

# THE OUTPOST

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## R2C means action to YPG commander

By Yolie Canales

The Ready and Resilient Campaign (R2C) is a comprehensive plan to address the needs of the total Army that includes Active, Reserve, National Guard Soldiers, Families, and Army Civilians. This campaign guides the Army's efforts to build and maintain resilience to improve unit readiness and reinforce the Army profession. The success of the campaign depends on commanders and leaders at all levels acting with unity of effort and emphasizing the importance of R2C to sustaining future Army readiness.

"The R2C campaign is important to the Army and YPG because it focuses on building and maintaining resilience among its people," said YPG Commander Col. Randy Murray. "It offers us a method to synchronize and optimize programs, services and training to enhance organizational readiness and fitness."

He went on to say that YPG's goal is to proactively promote a culture that is mentally, physically and spiritually resilient, which is essential to organizational and individual readiness. "This will enhance mission support to the Soldier and nation, and support a healthy family life," he said.

The Ready and Resilient Campaign



(PHOTO BY MARK SCHAUER)

**Soldiers warm-up before heading out for the physical fitness run during a recent Y-Run on Yuma Proving Ground.**

seeks to inculcate a cultural change in the Army by directly linking personal resilience to overall readiness. The campaign has multiple benefits:

- It changes the way the Army manages, organizes, and coordinates Army programs and services that affect resilience. A Community Health Promotion Council (CHPC) has been formed at YPG and at installations around the nation to coordinate and align efforts to handle complex issues. The purpose

of each council is to improve the effectiveness of programs and services to ensure that comprehensive care, including preventive care and treatment, is available to the total force.

- R2C incorporates resilience as a critical component of Soldier and unit readiness by emphasizing the importance of physical, psychological and emotional factors in determining comprehensive fitness, and by promoting a deliberate approach to

building and sustaining resilience.

- Emphasizes the responsibility of leaders at every level to build and maintain resilience and improve unit readiness.

- Creates a common understanding of resilience and its benefits, as well as the mindset required to make it an inseparable part of the Army's professional culture.

Numerous support programs and

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**'All Green': YPG explosive safety record lauded by Dept. of Defense/Page 6**



**Automotive tester volunteers as search and rescue worker/ Page 7**





# New CRTC commander brings vast experience to job

By Mark Schauer

There are dozens of different ways to get to Alaska, but for Lt. Col. Michael Kovacs, his journey began with a surprise phone call.

He had just been assigned as new commander of U.S. Army Cold Regions Test Center after being selected from an alternate list.

"When I first heard it, I thought, 'this is the opportunity of a lifetime,'" he recalls. "Literally, I had two weeks' notice to get out and prepare for the change of command."

With 28 years of service under his belt, Kovacs has seen plenty of action in diverse locales and deployments on short notice. Until entering Officer Candidate School at Fort Benning, Ga. in 1996, he had served as an enlisted Soldier for a decade.

"I've had almost full careers on both sides, but I'm not done yet," he says with a smile. "The reason I've stayed in the Army so long is because I still enjoy it and there remains work to be done."

In Kovacs' initial thoughts about



(PHOTO BY MARK SCHAUER)

**Lt. Col. Michael Kovacs, commander of the Cold Regions Test Center, looks forward to getting down to business.**

command in Alaska, he assumed the post would be larger – on the scale of Fort Wainwright in nearby Fairbanks. He was pleasantly surprised to learn from CRTC's 1st Sgt. Edward Balboa, that the test center is a much more personal command, numbering about 40 year-round employees and no more

than twice as many seasonal ones.

"One of my first assignments was to the National Training Center at Fort Irwin, Calif. I am well-suited for small, close-knit communities. I like the fact that I can have a close, family-type environment, especially with the workforce."

Yet, in his career, Kovacs has been no stranger to large installations or operations. Earlier in his career, his engineering unit at Fort Lewis, Wash., spent months at a time clearing jungle terrain for the Jungle Operations Training Center that was then located at Fort Sherman in Panama. Since the last decade, he has deployed to Iraq and Afghanistan a total of seven times.

"A portion of that was as a commander, and I commanded the 618th fighting engineer company for the 82nd Airborne and took them into combat for the first time since World War II."

Kovacs comes from a military family, with his father serving as a submariner in the U.S. Navy. He spent much of his childhood in Hawaii and San Diego, Calif., and graduated from

the latter city's Stephen Watts Kearny High School. Kovacs decided to join the Army over the Navy, however.

