important duty of the SERC is the annual collection of Tier II Hazardous Material Report Forms and the state fees that accompany them. The SERC is dedicated to simplifying Tier II submission while constructing a comprehensive database of hazardous material filers.

Training

KYEM has greatly improved relations with other agencies. We are now coordinating training, exercises, and calendars with many other agencies in order to facilitate not only working together, but maximizing resources.

From July 2008 to July 2009 over 277 Kentuckians have attended training at the Emergency Management Institute. This is a 25% increase from the prior period.

From January to July 2009 we have had 18,780 online classes completed by Kentuckians through the EMI online training system. We are projecting this number to exceed 25,500 for the calendar year.

Due to a cooperative effort with the Homeland Security Office and the CDP, we conducted 22 Incident Command System (ICS) level 300 and 400 classes across the Commonwealth and have 9 more scheduled for the calendar year.

KYEM conducted the first Commonwealth Search and Rescue Games at WHFRTC training over 100 volunteers.

Again, lessons learned from the January Ice Storm taught us that those counties with trained, informed officials fared much better than those lacking trained leaders. KYEM is making a concentrated effort to offer extended training to officials across the Commonwealth.

2009 Pandemic Exercise – August 2009

The Pandemic Influenza and Terrorism Exercise involved over 200 agencies from across the Commonwealth. A variety of disciplines participated including commercial businesses, Public Health, Local Governments, Schools and Universities, and a variety of Emergency response Organizations to test their

response to a simulated pandemic influenza. Over 500 injects were developed and passed during the exercise.

The organization was able to maintain simulated Level III operations in the EOC for the exercise and maintain emergency operations for a number of actual incidents, including the Louisville Metro floods, which later received federal disaster declaration status for Individual and Public Assistance. Their ability to sustain multiple simultaneous operations demonstrated the improvements achieved under the direction provided by new leadership.

The agency demonstrated exceptional communications successes during the drill with commercial and amateur radio networks. These communication networks were key to the success of operating an offsite control cell for the first time in exercise history within the agency. Utilization of the National Incident Management System Integration Center in Somerset allowed control cell personnel to be secluded from exercise operations and remain focused of driving the exercise.

Midway College Terrorism Exercise – August 2009

Law Enforcement (federal, state and local), Emergency Management, EMS, Hazardous Materials, National Guard agencies joined together to successfully test a unified approach.

The ability to provide sustained decontamination with outside personnel integrating into the process was successfully demonstrated. The exercise included Emergency Medical Services from seven jurisdictions successfully demonstrating their ability to coordinate patient management and transportation to medical facilities.

The Incident Command Structure executed by the local emergency manager incorporated multiple federal, state and local agencies. An effective ICS structure provided incident management throughout the exercise.

Funds Recap

The Year in Review: Year of Discovery

This past year has been one of many challenges and accomplishments within Kentucky Division of Emergency Management. Lets recap: A new administration and a new direction, reorganization to accommodate a shrinking budget and depleted personnel base through arbitration, five presidentially declared disasters (including one of catastrophic, historic portion), H1N1 outbreak, reengineering of the Recovery Section and the

Program	Funds
CSEPP FY08	\$16,043,296
CSEPP FY 09	\$17,900,730
EMPG	\$1,656,955
LEPC	\$163,552
Recovery	\$73,800,000
Hazardous Mitigation 1	\$59,200,000
Hazardous Mitigation 2 (Rep Rogers)	\$2,425,000
Hazardous Mitigation 3	1,083,805
External Funds Managed by KYEM	\$172,273,338

disaster rapid reimbursement process, transparency throughout the division and throughout the Commonwealth, development of C Groups, information outreach, Governor's Emergency Management Workshop, elected officials liaisons position, resource management, renovation of the Commonwealth Emergency Operations Center and Communications Center, Incident Management Teams, Regional Response Managers and restructure of KYEM regions.

Professional affiliations and partners: National Emergency Management Association, Kentucky Emergency Management Association, State Emergency Response Commission, Search and Rescue, Kentucky Weather Preparedness Committee, Kentucky Community Crisis Response Board, Chemical Stockpile Emergency Preparedness Program, American Red Cross, Volunteers Organized in Disasters, Central United States Earthquake Consortium, Federal Emergency Management Agency, United States Army Corps of Engineers, Governor Steve Beshear's Office, Kentucky National Guard, Homeland Security, state agencies, private business, elected officials and the citizens of the Commonwealth of Kentucky. Needless to say, this list could go on and on.

Yes, this has been a year of challenges but more importantly a year of accomplishments and discovery. Embracing our motto: "One Team – One Mission – Protect Our Commonwealth", the personnel of KYEM, with support from our partners, rose to these challenges and proved the resilience of dedicated, professional team members.

The Year Ahead: Moving Forward

To accomplish the goals that we have set before us we continue to lay the groundwork necessary for us to build upon. We must not rest on past accomplishments, nor dwell on past areas of concern. We must take both and improve our capabilities and programs from lessons learned. How will we do this? Following is a "short list" of our projections for the upcoming year:

- Roles, Responsibilities, Process and Procedures
- Fidelity of Efforts
- Continued Transparency
- Training – Training - Training
- 360 degree Evaluations
- KYEM Regional Training Centers
- Emergency Management Accreditation Program (EMAP)
- Elected Officials Training Program
- Commonwealth Regional Emergency Operations Centers
- Intelligence Technology Enterprise Architecture Management System (ITEAMS)
- Integrated Flood Observation Warning System (IFLOWS)
- Outreach Programs
- Partnership Programs
- 2010 World Equestrian Games, 2010 CSEPP National Conference, 2010 KEMA Conference
- 2010 Emergency Services Statewide Conference
- 2010 Commonwealth SAR Games

KYEM continues moving forward toward our goal to be recognized among our peers as a “world class organization,” however, at the same time understanding this cannot be accomplished on our merit and performance alone. We must build on the foundation that has been laid and include those partners that embrace our mission. Leadership realizes to effectively perform our mission we must become “A Team of Teams, With One Mission – To Protect Our Commonwealth,” which will be our mantra as we move forward!

FEDERAL FUNCTIONS

KYARNG Recruiting and Retention

AT RIGHT: The Incoming BN CSM receives the Flag from the Incoming BN Commander during the first 2/75th REC BN Change of Command Ceremony 1 OCT 2008.

The mission of Recruiting and Retention is one of total sales and service, committed to improving personnel readiness. This philosophy consists of three major tenets:



1. Recruiting. Recruiting quality non-prior service and prior service Soldiers.

(2) Attrition Management. Reducing losses while still under contractual military service obligation.

(3) Retention. Retaining Soldiers who reach their Expiration Term of Service (ETS).

- a. This "Oath to Re-enlistment" philosophy focuses on building teamwork and establishing a partnership between the Recruiting and Retention Command (RRC) and the unit chain of command by balancing recruiting, attrition management and retention activities with the needs of the unit.
- b. When implemented effectively, the SM philosophy increases personnel readiness by focusing recruiting efforts on filling unit vacancies and focusing attrition management/retention efforts on reducing turnover and maintaining more qualified Soldiers in the unit and the ARNG.

Personnel 1 OCT 08 to 30 SEP 09:

The 2/75th Recruiting Battalion is made up of 103 AGR employees, 1 Permanent Technician. Additionally, we employ 15 Contract personnel in the positions of Education Liaison, Recruit Sustainment, and various Staff positions (S1, S3, S4, and S6). We also oversight the Assistant Professor Military Science positions at the University of Kentucky, Eastern Kentucky University, Pikeville College. The command is adding three positions in FY 10 at Northern Kentucky University, Pikeville College, and the University of the Cumberlands. We also have 5 Active Duty Operational Support Officer Strength positions that are

geographically located by region across the state. The Recruiting Battalion started FY 09 with about 80 Active Duty Operational Support Personnel serving as Battalion Career Counselors, the Mobile Special Events Team, Liaisons, Recruit Sustainment support, and on various staff positions. We ended the year with only a handful that we could carry into the new fiscal year due to budget constraints induced by National Guard Bureau. Finally, at any given time, the Recruiting Battalion has 800-900 traditional Guardsmen attached as they are the new recruits that we enlist and train prior to Initial Active Duty training. These Soldiers reside in each of our eight RSP detachments geographically dispersed across the state in Lexington, Louisville, Bowling Green, Artemus, Benton, Glasgow, Richmond, and Independence. We also have about 50 traditional Guardsmen attached to our detachments that function as Cadre. As you can see, our footprint is well over 1,000 Soldiers at any given time.

Background 1 OCT 08 to 30 SEP 09:

At the beginning of FY 09, the strength of the National Guard had continued to grow beyond the force structure allowance of 358,200. The Guard was on-track to exceed 380,000 by the end of FY 2009. The nationwide successes of the recruiting force were being met by reduced attrition and increased retention metrics reflective of the state of the economy. Starting in September 2008, a series of policy changes were made to throttle back accessions; the policy changes and suspensions came from the senior Guard leadership and were implemented by NGB-Army Strength Maintenance Branch. ASM was fully aware of the implications of the changes at the state-level, but their main goal was to reduce the end strength to match the authorization. Levers were implemented and lasted for eight of the twelve recruiting months for FY 09 making it extremely difficult for the Recruiting Battalion to continue to recruit. Recognizing the immediate impact of the restrictions, Battalion leadership quickly shifted our market focus to the Category I-III A markets in high schools and colleges and shifted toward filling the officer pipeline. Another major change for FY 09 was the implementation of the Recruit Force Pool which restricted the battalion from enlisting anyone without a ship date within 120 days of enlistment. Kentucky was also shifted to an End Strength cap of 7180 which we were not allowed to exceed on 30 SEP 09. We had been above 7300 when the levers were implemented and were now moving backward but we felt confident in the fact that we were doing exactly what we had been tasked to do.

