



CIVIL AIR PATROL INSPECTOR GENERAL IG AUDIENCE

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FORWARD THIS TO ALL UNITS IN YOUR WING!

From Col Cheryl Fielitz-Scarborough, CAP/IG:



The IG Corps strives to make our online and in-residence courses user friendly and more value added for the member. The upcoming in-residence courses are noted at the end of the Audience. The IG College has been cancelled for 2020 due to the introduction of the new Complaint Resolution (CR) process. Be sure to review the specialty track section of this edition to learn how process your paperwork in order to get your rating without any delay.

When filing a complaint, be sure to read CAPR 20-2 and follow the procedures closely. It will assist you in understanding the process of complaint resolution. Remember, complaints should be dealt with at the lowest level possible.

Once the updated CAPR 20-2 is published, the new CR process will go live and all CAPF 20's should be either filed using the online system or mailed to NHQ to the attention of the IG Coordinator, Mrs. Missie Derocher-Harris.

We will be introducing a new Advanced Investigative Officer (AIO) course around the time of the National Conference. We are very excited about the increased training for IOs that this course will offer. This will be one of the requirements of the REVISED IG Specialty track, which will now give you the option to pursue a track in either investigations or inspections. However, you can still do both if you are interested. More will follow on this subject over the coming months.

Overall, there have been many changes and clarifications as to how the IG Corps measures and determines compliance. The IG Corps works **independently and objectively** to determine compliance through both complaint resolution and compliance inspections accomplished at the region, wing and below wing levels. We encourage you to read through 20-1, 20-2, and 20-3 to ensure you are up to date with the latest in the IG world.

Reminder: the easy use of the online CAPF 20 when filing a complaint; found on the CAP website under Inspector General. It is easier and documents get into the hands of the appropriate IG much quicker than the use of paper form. The paper form is still available for use as well.



A Complaint Analysis – Part II

by Lt Col Preston Perrenot, CAP/IGQ

This is the "answer" to the complaint analysis article from the January 2020 issue of the IG Audience. As you will recall, our original complaint went something like this:

ORIGINAL COMPLAINT: "Since WWII CAP has never been involved with armaments. Today, even our law enforcement members are not permitted to carry weapons while in uniform. I am appalled to read that two New State Squadrons were permitted to fire weapons-including shotguns-as reported in a CAP Article dated April 17. This was sponsored by the NRA!!! And the firing will be a monthly program. I assume that automatic weapons will soon be part of that training. This is a disgrace and that program should be discontinued immediately with apologies to our 62,000 members of which I have been a proud part of for 25 years."

IG STATEMENT: The complainant became aware that cadets in NSWG were engaging in marksmanship training after reading about it in a public affairs article. The article in question, written by Maj. Tasha Yar, NSWG/PAO, stated: "NRA Marksmanship Training in Pig's Knuckle. Following a 3-hour firing session lunch was provided by the NRA Pig's Knuckle Rifle and Pistol Club. The news story identifies the cadets as being from the Pig's Knuckle Composite Squadron and the Any Town Composite Squadron. Numerous parents attended. The club has scheduled monthly firing sessions at no cost to the cadets." It also displayed a photo of uniformed CAP cadets firing .22 cal. rifles in the prone position.

This particular complaint poses a problem for us because the complainant failed to identify who was responsible for the alleged violation of regulations. This is why we now require a Complaint Clarification Interview so that we can ask these questions. In this case, we learned that the person responsible for this activity was the Pig's Knuckle Composite Squadron Commander, Lt. Col. Darth Vader. But we're not done yet...you will recall that the article was written by the New State Wing PAO. We must assume that the PAO followed the publishing regulations and this article was approved by the wing commander. Does that make the wing commander complicit in the alleged violation?

So, we've identified the subjects and now we go onto finding and framing allegations. The complainant obviously objects to firearms training for cadets but we are the IG and do not deal with member's opinions on what is and isn't acceptable training. That is the chain of command's area. We just deal in violations of the regulations. When we get beyond the complainant's opinion, we come to the conclusion that the complainant is alleging a violation of the CAP weapons policy. Does the CAP have a weapons policy? Time to do a deep dive into the regulations.

