



# TJAG and DJAG Special Announcement



## Announcement of Decisions Made on Strategic Initiatives

December 2018

In July 2017, we announced a strategic review of our Regiment. Since that announcement, we have held three Board of Directors (BoD) meetings, the third of which occurred during the weekend following this year's World Wide CLE. What follows is a summary of decisions made as a result of that BoD meeting—decisions which move us forward in our continuous pursuit of excellence.

### Readiness

1. AC/RC Total Readiness and On-Site Redesign: You cannot surge relationships or the trust that comes from them. Therefore, we have approved Legal Command's plan to align all Legal Operation Detachments and teams with Active Duty, USAR, and ARNG OSJAs to improve AC/RC Total Readiness. Ours is a profession that relies significantly on relationships, both among ourselves as a legal community and with our clients and their missions. This alignment will better foster those long-term relationships, which will pay dividends when facing challenges in the future.
2. Special Victim Counsel Training and Certification: We have directed a deliberate assessment to determine how we best train our SVCs. Specifically, we are considering whether to include initial SVC training in our Officer Basic Course, which will expand the pool from which SJAs can nominate the particularly talented Judge Advocates who possess the judgment and acumen to perform this critical mission.
3. Tax Center Service Models: Due to the decreasing resources available to support the tax mission, both in terms of funding and restrictions on Borrowed Military Manpower, we have authorized SJAs, in coordination with the Director of Soldier and Family Legal Services, to reduce tax services consistent with the needs of their local installations.
4. Professional Growth Tools: To increase transparency and better equip Judge Advocates and leaders to make meaningful career-management decisions, we have developed career charts to identify opportunities for growth and progression, by rank and practice area. While all Judge Advocates need to achieve expertise and maintain versatility, these tools will help facilitate meaningful discussion and reflection over the course of a Judge Advocate's career. These tools will be published in the next edition of Publication 1-1. We have also directed PPTO to explore how we can more effectively utilize our Skill Identifier program to identify and better manage talent.

### Future JAG Corps

1. Military Justice Redesign Pilot Program (MJRPP): Initial indications from the MJRPP and its effect on Military Justice are very positive in terms of building expertise and improving efficiency. After hearing a particularly enlightening panel of SJAs at MJRPP locations, several SJAs expressed an interest in expanding the program to their installations. Therefore, we have authorized the expansion of the MJRPP to installations and regions in which SJAs are prepared to make such changes. We will continue to monitor the effects of the MJRPP throughout the pilot program.

2. Trial Defense Investigators: Recognizing the critical role our Trial Defense Service plays in our Military Justice system, we are in the final stages of our review of the Defense Investigators initiative to assist Trial Defense Counsel in executing their important mission. Further details are forthcoming.

3. Court Reporter Regionalization: In advance of changes coming to our practice in January 2019 with the implementation of the Military Justice Act of 2016, we have directed the regionalization of court reporter services to more efficiently meet requirements. Policy and procedures for the accomplishment of the court reporter mission will be published by late January 2019.

### People

1. Leadership Development Model: We recognize that leadership development is a lifelong endeavor—a deliberate and continuous process grounded in the Army Values. To support both unit training and self development, we have developed additional tools to make the Army's leadership doctrine more readily available to all JALS personnel via the Lifelong Learning site. We anticipate the final, interactive product to be available in Spring, 2019.

2. Regimental Award: Our world-class legal professionals are frequently recognized by external organizations. However, as a Regiment, we should have some way of honoring our teammates. We have authorized the creation of a Regimental Award program to better enable us to recognize our best and brightest and preserve our distinguished and proud history as a Regiment. Both the criteria and process for receiving these honors will be published in Spring, 2019.

### An Ongoing Effort

In addition, we are including the BoD membership for Fiscal Years 19-20 as an enclosure to this message. For those of you who will sit on the BoD, we are excited to hear your perspective on our initiatives and for the opportunity to work more closely with you to shape our future. Further, we will continue to press forward on our previously approved initiatives. These efforts focus on our career model, talent management, tour lengths, force-structure modernization, and Total Force Readiness. All are part of our ongoing commitment to ensure that we are organizationally—as well as personally, physically, and mentally—ready for the Next Fight.

We are humbled every day to lead such a talented and dedicated group of professionals and look forward to the ways in which these initiatives will further strengthen our Regiment.

Be Ready!



CHARLES N. PEDE  
Lieutenant General, USA  
The Judge Advocate General



STUART W. RISCH  
Major General, USA  
Deputy Judge Advocate General

Enclosure to TJAG and DJAG Special Announcement #40-06  
SUBJECT: Board of Director Membership for Fiscal Years 2019-2020

1. The purpose of the Board of Directors (BoD) is to propose and review strategic initiatives and provide candid feedback and recommendations on proposals, including a recommendation for further analysis, disapproval, approval, or approval in part and disapproval in part of proposed initiatives. The BoD membership, to the extent practicable, will be representative of the Judge Advocate Legal Services (JALS) diverse organizations and constituencies. The BoD composition and schedule for Fiscal Years 2019-2020 is as follows:

a. **Permanent Members:** The OTJAG Foundation of Five; the Active Duty Brigadier Generals; on a rotating basis, one Brigadier General from the Reserve Component (RC) and National Guard (NG); Director, Civil Law & Litigation, USALSA; Defense Intelligence Senior Leader; Chief, Personnel, Plans, Training, and Organization (PPTO); Chief of Plans, PPTO; Chief, Trial Defense Service; Director, Legal Center and School; Dean, Legal Center and School; Branch Chief, Civilian Personnel Management Branch and Career Program 56 Branch; Staff Judge Advocates (SJAs) of TRADOC, FORSCOM, IMCOM, USAREUR, USARPAC, USFK, I, III, and XVIII Airborne Corps (unless deployed).