Significant Accomplishments 1 OCT 08 to 30 SEP 09:

- First-ever BN Change of Command, Command Inspection, and Battalion IWQ accomplished with great success.
- Kentucky recognized as one of the top 5 states to administer a successful Guard Recruiter Assistance Program receiving a plaque from the Director National Guard Bureau.
- First-ever full mobilization of the 2/75th Recruiting Command in support of Winter Storm 2009. Recruiting and Retention NCOs and

staff served as first responders working County Judge Executives and Emergency Management Teams.

- Successfully conducted the First-Ever Retention Symposium in Louisville, KY involving 259 Soldiers, E6 and below with 10 years or less of service.
- Downsized the Recruiting and Retention ADOS force from over 100 personnel to 45 personnel ahead of schedule per NGB guidance and also proactively reduced the R&R GSA fleet saving the government \$24,000 this fiscal year.
- Executed a \$120 Million Incentive program for the KYARNG consisting of more than 150 different bonus/student loan programs.
- Proactively established a Unit Vacancy Manager position that monitors proper fill of all 10 Level and all 20 Level vacancies providing a fully balanced force structure to enhance overall readiness (1st time in History).
- Reset 9 Recruit Sustainment programs -- Downsized to 8 companies; established full-time manning in 8 companies and took over total administrative pay and C2 of all Soldiers within the Recruit Sustainment Program.
- Established the First of its kind Joint Force Recruiting Office (Army and Air Guard) in Louisville, KY.
- Accomplished the NGB Standard of 80% or greater Recruit Ship Rate in 8/8 recruiting areas within the state for training year 09.
- Established a Diversity / Multicultural Awareness program for the BN conducting monthly training on various cultures. Conducted four programs to date on: Women's History, African American History, American Poetry, Asian/Pacific Islander Heritage, and Hispanic Heritage.
- Established the RSP Site 5 at Artemus, KY which has greatly enhanced the overall RSP program in the Southeast Region of the state.
- Established a solid footprint at Pikeville College ROTC with two officers and one NCO completely running the program. Currently there are 12 Simultaneous Membership Program cadets in the Pikeville ROTC program and the Army National Guard.
- Developed the first ever officer career progression plan and mentoring program (5 Commissioned and 2 Warrant Officers), which provides a leadership career plan through 2024 for the 2/75th REC BN.
- Established the first ever Recruit Force Pool in the Kentucky Army National Guard in order to reduce the number of untrained soldiers affecting the readiness of units within the state. There are 22 members of the RFP as of 30 SEP 2009.
- Staff and Commanders conduct first Strategic Planning Meeting at HQS. Produced a strategic brief that will be briefed to the DAG. Included identifying Unbridled Service brand.

- Officially placed Detachment Commanders in each of the RSP and Area Detachments across the state.
- Began a paradigm shift from a predominantly high school market to a predominantly college bound market mid-year fiscal year 09 focused on increased quality and increased educational opportunities for new recruits.
- Increased Recruit Sustainment force structure by 7 Active Guard Reserve authorizations (1-CW2, 1-E7, 3-E6, and 2-E5s).
- Managed the individual career progression to include ATRRS, AFAMS for 106 AGRs for training year 09 executing approximately a \$424,000 training budget.
- Recruiting property book tops out at \$1,010,859. The Battalion received its first State level CSDP inspection receiving a GREEN at the BN level.
- The Battalion enthusiastically participated in the TAG's Wellness Kickoff often leading the state in multiple categories.
- We deployed our S3, MAJ Brent Hulse, one of our ADOS employees, SSG Chris Ramsey, and two of our RRNCOs to Afghanistan this FY, SFC Joe Petett and SFC Chris Bradley.
- In addition to a executing a successful recruiting year thus far, the 2/75th Recruiting Battalion has also focused on taking care of soldiers through the completion of 100% Individual Weapons Qualifications, 94% Army Physical Fitness Test pass rate, and 100% Unit Drug Prevention Test pass rate.

Mission Accomplishments 1 OCT 08 to 30 SEP 09:

- Achieved 7180 / 7180 NGB End Strength Cap on 30 SEP 2009, 100%.
- Exceeded the Officer Accession Mission of 90 Officers by 3, 103%.
- Exceeded the Overall Retention Goal of 85% at 1
- Exceed the Enlisted End Strength Goal of 6475 at 6481
- Exceeded the Warrant Officer Accession Goal of 18 with 20, 103%
- Exceeded the Officer Accession Goal of 100% with 110% up from 96% in FY 08
- Exceeded the Non-prior service Category I-III A Enlistment Goal of 60% with 71.57% up 14% from FY 08
- Exceeded the High School Production target of 90% at 93% up 4% from FY 08
- Exceeded the Attrition Management Goal of <18% at 16.45%
- Exceeded the Expired ETS Goal of <1% at .19% down 4% from FY 08
- Increased Company Grade Strength from 71% to 72.5% in FY 09
- Exceeded Ship Rate Goal of 80% with 86%
- Reduced Training Pipeline Losses from 27% in 2008 to 26% in FY 09
- Experienced a net loss (at the request of NGB) of 106 overall strength in order to meet End Strength Cap of 7180
- The Battalion was ranked 11th in Nation overall for our Recruit Sustainment Program

Other recognitions 1 OCT 08 to 30 SEP 09:

- Battalion members were awarded the Kentucky Merit Ribbon and the Kentucky State Active Duty Ribbon for their contributions to Winter Storm 2009. The National Awards Banquet will not be held until December 2009.
- SSG Mark Hatfield was selected the State Recruiting and Retention NCO of the Year. He and his wife will be recognized by the DARNG during the Director's Strength Maintenance Ceremony in Washington, D.C. and again at the Soldier and Airman of the Year Banquet later in FY 10. SSG Hatfield will receive the coveted RRNCO of Year Ring and a plaque signed by the DARNG. 1SG Mike Brown was selected as the State Master Seven Competitor for FY 09. Both of these Soldiers are recognized as the Best in their field.

KYARNG Chaplains Corps

Mission and Organization: The Chaplains corps of the Kentucky National Guard has both Army and Air components, all working together as part of a truly joint force. Its mission is to assist the governor of the state in protecting the Commonwealth of Kentucky and its citizens in support of military and civilian authorities to serve both the National Interest and the Public Interest. The Chaplains Corps specifically assists commanders with advice on any matters that touch religious freedom, ethics or morale; and serves via presence and actions to Nurture the Living, Care for the Wounded (physically and spiritually), and Honor the Dead.

Our higher headquarters is the governor of the state, as well as the chiefs of chaplains for the Army, Air Force and National Guard. Since all such headquarters are adamant in caring for the welfare of the citizens of the state and the nation under the providence of God, the multiplication of headquarters has not and will not constitute a division of loyalties.

An Air Wing (123rd) with three chaplain's positions presently occupied by 2 lieutenant colonels, 1 major and 1 new captain operates out of their base at Standiford Field in Louisville, KY. One of their chaplains, CPT Wentworth, recently returned from a short deployment to the Middle East.

The Army Guard structure has fifteen chaplain positions in four brigade sized elements in addition to the Joint Force Headquarters, whose units and chaplains are listed below. Assistants are still in flux, and at present we have 16 chaplain candidates (many much better prepared to become a battalion chaplain than I ever was) plus several in process due to several major seminaries nearby.

75th Troop Command	MAJ Cho
103 CM BN	MAJ Padgett [deployed]
201 EN BN	MAJ Draper
206 EN BN	CPT Majcher

63rd Theatre Aviation BDE 1204 Avn BN	LTC-P Graetz 1LT Kirchoff
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149 MEB 1-149 IN BN 149 BSB 198 MP BN	MAJ Schaklett CPT Seidel MAJ Messer 1LT Steelman
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138 Fires BDE 1-623 FA BN 2-138 FA BN 103 FSB	LTC Toby (pending) CPT Kelly CPT East
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Impact of Resources on Mission Accomplishment:

Space is a non-issue. There are no physical facilities directed specifically toward chaplain use. Even office space changes periodically.

Funding is so small a slice of the State mission that ordinary week-end drills and 15-day AT funding cover most things. The CAST program is funded. The full-time support chaplain assists significantly but needs help from an NCO. Funding allocated to assist teaching PREP or other Strong Bonds retreats per year is so tiny compared to the \$17,000 funding for each retreat, but it seems adequate and has minimal impact on the state budget. The TAG and the J3 have been most gracious in finding the tiny amounts of funding we requested and need for mission accomplishment here and there across the state beyond the drill and AT days.

Slots and promotion opportunities remain a severe problem in three ways.