"I do not like being on the water, unless I'm fishing," he said with a laugh.

Due to the short notice he was given prior to his command, Kovacs will be spending much of the summer acquiring various certifications and training, yet looks forward to getting down to business during his first winter at the test center. He says he has found the CRTC workforce to be "professional and mature," and wants to foster a command philosophy that offers the workforce the process and structure necessary to complete their jobs as a strategic imperative.

"There's work to be done and there are standards to enforce, but there's no reason why we can't have conditions where everyone enjoys coming to work, working together, getting the mission done, and being rewarded for it."

## CAMPAIGN

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services currently exist for Soldiers, families and civilians, some of which are designed to increase resilience and are preventive in nature, while others focus on providing assistance and support in reaction to a particular incident or challenge. While much good has come from these efforts, they are not fully synchronized and their effectiveness requires further analysis.

According to Murray, the proving ground has a strong, vibrant culture. R2C empowers leaders at all levels, he said, to build a disciplined and professional organization. In addition, he intends to promote R2C through many methods.

"We have established an R2C working group here at YPG consisting of organizational elements from throughout

the proving ground," he said. "Additionally, we have enlisted the Public Affairs Office to market R2C information through the Outpost and Facebook to get the word out."

YPG has established on-site mobile teams to provide monthly training on Sexual Harassment/Assault and Prevention, the Army Substance Abuse program and establishing a Drug Free Workplace at the Howard, Walker and Kofa cantonment areas.

"We continue to conduct Army mandatory training classes, wellness fairs and offer spiritual support through the chaplain," said Murray. "We also offer numerous team building efforts such as Y-Runs, moonlight bowling, the community softball league, soccer tournaments, fishing trips and tours to San Diego, and much more. These efforts will continue to grow as we evolve and develop this campaign."

## THE OUTPOST

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# Building things — just for the fun of it

By Yolie Canales

Hobbyists throughout the nation enjoy creating things out of scraps and/or discarded items. They enjoy being inventive with their minds and hands to see an interesting product emerge. Some sell their creations or give them as gifts to special people in their lives. In YPG employee John Cordera's case, building things has been a hobby for quite some time which he enjoys simply for the fun of it.

A retired 20-year veteran of the Marine Corps and a supply manager at YPG's Air Delivery Complex, Cordera says working on his hobby is a way of relaxing, de-stressing and taking pride in what he sets out to build.

"I've always had a creative mind and have been building projects since I was a young boy," he said. "Being an avid aviation enthusiast, I've always enjoyed building model airplanes and flying them via remote control. When I see the final product and see what it can do, it's an exciting, satisfying feeling."

Most recently, Cordera decided to create a memoir for his brother serving in the Marines. "My brother had taken an old ammo can that he found surplus and designed it with Marine memorabilia for his son, who was graduating from boot camp," he explained. When Cordera saw it, he set out to build one that he could present to his brother who had created the original.

Since it was his first attempt at this type of project, it was trial and error. "I had to re-do several things along the way, simply because I'm a perfectionist and wanted this project to be as perfect as possible," he said. The project took about 20 hours, but



(PHOTO BY MARK SCHAUER)

**John Cordera displays the ammo can he designed for his brother who is in the Marines and stationed at Camp Pendleton.**

he predicts the next ammo can on which he works will take half that time.

"The challenge is to try something new that I've never done before and the ammo can was one of these," said Cordera. "I was happy with how it turned out and had fun doing it. More than that, my brother loved the final product."

Not all of his projects come out picture-perfect, but that's because he's a perfectionist with a critical eye. "I see the smallest mistakes in my projects," he said. "I always go back and fix them."

Cordera says the best thing about his hobby is being able to focus his concentration on the task at hand. "I have to admit, however, that when things go wrong, it's not such a relaxing time," he said with a smile, "but being able find solutions and work out the problems is fun and challenging."

## Voluntary Leave update

We have YPG family members in need of assistance. Leave donations as small as one hour are appreciated. We can only accept donations from Appropriated Fund civil service employees.

The Voluntary Leave Transfer Program (VLTP) is a way to donate annual leave to co-workers who are experiencing a medical emergency (their own or a family member's emergency) and do not have enough leave to cover their absences. These employees have used or will use all sick and annual leave before being eligible to receive donations.