b. **Rotating Members:** TJAG will select up to three TRADOC installation SJAs, three FORSCOM SJAs, three Direct Reporting Units (DRU) or specialty organization SJAs, one SJA from the PACOM and EUCOM Combatant Commands, respectively, and up to three additional members of the BoD to ensure the BoD appropriately reflects the diversity within the JALS.

i. March 2019:

- (1) F-SJA (82d ABD) (Fort Bragg, NC)
- (2) F-SJA (1CAV) (Fort Hood, TX)
- (3) F-SJA (3ID) (Fort Stewart, GA)
- (4) T-SJA (Fort Leavenworth, KS)
- (5) T-SJA (Fort Gordon, GA)
- (6) T-SJA (U.S. Army Recruiting Command, Fort Knox, KY)
- (7) DRU-SJA (Intelligence Center and Fort Huachuca, AZ)
- (8) DRU-SJA (MDW) (Fort McNair, Washington, DC)
- (9) DRU-SJA (MEDCOM) (JBSA, Fort Sam Houston, TX)
- (10) PACOM-SJA (8th TSC) (Fort Shafter, HI)
- (11) EUCOM-SJA (7th Army Training Command) (Grafenwoehr, Germany)
- (12) ADD-SJA (U.S. Army Sustainment Command) (Rock Island Arsenal, IL)
- (13) ADD-SJA (12th LOD) (Fort Jackson, SC)
- (14) ADD-SJA (Georgia Army National Guard) (Marietta, GA)

ii. September 2019:

- (1) F-SJA (4ID) (Fort Carson, CO)
- (2) F-SJA (10th MTN) (Fort Drum, NY)
- (3) F-SJA (101st ABD) (Fort Campbell, KY)
- (4) T-SJA (Fort Rucker, AL)
- (5) T-SJA (Fort Lee, VA)
- (6) T-SJA (Fort Irwin, CA)
- (7) DRU-SJA (USASOC) (Fort Bragg, NC)
- (8) DRU-SJA (HRC) (Fort Knox, KY)
- (9) DRU-SJA (Cadet Command) (Fort Knox, KY)
- (10) PACOM-SJA (19th ESC) (Camp Henry, South Korea)

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- (11) EUCOM-SJA (EUCOM) (Patch Barracks)
- (12) ADD-SJA (U.S. Army South) (JBSA-Fort Sam Houston, TX)
- (13) ADD-SJA (USAR) 377th TSC (Belle Chasse, LA)
- (14) ADD-SJA (NG) (Alabama Army National Guard) (Montgomery, AL)

iii. March 2020

- (1) F-SJA (1AD) (Fort Bliss, TX)
- (2) F-SJA (1ID) (Fort Riley, KS)
- (3) F-SJA (7ID) (JBLM, WA)
- (4) T-SJA (Fort Meade, MD)
- (5) T-SJA (Fort Benning, GA)
- (6) T-SJA (Fort Polk, LA)
- (7) DRU-SJA (MDW) (Fort McNair, Washington, DC)
- (8) DRU-SJA (CID Command) (Quantico, VA)
- (9) DRU-SJA (Space & Missile Defense Command) (Redstone Arsenal, AL)
- (10) PACOM-SJA (2ID) (Camp Red Cloud, South Korea)
- (11) EUCOM-SJA (21st TSC) (Panzer Kaserne, Germany)
- (12) ADD-SJA (U.S. Army North) (JBSA-Fort Sam Houston, TX)
- (13) ADD-SJA (U.S. Army Civil Affairs & Psychological Operations Command) (Fort Bragg, NC)
- (14) ADD-SJA (Arizona Army National Guard) (Phoenix, AZ)

iv. September 2020

- (1) F-SJA (1CAV) (Fort Hood, TX)
- (2) F-SJA (3ID) (Fort Stewart, GA)
- (3) F-SJA (82D ABD) (Fort Bragg, NC)
- (4) T-SJA (Fort Belvoir, VA)
- (5) T-SJA (Fort Leonard Wood, MO)
- (6) T-SJA (Fort Jackson, SC)
- (7) DRU-SJA (INSCOM) (Fort Belvoir, VA)
- (8) DRU-SJA (MEDCOM) (JBSA, Fort Sam Houston, TX)
- (9) PACOM-SJA (Eighth Army) (South Korea)
- (10) EUCOM-SJA (U.S. Army Africa/SETAF) (Vincenza, Italy)
- (11) ADD-SJA (JSOC) (Fort Bragg, NC)
- (12) ADD-SJA (U.S. Army Central) (Shaw AFB, SC)
- (13) ADD-SJA (9th Mission Support Command) (Honolulu, HI)
- (14) ADD-SJA (California Army National Guard) (Sacramento, CA)

2. Point of contact for BOD members is the Strategic Initiatives Office at 703-693-2640.