The CAP Weapons Policy is contained in CAPR 900-3, *Firearms and Assistance to Law Enforcement Officials*. We have our regulation and our report of wrong doing. Let's frame an allegation.

On or about 17 April, 2018, Lt. Col. Vader allowed for a marksmanship training class sponsored by the NRA, in violation of the CAP Weapons Policy.

This framed allegation answers who did what to whom, when and in violation of what regulation.

REGULATION VIOLATED	NUMBER & PARAGRAPH
SERIOUS OR WILLFUL VIOLATION OF CAP REGULATIONS, To Wit: MISCONDUCT - VIOLATION OF CAP WEAPONS POLICY	CAPR 35-3, para 4b(7)

We have tied the violation of the weapons policy into one of the “reasons to terminate CAP Membership” in CAPR 35-3 and have identified the regulation potentially violated (CAPR 900-3).

Now, onto the analysis. The first part is where you define the weapons policy.

The CAP Weapons Policy is stated in CAPR 900-3. It states in paragraph 1: "Civil Air Patrol members will not carry, wear or use firearms while engaged in Civil Air Patrol activities. For purposes of this regulation a firearm is defined as any device which will or is designed to or may readily be converted to expel a projectile by the action of an explosive, air or any other gas."

So, the regulation does prohibit the use of firearms in CAP activities. But...keep reading.

Exception (3) to paragraph 1 states: " Firearms may be used under strict supervision as authorized in CAPR 60-2, Cadet Program Management."

What do the Cadet Programs regulations say?

CAPR 60-2, para 2.10.2. states: "Cadets may participate in firearm training if the wing commander approves the training facility and sponsoring personnel or agency in advance and in writing, per the HAA guidelines of 2.9. Training must be sponsored and supervised by instructors holding current credentials as military range safety officers, law enforcement firearms instructors, or National Rifle Association, National Skeet Shooting Association or Amateur Trap Shooting Association firearms instructors."

This is the second part where the regulations are applied to the allegation. In the third part, we draw the first and second parts together.

Since the regulations allow for precisely the event described by the complainant, there is no violation of the regulations.

Since this allegation does not violate the regulations, we could close it with a Dismissal but are we really serving the membership best in doing that? It is obvious that the complainant does not believe that firearms training and related activities are something that properly represent the CAP. However, we know that the IG is not a sounding board, soapbox or a therapist, but does the complainant know that? It might be better to close this one as an Assist.

Based on the complainant's statements, it appears that he is more opposed to the program than reporting a violation of regulations. The IG cannot change regulations or training programs within the CAP. If the complainant does not believe that firearms training is a viable and useful element for the CAP, he should submit a proposal to eliminate the program through the chain of command.

So - how did you do?



INSPECTIONS

New Grading Scale, Group Inspections

By Lt Col Craig Gallagher, CAP/IGI

Raising the Bar:

In the most recent publication of CAPR 20-3 (5 August 2019) we raised the bar to determine what is INEFFECTIVE and what is EFFECTIVE. When the current Subordinate Unit Inspection program began in July 2014, we made the decision to set the bar somewhat low until we had some experience with how the inspections went. Basically, if a Tab had 50% or more questions with a “Yes” or “N/A” answer the Tab was EFFECTIVE. Based our experience, we have raised the bar from 50% to 60% “Yes” or “N/A” answers. If any of the discrepancies are repeat discrepancies from the previous SUI, the 60% is raised to 70% !

The overall grade for a SUI has been raised from requiring 70% of the Tabs to be EFFECTIVE to 80%.

Group and School Inspections:

CAPR 20-3 has changed the requirements for inspecting schools and groups. Prior to August 5, 2019, Groups were treated just like any other below wing-level chartered unit. Now, a Wing and Region commander can agree in writing what, if any, Tabs will be inspected for each school and/or group. If they decide that a Group does not need to be inspected at all, the Wing IG just needs to upload the written agreement signed by the wing and region commanders as the SUI Report for that Group. In the case where one or more Tabs need to be inspected, the Wing IG needs to use Adobe Acrobat Pro to replace the second page of the SUI report with the written agreement.

