

Cont. from Pg. 43

helps the supervisor and operator become proficient with the SIDPERS TACCS system.

### TRAINING SUPPORT

This TSP is a guided, self-paced and individualized course of study for basic operations and maintenance on the TACCS field system. The training concept is based on a hands-on approach to the TACCS equipment. It ensures that the individual actually works on the equipment. Training takes only three to six hours.

### TRAINING OBJECTIVE

The TSP objective: Show supervisors how to train and what to train. It also gives the supervisor various training alternatives.

The training package helps operators understand SIDPERS/TACCS operations in their unit and maximize the system's potential. It also allows supervisors to inspect SIDPERS/TACCS operations, identify problem areas and establish corrective action. Further, it gives the operator the knowledge to produce command unit reports and to perform administrative functions.

Finally, the training package gives a working knowledge of C2SRS. The operator learns to use basic SIDPERS/TACCS reference and resource materials to support training and operations in garrison and in the field.

### TRAINING PACKAGE CONTENT

The SIDPERS/TACCS supervisor's automated exportable TSP is composed of four floppy disks and a brief instructional manual. The manual covers seven areas: "quick tour," SIDPERS functions, "ad hoc query," C2SRS, WRITEONE, MULTIPLAN and Data Manager.

### SUMMARY

The proficiency an NCO acquires with SIDPERS/TACCS TSP helps make his responsibilities in a TACCS-equipped unit automatic, even under the most stressful circumstances.

Information gained enriches an NCO's automation background and enhances his military career. More important, it will greatly assist in processing combat-critical PSS wartime tasks on the AirLand battlefield.

Automation is not a complete answer to force reduction in the personnel community and Army. But automation and the reduction of functions do allow soldiers to give quality service in support of their fellow soldiers in the Army of Excellence.



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# MP UNIT TRANSITIONS TO UTILITY ENGINEER UNIT

By Cadet Harold White

**R**etraining from police to construction worker in less than a year was quite a change for some members of the Wyoming Army National Guard (WYARNG) — the 1041st Engr Det (Utility) of Guernsey, Wyo.

The 1041st Engr Det (Utility) grew out of the disbanded 141st MP Plt (Hospital Security), based in Casper, Wyo., on 1 Oct 87. The actual transformation from military police to engineer began at annual training in 1987, when the 141st met at Camp Guernsey for its final formation.

The mission of the new engineering unit: Provide utility maintenance for facilities capable of supporting up to 4,000 troops. Its organization and operation are similar to a civilian construction company, with carpenters, electricians, sheet-metal workers and more.

To prepare for the challenges that awaited the WYARNG's newest unit, coordination and cooperation with other WYARNG units were a must.

"We've had them working through the training site (at Camp Guernsey) and the 197th Engr Det.

some work in the consolidated mess and helped install the light beacon on the water tower."

1SG Curtis Buck, 1041st platoon sergeant, said, "Mr. Paustian deserves a lot of the credit for the high degree of success of this annual training. He organized and picked out jobs that he felt we were qualified for, being sure not to 'over-gun' us, and we've turned around and done a good job on the projects we've been committed to."

The unit's leaders characterized annual training '88 as an "extreme testing period."

In the beginning, the unit faced resentment and animosity regarding its new role as police officers turned engineers. But Buck, Paustian and Varineau sat down with their troops and discussed the advantages of the Guard and the new unit. Now those problems seem to have worked themselves out.

Another area of concern for the 1041st: the capabilities and the level of training the unit had achieved before annual training.

"We didn't know what the unit's capabilities were. We had a few people coming back from advanced individual training and a lot of people who had civilian-acquired skills. But we didn't know how far they were developed or how skilled they were. That's what we got to see at annual training," Varineau said.

Paustian added: "One of your main goals for annual training is unit continuity and cohesiveness. We still didn't know what our people could do as far as projects."

Varineau said unit success was a result of the efforts of higher headquarters, Troop Command and the unit's full-time technicians.

"Without Troop Command's help and guidance, we wouldn't be where we are now," Varineau said. "And your full-timers set the tone or limit of how high a unit can rise. We were not limited in any way."

Besides Troop Command's assistance, and the efforts of the unit's full-time technicians, everyone agreed it was the people who made the difference.

"Our biggest asset is our people. We had some really rough drills in the beginning, and we weren't easy on them," Varineau said.

In the final analysis, the 1041st is beginning to work out its problems and function as an important element of the Wyoming Army National Guard.

"The esprit de corps of the unit has developed, and the sections have grown into independent, functioning sections. That's what we were looking for," Varineau said.



## In the beginning, the unit faced resentment and animosity...

We did what they did," said CW2 Nicholas Paustian, 1041st utility maintenance officer.

"But, in March, our soldiers said: 'Let us do our thing, we can handle the job. Let us go out and try.' And that's what we did. Since then, things have just blossomed."

Less than a year after their organization, the 1041st held its first AT (in May), and is beginning to function as a unit.

"I was in a semi-new unit before the 1041st, and it was three years before they were ready," Paustian said.

"The morale is terrific, and we couldn't be more pleased," 1LT Stephanie Varineau, 1041st commander, said.

During AT, they performed some routine maintenance around Camp Guernsey. In addition, they placed a light beacon on the water tower, upgraded some quarters and installed transformers behind the new mess halls.

"The job orders we worked on were fun," PFC James Stevenson, a unit electrician, said. "I did

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