YPG has a small number of employees on the VLTP list:

- Essary, Gail, MICC, care of spouse with serious respiratory condition
- Heatwole, Amanda, MICC, maternity and childbirth
- Lemme, Audra, Mission RM, son continues to suffer from ongoing health complications
- Mitson, Scott, YTC, continuing medical treatment following surgery
- Moore, Adrienne, MICC, birth of child

• Rodriguez, Mireya, Mission YTC, recovery from multiple surgeries and continued doctor care

• Ruble, Maribel, MICC, newborn daughter will undergo several reconstructive surgeries

• Turner, Mitchell, Mission NEC, recovering from knee surgery

Any donation will be appreciated by the recipient. You can donate as little as one hour of annual leave or as much as one half of what you accrue in a leave year, although you must be able to use "use or lose" annual leave before the end of the leave year.

If you are interested in donating annual leave to your co-worker, just complete Optional Form 630-A and forward it back to the CPAC. We'll see the donation gets to the appropriate recipient. Please note, we can only accept donations that indicate to whom the hours are to be given - please indicate who should be given your hours. You can split the donations, as long as donations are in full-hour increments.

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## SAFETY CORNER

# Army dentists fight uphill battle against sugar

By Col. Georgia Rogers, DMD, MPH,  
Consultant to the Surgeon General for Dental  
Public Health

Sugar is being called “the new tobacco.” Its many forms have been linked to the increasing rates of diabetes, heart disease, nonalcoholic fatty liver disease, and other chronic diseases in the U.S.

Army dentists have been fighting on the front lines against sugar for decades. Despite their best efforts, tooth decay continues to be the main cause of dental disease and non-battle injuries among deployed Soldiers. From 2000 to 2008, the oral health of DoD recruits worsened. The 2008 Tri-Service Oral Health Survey revealed that Army recruits have higher numbers of untreated cavities compared to other DoD recruits. A study at the largest Army installation showed that about one third of Soldiers develop new treatment needs every year.

Army Soldiers have better access to education about oral hygiene and proper nutrition, fluoridated water, fluoride toothpaste, and dental care than many Americans. But Army dentists report that these defenses can't compensate for Soldiers' frequent snacking habits and the popularity of soft drinks, sports drinks, energy drinks, sweetened coffee, sweet tea, and coffee boutique drinks (frappacinos, etc). Army dentists are all too familiar with the rampant decay that results when a Soldier sips on sugary drinks throughout the day. Drinks that contain high amounts of sugar, caffeine and citrus flavors often cause extensive tooth decay, likely due to the combination of high sugar content and organic acids.

Young Soldiers often don't pay attention to the

### HOW MUCH SUGAR DO YOU DRINK?

Size	Drink	Tsps of Sugar
20 oz	Mountain Dew	18.3
23 oz	Arizona Sweet Tea	18
20 oz	Coke	15.5
24 oz	Monster Mega	19.3
20 oz	Pepsi	16.4
16 oz	Monster Energy	13
32 oz	Gatorade Glacier freeze	13.3
32 oz	Powerade Mountain berry blast	13.3
13.7 oz	Starbuck's Frappuccino Mocha	10.7
12 oz	Orange Crush	9
16 oz	Red Bull	12.4
15.9 oz	Naked Blue Machine fruit drink	13.8
12 oz	Tropicana orange juice	8

sugar, calories, or caffeine in their drinks. One large iced coffee can have 11 teaspoons of sugar. But even if they check the label, looks can be deceiving. The amount of sugar, caffeine, and carbohydrates per serving listed on a single can of an energy drink may not seem that bad, but the can actually contains two servings so you must multiply by two. The most popular Energy drink purchased at AAFES stores, 16 oz. Monster, has 13 teaspoons, and the most popular soda, 20 oz. Mountain Dew, has over 18 teaspoons of sugar.

Caffeine and sugar have both been shown to be addictive, and Soldiers are just as vulnerable to the caffeine rush and sugar high as other Americans. During deployment or intense training courses, Soldiers can come to depend on these drinks to stay awake and alert, or to relieve boredom. They return home with souvenirs that they would rather not have – a mouthful of new cavities.

Col. Johnette Shelley, director of Health and Wellness at DENCOM, recommends Soldiers practice the following countermeasures to protect themselves from decay:

1) Replace sugared beverages with sugar-free alternatives, plain water, mineral water, or unsweetened coffee or tea.

2) Fruit juice contains sugar and acid also, so limit juice to 6 ounces of calcium-fortified juice per day. Eat fresh fruit to meet daily fruit intake goals.

3) Drink sugary or acidic drinks quickly, within 15 minutes, rather than sipping on them for an extended period of time.

