



Michigan National Guard Office of the Inspector General

Inspector General Briefing

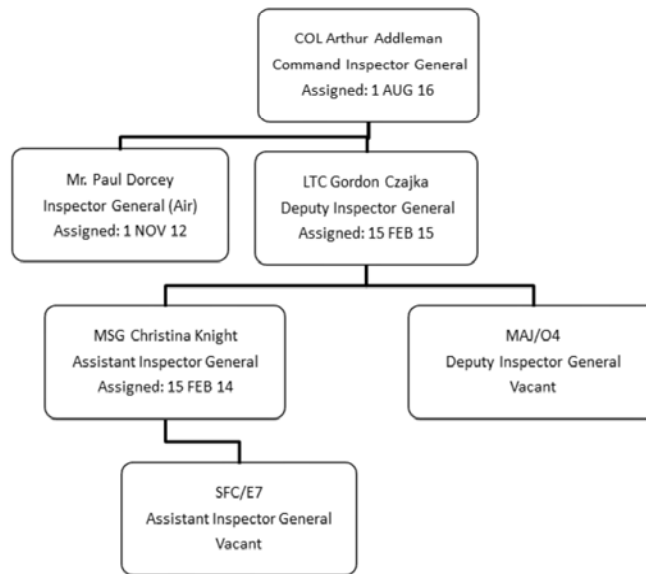


Mission

The Inspector General extends the eyes, ears, voice, and conscience of The Adjutant General by inquiring into, and periodically reporting on, the discipline, efficiency, economy, morale, training, and readiness of the Michigan National Guard.



Organizational Structure





IG Functions

- Four basic Inspector General functions:
 - Inspections
 - Assistance
 - Investigations
 - Teaching and Training

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All IGs serve their commanders and their commands by performing the four IG functions—inspections, assistance, investigations, and teaching and training—for the specific purpose of enhancing the command's readiness and War-fighting capability.

The IGs use these functions to seek out systemic issues that adversely affect the command and the Army and then inspect those systemic issues to identify problem areas and make recommendations that directly address the causes of these problem areas.

We are neutral, unbiased fact finders who execute our duties based on these four IG functions.

Our job is to assist the command by identifying the root cause of systemic issues, and provide advice on matters concerning the well-being and readiness of Service members, civilian employees and family members.



Inspections

IG inspections resolve systemic issues throughout the Command and evaluate the effectiveness of policies, determine the root causes of noncompliance, and recommend changes to policy proponents.

- IGs do not perform command inspections (CIP)
- IGs do train inspectors (Root Cause)

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Inspections is the first of the Four IG functions.

Inspector General inspections should:

- Pursue systemic issues
- Identify sub-standard performance, determine the magnitude of the deficiency, and seek the reason for the deficiency (the root cause)
- Teach systems processes and procedures
- Identify responsibility for corrective actions
- Spread innovative ideas (Best practices)



Inspections

- IG Visits
 - Unit/Armory Visit Schedule for FY-17
 - 1 MAR 17 thru 30 MAY 17
 - 34 Units
- Required Inspections
 - Intelligence Oversight Inspections (by law)
 - Directed Inspections – as determined by TAG or higher authority

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- IG Visits

Our office conducts unit visits with the full time support staff to assess the operating environment, identify positive attributes that can be replicated to enhance the efficiency and readiness of MIARNG units, analyze negative trends for recommended potential correction, and provide the Adjutant General with an overall state of operational conditions within the MIARNG.

- IO Inspections

Provide oversight and verify that intelligence components and activities are complying with appropriate laws, executive orders, and policy with an emphasis on ensuring that these components and activities perform their authorized intelligence functions in a manner that protects the constitutional rights of U.S. persons. IO inspection schedule for FY-17 will soon publish. The State IGs are required to conduct inspections of intelligence components every two years.



Identified Trends

- AGR Manning
- Incentives (SLRP, Bonuses, etc.)
- EPS
- Systems access for SSD
- Computer systems and permissions for M-day
- Force Structure



Assistance

Provides Soldiers, Family members, DA civilians, retirees, and contract employees the ability to seek help from the IG on matters affecting their health, welfare, and personal readiness. The IG's role, as the commander's representative, is to resolve these issues within the limits of the IG system.

