

Air Citizen AIRMAN

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Air Force Reserve



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From the Top

By Lt. Gen. Charles E. Stenner Jr.
Commander, Air Force Reserve Command



Chief's View

By Chief Master Sgt. Troy J. McIntosh
Command Chief Master Sergeant,
Air Force Reserve Command

Force development a top priority

The Air Force Reserve needs to provide ready and capable Airmen to ensure our Air Force continues to deliver the most efficient, combat-effective force for our nation. It takes highly trained, educated, experienced and motivated people to turn combat capability into combat power.

For this reason, force development is one of my top priorities. Force development is about growing tomorrow's cadre of leaders today — ensuring we have the right people in the right place at the right time when it counts.

We face several challenges. At no other point in our 60-year history have the readiness and capabilities of each Reserve member counted more than they do now. Our officers, enlisted members and civilians are working at all levels during one of the longest periods of prolonged conflict in our nation's history.

In the face of this strain, growing the next cadre of leaders is a challenge. The need to hire Reservists without prior military experience and the anticipated mass retirement of civilians poses a particularly acute challenge.

From 2001 to 2008, the Air Force Reserve accessed 20,822 non-prior service officers and enlisted members. Additionally, by 2014, a total of 252 air reserve technician officers, 1,428 ART enlisted members and 1,959 non-ART civilians will be eligible for retirement. Given these facts, developing our force will require more resources, time and energy to properly grow future Airmen and Air Force civilian leaders.

In my August commentary, I said it is incumbent upon senior leadership to provide a clear roadmap for what the expectations are for any given career field and what requirements there are to move along a given career path. As promised, I am providing you with a brief summary of force development programs for officers, enlisted members and civilians.

But, first, let me be clear: Force development is not forced development. The goal is to provide guidance complete with viable opportunities that will enable you to achieve your goals while maintaining a balance between family, civilian career and the needs of the Air Force Reserve.

Officer force development applies to members of the active Guard and Reserve, mobilization assistants, individual mobilization augmentees, traditional Reservists, and ARTs. It is guided by Air Force

Instruction 36-2640, "Total Force Development (Active-Duty Officer)," with Reserve caveats. There are three phases: awareness, opportunity and action. First, Reservists are made aware of the process, receive career counseling and provide information to the appropriate developmental team. Second, Reservists receive a career vector from the developmental team, complete with opportunities to pursue career growth and developmental education. Third, the goal is to have a facilitator step the Reservist through the assignment process, making the individual's vector actionable.

Enlisted force development applies to ARTs, AGRs, IMAs and TRs, and it will be guided by a concept of operations currently in coordination. This CONOPS provides career path guidance, promotes developmental education and lays out roles for the commander, supervisor and mentor as well as Airmen responsibilities. See Chief Master Sgt. Troy McIntosh's commentary on the next page for more details.

Civilian force development is divided into two parts: ART and Title V civilian. The ART officer career force is managed by the Air Force Reserve Command Career Management Board, which is governed by AFRC Instruction 36-111, "Air Reserve Technician Officer Career Management Program." The overall development effort is a single career management program for the procurement, use, development, promotion and retention of the ART officer and enlisted work force.

Lastly, Title V civilians should take advantage of the many available developmental education courses and seek out career broadening opportunities in consultation with their program manager at the Air Force Personnel Center.

For those of you who are young enlisted first-line supervisors, junior officers or intermediate-level civilians, I encourage you to work with your respective developmental teams and seriously consider their specific career development guidance. Pursue appropriate professional military education, broaden your work experience and seek out leadership opportunities.

By taking the time and making the effort to prepare for the future, you not only help ensure mission success, but you set an example for others to follow — ultimately strengthening our Air Force and its ability to defend the nation. This is a must for developing the next cadre of senior leaders. ★

AFRC embraces enlisted force development

First, I would like to thank you for your steadfast service throughout this past year. Your effort and dedication to the fight are recognized as we have seamlessly integrated with the Total Force.

Over the past few years, the Air Force has embarked on a deliberate effort to develop our Airmen. This effort is known as enlisted force development, and it focuses on developing highly technical, professional and competent Airmen to be well-rounded current and future senior enlisted leaders. The goal is to determine how to best use the talents, skills, education and experience of Airmen in their contributions to today's and tomorrow's overall mission. Enlisted force development recognizes the value of our Airmen, considers their expectations and provides them with the right skill set for development.

The Reserve brings unique capabilities and talents to the fight with its traditional Reservist, individual mobilization augmentee, active Guard and Reserve, and air reserve technician programs. Using these four categories of Airmen ensures all enlisted Reservists have the same opportunity for career development.

Enlisted force development will be tailored to meet the needs of Citizen Airmen and be flexible enough to satisfy their various career goals. Our Airmen will have hands-on, accessible information to assist in developing their career options and also have an opportunity to determine at what point they may take on special-duty assignments such as first sergeant, recruiter, military training instructor, professional military education instructor, group superintendent and command chief.

Our first step in this process is to publish an enlisted force development concept of operations that outlines a cohesive plan to develop our Reservists. This CONOPS will be released in the near future and will also be available online.

Next, we will determine changes in the field. This past summer, Air Force Reserve Command conducted an enlisted force development symposium at the Air Reserve Personnel Center in Denver. Participants, ranging in rank from senior airman to chief master sergeant, came from throughout the command and represented the four categories of our program. They discussed concerns from the field and made recommendations to deliberately develop our Airmen. Recommendations include:

- Providing first-line supervisors with a force development toolkit to assist with mentoring and supervision, providing an opportunity to attend in-residence developmental education, and preparing them for increased opportunity for upward mobility.
- Centrally funding all in-residence professional military education, from Airman Leadership School through the Chiefs Leadership Course.
- Securing an in-residence Airman Leadership Course at McGhee-Tyson Air National Guard Base in Knoxville, Tenn.
- Encouraging technical sergeants to complete the Senior NCO Academy by correspondence.
- Creating force development councils as oversight groups for the development of our Airmen.
- Providing functional managers with oversight responsibility for their Air Force specialty codes so they can sufficiently monitor the health of their career field and identify positions for developmental opportunities.

In addition to their supervisors, chiefs, first sergeants and career assistance advisers, our Airmen also have the opportunity to get information pertaining to their development from a Web site called My Enlisted Development Plan, or MyEDP.

MyEDP is the Air Force's cradle-to-grave enlisted development tool that assists our Airmen and supervisors with steps of their development all the way up to chief master sergeant. Available from any computer with Internet access, MyEDP combines information from multiple databases to provide Airmen with a complete view of all their information. Our goal is to add AFSC information specific to AFRC so that our Airmen will have an opportunity to see where all positions are and the requirements for specific developmental positions so they can better prepare themselves to take advantage of their career options.