- 75th Troop Command's chaplain slot was downgraded years ago to O3 and the assistant to E4 when other states have O4 and E6 slots.
- JFHQ chaplain assistant slot was downgraded over 20 years ago to E7 but should be fenced to E8 per NGB directives this coming fiscal year.
- There is only one E5 chaplain assistant slot in the entire state. In order to progress to E6 at the three BDE slots that still have that structure, an assistant has to change MOS and work elsewhere to compete for an E5 position. This removes a valuable skill-set from our one-person deep field, as well as valuable time in the 56M field in the process of progressing in rank.

Initiatives taken as part of the Army Transformation

The transition of the 123 AR BN to a SPT BN meant the automatic downgrade of half our E5 chaplain assistant slots in the state to E4. Discussions with both USACHCS and force structure folks yielded understanding and sympathy, but no solution yet.

Due to persistent conflict, development of family support has proceeded at a significant pace: deployment and reunion briefings by chaplains, involvement in helping networks, and most recently work with the ESGR office to assist employers adjust to returning soldiers (and airmen) into the workplace are going very well. The slide show by Walter Reed Army Hosp on why attitudes of

returnees seem so out of focus with civilian life helps considerably. Our slide on preventing PTS development {removing grief, knowing one made a difference, and telling one's story to someone who can listen} has been used throughout our state and by other states as well.

Reintegration using resiliency training has included "Restorative Religious Support" which incorporates a time for families to share with one another while individual soldiers practice the techniques to avoid PTS issues. The command-driven Suicide Prevention training at every unit level "beyond the front" and "shoulder to shoulder" has used chaplains, candidates and assistants to provide a significant safety net.

Transformation for the National Guard has meant an increase in Joint Efforts and Coordination. This is particularly strong in Kentucky and just as strong and operable between the Army and Air chaplains within our Guard system. We continue to train together at least twice a year, assist each other with special skills (CBRNE, etc.), and cover the state together in times of need or distress (death notifications, ice storm cooperation, etc.). We embrace functioning in the joint arena.

Resiliency training in Kansas happened last December and has been included in all pre-deployment [steeling the mind against adversity] and post deployment [rest and recovery for growth] operations using chaplains for the "spiritual" portion of the body-mind-emotions-spirit continuum.

An exercise in creative thinking used local church architecture to assist pre-deployment skill development for adapting locations for worship. The beauty of three local churches (Roman, Byzantine and Gothic) spoke to many levels of spirituality in our chaplains, assistants and candidates.

Several Veterans' Day, Memorial Day, and 9-11 Patriot Day events were an outreach by the Chaplains Corps, as well as local commanders, to the local community not merely with elements that honored our heritage and our beloved dead, but also in way that let members of the local community know that they were treasured by those who protect them.

Impact of Doctrinal Changes

In the Kentucky National Guard Chaplains Corps we have no authority to initiate any doctrinal changes, and we react as well as others to changes that come to us. The biggest change continues to be dealing with soldiers as the mission of their battalion changes and what once was a FA armory is now EN or CM or MP. Soldiers stay at their armories for their 20+ year career, so having to change MOS significantly about three times over their career has been and continues to be an adjustment. The introduction of female soldiers into units that were formerly exclusively male has necessitated greater hygiene and privacy concerns, but by and large is proceeding well. This is affecting about 75% of our armories. It is OK, but chaplains are watching carefully.

Description of Significant Ministries for soldiers and their families

Strong Bonds/PREP marriage retreat week-ends were a significant benefit to 164 couples from our soldiers and airmen, particularly those adjusting to

returning from combat zones. Retreats took place throughout the year and were introduced by our TAG, air guard Maj. Gen Tonini—often at considerable inconvenience to him and his wife. Our first single soldier/airman retreat had 9 registrants and included both PICK/ relationship info as well as Habits of Healthy Individuals. A high point of the retreat was a free tour of Mammoth Cave and a nearby pre-civil war ruins to induce growth by taking participants outside their normal or comfort zone.

The Yellow Ribbon program, adapted to KY needs and the length of leave for those returning from combat zone duty, now has only a 60 day interval. Chaplains were active in the “Restorative Religious Support” as part of that event to help families and soldiers heal their invisible spiritual wounds. It centered on removing guilt, understanding why soldiers need to talk to soldiers yet still love their families (with a different part of the heart) and why their sacrifices during deployment make a significant difference. Other states are using our approach.

Family days and family camp for a week each summer makes particularly effective use of our chaplain candidates who often are already employed as “youth ministers” in local churches. Children’s participation in military-like functions helped them understand military team identity and assisted them in reintegrating their parents back into their home. Functions for children allow issues to surface that chaplains have responded to on a one on one basis well. Confidentiality prohibits numbers here, but they have been significant.

We have no recent returnees from deployment and only one team is deployed at present in Iraq: MAJ Padgett and SPC Stine.

Yearly ceremonies of remembrance near Memorial Day titled “Never Forget” involve a general officer and a chaplain visiting with families at every grave where our fallen KY soldiers are buried—including those out of state. That and the hospital visits to wounded warriors and military funerals continue the core mission of the KY Chaplain Corps in the joint arena.

CBRNE training for all the KY chaplains, assistants and candidates that took place on 13 Sept 08 prepared us to work better together during the Ice storm of January 2009. It also embedded chaplains in every level of planning and execution, from the (CPG) Commonwealth Planning Group which included FEMA, state functional area experts, and civilian experts—all the way down to the tip of the spear of knocking on doors of elderly house-bound citizens. The knowledge from the Chaplains Corps members added both a series of untapped resources, institutional (local parishes) and spiritual (blessings to go with food and water) that enhanced the mission. The CATOPS in August '09 continued this excellent relationship with line officers and “boots on the ground” folks.

The Female Veterans Seminar featuring Sr. Kateri (from Cincinnati) but organized by CH Kelly offered more than 60 of our female veterans an opportunity to open up about their unique combat experiences to each other and through our female chaplain assistant, SGT Cindy Silver, to our female chaplain candidate and to CH Kelly.

Through the intercession of our FTS chaplain, MAJ Bill Draper, the chaplains corps did two 1-day workshops for our recruiters on “stress reduction” by giving them time away from everything at a state park lodge—but with healing info

during that down time. The day began with tools for recapturing their individual visions for their lives and included necessary quiet and lone time. Once that vision was re-clarified, tools for living better to accomplish that vision (Habits of Healthy Individuals, etc.) could be brought into play. Exercises for getting to know each other a bit better as persons rather than as co-workers or even competitors led into a final session on relationships. We will follow up on that event with a Strong Bonds marriage event just for recruiters during the week.

One sample of direct chaplain corps involvement in all activities is the fact that the first life-saving event in the ice storm was by one of our air guard chaplain assistants:

Kentucky Air National Guard Chaplain's Assistant Jason Scharf and Staff Sgt. Thomas Moses from the Louisville-based 123rd Maintenance Squadron knocked on the door of an elderly couple's residence to determine if they needed assistance. While speaking with the two, the wife appeared confused and said her husband was complaining of nausea. After she provided an incorrect address for her home, the Airmen suspected possible carbon monoxide poisoning.

Airmen Scharf and Moses requested a carbon monoxide testing of the home by Hardinsburg Fire Department Firefighter Darren Voyles. According to Voyles, the test confirmed a positive reading of 72 parts-per-million (ppm) of carbon monoxide in the couple's home. Voyles said that even 35 ppm is considered a lethal amount.

Hardinsburg Fire Department Chief Jerry Marten attributed the cause of the carbon monoxide poisoning to a faulty gas furnace. "I don't think they would have lived if we hadn't found them," Marten said. The couple was taken by ambulance to Breckinridge Memorial Hospital in Hardinsburg where they were treated for carbon monoxide poisoning and released. "That's a pretty high carbon monoxide level," Marten added.

Following the elderly couple's release from the hospital, Airman Moses said, "this is a terrific mission and it's a great feeling to know that we may have saved some lives today."

The door-to-door home checks, such as the one that discovered the injured couple, are part of a massive state-wide disaster relief effort involving 4600 National Guard members in the aftermath of ice storms that have resulted in nearly a half million households without electricity or heat, with 93 of Kentucky's 120 counties being declared disaster areas.

Command Historian JFHQKy

Established in 2006, the mission of the Command Historian is to collect, research, interpret, preserve, and tell the story of the Kentucky National Guard. During the past year the Command Historian continued to respond to questions from unit personnel, retirees, and the general public.

The Command Historian continues to serve on or with the following boards/commissions/committees: Kentucky Military Heritage Commission; Kentucky Women in the



Military Service Committee, Kentucky Department of Veterans Affairs; Kentucky Military History Museum Board, Kentucky Historical Society; Kentucky National Guard Memorial Board and the Kentucky Military History Roundtable.

Our Kentucky Military History Museum, located in the Old State Arsenal in downtown Frankfort, was closed for upgrades in 2007, still remains closed with no date established for re-opening.

A number of activities were completed during the reporting period:

- Reacquired the "Battle of Takur Ghar" National Guard Heritage painting from National Guard Bureau. This painting and "Raven 42" Heritage painting are currently being box framed and will be mounted in the hallway in the EOC.
- "Crossing the Tigris" a painting by Dave Russell has been printed as a poster, Kentucky National Guard Heritage print No. 1.
- Draft of KYNG Regulation 870-1, Historical Activities, Kentucky National Guard Unit Military History Activities has been published and is currently under review.
- Since the release of the video documentary, "Bataan: The Harrodsburg Tankers, A Time for Courage, A Time for Heroes," the video continues to receive numerous state and national recognition. The most recent was from the American Association for State and Local History (AASLH), during their 2008-09 conference in Indianapolis.