4) Limit meal, beverage and snack intake to no more than five times per day. Combine sugary beverages or juice with a meal, ideally near the beginning of the meal.

5) Try to drink sugary, erosive drinks cold to minimize the acidic effects.

6) Use a straw that reaches to the back of the tongue to keep the drink away from your teeth.

7) Drink plain water immediately following the sugared drink to 'wash' it off of the teeth and neutralize the acid from the drink. Chew sugar-free or xylitol gum to help neutralize acid also.

8) Wait at least 20 minutes after drinking sugary beverages or 100 percent fruit juice before brushing teeth with fluoridated toothpaste.

9) Do not rinse your mouth after brushing. Just spit several times to remove the excess toothpaste. Also, don't eat or drink anything for at least 20 - 30 minutes after you brush so the fluoride will stay on your teeth as long as possible and protect them better.

Remember, sip all day... Get decay!

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**Report Domestic Violence:  
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## VIEWPOINTS

From short drives to San Diego to Pacific adventures in Hawaii, many members of the YPG family have one particular vacation that stands out in their minds. We asked members of the YPG workforce what their most memorable summer vacation was.



**Annie Soto**  
Team leader

I went to Disneyworld with my husband and son several years ago. We did all four parks in two days: we had to compress them because my son got sick and had to go to the emergency room. They thought it was his appendix, but it wasn't. We were in the hospital the first day, but after that we had a really good time. We had a lot of fun. We went to Universal Studios, too.

**Scott Myers**  
Electrical engineer

We go to Williams, Ariz. every year and ride the train from there to the Grand Canyon. We spend the night in the Grand Canyon hotel and have a great time. There's a sled park nearby so me and the family do some sledding. Sometimes I bring my snowboard and we stop at the Snow Bowl and do some snowboarding there. We like going to San Diego in the summer and going to SeaWorld and the beach.



**Roseanne Rutherford**  
Administrative assistant

My favorite was visiting Hawaii. If you ever get the chance, you have to go, it's nice. We went zip-lining, took a helicopter tour, went hiking. We did a lot of different activities. We went with a group of good friends and my sister. We were there for 10 or 12 days last year. It was great fun.



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**YPG's sterling ammunition safety record has been accomplished with a workload that is still well above historical averages, according to Durred Francher, explosive safety manager. He is quick to point out that this feat is a team effort involving all employees, from ammo plant employees to weapons operators who rigorously maintain their artillery, as seen here.**

(PHOTOS BY MARK SCHAUER)



# ‘ALL GREEN’ YPG explosive safety record lauded by Department of Defense

**By Mark Schauer**

Whether in theater or at a typical Army post that trains Soldiers to prepare for war, the use of munitions is nearly a daily factor of life, and one that rarely involves a mishap.

The primary reason for the safe co-existence of Soldiers and the explosive ordnance they depend on to protect their lives is the testing conducted at places like Yuma Proving Ground.

“At a normal Army depot or training facility, you go out and train and it is almost rote,” said Chuck Butler, chief of the Ammo Management division. “All of the real safety hazards are worked out at the test centers. By the time the munitions leave here, we know they are good munitions that are safe for the Army to use.”

At YPG, munitions of all kinds are subjected to extreme conditions that are rare even in the most hostile combat environments. As part of routine testing, armaments are dropped from high towers,

conditioned to extremely hot and cold temperatures, and subjected to vibration unlikely to be found on even the most punishing roads in theater. There are a lot of moving parts to make this rigorous testing of inherently dangerous weapons happen, from ammunition being prepared at a plant on the proving ground, stored in ammunition bunkers, and transported to a gun position. Likewise, there are plenty of places for things to go wrong in this supply chain that feeds hundreds of thousands of rounds for testing annually.

“The ammo program on YPG is very well regulated,” said Durred Francher, explosive safety manager. “It has to be: if we have an accident, someone is dead. Fortunately we have been good stewards of our program and prevented any major accidents.”

A recent example of YPG's stellar handling of this inherently dangerous mission came from a recent inspection by the Department of Defense Explosive Safety Board (DDESB),

which is conducted every three years.

“The gentlemen who were here said this was the first time they’ve had an ‘all green’ where we didn’t have any areas that had any major deficiencies,” said Francher. “There were observations: with an operation of our size, there is too much out there to not find something. But there was nothing that was going to get someone hurt.”

The DDESB inspectors were particularly impressed to see that ‘One team, one YPG’ is more than a slogan here.

“They commented on all of YPG’s ability to talk to one another,” said Francher. “They go to some installations where the mission and installation management sides have a love-hate relationship. Here, we work with each other.”