As Citizen Airmen with responsibilities to civilian employers, families and the military, I know and believe that your time is very valuable. Therefore, the goal of enlisted force development is to ensure we deliberately develop and utilize our enlisted force to meet current and future operational needs. We also want to make sure all enlisted Airmen have a fair and equitable opportunity for long-term growth and success, without losing sight of the fact that we are predominantly a part-time force. ★



Heads up

Tech. Sgt. James Erickson checks a head-up display on a C-17 Globemaster III aircraft recently at March Air Reserve Base, Calif. Sergeant Erickson, an avionics integrated technician from the Reserve's 452nd Maintenance Squadron, installs, maintains and repairs electronic and electrical systems on all types of aircraft. (Val Gempis)

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On the front cover: (Top) As members of Joint Task Force Civil Support, Air Force Reservists are playing a major role in making sure Department of Defense forces are prepared to provide support to civil authorities during a chemical, biological, radiological, nuclear or high-yield explosive incident. See story, Page 12. (Bottom left) The U.S. Small Business Administration loan program is now more accessible to small businesses facing financial loss when an essential employee is called to active duty. See story, Page 23. (Bottom right) Under a unique association between the Reserve's 5th Special Operations Squadron and the Special Operations Training Center at Hurlburt Field, Fla., instructors like Lt. Col. Randy Nicholson are able to share their extensive combat experience with special operations students. See story, Page 16.

- Gen. Norton A. Schwartz** *Chief of Staff, United States Air Force*
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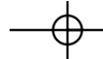
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Learning the ropes

Staff Sgt. Antonio Torres performs a preflight check on a C-5 Galaxy at Lackland Air Force Base, Texas. Sergeant Torres is a flight engineer student with the Air Force Reserve's 433rd Airlift Wing at Lackland. (Robin Cresswell)



Round the Reserve

A brief look at what's happening throughout Air Force Reserve Command

Reservists May Qualify for Early Retired Pay

The Department of Defense has issued new guidelines for early receipt of retired pay for members of the reserve components. Instead of having to wait until age 60 to receive Reserve retired pay, eligible members may receive retired pay prior to age 60 but not before age 50.

Under interim changes to Department of

Defense Instruction 1215.07, *Service Credit for Reserve Retirement*, issued under a law passed by Congress effective Jan. 28, 2008, reserve component members are able to reduce the age at which they are eligible to receive retirement pay by three months for each cumulative period of 90 days served on active duty in any fiscal year.

Under the new law, members eligible to receive retired pay earlier than age 60 must still wait until age 60 to receive

health-care benefits.

Involuntary mobilization and voluntary active duty in support of a contingency qualify, but there is no requirement to be involuntarily mobilized, to support a contingency or to serve on active duty outside the continental United States to receive credit under the law. Most active-duty time qualifies, including training, operational support duties and school tours. It does not matter whether active-duty time is

KC-135 successfully refuels F-22 with synthetic fuel

By Senior Master Sgt. Matt Proietti

An Air Force Reserve aircrew from March Air Reserve Base, Calif., made history Aug. 28 by refueling an F-22 Raptor with a 50/50 synthetic fuel blend, the same blend used to fuel its KC-135R.

Both aircraft used only the blended fuel mix during the 2.5-hour sortie, which included two refuelings.

The 827th Aircraft Sustainment Group at Tinker Air Force Base, Okla., which oversees all aspects of the KC-135, ordered the testing of the fuel blend. People in the Air Mobility Command Test and Evaluation Squadron evaluated the suitability of JP-8 fuel blended with 50 percent synthetic paraffinic kerosene fuel (Fischer-Tropsch) for use in a KC-135R aircraft.

Air Force officials are working to certify the JP-8/SPK fuel blend in other aircraft, and the assessment at March ARB will assist in those efforts. The fuel blend has been successfully tested on B-52, B-1, C-17 and F-15 aircraft.

The most recent assessment used a single KC-135R and began with ground testing to demonstrate the JP-8/SPK compatibility with fuel tanks, auxiliary power units and aircraft engines.

After ground testing, a crew performed an isolated engine flight test using the No. 2 engine. That was followed by a flight test using JP-8/SPK blend in all four engines and included aerial refueling of an F-22 Raptor in conjunction with the Air Force Flight Test Center's assessment of the fuel blend in the F-22.

Certification of the fuel blend in KC-135 aircraft will allow for continued unrestricted refueling support to not only Air Force aircraft but also compatible aircraft from sister services and allied air forces, thus ensuring continued worldwide interoperability.

Air Force officials said successful flight testing of the F-22 validates that the synthetic fuel blend is capable of sustaining even the most demanding performance requirements posed by the most modern and the highest performance fighter aircraft in existence. ★

(Sergeant Proietti is assigned to Air Force Print News in Washington, D.C.)



MASTER SGT. RICK SFORZA, 4TH COMBAT CAMERA SQUADRON

A KC-135R from the Air Force Reserve's 336th Air Refueling Squadron, March Air Reserve Base, Calif., refuels an F-22 from Edwards Air Force Base, Calif., with a new synthetic fuel that will decrease the Air Force's dependence on foreign oil. This marked the first time the new synthetic fuel had been used in an air refueling as well as the first time a KC-135 flew using the fuel.

paid for under military or reserve personnel appropriation accounts, provided such active duty is performed under the authority of 10 U.S. Code § 12301 (d).

Also included is full-time National Guard duty served under a call to active service by a governor and authorized by the president or the secretary of defense under 32 U.S.C. § 502(f) for purposes of responding to either a national emergency declared by the president or a national emergency supported by federal funds.

The following time served on active duty is not creditable service for purposes of reducing retired pay age: as a member of the active Guard and Reserve (10 U.S.C. § 12310); on annual tour (10 U.S.C. § 12301(b)); while in captive status (10 U.S.C. § 12301(g)); for medical treatment, medical evaluation for disability purposes or medical study (10 U.S.C. §12301(h)); as a member not assigned to, or participating satisfactorily in, units (10 U.S.C. § 12303); under active-duty agreements (10 U.S.C. § 12311); for disciplinary/court-martial (10 U.S.C. § 12315); or for muster duty (10 U.S.C. §12319).

All time served after Jan. 28, 2008, the date on which the fiscal 2008 National Defense Authorization Act was enacted, is creditable. The law does not provide credit for time served on or before that date.

Here's an example of how these new guidelines work. A Reservist performed five days of active-duty service on MPA orders in February 2008. He then volunteered for active duty beginning June 1 and ending Nov 30 (leave, reconstitution and post-deployment/mobilization respite absence included, as applicable). The Reservist performed a total of 127 days of active-duty service in fiscal year 2008 and 61 days in fiscal 2009.