In Adobe Acrobat Pro:

1. Select Tools>Organize Pages.
2. Click on the cover page.
3. Select Insert from a file.
4. Browse to select the written agreement.
5. Insert it **after** Page 1.
6. Select the blank page (now page 3) and delete it.
7. Save the document.

Miscellaneous Questions and Comments from Previous Surveys:

Question: “I serve on the wing's SUI Team and am not sure if that means I am a Wing Augmentee or just a SUI Team member. Wing does not think it falls under the definition of Augmentee.”

Response: The correct term is “Inspection Augmentee” and it does not define a duty position, but it does define a qualification allowing a member to be on an inspection team.

Comment: “This requirement for annual refresher needs to be expanded to include Inspection Augmentees (IA) as there is information that pertains to how they assist with inspections. Especially if they are team chiefs on any inspection, they need to know how to properly do the job and mark discrepancies (or repeats).”

Response: I would consider it excellent if the IAs did the IG refresher, but it is not a requirement – not even for Team Chiefs. One of the issues is that IAs and Team Chiefs are not CAP Duty Positions, they are just a qualification to do inspections. Anything written up by an IA or a Team Chief has to go through a wing assigned IG before it is posted as an SUI report. The wing assigned IGs are all required to keep current with the IG Refresher.

Comment: “We need a more universal way to do up loads for SUIs. Using Google Doc or Drop Box. If the unit commander is not able to do up loads no one else can. Had two units with very new commanders and up loads were not completed prior to inspection.

1. Commander did not know how.
2. Commander was not aware he was the only person who could do it.

I stress this in UCC but UCC is not mandatory.”

Response: I share your concerns, but I think it falls on the IG or Team Chief setting up the SUI to be sure to offer assistance, especially to new commanders whenever the inspection documents are sent out 60 days before the onsite visit. I have had “technically challenged” commanders email me the documents to upload, which I did for them.



The IG Specialty Track Evaluations

by Col Ed Burns, CAP/IGT

Recently, it has become evident that not everyone understands how to process a completed specialty track evaluation form for IGs/IGAs.

There are three parts to each specialty track rating: (1) Knowledge, (2) Academic, and (3) Service. The specific requirements are stated on each of the evaluation forms found in CAPP 40-20 along with a more detailed explanation for each rating.

For the Technician rating an applicant must have the sign-off from either a Senior-/Master-rated IG. The mentor will sign the evaluation form and then recommend approval by the Commander. Once approved, the Commander or the PD Officer can enter the rating into eServices.

For the Senior rating the mentor must be a Master-rated IG. Once the sign-off is completed, the same process is followed to get the rating entered into eServices.

The Master rating follows the same process except that once the mentor approves the rating, ***the signed evaluation form is sent to CAP/IGT who will then validate all of the information before it is accepted by the CAP/IG. It is the CAP/IG who will give final approval for the Master rating.***

Bits and Pieces

- We actually do read the comments left by readers in the surveys taken after the quiz. Our topics are chosen from those that are suggested/requested/demanded by our readership. Sometimes our articles are as a result of important changes that are occurring – such as the changes to the Complaint Resolution process.
- For several years we have been working to make our IG Senior Course one that can be taken on line. This is now becoming a reality and we are working diligently to make it happen by the 4th quarter of 2020. We envision a course which can be taken in-residence or on line.

- If you have an opportunity to run an **IG Course Completion Report** you will notice that a new field has been added and it is populated with “None”. The field is entitled: **T.C. Cert (for Team Chief Certification)**. It will become populated once members begin completing the new Advanced Inspection Course.

Qual	IO Cert	IG Senior	IG College	T.C. Cert
ar 2011	27 Mar 2011	None	None	None
in 2015	None	None	None	None
e	None	09 Aug 2006	None	None
ar 2013	17 Mar 2013	None	None	None
ct 2010	01 Oct 2010	None	None	None
e	11 Jul 2014	31 May 2009	12 Jun 2010	None
ep 2014	15 Aug 2018	17 Aug 2005	14 Jun 2008	None
an 2011	23 Jan 2011	15 Aug 2013	06 Jun 2014	None

From the Editor – I highly encourage anyone to submit an article for publication in ***The Audience***. Articles should be on a topic related to the IG function at any level. Each month we gather topics that are submitted by readers via the Survey many of you fill out each quarter. Maybe someone really has built a better mousetrap and would be willing to share his/her success story. Maybe you just have a burning question that needs to be answered – and you have that answer. At any rate we welcome your input.