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- Correct injustices (real or perceived)
- Provide the Soldier with an alternative to the chain of command when the chain of command is unable to solve the problem
- Enhance combat readiness and war fighting capability by maintaining the Soldier's morale and focus

This function can become an "Easy Button" for units. There are issues that the unit can address and fix, but for one reason or another, decide to refer the Soldier to the IG due to other constraints (time/knowledge of correct process/chain of command/etc.).

85% of the office workload is Assistance cases.



Assistance

- Soldiers & Airmen (Active, Guard & Reserve)
- Anonymous
- Department of Army/Air Force Civilians
- Family Members
- Retirees / Veterans
- Commanders
- Other Services
- Government Agencies

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Anyone may submit a complaint, request for information or assistance, or allegation to any Army IG concerning a matter of Army interest.

Depending on the nature of the complaint and the status of the Soldier, the complaint will more than likely be referred to the lowest level IG office within that Soldier's command.



(Not all inclusive):

- Abuse of authority
- Favoritism
- Fraud, Waste and Abuse / Misuse of supplies
- Harassment (some types)
- Insensitivity
- Maltreatment
- Improper Mental Health referrals
- Non-compliance with ARs/AFIs
- Process violations
- Reprisal/Restriction



Not IG Appropriate

(Not all inclusive):

- Civilian employment matters
- EO/MEO or EEO
- Serious Criminal matters
- Disciplinary actions (other than discrimination or reprisal)
- Punishment under UCMJ
- Medical Treatment
- Evaluations (NCOERs/OERs/EPRs/OPRs)
- Claims against the government
- I don't like...

Note:

The IG will refer the individual and or these matters to the appropriate agency

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- Redress available through other means - Soldiers must seek and exhaust the prescribed redress or remedy before an IG can provide assistance. Once the Soldier has used the available redress procedures, the IG is limited to a review of the redress process to determine if the Soldier was afforded the due process provided by law or regulation. Examples include but not limited to: Courts-Martial Actions; NJP; Evaluation Reports; Discharges; etc.



5 Questions the IG Will Ask

- (1) What do you want the Inspector General to do for you?
- (2) Have you given your chain of command an opportunity to address the problem?
- (3) Do you have any supporting documentation?
- (4) Have you requested assistance from any other source or agency?
- (5) What is your status? (M-Day, AGR, Mil Tech, Civilian, etc)

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Be prepared to identify leaders to whom you spoke with and their response to your request for assistance.

Be sure you have a problem, not just a peeve.

Keep in mind that IGs can only recommend, not order a resolution. Only Commanders can order; the role of the IG is to advise the Commander.

Remember IGs can only resolve a case on the basis of fact. Your claim that a supervisor has violated the rules doesn't make it fact. A claim must be supported with evidence.

Don't expect instant action on your request... Be patient. Assistance Inquiries or Investigations (if applicable) take time, and IGs tend to have heavy workloads.

Be prepared to take "no" for the answer. In any case, "Yes" or "no," the IG will explain why.



- **Medical Processing !!!DELAYS!!!**
 - LODs, INCAP, MEB/PEB
 - The Standard: 45 days for informal LODs, 75 days for formal LODs
- **Command Decisions / Personnel Actions**
- **Incentives (SLRP, Bonuses, etc)**
- **Due Process Reviews**
- **Regulation and/or Policy – Information Assistance Requests**



Investigation

A fact-finding examination by a detailed IG into allegations, issues, or adverse conditions to provide the directing authority (TAG) a sound basis for decisions and actions.

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IG investigations are authorized by written directives and normally address allegations of wrong doing by an individual. The conduct of IG investigations involves the systematic collection and examination of documents and sworn, recorded testimony and may incorporate physical evidence.

Only the directing authority can authorize IG investigations using a written and signed directive.



Army/Air:

- Directed – By Directing Authority (TAG)
- Referred – From DoD, DA, SAF or NGB
- DoD Hotlines – Through DA, SAF or NGB
- Whistle Blower Reprisal:
 - 10 USC 1034 Protected communications; prohibition of retaliatory personnel actions
 - DODD 7050.06 Military Whistleblower Protection



Investigation

If the allegation is IG appropriate, the IG investigates when...