Under this scenario, because time credited must total 90 days or must be in multiples of 90 days during a fiscal year in order to correspondingly reduce his retirement age by three months, or multiples of three months, the Reservist will be able to reduce his retirement age by three months for fiscal 2008. Had he performed 53 more days of active-duty service after Jan. 28 and before going on active duty June 1, he would have accumulated 180 total days for fiscal 2008 and thus would be able to reduce his retirement age by six months.

Similarly, because the Reservist has so

Pope's Puns



CARTOON BY MASTER SGT. W.C. POPE, WESTOVER AIR RESERVE BASE, MASS.

far served on active duty 61 days in fiscal 2009, he must perform an additional 29 days of active-duty service some time during the year in order to reduce his retirement age by an additional three months.

Airmen are encouraged to keep track of their active-duty service and orders to ensure they receive proper credit and they meet the cumulative 90-day thresholds to reduce retirement age.

More information is available on the Air Reserve Personnel Center Web site at www.arpc.afrc.af.mil. (Staff reports)

Integrated Fighter Program Expands to Moody AFB

Total Force Integration has come to the "Flying Tigers" at Moody Air Force Base, Ga., with the stand-up of Air Force Reserve Command's 476th Fighter Group, an A-10 Thunderbolt II unit.

A goal of TFI is to blend regular Air Force and air reserve component Airmen, making them indistinguishable from one another in all aspects of their operations. Other TFI fighter unit efforts in the Air Force Reserve are under way at Davis-Monthan AFB, Ariz.; Elmendorf AFB, Alaska; Holloman AFB, N.M.; and Nellis AFB, Nev.

Started in June 2007, as Det. 1, 442nd Fighter Wing, the 476th FG includes the 76th Fighter Squadron, 476th Maintenance

Squadron and 476th Aerospace Medicine Flight. As part of an ongoing Air Force-wide initiative to more efficiently carry out its mission, the group works under its own command structure but integrates its operations with the 23rd Wing's 74th and 75th Fighter Squadrons and 23rd Maintenance Group.

Col. Greg Eckfeld, who commanded the detachment, is the group's commander.

The group will eventually have about 230 Reservists assigned, including 20 in the 76th FS. About 160 will belong to the 476th MXS, and the 476th AMDF is slated to have 23 medical personnel. Most of the other Reservists will serve on the group staff.

The flying operation has three pilots: Lt. Col. Mickey Moore, director of operations; Capt. LaRue Russell, director of training; and Capt. Brian Hatch, who has been a mission planning cell chief with the 303rd FS at Whiteman AFB, Mo. The pilots are being fully integrated into the base's flying operations and will fly missions in the 23rd Wing's A-10Cs with the regular Air Force pilots as well as other Air Force Reserve pilots.

In June, Captain Russell became the first Air Force Reserve fighter pilot to fly an integrated sortie at Moody.

"It was very enjoyable to fly the C-model A-10 again," he said. "The biggest challenges were remembering the things

I learned about flying the A-10C and knocking the rust off."

Colonel Moore, a pilot with more than 3,700 flying hours, said the A-10C is like the A-model but with its own challenges related to employing the weapons and using the new "toys" smartly.

The unit will continue to train and build experience in the A-10C, Colonel Eckfeld said.

(Master Sgt. Bill Huntington, 442nd FW public affairs, Whiteman AFB)

Reservists Pay Homage to New Unit's Heritage

The newest members of a unit that traces its beginnings back to World War II and the Doolittle Raiders paid homage to the organization's heritage during a reactivation ceremony Sept. 6 in Colorado Springs, Colo.

War veterans, along with their families and friends, gathered together with mem-

bers of the Air Force Reserve to reactivate the 380th Bombardment Squadron (Medium) as the 380th Space Control Squadron. The new squadron, an associate unit to the regular Air Force's 16th SPCS, is located at Peterson Air Force Base, Colo.

The 380th was originally activated March 15, 1942. Like her sister squadrons in the 310th Bomb Group, the 380th was founded by a cadre of Doolittle Raiders.

The squadron first saw action in North Africa as part of the new 12th Air Force and 57th Bomb Wing. Flying the B-25 Mitchell, the 380th fought its way from North Africa to southern Europe, eventually basing its operations on the island of Corsica and, later, on the Adriatic coast of Italy.

The squadron was inactivated Sept. 12, 1945, just 10 days after the Japanese signed the instrument of surrender aboard the USS Missouri.

Since that time, the squadron has been reactivated two other times. The first was

in 1947, when it flew AT-6 Texan and AT-11 Kansan aircraft to train bomber crews. The second time came in 1952, when members of the squadron flew the B-29 Superfortress before transitioning to the B-47 Stratojet.

During the most recent reactivation ceremony, retired Col. William Bower, Doolittle Raider and the last commander of the 310th BG in World War II, passed the 380th colors to Col. Jeffrey Ansted, 310th Space Wing commander, symbolically marking the continuation of a great legacy. In turn, Colonel Ansted passed the colors on to the squadron's 27th commander, Lt. Col. Michael Assid.

Assigned to the 310th Operations Group under the 310th SW, which is headquartered at Schriever AFB, Colo., the 380th is the only original 310th BG squadron performing a mission today.

That mission includes monitoring critical satellite communications links for signs of jamming and other interference.

If jamming is detected, the squadron, along with its associate unit, works to locate the source of interference so higher command authorities can take appropriate action. *(1st Lt. Joseph Fixemer, 380th SPCS)*

ART Spouses Eligible for Priority Placement

Spouses of air reserve technicians who are also federal civil service employees are eligible for priority referral for other government jobs should the ARTs get transferred.

The Department of Defense Priority Placement Program allows for the systematic referral of eligible DOD employees whose Air Force appropriated-fund civilian sponsors are involved in a permanent change of station.

Eligible spouses may register in the Civilian Spouse Placement Program, which is similar to the Military Spouse Program for spouses of military members in the regular Air Force.

To be eligible, the government must pay the sponsor's travel expenses, and the spouse must be on the sponsor's travel orders.

The spouse must be a current federal employee without time limitation in the competitive service with career or career-conditional status or be in the excepted service (with or without personal competitive status).

Spouses may enroll in the program for up to one year and must register at the sponsor's new Air Force duty location within 30 calendar days of arrival.

People in the Priority Placement Program are registered and referred in one of three priority orders.

Priorities 1 and 2 include those employees who are adversely affected through no fault of their own such as a reduction in force.

People in the Civilian Spouse Program are registered and referred as Priority 3 registrants. Therefore, a civilian spouse is referred after all Priority 1 and 2 registrants are "cleared."