Ongoing Activities:

- Work continues on collecting the story of the Kentucky National Guard's involvement in the Global War on Terrorism.
- Book on the First 50 Adjutant Generals of Kentucky.
- Reunion and book on the 20th Anniversary of the Kentucky National Guard in Desert Storm, to be completed on Guard Day (24 June) 2011.
- Development of a consolidated Kentucky National Guard historical records archives.
- Video documentary and book on 2nd Battalion 138th Field Artillery in Vietnam.
- Video documentary and book on 623rd Field Artillery in the Korean War.
- Work still continues on the development of the Kentucky National Guard Memorial to be located at the entrance of Boone National Guard Center. Guard Day 2009, an unveiling/kick-off ceremony for the memorial was held at the Wellman Armory.

Over the past year the Command Historian has attended the following training/workshops:

- The American Association for State and Local History – attended numerous historical workshop.
- The National Museum of the Air Force – 2009 Museum Orientation Course at Wright-Patterson AFB.

The Command Historian spoke at the following engagements:

- Annual meeting of the Kentucky Society of the War of 1812.
- Dedication of the Ensign James Liggett's Command Memorial Site, Defiance, OH.
- Louisville Armed Forces Committee.
- Commemoration Ceremony, Second Battle of Tippecanoe/Spur's Defeat, Battleground, IN.

During the past year the Kentucky National Guard e-Museum has continued to expand with new articles and photographs. The site averages 24,000 hits per month.

Inspector General

The current Command Inspector General (IG) is Colonel David Alexander. The IG office also includes two Detailed Inspector's General, Captain Jamie Carta and Major Shelly Beasley, and an Assistant IG, a Department of the Army Civilian, Master Sergeant (Ret.) Judy Haggard.



The Inspector General serves as a personal staff officer to the Adjutant General (TAG) and is an extension of the eyes, ears, voice, and conscious of TAG. The IG advises TAG on existing conditions relating to the performance of mission and the state of discipline, efficiency, morale, esprit de corps, and economy within the Kentucky National Guard.

The IG has four primary functions:

1. Assistance—provided by the IG when the chain of command is unable to solve a problem. The assistance function is not a replacement for, or method to undermine, the chain of command and normal procedures. However, the IG will assist in instances in which the Soldier needs help and it will enhance combat readiness and warfighting capability by maintaining the Soldier's morale and focus.
2. Inspections—Serves as the proponent for the Kentucky Army National Guard Inspection Policies, which includes the Organizational Inspection Program (OIP). The IG conducts Special Inspections to resolve systemic problems and issues. The IG also monitors the Intelligence

Oversight (IO) Program, performs IO inspections, and reports quarterly to National Guard Bureau. The IG is also the proponent for the Enhanced National Guard Inspections System (ENGIS).

3. Investigations—When directed, the IG conducts inquiries and investigations into allegations of impropriety on the part of members or organizations of the Kentucky National Guard.
4. Teaching and Training—explains and teaches to individuals and organizations the applicable processes, procedures and systems associated with identified problems. This function is an important and integral part of all of the other functions.

Directorate of Army Aviation

Mission: The Army Aviation Directorate manages the State ARNG Aviation program. This includes direct responsibility for the Army Aviation Support Facility (AASF), Counter-Drug Aviation Operations (CDAOPS) and the Operational Support Airlift (OSA) program. The AASF is located at the Boone National Guard Center (BNGC) in Frankfort and is responsible for training and standardization for all aviation personnel, the aviation safety program, and maintenance and modifications on assigned aircraft.

The AASF is commanded by LTC Michael Ferguson and has 56 full-time employees to support 13 UH-60 Black Hawk helicopters and a total of 125 aviators and enlisted air crew members. In addition, 16 full-time personnel support the OSA mission with one C-12U Huron airplane and two C-23B+ Sherpa airplanes. Also, eight personnel are assigned to support the six Security and Support (S&S) OH-58A helicopters. The AASF also employs the services of 12 civilian maintenance contractors from L3 Integrated Systems, Vertex Aerospace, Inc. The Kentucky Army National Guard is assigned the following units, personnel, and aircraft/missions:



**COL Aaron T. Barrier, Commander
63rd Theater Aviation Brigade/SAO**

Functions: The functions of the AASF include: Performing maintenance, as well as modifications, of ARNG air-craft and equipment; providing training and standardization for aviation personnel; directing and coordinating AASF operations and training activities; planning and establishing the standard operating procedures required for operation of assigned and transient aircraft; directing crewmember training for all air crew-members; providing flight clearance authority; providing aviation support as required by the Adjutant



63rd Theater Aviation Brigade Change of Command Ceremony

General; administering the Aviation Life Support Equipment (ALSE) program; implementing the Aviation Safety Program and providing a safe environment for all Army aviation personnel involved in aviation operations.

Significant Events: FY 09 began with a Brigade Change of Command as COL Benjamin F. Adams III relinquished Command to COL Aaron T. Barrier. Throughout FY09 Kentucky's Army Aviation units conducted Defense Support to Civil Authorities (DSCA) in the Continental United States (CONUS) and prepared for combat operations Outside the Continental United States (OCONUS) in support of the Global War on Terror (GWOT).

The State of Kentucky was wrought with destruction by a severe Winter Ice Storm in January and February of 2009. KYNG aviation soldiers were ready to provide support to help the citizens affected by the storm. The entire Brigade was activated and conducted various missions to include door to door wellness checks of the Kentucky citizens affected by the storm.



**63rd Theater Aviation Brigade Change of Command
Color Guard**

Kentucky's air crewmembers flew a total of 5,243.7 hours in FY09 – a breakdown by type aircraft is provided below. As of 31 September 2009, KYARNG crewmembers have flown **194,883** hours (in peacetime and combat) and over 36 years without a Class A or B accident or combat loss. The KYARNG is only one of a few states in the entire nation to have such a distinguished aviation safety record. This total includes over 90 hours flown in support of our local community as we assisted in the statewide recovery from the Winter Ice Storm in January and February 2009.

FY09 (Total by Aircraft Type)

OH-58A+ 2411.7 hours

UH-60A/L 1890.5 hours

C-12U 406.0 hours

C-23B+ 535.5 hours

TOTAL HOURS: 5243.7

Hours Without Class A/B accident:

194,883 - Over 36 Years



Headquarters, 63rd Theater Aviation Brigade (TAB)

117 Aviation Soldiers Authorized

116 Aviation Soldiers Assigned

Army Service Component Command Aviation Brigade Headquarters

U.S. Army Northern Command (ARNORTH)



Headquarters, 1204th Aviation Support Battalion

218 Aviation Soldiers Authorized

185 Aviation Soldiers Assigned

Logistics Support Battalion Headquarters
29th Combat Aviation Brigade, 29th Infantry Division



A Company, 1204th Aviation Support Battalion

181 Aviation Soldiers Authorized

150 Aviation Soldiers Assigned

Logistics Distribution Company
29th Combat Aviation Brigade, 29th Infantry Division



B Company, 2-147th Avn Regiment

73 Aviation Soldiers Authorized

88 Aviation Soldiers Assigned

Ten UH-60L Black Hawk Helicopters
34th Combat Aviation Brigade, 34th Infantry Division



C Company, 1-376th Aviation Regiment (Security and Support)

80 Aviation Soldiers Authorized

80 Aviation Soldiers Assigned

35th Infantry Division



C Company, 169th Aviation Regiment

32 Aviation Soldiers Authorized

28 Aviation Soldiers Assigned

One Aviation Soldier Attached

Three UH-60A Black Hawk Helicopters (Air Ambulance)
185th Theater Aviation Brigade, 66th Theater Aviation Command



B Company, 351st Aviation Support Battalion

101 Aviation Soldiers Authorized

115 Aviation Soldiers Assigned

Theater Level Aviation Intermediate Maintenance (AVIM) Company
185th Theater Aviation Brigade, 66th Theater Aviation Command



Detachment 3, H Company, 171st Aviation Regiment

9 Aviation Soldiers Authorized

13 Aviation Soldiers Assigned

Two C-23B+ Sherpa Utility Cargo Airplanes
Operational Support Airlift Command (OSAC)



Detachment 11, Operational Support Airlift (OSA)

8 Aviation Soldiers Authorized

9 Aviation Soldiers Assigned

One C-12U Huron Personnel Transport Airplane
Operational Support Airlift Command (OSAC)

KYARNG Aviation Organizations

Headquarters and Headquarters Company (HHC), 63rd Theater Aviation Brigade (TAB)

HHC continues to prepare for the mission of serving as the only Aviation Brigade Headquarters for USARNORTH in the event of a terrorist attack or natural disaster on U.S. soil. The Mission assumed by 63rd Theater Aviation Brigade is the Chemical, Biological, Radiological, Nuclear and High-Yield Explosive (CBRNE) Consequence Management Reaction Force (CCMRF). There are currently 35 Soldiers on Active Duty Orders in addition to the 17 AGR Soldiers for the BDE supporting the mission. The highlight for HHC in 2009

was the participation in the Vibrant Response 10.1 CPX in Ft. Riley, KS. This was the first DSCA exercise that HHC attended as an entire Task Force including our General Support Aviation Battalion and the Aviation Intermediate Maintenance Company, which provided challenges to the organization that enabled procedural and operational changes necessary to adapt for such actual events. Soldiers during this exercise had to take the skills learned for fighting the traditional enemy and translate those skills into how to provide stability and support operations post-natural disaster and/or terrorist attack.