- Commander's preference or
- Factors favor that the IG investigate
 - - Lack of factual information
 - - Identity of Subject / Suspect
 - - Sensitivity of allegations
 - - Protect reputations
 - - Confidentiality
- Inspectors General may not investigate unless directed to do so (in writing) by proper directing authority

Of Note:

- If Adverse Actions is appropriate in response to the action...
- COL (Promotable) and above

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If substantiation appears likely during IG Preliminary Analysis and adverse action may be appropriate, IG will confer with the commander for a decision on whether IG will continue to investigate or if the Commander will direct Command Investigation (Commander's Inquiry or Commander's Investigation).

Command Investigations – Command decides to conduct a commander inquiry or investigation

Some Allegations are not appropriate for IG action:

-Serious Criminal Misconduct - coordinate or consult with the appropriate legal advisor in cases of this nature and with USACIDC officials if necessary to determine correct COA.

-Professional misconduct by an Army chaplain, JAG or TDS personnel, or Medical personnel – The IG will refer the allegation to the appropriate authority.



Teaching and Training

While inspecting, assisting, or investigating, IGs enhance the war-fighting and readiness capabilities by teaching and training commanders, Soldiers, Airmen and civilians at all levels on current law, regulations, policies, doctrine and processes.

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Teaching and training is the fourth of the Army IG system's four functions and is traditionally embedded in the first three functions—inspections, assistance, and investigations.

While in the process of any IG function, the IG will explain requirements of law, regulation, policies, doctrine and processes.

Additionally, IGs pass on lessons learned and good ideas observed during other inspections, assistance visits, and teaching-and-training sessions.

An Example: The IG conducted an inspection on the States Retention Program and discovered that the 77% of personnel that had a Bar to Reenlistment was on a DA Form 4126-R Bar to Reenlistment Certificate. PER NGB-ARH Policy 09-026, Bars to Reenlistment are to be initiated on NGB Form 602 Army National Guard Bar to reenlistment, Immediate Reenlistment or Extension (Certificate). AR 601-280 does not apply to the Army National Guard.



Protected Communications

- Statute 10 U.S.C. 1034 provides for lawful protected communications by military personnel to Members of Congress and IGs and prohibits retaliatory personnel actions in reprisal for those protected communications.
- DoDD 7050.06 - Persons subject to this regulation will not take (or threaten to take) an unfavorable personnel action or withhold (or threaten to withhold) a favorable personnel action with respect to a member of the armed forces for making or preparing a (lawful) protected communication.

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The law provides redress to persons who suffer reprisal as a result of the intentional or inadvertent release of IG communications to third parties. The protection of 10 USC 1034 is significant because it covers any communication with an IG.

Lawful Communications - are those communications made to an IG; Member of Congress (MC); member of a DOD audit, inspection, or investigation organization; law enforcement organization; or any other person or organization (including any person or organization in the chain of command starting at the immediate supervisor level) designated under regulations or other established administrative procedures (such as the equal opportunity advisor or safety officer) to receive such communications.

Four questions that must be answered regarding an allegation of Whistleblower Reprisal:

1. Was there a Protected Communication (PC.)
2. Was there an Unfavorable Personnel Action (UPA.)
3. Did the Responsible Management Official know about the PC.
4. Would the action have been taken independent of the PC.



Public Web Access to the MING IG

MING IG PUBLIC website

<http://minationalguard.com/ig>

“To complain without fear of reprisal is the right of any Soldier, Airman, civilian or family member seeking the help of the Inspector General. After all, problem solving is an Inspector General mission!”

- **Empowering Members and Family**
- **Easy to follow IG checklist**
- **Active Links**
 - **DA Form 1559 Inspector General Action Request**
 - **MING IG team email**



Contact Info

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Questions?



“ Be right and then go forward”

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The U.S. Army Inspector General insignia has three distinct parts: the sword, fasces, and the wreath of olive and laurel branches.

The sword represents military power and justice, and is subordinate to the fasces.

The fasces consists of a military axe enclosed in a bundle of birch or elm rods tied together with a strap. Since the Roman Republic, the fasces has symbolized civil authority.

The wreath ties the sword and the fasces together. Since classical times, the wreath has been a mark of honor and distinction for winners of athletic, cultural, and academic honors. Today the wreath is especially symbolic of academic and intellectual achievement.

The inscription “Droit et Avant” is French and literally means “right and forward”. Freely translated, this French maxim means “First be right and then take action”. The text is blue, which represents loyalty, faith and fidelity.