The proving ground has many sites maintained as fixed storage points for munitions, from small lockers for bullets to large ammunition bunkers. Additionally, YPG has

potential locations that could serve as mobile sites for ammunition that also need to be inspected. In a normal year, Francher says, each of these sites is inspected at least twice, and usually four to five times. Some of these inspections are unannounced beforehand, Francher adds.

YPG’s responsibility for ammunition goes beyond the borders of the proving ground, too: for example,

“We’re not just protecting our workers, but anybody who could potentially drive by these trucks,” said Francher.

All of this has been accomplished with a workload that is still well above historical averages, Francher adds, and he is quick to point out that YPG’s sterling safety record is a team effort involving all employees.

“We have such a good record because we don’t take shortcuts or try and find ways to make it fit,” said Francher. “We get the job done, but we do it safely.”



# Saving lives

## Automotive tester volunteers as search & rescue worker

By Mark Schauer

For people lost in the unforgiving desert of Yuma County, the Yuma County Sheriff's Office's search and rescue (SAR) team and the mostly-volunteers who comprise it are the last hope between life and death.

The team's primary duty is the search and rescue of lost individuals in the desert, but also assists in traffic control at events like the Yuma County Fair and even helps secure crime scenes. One of the team's 35 members is Tom Hrubovsky, a YPG test officer in the combat automotive division.

"He's an active member whenever possible," said Deputy Alan Herrera, SAR coordinator for the Yuma County Sheriff's Office. "He's always full of energy."

Hrubovsky served as an infantryman in the Army, but had no experience with law enforcement prior to becoming a volunteer.

"I never seriously thought about a career in law enforcement," he said. "I didn't think too hard about it until my

wife's niece married a police officer. He had some interesting stories to pass along and when this opportunity came up, I jumped."

Mandated by the state, the search and rescue team is of critical importance in keeping vulnerable members of the community safe from the perils of being unexpectedly lost in potentially fatal desert heat.

"This is a necessary asset for the public and law enforcement," said Herrera. "Our members come from different backgrounds with different personalities, and we all work together."

While attending a dinner sponsored by operations research analyst Connie Whitener, Hrubovsky met Jim Stewart, a former YPG employee who has been a member of the SAR team for many years. Hrubovsky ultimately decided to join.

"It was something you could attempt without making a gigantic commitment to try to become an actual deputy," he said. "What fascinated me about this was more the search and rescue aspect



(PHOTO BY MARK SCHAUER)

**Tom Hrubovsky, a YPG test officer in the Combat Automotive Division, is fascinated with the search and rescue aspect of his volunteer work with the Yuma County Sheriff's Office.**

-- going out in the desert and looking for people."

To join the team, Hrubovsky had to undergo background checks and, once selected, attend a 12 week volunteer academy.

"You learn more about law enforcement than I ever knew," he said. "But the regular police academy is much more rigorous."

The 20 hours of search and rescue courses included learning how to track people in the desert, rescue people from abandoned mines and basic

boating operations for water rescues. His training has continued ever since at the rate of about eight hours per month, and has included events like bundling up a simulated patient for a helicopter airlift and a simulated water rescue on the Colorado River.

With over a year under his belt, Hrubovsky finds the volunteer work exciting and plans to stay with the unit indefinitely.

"I've learned a lot from going out with more experienced guys," he said. "I enjoy it."

## SOCIAL SECURITY CORNER

### Fathers, men's health, and Social Security

By Wilma Carrasquillo-Facio, Social Security Manager

This year, National Men's Health Week was observed from June 9 to 15, the week prior to Father's Day, focusing on awareness, prevention, education and family.

Social Security encourages you to support fathers everywhere in their efforts to stay healthy. The right balance of diet, exercise, regular visits to doctors and health care providers, and overall healthy living can go a long way to help everyone remain a part of your daily life for years to come.

Avoiding stress helps folks stay

healthy. That's why we'd like to suggest that you advise the men in your life (and everyone for that matter) to avoid scams and phishers. Fathers and best friends may like to go fishing, but make sure they aren't the catch of the day when a criminal offers alluring bait.

For example, Social Security will not call or email you for your personal information such as your Social Security number or banking information. If someone claiming to be from Social Security contacts you and asks for this information, do not give out your personal information without calling us to verify the validity of the

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Learn more by reading our publication, Identity Theft And Your Social Security Number available at [www.socialsecurity.gov/pubs](http://www.socialsecurity.gov/pubs).