The illiterate of the 21st century will not be those who cannot read and write, but those who cannot learn, unlearn, and relearn.

Alvin Toffler



Stay Tuned!

- **2020 IG COLLEGE**

The 2020 IG College has been canceled due to sweeping changes being made to the Complaint Resolution processes. Watch for announcements regarding the new processes and training offerings.

- **ICL 20-1 to CAPR 20-2**

This important change was published on 2 March 2020.

- **ADVANCED INSPECTION COURSE**

This course is still not 'ready for primetime' due to some recent changes being introduced. We are continuing the development and hope to be ready by the end of April 2020.

- **INTRODUCTION TO INSPECTIONS COURSE**

This course was originally released via LMS and has now been ported to the AXIS platform.

- **INVESTIGATING OFFICER COURSE**

This basic course was in the process of being ported to AXIS but with recent changes being contemplated to the Complaint Resolution process that move has been delayed. As of the publication date there is no date set for completion. Members can still complete this course through the LMS platform until such time as it is ported to AXIS.

- **ADVANCED INVESTIGATION COURSE**

A new course which will be offered for the first time at this year's National Conference in Louisville. The initial audience will be for those who will serving as Investigating Officers in the forthcoming Complaint Resolution structure.



Upcoming Inspector General Training

July 2020 (This is a change)

SER IG Senior Course hosted by FLWG on 30-31 July 2020 in Tampa, FL. POC is Maj Sam Chiodo at schiodo@flwg.gov. Due to uncertainties created by the Coronavirus pandemic, this course has been rescheduled to the dates shown above. For the most current information, please see the information is available on the IG Training page at: <https://www.gocivilairpatrol.com/members/cap-national-hq/inspector-general/education-training>

November 2020

CAWG IG Senior Course hosted by CAWG on 12-13 November in Sacramento, CA. POC is Maj Craig Newton at Craig.Newton@cawg.cap.gov. More information is available on the IG Training page at: <https://www.gocivilairpatrol.com/members/cap-national-hq/inspector-general/education-training>

What to do if you want to host an IGSC:

1. **Measure Interest:** 12-20 students
2. **Plan When:** Adjacent to, but not during, a Wing/Region Conference
3. **Plan Where:** Wi-Fi, Power for Computers, Projector, Desks or Tables
4. **Contact** the CAP/IGT (igt@cap.gov) to get an IGSC Instructor and schedule the class
5. **Write** a class "Promotion Piece" (Flyer) for region/wing distribution
6. **Recruit** students (20 max)



Learn as if you were to live forever.

Mahatma Gandhi



Upcoming Compliance Inspections At The Wing Level

Note: These dates have been altered due to the Corona Virus shutdowns. These dates are tentative pending announcements of any new lock-downs.

WING	CI DATES	CYCLE/INSP#
MT	11-12 Jul 20	5-43
ID	11-12 Jul 20	5-47
NY	22-23 Aug 20	5-45
CT	22-23 Aug 20	5-48
MI	29-30 Aug 20	5-44

LMS/AXIS - IG Point of Contact

LEARNING MANAGEMENT SYSTEMS and AXIS COORDINATOR FOR IG COURSES IS COL ED BURNS at igt@cap.gov

Contact him if you notice any discrepancies/issues with the IG course materials in LMS or AXIS. We are in the process of moving all IG courses from LMS to AXIS.



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We want to take this opportunity to wish that all of our readers are and continue to be safe and well during this pandemic. Please follow all of the directives being issued by federal, state and local authorities. This occurrence is something many of us have never encountered and our lives have been turned upside down. If you have an opportunity, give a big shout out to our medical professionals and first responders. We look forward to publishing our next edition in July 2020.