During this exercise, the HHC Soldiers reacted to a notional massive terrorist attack of a 10KT nuclear bomb within Kansas City. While the exercise was challenging for HHC, the Soldiers in the unit exceeded all expectations and established the standard for TF Aviation support with 24-hour operations alleviating the pain and suffering of citizens affected by such an attack.

In late January of 2009, Snow and ice brought devastating power loss on and wreaked havoc onto local communities of the Commonwealth - "The Ice Storm of 2009" brought with it the unheralded state-wide activation of the KYARNG. As such the Aviation Soldiers of the 63rd TAB were ready to provide support in order to help the citizens affected by the storm. Mobilizing nearly 150 Soldiers, members of the 63rd TAB supported local authorities and other relief agencies with the supply of food, shelter, power generation, road clearance and door to door welfare checks to ensure the safety of the Citizens of Kentucky.



HHC 63rd TAB Personnel conduct CBRNE training with a Collective Protection Equipment System.



HHC 63rd TAB Personnel board C-130s for a Deployment Readiness Exercise to Ft. Riley KS.

1204th Aviation Support Battalion (ASB)

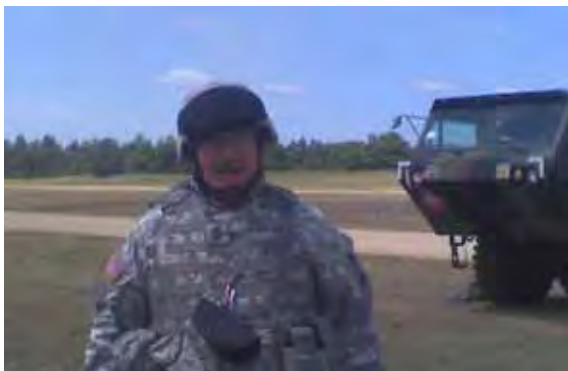
The 1204th Aviation Support Battalion, along with its HSC and A Companies are located in Northern Kentucky. The wartime mission of the 1204th ASB is to provide aviation logistics support to the 29th Combat Infantry Brigade (CAB), 29th Infantry Division. Until mobilized, this Battalion is under the Administrative Control (ADCON) of the 63rd TAB based in Frankfort, KY and provides much needed manpower and logistics capability to the State of Kentucky during State emergencies and natural disasters. The immediate challenge last year for these two new Kentucky-based units and the 63rd TAB, was to fill the 402 positions in the Battalion. In FY 09, the 1204th has continued to improve its strength from 229 Soldiers to 335 Soldiers in preparation for an FY11 mobilization.

The 1204th ASB mission is "On order, the 1204th ASB deploys to a theater of operations in order to provide Aviation Intermediate Maintenance (AVIM), Signal, and Logistical support to a Combat aviation brigade. It also Provides Military Support to Civil Authority to the citizens of the Commonwealth and aviation support to the Governor's Counter-Drug Task Force."



1204th ASB Soldiers Salute during the Change of Command Ceremony from LTC Terry Orange to MAJ (P) Gene T. Roach.

This year, the Battalion conducted its first change of command on 24 April 2009 when LTC Terry Orange relinquished command to MAJ(P) G. Tom Roach. The Battalion also conducted its first transfer of responsibility on 11 July 2009 when CSM Kevin Kalbaugh relinquished Battalion Command Sergeant Major responsibilities to CSM Tim Walton. Along with fulfilling all the typical training requirements for the year, the 1204th completed and participated in a variety of other events to include:



SGM Harry Rice at the conclusion of his last annual training. SGM Rice retired from 1204th ASB concluding a 40 year and six month career.

Winter Storm JAN 09 – 128 Soldiers were alerted and deployed ISO of January 2009 Winter Storm emergency situation which exceeded the capabilities of local and state responders and required commitment of the KYNG. Soldiers were transported via C-23 to Camp Atterbury, IN where they received HMMWV's. They conducted ground convoy operations to various locations in South Central and Western Kentucky and conducted wellness checks.

Numerous SAD Missions: Hebron, KY Fire Department Open House (equipment display), 4th of July (color guard, parade grand marshal), 2 Veteran's Day missions (Color Guard), and 92nd Armored FA BN (Korea) Reunion (color guard, guest speaker)

11-25 July 2009 the Battalion conducted its first unit Annual Training with the War Trace Brigade, 29th CAB, and participated in Global Patriot at Fort McCoy Wisconsin. Global Patriot is a joint contingency training event between the Air National Guard and the Army National Guard. The training was designed by the Air National Guard to test the interoperability of diverse units in a simulated combat environment and offer a variety of training opportunities.

Additionally, the full-time staff of the 1204th participates in recruiting activities every week. Recruiting is at the forefront of their current goals and mission. At this rate, the 1204th should be at full-strength soon with the recruiting momentum and enthusiasm of the Soldiers in the unit.

B Company, 2-147th Aviation Regiment

B Co, 2-147th Aviation Regiment's mission is to mobilize and deploy to the theater of operations, and conduct air assault and air movement operations as assigned by Division. At the state level, B Co provides MSCA to the citizens of the Commonwealth and aviation support to the Governors Counter-Drug Task Force. Throughout FY08, the unit continued to prepare for a KFOR deployment and provided many critical support missions to the citizens of the Commonwealth of Kentucky.



UH-60 conducting water bucket training.

This year began with the unit's participation in Hurricane Gustav relief in which eight helicopters were deployed to Louisiana carrying supplies and Soldiers from other KYNG units on 1 OCT 09 in support of Hurricane Gustav. Soldiers from B Co, 2-147th deployed to help the victims of Hurricane Gustav.

B Co, 2-147th Aviation also sent five Aircraft and 21 soldiers to TF RAPTOR in support of inaugural events for the 43rd President of the United States. During the events B Co. 2-147th was part of a reserve force that was to provide quick insertion of troops in to the Washington Mall area in case the need arose for extra crowd control. B Co 2-147th has been nominated for the Superior Unit Award, awaiting approval at the HQ Department of the Army, for their contributions to the historic inauguration of President Obama.

The entire Unit mobilized for ice storm relief 2009 on 28 January until 12 February 2009. B Co. 2-147th provided 24 hour support for the entire state of Kentucky and flew more than 15 relief missions totaling over 90 hours of flight time. During this time the soldiers of B Co. 2-147 will not only helping their fellow Kentuckians but they also had to help their own families deal with the devastating results of the winter Ice Storm.

B Co. 2-147 spent 21 days at WHFRTC for our pre-mobilization AT, 6-26 June 2009. While there, all 60 personnel deploying in support of KFOR 12 completed individual weapons qualification, all Army Warrior Tasks, Army Warrior Battle Drills, and Theater Specific Individual Training.

The unit prepared and Mobilized in support of KFOR 12 starting with 1st Army Training at Camp Atterbury, IN. B Co 2-147 arrived to camp Atterbury on 10 Aug. 2009 and left for

Hoefels, Germany on 28 Sep. 2009. While at Camp Atterbury B Co. 2-147 trained on Aviation Specific tasks and compiled more than 275 hours of accident and incident free flying. Once training at Camp Atterbury was complete, all personnel deployed to Hoefels, Germany to complete validation at the Joint maneuver Readiness Center. While at JMRC B Co. completed validation and flew more than 280 hours. On 25 Oct. 2009, B Co 2-147th self deployed 8 UH60 aircraft and 36 personnel

from the JMRC in Hoefels, Germany to Camp Bondsteel Kosovo. The self deployment took 6 days and the company flew through more than 5 European countries enroute to our final destination. Once at Camp Bondsteel B Co. began the RSOI process with A Co. 1-207th AVN from Alaska. On 14 Nov. 2009 TF Aviation took command of the mission during our TOA ceremony.



C Company, 169th AVN REGT conducting rescue hoist operations.

C Company, 169th Aviation Regiment

C Company, 169th Aviation Regiment (Air Ambulance) is a Medical Evacuation (MEDEVAC) helicopter detachment stationed in Frankfort Kentucky and is comprised of three UH-60A Black Hawk helicopters and 32 Soldiers to include pilots, crew chiefs, medics, maintainers and support personnel. The mission of C Company is to deploy and conduct Aeromedical Evacuation in the designated Area of Operations, and support the National Defense Strategy, and provide DSCA within the Commonwealth and throughout the region.



C Company, 169th AVN REGT conducting Multi National Jungle Penetrator operations.