More detailed information is available at local civilian personnel flights. *(Air Force Reserve Command News Service)*

CAC Login Makes Access to Personnel Info Easier

Air Reserve Personnel Center officials in Denver launched a new enhancement Oct. 30 that allows Airmen to log into the virtual Personnel Center-Guard and Reserve using their Common Access Card.

Before logging into vPC-GR with only their CAC, Airmen must associate the card by logging in with their existing account and then clicking on the "Associate CAC" button. If people don't have an account, they must create one and then associate it with their CAC.

Although the CAC option is available, it is not required. Airmen still have the option, whether their account is associated or not, to use their username and password. *(Master Sgt. J.C. Woodring, ARPC public affairs) ★*

It's Your Money

By Ralph Lunt

The best present this holiday is the future

Everyone will receive a present this December, no matter how you celebrate Christmas or your family holiday. It won't be in a box or card, and it will mean something different to everyone.



You can influence this gift, but you can't control it. To some, it'll be the most precious thing they have ever gotten; to others, it won't mean a thing. You can't sell it or buy more. It is what it is.

Go ahead, open it up and begin thinking of all the things you can do with it. What is it? Why, it's the future! Your future.

This gift doesn't cost anything. And if you use it right, you'll be able to do great things. I can see it now. Some of you will get married, welcome a new baby into the world, get promoted, move, learn a foreign language, earn a college degree, get a new job. ... the list goes on and on.

Fellow warriors, all this is going to happen despite the fact that in October we had the worst week in the history of the stock market. That's right. Even in down markets, life goes on. When it comes to your financial affairs, the key is controlling assets and liabilities and having some flexibility.

Depending on your situation, a volatile year like the one we've had may have resulted in you re-thinking a few things: retirement, a large purchase, vacation, etc. Life happens. The best thing is to shake it off. To move forward, the first order of business is to eliminate all debt except for your home and auto, and then make eliminating your auto debt one of your goals.

You can do this by taking a hard look at your expenses: cable, insurance premiums, entertainment, eating out and groceries. Once you've cleared that hurdle, focus on building up your retirement and college accounts. I'll be doing the same. I'll look for tax-loss opportunities in my taxable accounts. I'll keep putting money in the tax-deferred Thrift Savings Plan, and I'll remember that it's time, not timing, that has historically been the way to successfully invest. Finally, I'll count all the blessings in my life and remember what a great present the future is. ★

(Editor's note: This feature is designed to provide financial advice and information of a general nature. Individuals should conduct their own research and consult a financial adviser before making any financial decisions. Based in Cleveland, Ohio, Mr. Lunt is a certified financial planner and vice president of a financial planning and consulting firm. He is also a lieutenant colonel in the Air Force Reserve, serving as the reserve forces director for the Great Lakes region of the Civil Air Patrol adviser's program.)

New York City cop earns top honors in recruiting program

By Master Sgt. Jason Tudor

As he patrols Gotham's streets as one of New York's Finest, Air Force Reserve Tech. Sgt. Andy Jean-Pierre is focused on more than just protecting and serving. He's also looking out for national defense.

In doing so, the traditional Reservist helped 18 people join the Air Force Reserve in fiscal year 2008 and earned honors as the top Get 1 Now agent. Sergeant Jean-Pierre, a KC-10 crew chief assigned to the 514th Air Mobility Wing, McGuire Air Force Base, N.J., also led 30 others to the recruiting office.

The Get 1 Now program is open to all Air Force Reservists. Under the program, Citizen Airmen who identify potential recruits and refer them to a recruiter receive credit for the referrals. If a referral completes the recruiting process and joins the Air Force Reserve, the referring Reservist receives separate credit for that.

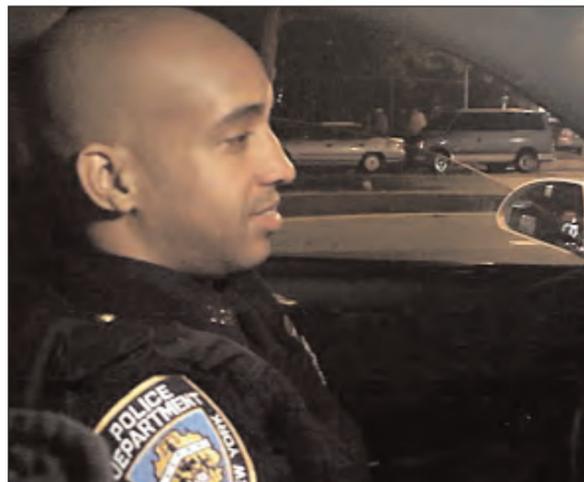
For Sergeant Jean-Pierre, the urge to help people help themselves is a driving factor in him bringing people into the Air Force Reserve recruiting office. On his beat, he said he constantly bumps into worthy people who could use a push. He pushes them to an Air Force Reserve recruiting office.

"I meet so many people who give up on life," Sergeant Jean-Pierre said. "I tell them I am a Reservist and how it's helped me."

He also clears up misconceptions.

"So many people have this picture of the military in their minds: that military people bark at you for your whole career," he said. "What they don't know about is the opportunity to get an education and the other aspects."

Once he has people convinced to give the Reserve a look, Sergeant Jean-Pierre shepherds them to the office of Brooklyn-



Andy Jean-Pierre, a Reservist with the 514th Air Mobility Wing at McGuire Air Force Base, N.J., uses the opportunities he has as a New York City police officer to promote the Air Force Reserve to potential recruits.

based recruiter Tech. Sgt. Eric Ramos-Rodriguez.

"Everybody he's referred, they're always qualified," Sergeant Ramos said. "He's a cop, so he's pretty well qualified to make assessment of folks. He's spreading the word. He lives in my recruiting zone. He makes my life a lot easier."

For more on the Get 1 Now program, Reservists can visit www.get1now.us. ★

(Sergeant Tudor serves as the AFRC Recruiting Service public affairs NCO.)

PREPARED FOR THE WORST

The members of Joint Task Force Civil Support spend long hours making sure they are ready for a call they hope never comes

By Bo Joyner

On the seventh anniversary of the 9/11 terrorist attacks, terrorists strike again, detonating a 10-kiloton nuclear bomb near a jam-packed Lucas Oil Stadium in downtown Indianapolis.

Thousands of people are killed or injured. Hundreds of buildings are destroyed or significantly damaged. The city and surrounding counties experience massive power outages. There is no water service throughout the greater Indianapolis area, and multiple sewage pumping stations are destroyed or rendered inoperable.

In Kansas City, Mo., thousands of Americans are falling ill or dying. Experts from the Centers for Disease Control in Atlanta confirm that what they originally thought was an aggressive strain of influenza is actually the highly contagious, and often fatal, pneumonic plague. A disease similar to the bubonic plague that was the scourge of Medieval Europe has resurfaced in the heartland of America, and health-care officials are in a race against time to save lives and contain its spread.