# Long Term Care insurance update

Submitted by CPAC

Long term care is ongoing assistance with some of the most basic activities of daily living such as eating, bathing, dressing, or getting in and out of bed or a chair. The need most often stems from disability, chronic illness, or cognitive impairment (such as Alzheimer's disease), and it is far more common than most people think.

The term long term care used to be synonymous with nursing home care, but nowadays people have more and more options, and many have found solutions outside of the nursing home. Armed with the right tools and equipment, along with quality care provided by formal and informal caregivers, numerous care recipients are now able to remain at home, where they most want to be.

Unfortunately, not everyone plans ahead for long term care, or if they do, they are unable to save enough money to pay for the tools or services

that they need or want, severely limiting their options. In order to help federal employees and their qualified relatives, the U.S. Office of Personnel Management sponsors the Federal Long Term Care Insurance Program (FLTCIP).

Here is a brief look at some of the FLTCIP's most popular benefits:

- Services provided by formal and informal caregivers at your home are reimbursed up to 100 percent of the daily benefit amount, which is the maximum amount the insurance will pay for a single day of long term care services.

When informal care is provided by family, services are reimbursed up to 500 days in an enrollee's lifetime.

- The stay-at-home benefit allows for care planning visits, modifications to your home (such as installing a wheelchair ramp or handle bars in your bath), emergency medical response systems, durable medical

SEE **INSURANCE** page 10

# YPG employees recognized for exceptional work performance

**During an award ceremony held last month, three YPG employees were recognized for their performance and dedication. Janine Shaffer was presented with a Certificate of Achievement for her outstanding support to the war fighter serving in a combat theater in the noblest task any American can aspire to accomplish. Volunteering for the dangerous and difficult duty speaks volumes to her dedication, patriotism and ethic.**

**At the ceremony, Janine was congratulated on a job well done and representing YPG with distinction. Minerva Peters received the Commanders Award for Civilian Service for superior performance of duties and contributions while serving as the acting director of the Resource Management Directorate (RM) for the period of March 3 to May 4. During this period, Peter's leadership and management of RM were instrumental in continuity of operations during the developmental assignment of the RM director to White Sands Missile Range, New Mexico. Peters ensured all customer expectations were met and/or exceeded and provided mentoring and guidance to the RM supervisors and employees. Her superior performance and professionalism reflect distinct credit upon herself and YPG. Iris Espinoza was presented with the U.S. Army Test & Evaluation Command's Civilian Employee of the Quarter for the 1st Quarter.**

(PHOTOS BY MARK SCHAUER)



JANINE SHAFFER



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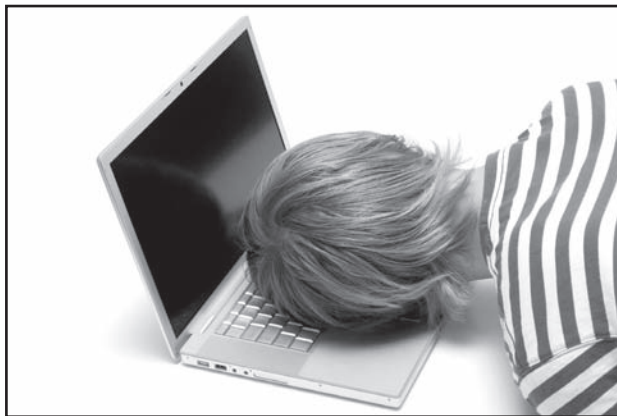


# Resiliency: What is fatigue?

Submitted by Paul J. Kilanski

Until recently, it was believed that fatigue was a state of mind that could be overcome with professionalism, training and motivation. It is clear now that people cannot get used to sleep deprivation or sleep restriction, no matter how hard they try. Instead, insufficient sleep makes people sloppy, inattentive, unreliable and irritable. All of these changes increase the probability of breakdowns in operational performance, poor communications and unpredictable errors. A fatigued individual is often incapable of judging his or her own level of impairment.

A lot of people think that they can adapt to fatigue if they can endure hectic schedules for a few weeks or months. The idea is similar to the idea that a weightlifter becomes stronger by going to the gym regularly. The weightlifter's body can increase physical stamina by growing new muscle and expanding the blood supply to meet new demands. Unfortunately, the



overly busy, sleep-deprived person can't change the basic need for sleep any more than he or she can change the need for food and water. Research shows that people do not adapt to sleep restriction. Instead, the sleepy body slows down, energy declines, mental sharpness suffers and the brain begins taking "micro-sleeps" in an effort to get more sleep. These micro-sleeps are brief periods (seconds or minutes) of unconsciousness. They are often unavoidable, and worst of all, they usually go unnoticed.