FY09 has been an extremely productive year for C Company beginning with support to the Commonwealth during the February Ice Storm where the unit provided 2 UH-60 helicopters for 24 hour quick response medical evacuation throughout the affected area. In April, the Soldiers conducted a MUTA 10 aviation training exercise in preparation for mobilization. During this time C Co trained key mission tasks such as rescue hoist operations, enroute medical care, and medical evacuation. June began with a 3 week Annual Training in Preparation for mobilization to Kosovo. Unit completed 100% Army Warrior Training validation and concluded in July with the unit hosting the last family day prior to deployment, which included spouse rides and hoist demonstration.

C Company began their 45 day Mobilization at Camp Atterbury, IN in August and validated MEDEVAC mission sets and collective training. During September, the unit transitioned to a 21 day USAERU Validation/ Joint Training Exercise at Hohenfels Germany.

Detachment 11 OSAC

Based at the Capital City Airport in Frankfort, Kentucky, Detachment 11 OSAC is comprised of one C-12U twin engine turboprop airplane, eight pilots, three NCOs and two contractor mechanics. CW5 James L. Chanley assumed command of the unit on 22 Dec 2008.

The unit's primary mission to train and season aviators to support combatant commanders in times of conflict. This is

accomplished by providing peacetime airlift support to Joint Operational Support Airlift Command (JOSAC) located at Scott AFB, IL and to its headquarters element located at Ft. Belvoir, Virginia. JOSAC fulfills Department of Defense (DoD) air transportation requirements with priority airlift assets of which Detachment 11 is an integral part. The detachment flew missions throughout the continental United States. The majority of Detachment 11's missions involved transportation of high-ranking government and military officials throughout the DoD, airlift support to senior members and organizations of the KYNG, transportation of soldiers deploying to or returning from tours supporting OIF and OEF, and movement of cargo between military installations. Additionally, Detachment 11 flew missions supporting the 2009 KY Severe Winter Storm operation as well as providing airlift to wounded soldiers from Alexandria, Louisiana to San Antonio, Texas in support of the Wounded Warrior Program.

The unit's primary endeavors in the first half of FY09 was aircrew training and pre-deployment readiness. On 8 Apr 2009, Detachment 11 was mobilized and deployed to Balad Air Base, Iraq in support of Operation Iraqi Freedom.



Soldiers and Aviators from DET 11, OSAC pose in front of the KYNG C-12 Huron.

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During this deployment, they are performing an Intelligence, Surveillance, and Reconnaissance mission.

Forward deployed personnel were:

CW5 James L. Chanley
CW4 Gerald A. Carroll
CW4 John A. Boyle
CW3 Joseph E. Mattingly
CW2 Justin M. Frye
CW2 Vincent A. Benfatti
SFC Tom L. Goosey
SGT Zachary A. Downs

Rear unit personnel were:
CW5 Donald E. Livingston
CW2 Brian K. Carlisle
SGT Theodore P. Bohn

From 1 Oct 2008 to 30 September 2009, Detachment 11 flew 374 hours in support of state and federal missions, moving 258 passengers and 200 lbs of cargo while continuing its accident-free safety record dating back to the unit's inception in August 1994. In addition, they flew over 1,500 hours while deployed. Also in 2009, the unit was awarded the JOSAC Unit of the Year award (Small unit EAST) for FY08. Due to the high level of readiness that Detachment 11 maintains, it continues its status as being available for immediate world wide deployment ISO the Global War on Terrorism (GWOT).

Detachment 3, H Company, 171st Aviation Regiment

Detachment 3, H Company 171st Aviation Regiment began Training Year 2009 with a change of command. Relinquishing command was CW4 Dale Chrisenberry to CW4 Keith Baker, a 14-year veteran of the UH-60 Blackhawk community, having previously flown both lift missions and MEDEVAC.

The mission operational tempo increased in 2009, with missions flown throughout the United States, including Texas, Arizona, Colorado, Minnesota, Florida, and Washington, D.C. Most notable were the numerous flights throughout the state in January-February 2009 during the Winter Ice Storms, in which half the commonwealth of Kentucky was declared a disaster area.

Detachment 3 crews flew personnel, cargo, and relief supplies to towns and cities

such as Paducah, Owensboro, Covington, and Greenville. All participating crewmembers



DET 3, H Company, 171st AVN REGT Personnel from left to right CW4 Harold Grider, CW4 Dale Chrisenberry, SSG Glenn Cartwright, SGT Anthony Shick, SSG William Pope, SGT Ronald Stafford, and CW4 Keith Baker.

were called to service by the governor for 11 days and were awarded the State Active Duty Ribbon, the Kentucky Commendation Ribbon, with CW4 Dale Chrisenberry being awarded the Kentucky Service Ribbon for his exemplary duties during the crisis.

In March 2009, Detachment 3 received its first FORSCOM Aviation Resource Management Survey in over 5 years. After much preparation, all major inspectable areas received a high "Green" rating, indicative of the hard work and dedication that all unit members offered. Most notable was the area of Personnel Recovery, of which CW4 Stuart Lindfors was charged. A "Commendable" rating was awarded for the tools he personally developed in tracking and managing personnel status within the detachment. An Army Commendation Medal was subsequently awarded to CW4 Lindfors for his efforts.

In June 2009, the detachment received official Department of Army Mobilization Order 1582-09, directing H Company and all detachments to prepare for deployment to Operation Iraqi Freedom in December 2009. With detachments in Florida, Texas, and Kentucky, the company headquarters in Georgia began planning pre-mobilization activities and issuing directives for its detachments. In July, Detachment 3 conducted a 2-week Annual Training preparing air crews for duties in theater. In addition to training flights and safety classes, Det 3 conducted a Staff Ride to Perryville Battlefield near Danville, KY and held the 1st Annual Loadmaster Rodeo. C-23 Flight Engineers competed in several scenarios of loading, securing, and calculating DA Form 365-4's as timed events, with SGT Daryl Casey and SSG Will Pope as the winners.

The detachment distinguished itself in other events as well. In August the detachment participated in a mock Pandemic Flu Exercise, supporting 63rd Theater Aviation Brigade and the 1-149th Infantry in transporting personnel and equipment to various locations throughout the Commonwealth. Also that month, a C-23 crew flew to Colorado Springs, CO to support the 10th Special Forces in high altitude and static line paradrops. Having flown the majority of its missions in 2009 in support of units conducting training, Detachment 3 crewmembers will always remember this year as the "Year of the Paradrops".

M-day flight engineers in Det 3 consist of SGT Anthony Shick, SGT Allen Gootee, SGT Daryl Casey, SGT Andrew Medley, SGT Ron Stafford, SSG Glenn Cartwright, and SSG Will Pope. AGR members are SGT Jonathan Strayer, who completed OCS and will commission in late 2009; SSG Troy Logsdon, enlisted flight instructor / Readiness NCO; CW2 Chad Russell, C-23 pilot and ALSE Officer; CW4 Stuart Lindfors, C-23 pilot-in-command and Safety/TACOPS Officer; CW4 Harold Grider, C-23 Instructor pilot; CW4 Dale Chrisenberry, C-23 Instructor/Instrument Examiner / COR, and CW4 Keith Baker, C-23 pilot / detachment commander.

B Company, 351st Aviation Support Battalion

Company B, 351st ASB is located in Frankfort Kentucky and provides



Soldiers from Company B, 351st ASB pose in front of a UH-60 BLACKHAWK

aviation maintenance assets to maintain the KYNG rotary wing fleet. The Soldiers of Company B, 351st ASB maintained an average mission capable rate of 91% for OH-58s, and 95% for UH-60s which is well above the 60% NGB target.

For FY09 B Company 351st ASB has seen improvement in all areas of training and personnel. The unit strength has accelerated to 112 percent, including 21 reps most of whom will be returning from training in the second quarter

of FY10. Aviation maintenance experienced an increase in man-hours from the year before with 1808.5 man hours completed compared to 1490 man hours last fiscal year, mostly due to State Active Duty Missions and the preparation of the MEDEVAC and Assault Companies aircraft's deployment to Kosovo. B Company's training has improved as follows: Army Warrior Tasks training improved to 81 percent of the available unit trained in 15 tasks, individual weapons qualification completed with 100% of the available unit qualified, and the unit has an APFT passing rate of 80 percent for the year. Other areas of special emphasis include the 100% PMCS of unit vehicles quarterly and ten hours of Non Commission Officer Professional Development conducted on Administering an APFT, Soldier counseling, NCOER format, and Drill and Ceremony. B



SFC Martin Wright retired from Company B, 351st ASB in FEB09 after 20 years of faithful Service.



Soldiers from Company B, 351st conduct door to door wellness check during the Winter Ice Storm

Company has also begun implementing annual Army Combative training,

instructed by SGT Bubenzer who placed 2nd out of 70 Soldiers in the Army Combatives tournament at Fort Benning, Georgia in September 2009.

On 27 January 2009 B Co 351st ASB were once again called on by the Governor for State Active duty in hope to provide support to the victims of the

Winter Ice Storm. Forty-Nine Soldiers' were deployed to cities and counties across the Commonwealth providing generators, sleeping cots, and humanitarian aid to support various shelters, rural homes, and military installations. Many Soldiers endured long hours and freezing temperatures to ensure that generators were operational and continuously refueled. Other Soldier's conducted door to door wellness visits in communities to provide help if needed. All 49 Soldier's received State Active Duty Ribbons, 19 of these Soldier's also received the Kentucky Merit Ribbon for their selfless efforts in Hart, Hardin and Larue Counties. One other Soldier has been considered for a State Humanitarian Award for performing above and beyond the call of duty.