Thankfully, neither of these two scenarios is real. But, they could be. That's where Joint Task Force Civil Support comes in. JTF-CS is the only military organization dedicated solely to planning and integrating Department of Defense forces for consequence management support to civil authorities during a

CBRNE incident. CBRNE stands for chemical, biological, radiological, nuclear or high-yield explosive.

"We deal with the worst possible scenarios you could imagine," said Lt. Col. Jamie Goodpaster, an Air Force Reservist who serves as public affairs officer for JTF-CS, based at Fort Monroe, Va.

Colonel Goodpaster was one of about 800 people who took part in Exercise Vibrant Response 2008 at Fort Stewart, just outside Savannah, Ga., in September. Vibrant Response tested how well JTF-CS and other emergency response agencies can respond to a nuclear attack in a major American city — in this case, a 10-kiloton explosion in downtown Indianapolis.

"We hope we never have to do this, but it's vital that we're prepared as well as we can be for something as catastrophic as this," Colonel Goodpaster said. "We train extremely hard because we know if we are ever called, American lives will definitely be on the line."

Vibrant Response 2008 followed Sudden Response 2008, the exercise that simulated the plague pandemic in Kansas City held in February.

"We usually have two national-level exercises a year along with some smaller-scale exercises," said Navy Capt. Michael Collins, JTF-



"I'm absolutely convinced that the threat we face now, the idea of a terrorist in the middle of one of our cities with a nuclear weapon, is very real and that we have to use extraordinary measures to deal with it."

Vice President
Dick Cheney

CS chief of staff. "We are constantly preparing for CBRNE disasters, while hoping that the need never arises."

Established in October 1999, JTF-CS is a subordinate unit of U.S. Northern Command, a unified combatant command headquartered at Peterson Air Force Base, Colo. NORTHCOM was formed in October 2002 to plan, organize and execute the homeland defense and civil support missions. On Oct. 1 of this year, U.S. Army North, as NORTHCOM's joint force land component, assumed operational control of JTF-CS.

About 200 people — including active, Guard and Reserve members from the Army, Navy, Air Force, Marines and Coast Guard, as well as civilians and contractors — are assigned full time to the joint task force. JTF-CS is commanded by a federalized National Guard general officer. In a CBRNE situation, several thousand military personnel could be drawn from all services and attached to JTF-CS by order of the secretary of defense. These personnel would bring with them the capabilities needed to carry out approved requests for DOD support and assistance.

"We have people from all services represented, and the level of cooperation between the services is superb," Captain Collins said. "In the event of a CBRNE incident, we would be working closely with responders from a host of different organizations, so it's critical that we are ready to cooperate with people from all different agencies. The joint nature of this task force gives us that experience."

Captain Collins said the Air Force Reservists assigned to JTF-



Air Force Reservists Lt. Col. Jamie Goodpaster (right) and Capt. Carla Gleason work with Navy Capt. Michael Collins during Joint Task Force Civil Support's Vibrant Response exercise in September. JTF-CS utilizes military members, civilians and contractors from all services to coordinate the Department of Defense's response to a chemical, biological, radiological, nuclear or high-yield explosive situation.

CS bring a tremendous amount of experience, expertise and dedication to the mission.

"There used to be a perception that the Reserve was just a flying club, but that has definitely changed," he said. "Reservists from all of the services have been pulling their fair share and more for the last several years, and today it's impossible to tell Reservists from their active-duty counterparts. They are all professional, well-trained and motivated, and are a vital part of the JTF-CS team."

Capt. Jeff Gall, an individual mobilization augmentee assigned to the 11th Wing legal office at Bolling AFB in Washington, D.C., helped work the legal desk in the JTF-CS command center during Exercise Vibrant Response.

"It's been a great experience," Captain Gall said. "You don't realize how many legal issues might come into play following a disaster like this. I've been working to see if there are any legal restrictions for responders coming from outside Indiana; if doctors not licensed in Indiana who came to help will face any obstacles and will be protected, for example. We have to look at similar problems for people working mortuary affairs and other areas."

Another Air Force Reservist, Lt. Col. Neal Livingston, had his hands full as the head of manpower and personnel during Vibrant Response.

"My primary responsibilities are to keep a close track of our forces coming in and out of the area, to report on casualties, and to make sure the commander has a good site picture of what people he has in place and what they are doing. In this particular exercise, the DOD has about 8,000 people who have responded, so it's a huge undertaking."

JTF-CS officials take what they learn from exercises like Sudden Response and Vibrant Response and put them into a series of playbooks. Inside these playbooks are the tools that might one day save a nation.

"There is an enormous amount of staff input that goes into a playbook," said Army Lt. Col. Anthony Gortemiller, the joint planning group chief for Sudden Response 2008. "These exer-



JTF-CS members use an aerial map during a recent drill that simulated a nuclear explosion in Atlantic City, N.J. Task force planners are constantly preparing for CBRNE disasters and developing plans that might one day save the nation.

cises give us the flexibility to expand our capability and respond to more than one type of event. We research, analyze and field the issues through our joint planning group and perform periodic rescubs to reflect changes to our mission and the variables that affect it."

While playbooks can definitely help provide some overall guidelines in the event of a real-world CBRNE event, there is no way to know exactly what incident might take place, where it might take place or what external factors (like inclement weather) might complicate the Defense Department's response. That's why outside-the-box thinking isn't just encouraged during JTF-CS exercises, it's essential.

"We need to respond in an extraordinarily quick window when the real event occurs," Colonel Gortemiller said. "These exercises allow us to respond quicker. It's just that simple. We aren't reinventing the wheel; we're putting on a new tire for better traction."

While the professionals assigned to JTF-CS spend most of their time running "what if" scenarios and practicing for a call they hope will never come, they have lent their expertise to

some real-world events. Most recently, a small team of representatives from the joint task force worked the Republican and Democratic National Conventions to help planners prepare for any possible major disruptions. They also responded to Hurricane Katrina because the nation's oil refineries were threatened.

While small teams from JTF-CS were responding to these real-world events, the remaining joint task force professionals were busy practicing for a wide range of events of unspeakable horror.

"There are terrorist organizations out there that are still trying to obtain nuclear or radiological materials," Army Chief of Staff Gen. George Casey said during a visit to Exercise Vibrant Response. "There is no doubt in my mind that when they acquire them, they will attempt to use them."

"We are at war with a global extremist network that is not going away. I hope we don't have to use it, but we need this capability." ★

(Tech. Sgt. Andy Stephens of the JTF-CS public affairs office at Fort Monroe contributed to this article.)