When people are overly fatigued and sleepy, they often accept two incorrect and dangerous assumptions. 1. They will know when they are about to drift off to sleep and 2. They can force themselves to stay awake. Very

sleepy people often fall asleep despite their best efforts to the contrary, and afterward, many of them don't remember having done so. Also, people are poor at judging their own levels of fatigue, especially when they don't get enough sleep on a daily basis. When you begin to experience head bobs, heavy eyelids, excessive yawning or other signs of sleepiness, you are a hazard in any safety-sensitive occupation. Keep in mind that by the end of 18-24 straight hours of wakefulness, mental motor skills deteriorate as much as they do under a blood alcohol concentration of 0.05-0.08- too drunk to legally drive.

Don't become another statistic. Realize that to perform and feel your best, you must also sleep your best.

## —CHAPLAIN'S CORNER—

### Time well spent

By Sgt. Michael J. Rau

J.R.R. Tolkien wrote in *The Fellowship of the Ring*, "All we have to decide is what to do with the time that is given us." As we look back on our Independence Day celebrations, chances are that we made lasting memories with the time we were given. There should be something to celebrate at every point in our lives. Taking time to enjoy and cherish the moments that mean the most to us is something we cannot forget. Spending time is something we will always do, but taking time for priorities is something we often forget.

A man with a Harvard business degree went on a vacation to a small island. There was young fisherman there that enjoyed sleeping in, fishing, playing with his kids, taking an afternoon nap, and playing music with his friends. The Harvard man began talking with the fisherman about the potential of turning his fishing hobby into a multi-million dollar company. When the fisherman asked how long it would take, the man replied, "You could accomplish that in 20 to 30 years." Then the fisherman said, "Then what will I do?" The man said, "Then you can retire on a small island, go fishing, take a nap in the afternoon, connect



with your kids, and play music with your friends." What the man failed to realize was that the fisherman already had all that he needed, and accomplished everything with time to spare. He used his time wisely day after day.

From the Bible we read "Come now, you who say, 'Today or tomorrow we will go to such and such a city, and spend a year there and engage in business and make a profit.' Yet you do not know what your life will be like tomorrow. You are just a vapor that appears for a little while and then vanishes away." (James 4:13-14)

As we remember that life is like a vapor, we should take the time to focus on our priorities. We do this for the sake of making the most of every day that we have.



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# Americans with Disabilities Act : Update on Service Animals

## SERVICE ANIMALS

The Department of Justice published revised final regulations implementing the Americans with Disabilities Act (ADA) for title II (State and local government services) and title III (public accommodations and commercial facilities) on September 15, 2010, in the Federal Register. These requirements, or rules, clarify and refine issues that have arisen over the past 20 years and contain new, and updated, requirements, including the 2010 Standards for Accessible Design (2010 Standards).

## OVERVIEW

This publication provides guidance on the term “service animal” and the service animal provisions in the Department’s new regulations.

Beginning on March 15, 2011, only dogs are recognized as service animals under titles II and III of the ADA.

A service animal is a dog that is individually trained to do work or perform tasks for a person with a disability.

Generally, title II and title III entities must permit service animals to accompany people with disabilities in all areas where members of the public are allowed to go.

## “SERVICE ANIMAL” DEFINED

Service animals are defined as dogs that are individually trained to do work or perform tasks for people with disabilities. Examples of such work or tasks include guiding people who are blind, alerting people who are deaf, pulling a wheelchair, alerting and protecting a person who is having a seizure, reminding a person with mental illness to take prescribed medications, calming a person with Post Traumatic Stress Disorder (PTSD) during an anxiety attack, or performing other duties. Service animals

are working animals, not pets. The work or task a dog has been trained to provide must be directly related to the person’s disability. Dogs whose sole function is to provide comfort or emotional support do not qualify as service animals under the ADA.

This definition does not affect or limit the broader definition of “assistance animal” under the Fair Housing Act or the broader definition of “service animal” under the Air Carrier Access Act.

Some State and local laws also define service animal more broadly than the ADA does. Information about such laws can be obtained from the State attorney general’s office.