This year concluded with the Company conducting a change of command in September 2009 when MAJ Phil Robinson relinquished command to CPT Jeremiah Lane.

C Company, 1st Battalion, 376th Aviation Regiment (Security and Support [S&S])

Known formerly as the RAID for Kentucky, this Table of Distribution and Allowances (TDA) unit was reorganized into the Modified Table of Organization and Equipment (MTOE) C Company, 1-376th Aviation (Security and Support) as part of the overall U.S. Army Aviation Transformation Plan. The company headquarters, along with six specially-equipped OH-58A+ helicopters and more than 80 aviation soldiers is located in Frankfort Kentucky, and is commanded by MAJ Dwayne Lewis. The company has a small detachment consisting of two OH-58A+ helicopters located in Decatur Illinois, while the Battalion Headquarters is located in Nebraska.

These specially-equipped OH-58A+ helicopters are used for Homeland Defense (HD) missions such as border patrol operations, Civil Defense Support missions such as SAR, law enforcement support, and counter-drug. In addition to supporting Kentucky law enforcement and civil authorities in and around the Commonwealth during natural disasters. C Company (-) has a regional response mission to provide DSCA during natural disasters along the gulf coast, in addition to having supported Operations along the northern and southern border with Canada and Mexico. During FY09 C Company (-), 1-376th Aviation flew 2,477.7 hours without a serious accident, and conducted 1,876 hours in support of reconnaissance and security missions. This unit assisted federal, state and local law enforcement agencies with criminal arrests, seizing property, currency, and illegal drugs. In addition to being an integral asset in the war on drugs, Co. C is a vital asset to the internal security of the United States. From 28 Jan 09 to 24 Feb 09, the unit was activated to support the state after being totally shutdown from an ice storm. The unit was the first responder for the guard, flying power company employees checking for downed power lines. Within the Observation Helicopter community, Kentucky is known for high standards and assists other states with training and evaluations.

Joint Support Operations (JSO) Aviation Section



As in each of the last several years, the JSO Aviation Section played a substantial role supporting the Governor's Marijuana Strike Force by flying 2,381.3 total hours in support of counter-drug operations, resulting in 4,977 marijuana plots, 317,873 marijuana plants being eradicated and 268 arrest. Kentucky's Counterdrug Support Program is recognized by National Guard Bureau (NGB) as one of the finest in the nation.

Since 1990 the Counterdrug aviation program has flown over 56,000 hours and performed over 19,000 Rappels and Special Patrol Insertion / Extraction System (SPIES) iterations without a serious aviation – or aviation related – human-error accident. Kentucky is one of the few states in the nation approved by NGB to conduct tactical egress operations in support of marijuana eradication. Kentucky's Counter Drug personnel are considered the subject matter experts and travel around the country providing assistance to other State Counterdrug programs. In addition to the service JSO provides to the state through drug eradication, the JSO Aviation team is also the Search and Rescue asset. Our unit found themselves in a SAR mission this year that saved the life of a Rockcastle County resident and 2 children. In the bitter cold of November, a man and his children were canoeing down the Rockcastle river and went overdue at his pickup point.



UH-60 Conducting Marijuana Eradication



An OH-58 flies over KY searching for Marijuana as the JSO support team conducts Eradication

His Brother reported them missing calling the police and the search was on. 10 hours after the search began, it was a KYNG aircraft that spotted the man and his children on the riverbank, lost in the cold winter's night. The aviation team in an OH58A+ helicopter guided rafts up river more than two miles to save the family.

Summary

FY09 closed with a collective plate full of planned exercises, deployments, training, and preparedness for response in the event of a natural disaster or other HD missions. These individual, collective, and organizational experiences also gave these Aviation professionals and units a significant infusion of development, proficiency and growth – that will certainly pay dividends in the future missions and needs of the Commonwealth and our Nation. The Kentucky Army Aviation Program enjoys its success having built upon the sound performance of past and present aviation leaders, crewmembers, and support personnel.

Human Resources Office

The Human Resources Office is responsible for directing and administering the personnel programs for all full-time federal employees of the Kentucky Army and Air National Guard. This includes three separate and distinct programs for each service - Excepted Military Technicians, Competitive Technicians and Active Guard/Reserve personnel. The Human Resources Officer (HRO), COL Benjamin F. Adams, serves as the primary staff advisor to The Adjutant General on matters of federal manpower and full-time personnel management. LTC Shontelle Adams is the Deputy Human Resources Officer. Annual salaries for full-time technicians and AGR members bring into Kentucky over \$80 million dollars annually. In addition, another three-quarter of a million dollars are generated annually through travel and educational opportunities for the full-time workforce.

During fiscal year 2008 and 2009, the Human Resource Office supported the war efforts in addition to providing the professional everyday support that our full-time and retired customers have grown accustomed to receiving. Over the course of fiscal year 2008 and 2009, the HRO office processed over 100 technician and active guard personnel for mobilization/demobilization. Although some of our training services have been scaled back because of deployments, the HRO office has continued to provide exceptional support to all of our customers in addition to supporting the personnel deploying overseas and across the country.

At the end of fiscal year 2009, the Kentucky Army National Guard had on board 648 technicians, and another 54 are still in a Leave Without Pay (LWOP)/deployed status. The Kentucky Air National Guard had on board 235 technicians. The state's AGR program reflects a total of 687 personnel in the program. Of the 687 AGR's, the Army Guard has 568 and the Air Guard has 119, Over 50 AGR's are deployed. Total combined Army and Air personnel equate to 1,570 full-time employees.

The HRO office is divided into six specialty branches. The functions and accomplishments of the different areas are discussed below.

AGR Branch Mission

The AGR Branch is responsible for, but not limited to, overall management of the AGR program, planning and implementing special events, and budget and fiscal management, strategic development of marketing initiatives, coordinates with other staff directorates and sections on matters relating to the AGR program. Responsible for preparing correspondence, reports and statistics for use in HRO briefings and communications with NGB, the Adjutant General, and commands; develops and implements recruitment-placement and career management programs/policies; supervises administrative procedures and policies on AGR disciplinary actions and/or involuntary separations. Manages and monitor the Army AGR budget. The AGR Section plans, develops, directs and operate AGR position management and classification program within the state, and serves as the technical expert on personnel classification matters to advise the Manpower Branch, the HRO, and the adjutant general on program requirements and practices; to include managing the Mobilization Augmentee, Fulltime Equivalent, and Outreach Programs. Works with Manpower Branch to insure full time manning does not exceed authorized numbers. The Employee Development and Training plans and administers employee career development programs by determining training needs and implementing training plans.

Significant Events and Accomplishments

The AGR Section sponsored several significant training events in FY 08 and FY09 in the following areas: Employee/Orientation Training; Interview Training; AGR Supervisors Training; Strategic Planning; AGR Management; and Life Cycle Management.

ARMY AGR'S	ANNUAL SALARY
FY 07 - 446 Personnel	\$33,000,000
FY 08 - 508 Personnel	\$36,684,361
FY 09 - 568 Personnel	\$40,703,959

AIR AGR'S	ANNUAL SALARY
FY 07 - 119 Personnel	\$7,075,383
FY 08 - 119 Personnel	\$7,287,917
FY 09 - 121 Personnel	\$7,651,440

AGR TRAVEL/PCS FUNDS
FY 07 - \$ 571, 100
FY 08 - \$ 818,000
FY 09 - \$ 872,605

The AGR branch is managed by CPT Noy Boriboune and MSG Patricia Smith who are motivated and dedicated in assisting our Guardsman is it anywhere in the Commonwealth or small village in Iraq or Afghanistan. Our support is the end result of all of our combined efforts to provide the best support and service to our full-time workforce.

AGR Staffing

The AGR Staffing section is working to recruit potential employees, manage job advertisements and qualify potential employees for all AGR positions. Other primary responsibilities include: Providing managers/supervisors advice and proposed solutions to problems; guidance on recruitment and internal placement; counseling and assistance to potential employees; conducting job analyses to identify the criteria needed to evaluate an applicant; monitors compatibility; Quality checks all AGR job packets. Processes Permanent Change of Station (PCS) orders.

FY09 was a very busy and challenging year for the folks in staffing. The section processed over 850 application packages and announced 195 positions for hire.

The staffing section ensures the organization follows all guidelines, policies, regulations and statutory requirements placed on Federal organizations, adheres to Affirmative Employment regulatory guidelines. Only statutory and regulatory basis are used for all personnel administration. The Section is managed by SSG Heather Lee and assisted by SGT Debra Furqan.

AGR Services

The AGR Services section is charged with the responsibility of administering benefits and services for all full-time AGRs of the Kentucky Army Nation Guard. These benefits include such items as the Active Guard Reserve (AGR) Retirement, New Employee Orientations, and Leave Administration. Monitor and assist with AGR Military pay issues and inquires.

This section is the key links to the AGRs to ensure their needs and questions are answered. The section is managed by SSG Shafonia Johnson and SSG Michele Ware. SMSgt Kevin Robison is the remote designee for the ANG Base. All are dedicated to ensuring the AGR soldiers receive courteous, timely and professional service. Excellence serves as our standard of performance and we strive to provide quality services to internal and external customers.