The four core principles of Joint Task Force Civil Support

- JTF-CS operates within a clear Department of Defense chain of command. The JTF-CS commander reports to the commanders of U.S. Army North and Northern Command, who in turn report to the secretary of defense and the president.
- JTF-CS works in support of the lead federal agency managing the consequences of a chemical, biological, radiological, nuclear or high-yield explosive situation in the United States or its territories and possessions. JTF-CS acts upon approved requests for assistance and mission assignments received by DOD.
- DOD does not assume control of the response effort. Military forces always remain subordinate to civilian control and oversight, in accordance with Article II, Section 2 of the U.S. Constitution.
- DOD consequence management support and assistance to civil authorities will emphasize typical DOD roles, skills and capabilities, including the ability to mobilize large numbers of people, move large amounts of material and equipment, and provide logistical support. ★

Under a unique new association with the Air Force Special Operations Training Center, Reservists from the 5th Special Operations Squadron are ...

Taking Their Experience to the Classroom

By Bo Joyner

Air Force Special Operations Command has been a champion in the field of Total Force Integration in recent years, streamlining operations and developing ground-breaking associations between the regular Air Force and the Air Force Reserve.

Building on that tradition, AFSOC recently began a unique association between the command's Special Operations Training Center and the Reserve's 5th Special Operations Squadron at Hurlburt Field, Fla. Under the new arrangement, the 5th SOS is an associate unit assigned operationally to the training center. Administratively, it still falls under the Reserve's 919th Special Operations Wing, located at Duke

Field, Fla. The seasoned professionals from the 5th serve as AFSOTC instructors, bringing a wealth of invaluable real-world experience to the training center's classrooms and cockpits.

In May, Reservists from the 5th flew the squadron's final MC-130P Combat Shadow mission, carrying the unit's flag on the short flight from the 5th's previous home at Eglin AFB, Fla., to its new home at Hurlburt.

"I get the distinct honor of being the first to welcome the 5th SOS to Hurlburt," said Col. Marshall Webb, commander of the active-duty 1st Special Operations Wing at the welcoming ceremony. "You are true warriors. You had a great history with the

P model. You're going to have a greater history at Hurlburt Field."

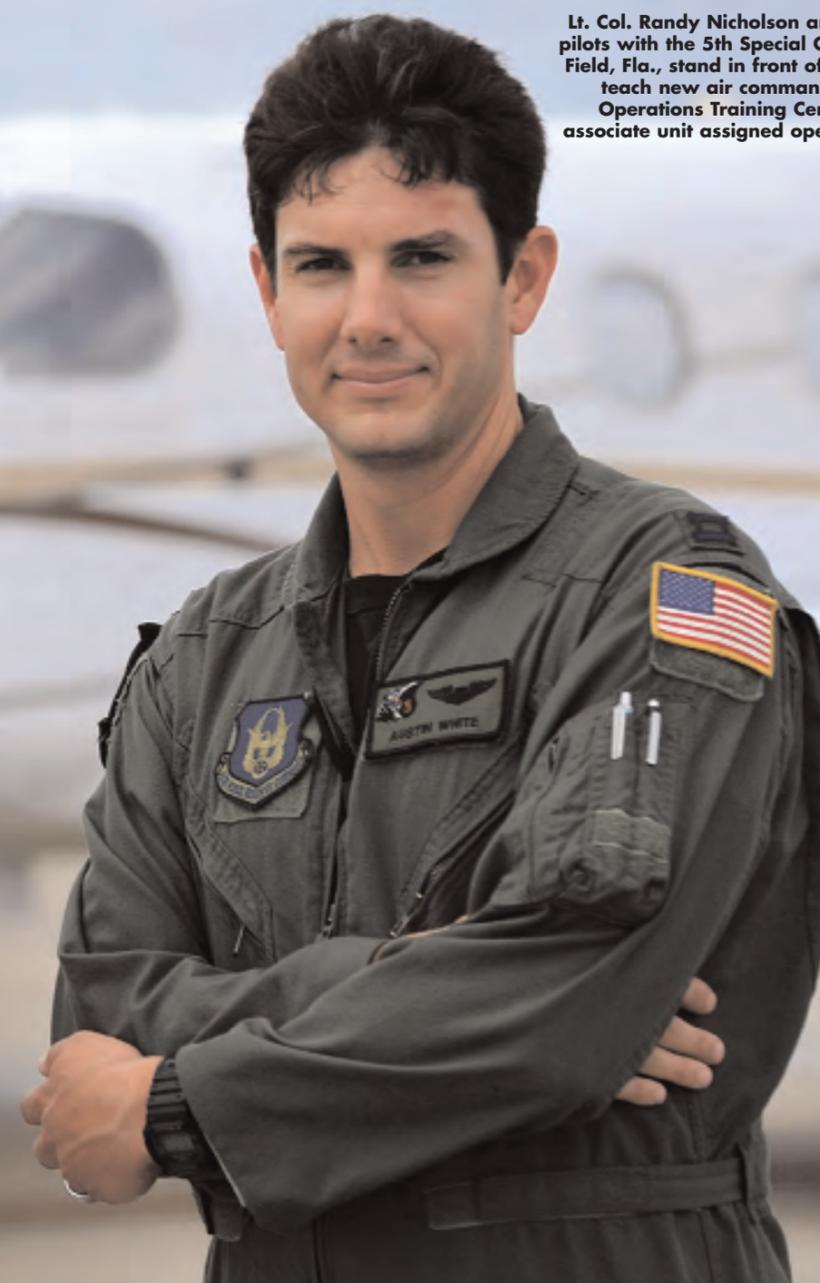
One of the distinct features of the association between the 5th and the training center is the fact that the 5th remains an operational squadron while taking on its new training mission. Its members will still deploy periodically and continue to fly missions in combat. That way, they will be able to share the most up-to-date information and conditions from the theaters of

operation with their AFSOC students.

"The 5th is a combat squadron that does training, not vice versa," said Lt. Col. Randy Nicholson, 5th SOS U-28 section supervisor. "That said, we're extremely excited about taking on this new role and sharing our experience with students at the training center."

"The strength that we bring to this new mission is indeed experience," said Lt. Col. Reid Henley, 5th SOS commander.

Lt. Col. Randy Nicholson and Capt. Austin White, instructor pilots with the 5th Special Operations Squadron at Hurlburt Field, Fla., stand in front of a Pilatus PC-12 they will use to teach new air commando pilots at the Air Force Special Operations Training Center. The 5th recently became an associate unit assigned operationally to the training center.



"Most of our members have extensive combat time and have deployed multiple times. The great thing about our new mission with the training center is that we get to pass on our combat experience gained from our 20-plus years service in AFSOC, experience that we'll be renewing at regular intervals."