## WHERE SERVICE ANIMALS ARE ALLOWED

Under the ADA, State and local governments, businesses, and nonprofit organizations that serve the public generally must allow service animals to accompany people with disabilities in all areas of the facility where the public is normally allowed to go. For example, in a hospital it would be inappropriate to exclude a service animal from areas such as patient rooms, clinics, cafeterias, or examination rooms. However, it may be appropriate to exclude a service animal from operating rooms or burn units where the animal’s presence may compromise a sterile environment.

## SERVICE ANIMALS MUST BE UNDER CONTROL

Service animals must be harnessed, leashed, or tethered, unless these devices interfere with the service animal’s work or the individual’s disability prevents using these devices. In that case, the individual must maintain control of the animal through voice, signal, or other effective controls.

## INQUIRIES, EXCLUSIONS,

## CHARGES, AND OTHER RULES

When it is not obvious what service an animal provides, only limited inquiries are allowed. Staff may ask two questions: (1) is the dog a service animal required because of a disability, and (2) what work or task has the dog been trained to perform. Staff cannot ask about the person’s disability, require medical documentation, require a special identification card or training documentation for the dog, or ask that the dog demonstrate its ability to perform the work or task.

Allergies and fear of dogs are not valid reasons for denying access or refusing service to people using service animals. When a person who is allergic to dog dander and a person who uses a service animal must spend time in the same room or facility, for example, in a school classroom or at a homeless shelter, they both should be accommodated by assigning them, if possible, to different locations within the room or different rooms in the facility.

A person with a disability cannot be asked to remove his service animal from the premises unless: (1) the dog is out of control and the handler does not take effective action to control it or (2) the dog is not housebroken. When there is a legitimate reason to ask that a service animal be removed, staff must offer the person with the disability the opportunity to obtain goods or services without the animal’s presence.

Establishments that sell or prepare food must allow service animals in public areas even if state or local health codes prohibit animals on the premises.

People with disabilities who use service animals cannot be isolated from other patrons, treated less

favorably than other patrons, or charged fees that are not charged to other patrons without animals. In addition, if a business requires a deposit or fee to be paid by patrons with pets, it must waive the charge for service animals.

If a business such as a hotel normally charges guests for damage that they cause, a customer with a disability may also be charged for damage caused by himself or his service animal.

Staff are not required to provide care or food for a service animal.

## MINIATURE HORSES

In addition to the provisions about service dogs, the Department’s revised ADA regulations have a new, separate provision about miniature horses that have been individually trained to do work or perform tasks for people with disabilities. (Miniature horses generally range in height from 24 inches to 34 inches measured to the shoulders and generally weigh between 70 and 100 pounds.) Entities covered by the ADA must modify their policies to permit miniature horses where reasonable. The regulations set out four assessment factors to assist entities in determining whether miniature horses can be accommodated in their facility. The assessment factors are (1) whether the miniature horse is housebroken; (2) whether the miniature horse is under the owner’s control; (3) whether the facility can accommodate the miniature horse’s type, size, and weight; and (4) whether the miniature horse’s presence will not compromise legitimate safety requirements necessary for safe operation of the facility.

## INSURANCE

FROM PAGE 8

equipment, caregiver training (training an informal caregiver to perform personal care services at the enrollee’s home), and home safety checks.

- Respite services are covered

up to 30 times your daily benefit amount per calendar year. This means that if a friend or family member is providing your care, the FLTCIP will pay for formal services so that your caregiver can take a break from his/her caregiving responsibilities. For a detailed listing of benefits, visit [www.LTCFEDS.com/programdetails/index.html](http://www.LTCFEDS.com/programdetails/index.html).

[LTCFEDS.com/programdetails/index.html](http://www.LTCFEDS.com/programdetails/index.html).

In considering whether the FLTCIP is right for you, think about how you would like to receive care and who you would want to provide it if the need were to arise. Keep in mind that even when home care is provided by a licensed professional, a small amount of informal assistance can often make the difference in whether you are able to stay at home or need to move to a facility setting. And being able to reimburse your informal caregiver can sometimes make the difference in whether he or she is able to provide the care you need.

## MORE ABOUT THE FLTCIP

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provides industry-leading benefits and offers flexible options that allow enrollees to tailor coverage to meet their needs.

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\*Certain medical conditions, or combinations of conditions, will prevent some people from being approved for coverage. You need to apply to find out if you are eligible for this coverage.



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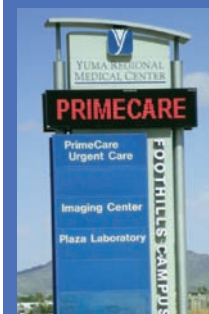
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