Manpower Branch

Mrs. Kelly Bingham is the Supervisory Hunan Resource Specialist. This Branch contains three specialty areas: Technician Budget, Classification, Position Management and Staffing. The staff assists supervisors, managers, and employees in ongoing, positive recruitment and placement programs, manpower and end-strength and is responsible for providing continuing services to our Army and Air National Guard Excepted and Competitive Technicians.

Position Classification/Management

Position Classification is the process the National Guard uses to determine a title, occupational series, pay plan and grade for a position within the agency. Position Classification, Position Descriptions and Desk Audits are professionally conducted and managed by the section chief, WO1 Stephanie Allen, who ensures requirements; authorizations and KY's Technician Workforce strength are maintained. The assistant Classification Specialist is SGT Clayton West.

A Position Description (PD) describes the certified duties, authorities and responsibilities assigned and performed by each incumbent in a position. Supervisors use PDs to determine training needs, career development plans, evaluate performance, direct the flow of work and execute various programs. Position Descriptions also assist management with decisions concerning recruitment, placement and promotion actions.

Technician Budget

Mrs. Terry Jenkins is the Management Analyst, who ensured that the funding and quota management for the full-time workforce was executed in an excellent manner.

ARMY TECHNICIAN	ANNUAL SALARY
FY 07 - 497 Personnel	\$32,408,553
FY 08 - 616 Personnel	\$36,684,362
FY 09 - 648 Personnel	\$42,698,870

AIR TECHNICIAN	ANNUAL SALARY
FY 07 - 214 Personnel	\$15,877,100
FY 08 - 224 Personnel	\$16,761,900
FY 09 - 235 Personnel	\$17,354,881

TECHNICIAN TRAVEL / TNG / PCS FUNDS
FY 07 - \$ 371,232
FY 08 - \$ 484,242
FY 09 - \$ 583,987

Technician Staffing

The staffing section, lead by 1LT Eva Slusher, assisted by SSG Shawn Howell ensures the organization follows all guidelines, policies, regulations and statutory requirements placed on Federal organizations, adheres to Affirmative Employment regulatory guidelines and that the organization observes and practices the merit principles of the Merit Promotion Plan. Only statutory and regulatory basis are used for all personnel administration. The section processed

2000 application packages and announced 240 positions for hire, along with the continuous backfilling of deployed members with more than 200 temporary and indefinite technicians.

The Staffing Section is working to recruit potential employees, manage job advertisements and qualify potential employees for all technician positions. Other primary responsibilities include: Providing managers/supervisors advice and proposed solutions to problems; guidance on recruitment and internal placement; counseling and assistance to potential employees; developing qualification standards by conducting occupational analyses and conducting job analyses to identify the knowledge, skills and abilities needed to evaluate an applicant; monitors military technician compatibility; processes permanent change of station moves; sets pay; and monitors recruitment and retention allowances.

Technician Personnel Services Branch

This section is one of the key links to our full-time employees making sure their needs and questions are answered. Mrs. Ruth Drake is the Supervisory Human Resources Specialist for this section. She is assisted by Mrs. Karen Cornwell, Mrs. Pam Cox, TSgt Kathy Romito, SGT Andrew Van Horn, SPC Pamela Akers and SPC Samitha Cross. SMSgt Kevin Robison is the remote designee for the ANG Base. All are dedicated to ensuring technicians and AGR soldiers receive courteous, timely and professional service.

During this fiscal year services branch processed over thirty five retirements, seventy five separations, three hundred fifty incentive awards, and seven hundred fifty pay adjustments for the General Schedule and four different wage areas. The Federal Benefits Open Season was conducted in a timely and efficient manner with approximately fifty open season actions being processed according to policy and directive. Services branch continues to advise managers, supervisors and federal technicians who enter military duty regarding the provisions of the Uniformed Services Employment & Reemployment Rights Act (USERRA). Mrs. Cox and staff ensure those technicians who enter uniform service receive necessary information regarding their benefits and entitlements. During this fiscal year a new performance management system was developed and Mrs. Cox was instrumental in briefing the technician workforce regarding the upcoming changes. Services branch also administers the Workers' Compensation Program for the state and ensured program objectives and goals were achieved which resulted in a reduction of the states overall compensation costs. All of this in addition to daily telephone calls; walk in customers and processing a plethora of personnel actions. Due to the overwhelming volume of work produced by this section they continue to strive in achieving the highest standard of excellence. Services branch continues to recognize the importance of accuracy, consistency and precision in carrying out their responsibilities to a successful conclusion in meeting responsibilities and deadlines.

Mrs. Cox currently serves as a member of the NGB-J1-TN-ER team. In this capacity she performs work involving special projects under the guidance of NGB-J1-TN and provides full management advisory services during the course of the project. She is an advisor to other specialists located throughout the 53 states,

territories and the District of Columbia on the various aspects of the state level Employee Relations and Benefits Program.

Services branch displays industriousness, conscientiousness and diligence in performing specific and measureable tasks. We strive to keep our customers in mind as well as achieve and surpass our agency goals to provide maximum support to our full-time workforce. Excellence serves as our standard of performance as we strive to provide quality services to both internal and external customers. These services are crucial to the numerous variables contributing to the realization of organizational goals and objectives.

Human Resources Development Branch

The Human Resources Development Branch assists the HRO in administering The Adjutant General's goals of increasing and maintaining the skill and efficiency of all full-time employees. The Human Resources Development Specialist, Mrs. Karen Cornwell, coordinates funding and quota management for all formal and professional development courses for the full-time workforce.

The Kentucky National Guard's full-time workforce contains a wide variety of military and civilian personnel serving in many different specialties and career programs. AGR personnel and technicians often share the same training needs and attend the same courses, such as those offered by the National Guard Professional Education Center (PEC) at North Little Rock, Arkansas.

In FY 2008 HRO offered a wide variety of supervisory development courses, retirement planning and technical courses to meet the special needs of the workforce. As has been done in the past, the HRO will continue to involve our managers and higher level supervisors directly in the process of planning for the training and development of the workforce.

Equal Employment Opportunity Branch:

Ms. Sheila Lawson is the branch chief and is in charge of the Equal Employment Opportunity (EEO) programs for the Kentucky National Guard.

The Equal Employment Office provides guidance and advice to senior management on the administration of laws, policies and regulations designed to provide equal opportunity and diversity management for the workforce in the Kentucky National Guard. This program covers several employment programs that include Federal Technicians, Civilians, Active Guard Reserve and Traditional Guard members. This office also coordinates with the State Human Relations/Equal Opportunity (HR/EO) Office and the Equal Opportunity Professionals and Army and Air personnel to ensure training requirements are met. This office serves as the principal point of contact with the National Guard Bureau's Equal Opportunity Office and the local District Office of the Equal Employment Opportunity Commission.

Some of the programs covered under this branch include the following: Affirmative Employment Program; Affirmative Action Program; EEO / EO Complaints Processing; Special Emphasis Programs; Equal Employment Opportunity Counselors; Alternate Dispute Resolution; Sexual Harassment Prevention Training; Employee Assistance Program; and Community Relations.

Information Management Branch

Kentucky is recognized as one of the best in the country as evidenced by Mrs. Coulter's support to National Guard Bureau (NGB) a minimum of 25% of the average work year. She continues to serve as a NGB State-Level expert in administering the operation of the DoD Enterprise wide automated Human Resources System. Mrs. Coulter currently serves as the primary representation on the Information Systems Advisory Council and facilitates briefings at various conferences.

The Defense Civilian Personnel Data System (DCPDS) is the HRO management tool for the full time federal workforce. Information within this system generates reports containing useful information for commanders, supervisors and employees. This same data is routed to the National Guard Bureau (NGB) and the Office of Personnel Management (OPM) where personnel actions, authority codes, compatibility and strength are monitored. Data is fed to the Army for stationing and installation plans, for the Defense Manpower Data Center, and the Army Knowledge On-line systems. Data is also fed to two Air Guard systems for budget and training purposes.

DCPDS is connected to the Defense Finance & Accounting System (DFAS) in Indianapolis, Indiana to provide information necessary for payroll. All Air and Army technicians are currently paid through this system. After each payroll is processed, payroll data is routed back to DCPDS to update several data elements for budgetary purposes.

Labor Relations Branch

Maj Bob Geary is the branch chief in charge of the Labor Relations program for the full-time members of the Kentucky National Guard.

The Kentucky National Guard has two labor organizations within its workforce - the Longrifle Chapter #83 Army National Guard and the Bluegrass Chapter #69 Air National Guard. Both unions are affiliated with The Association of Civilian Technicians, Inc. Both management and the labor organizations continue to utilize and develop their perspective Labor Management Partnership Councils. The council partnerships work to establish positive approaches to resolve conflict at the lowest possible level through open and honest communication. The organizational goal is to encourage both management and union officials to maintain a cooperative and professional spirit to accomplish the myriad of missions required in the Army and Air National Guard. Both Chapters' Labor Management Agreement is currently under contract extensions.

Maj Geary advises management on all aspects of Labor Relations and provides guidance and recommendations for discipline and adverse actions to ensure the efficiency of the Kentucky National Guard is maintained at the highest levels.