"I've served in special operations for more than 18 years, but I'm not unique in the 5th SOS. Many of our aircrews have even more experience than I do, and now we're going to focus on bringing that experience and all of our hard-won associate lessons learned to our new mission with AFSOTC."

Initially, the 5th will provide aircrew training for the U-28 utility aircraft (the Air Force variant of the Pilatus PC-12) and train students in AFSOC's aviation

foreign internal defense mission. "We hope to add AC-130U Gunship aircrew training by 2012 and participate in all of the AFSOC emerging missions requiring aircrew training in new weapon systems," Colonel Henley said.

The U-28 provides intra-theater support for special operations forces, allowing pilots to move small amounts of cargo or a small number of troops within an area of responsibility. The single-engine aircraft can carry a payload of nearly 3,000 pounds and can be flown by one or two pilots. It can operate from shorter runways than a C-130 and can land on dirt and grass strips.

The 319th SOS at Hurlburt operates six U-28As, and its 45 members deploy frequently to fly and maintain the planes, allowing air commandos to deliver their

specialized airpower any time, any place.

The principal mission objective of aviation foreign internal defense is facilitating the availability, safety and interoperability of participating foreign aviation resources supporting combined operations. The AFID role is to advise foreign aviation forces on the use of airpower to deal with the internal threats of subversion, lawlessness and insurgency. In this role, combat aviation advisers primarily focus on hands-on, adaptive training and advisory support geared to practical airpower applications. The 6th SOS, based at Hurlburt, is the AFSOC unit charged with carrying out the command's AFID mission.

The AFSOTC, which officially stood up Oct. 1, is the new home for nearly all Air Force special operations training,

consolidating training that had been conducted both inside operational squadrons and at special operations locations around the country. As the training center matures, the 5th SOS may be asked to expand its instructor role to include more commando air frames, support and tactics.

"The 5th is definitely one of the key components of the AFSOTC," said Col. Paul Harmon, AFSOTC commander. "There's no way I could do this job without them."

Before taking on his new assignment, Colonel Harmon served as commandant of the smaller Air Force Special Operations School at Hurlburt.

The association between the 5th SOS and the AFSOTC is the latest in a long line of TFI success stories within AFSOC.

"This is graduate-level TFI," Colonel Henley said. "We're taking eight years flying as an associate special operations squadron and bringing those lessons to the training center."

"We've had awesome results with associate units dating back to the mid-1990s," added Lt. Col. Joe Arthur, 5th SOS chief pilot.

Colonel Arthur was assigned to the Reserve's 919th SOW at Duke Field in 1994 when it traded in its final five AC-130A Spectre gunships for MC-130E Combat Talon I and MC-130P Combat Shadow aircraft. The 919th's 711th SOS assumed the Talon mission, while the 5th SOS was reactivated to fly Combat Shadows.

In the years that followed, the 5th entered into a traditional associate unit relationship with AFSOC's 9th SOS at Eglin AFB, Fla. The 9th assumed ownership of the 5th's Combat Shadow aircraft, while crews and maintainers from the 5th worked with the 9th to meet mission requirements.

Conversely, the 711th SOS and 8th SOS established an active-associate relationship, with the Reserve owning the aircraft and regular AFRC and AFSOC crews and maintainers sharing flying and maintenance responsibilities.

"We've shown that Reserve associate units work well in the special operations world, and I'm sure that the 5th's association with the AFSOTC will continue that tradition," Colonel Arthur said. "This is really a good fit for us."

5th SOS officials hope that serving in the Reserve as an instructor at the AFSOTC will appeal to air commandos considering leaving active duty.

"We're definitely hiring right now," Colonel Nicholson said. "We're hoping to attract people coming off active duty so we can capture that special ops experience and pass it on at the training center. But, we are also looking for instructor pilots from other airframes who would be interested in this exciting new mission."

Current instructor pilots or instructor navigators already living near Hurlburt or who would be willing to relocate to the area and who might be interested in joining the 5th can contact Colonel Nicholson by e-mail at Randall.Nicholson@hurlburt.af.mil or by phone at DSN 641-4066 (commercial 850-881-4066). ★



Col. Steven Chapman, 919th Special Operations Wing commander, prepares for Master Sgt. Daniel Dombrowski (back left), 5th Special Operations Squadron first sergeant, and Lt. Col. Reid Henley, 5th SOS commander, to present their squadron flag during a squadron transition ceremony at Hurlburt Field, Fla., May 23. The ceremony marked the squadron's mission change from flying the MC-130P Combat Shadow at Eglin Air Force Base, Fla., to supporting the new Air Force Special Operations Training Center at Hurlburt.

JASMINE DENAMUR

The 5th SOS through the years



The 5th SOS's history dates back to World War II, flying C-46 and C-47 combat missions in the Pacific theater. The squadron was disbanded shortly after the war ended. It returned to service from 1965 to 1969 to conduct psychological operations, humanitarian programs and other special operations forces activities in South Vietnam.



In 1995, the 5th SOS was reactivated at Duke Field, Fla., as an Air Force Reserve unit under the 919th Special Operations Wing, where it was assigned the MC-130P Combat Shadow mission. In 1999, the squadron moved to Eglin Air Force Base, Fla., to form a classic associate unit with Air Force Special Operations Command's 9th SOS, becoming the first associate unit gained by AFSOC.



Today, the 5th SOS is an associate unit assigned to the Air Force Special Operations Training Center at Hurlburt Field, Fla. Initially, the 5th will provide aircrew training for the U-28 utility aircraft (the Air Force variant of the Pilatus PC-12) and train students in AFSOC's aviation foreign internal defense mission. The plan is for the 5th to add AC-130U Gunship aircrew training by 2012 and participate in all of the AFSOC emerging missions requiring aircrew training in new weapon systems.



TECH. SGT. PATRICK M. KUMINECZ

Senior Master Sgt. Dan DeAngulo, superintendent of the 434th Air Refueling Wing's Mission Support Flight, Grissom Air Reserve Base, Ind., briefs deployers before they start through a mobility processing line. Reservists who have accumulated between 18 and 20 years of active-duty service and who are interested in performing voluntary tours of active duty need to be aware of their protections under the active-duty sanctuary statute, contained in Title 10 U.S. Code.

Law protects volunteers with 18-20 years of service

A law enacted to protect Air Force Reservists interested in performing voluntary tours of active duty but who are in or close to entering the so-called "sanctuary zone" — meaning they've accumulated between 18 and 20 years of active-duty service — is creating some confusion and misunderstanding among the people it's designed to help.

The purpose of the active-duty sanctuary statute, contained in Title 10 U.S. Code, is to protect Reservists who have accumulated between 18 and 20 years of active-duty time from being involuntarily released from active duty before becoming eligible for retirement, said Suzanne Mixon. Ms. Mixon is the sanctuary and special program manager in the Directorate of Manpower, Personnel and Services at Headquarters Air Force Reserve Command, Robins Air Force Base, Ga.

Some Reservists mistakenly believe the exact opposite is true; that the law keeps Reserve members from earning an active-duty retirement. That is not true, Ms. Mixon said.

What is true, she said, is that over the years, the statute has been amended to provide the Air Force protection from unexpected costs, as well as to ensure control over pay, entitlements, end strength, grade and Air Force specialty code distribution.

However, despite these amendments, the original intent of the law remains intact, Ms. Mixon said.

Reservists who are within the sanctuary zone may perform any voluntary tour of active duty, in an effort to accumulate enough time for retirement. However, to do so they have to sign a sanctuary waiver for each set of orders for a voluntary tour (other than for training), not to exceed 179 days each.

The secretary of the Air Force requires these waivers before orders are issued, Ms. Mixon said. By signing waivers, Reservists are voluntarily waiving their sanctuary protections for a specific time period, which is defined in the orders.

Also, she said, Reservists continue to accrue active-duty

points while performing any voluntary tour of active duty with a signed and approved waiver in place. Waivers are not required for those members of the Reserve who are involuntarily mobilized. Also, they are not required for active duty for training.

"Once a Reservist has accumulated 7,305 total active federal military service points, they become eligible for an active-duty retirement and may retire with an immediate annuity," Ms. Mixon said. "Or, they may continue participating for additional points and pay and retire at a later date. A waiver is not required for those who have reached 7,305 points or 20 total active federal military service years."

Reservists who are involuntarily mobilized and who fall into the sanctuary zone once they are demobilized have two options, Ms. Mixon said. First, they can claim sanctuary protection and remain on active duty. The Air Force Personnel Center will work to secure an active-duty assignment according to the needs of the Air Force for the time remaining until they reach their 20-year point.

The second option for Reservists who fall into the sanctuary zone when they come off of an involuntary mobilization is to decline to remain on active duty. In this case, Ms. Mixon said, they will be required to sign a statement of declination. Reservists who take this option may return to their unit and continue performing voluntary tours of active duty with a signed and approved waiver in place. Any creditable tour of duty performed will accrue points toward an active-duty retirement.

Any error or breach of the sanctuary policy is avoided if Reservists have a signed and approved waiver in place prior to any voluntary tour start date, she said.

More information is available in Air Force Instruction 36-2131, Administration of Sanctuary in the Air Reserve Components. ★ (Staff reports)



By Staff Sgt. Celena Wilson

Air Force human resources professionals are inching closer to taking advantage of the information superhighway to provide services and support to their broad range of customers.

Their method of delivery is the Defense Integrated Military Human Resource System.

"DIMHRS is a Web-based tool that will be available 24 hours a day, making personnel and pay records available to human resource professionals, combatant commanders and other authorized users throughout the armed services," said Master Sgt. Kelli Jackson, Air Force Reserve Command military personnel flight operations manager. "The initiative will result in the largest fully integrated HR system in the world and deliver timely and accurate pay and benefits to all service members and their families."

The Air Force will not be the only service using the system. Eventually, it will support all of the branches of the military, including the reserve components. The Army is scheduled to implement DIMHRS first, kicking things off March 1, 2009.

This move will solidify the Air Force's commitment to modernizing business practices and providing enhanced support for today's service member and their families.

Reservists are going to see big changes when the system comes online. One example will be a big reduction in the pay problems that often occur when Reservists change status between Reserve and active duty.

"When Air Force Reservists deploy, their personnel and pay records follow them no matter where in the world they go," said Dave Gallop, director of personnel data systems at the Air Reserve Personnel Center in Denver. "This sys-

- DIMHRS will:**
- One-stop shopping for pay and personnel info.
 - Provide standard data for comparison across the services and components.
 - Properly track Reservists for both pay and service credit.
 - Track all military personnel into and around the theater.
 - Provide integrated personnel and pay functions.

tem will allow the personnelists and pay technicians at the deployed location access to the same information, reducing the chance of the member's pay being compromised."

DIMHRS falls under a much larger Air Force manpower and personnel initiative called personnel service delivery transformation.

"The objective of PSDT is to make personnel services more convenient for the member through the use of Web-based services and 1-800 contact centers," said Lt. Col. Douglas Ottinger, director of future operations and integration at ARPC. "Today, the Air Force Reserve uses the virtual Personnel Center-Guard/Reserve, or vPC-GR, to facilitate many of the Web-based and self-service personnel services. In the future, Air Force Reserve members will use DIMHRS. vPC-GR was designed as an interim step to get Citizen Airmen used to going to the Internet for many of their personnel services."

Even though the system is still in development, HR professionals are encouraging all members to visit the DIMHRS Web site and start familiarizing themselves with the new services.

The DIMHRS Web site was recently updated to be more interactive and add more "up-to-date content and live weekly presentations of DIMHRS capabilities using the new Defense Connect Online messaging format," Sergeant Jackson said. "We highly encouraged everyone to visit the site in the upcoming months prior to DIMHRS going live in order to

get a better understanding of the system and participate in the online training."

When DIMHRS goes live, it won't just be another system on the internet. It is slated to replace more than 80 legacy systems across the DOD — streamlining processes and

personnel and finance.

"DIMHRS will help fix shortfalls," Mr. Gallop said. "This new system will take the place of the legacy systems all of the services currently have in place."

"Right now, there is a lack of standardization between the services," he said. "DIMHRS will be the most helpful in the joint arena and for those who transfer between services and statuses. Combatant commanders have a great need for a uniform DOD system they all know, use and are familiar with."

To access the Air Force DIMHRS site, log into the Air Force Portal, click on the "Life & Career" tab and then click on the "Career" link. The DIMHRS Web link is on the left side of the page. Members can also directly access the DOD DIMHRS site at <http://www.dimhrs.mil>.

According to the Air Force, the DIMHRS Web site will go live in late 2009. And when the switch is flipped, turning DIMHRS on, the old systems will be shut off.

"They will have a brown-out and black-out period prior to the implementation of DIMHRS," Mr. Gallop said. "It is a sort of moving target. Be assured the old systems will not be taken offline right away; we will keep them in reserve for a period of time to ensure DIMHRS is running properly and make sure all of the data is properly transferred between all of the systems."

People with questions or comments about DIMHRS may e-mail them to af.dimhrs@randolph.af.mil. ★

Yellow Ribbon

New office established to oversee command's reintegration program

By Bo Joyner

The newly established Office of Deployment Cycle Support is up and running at Headquarters Air Force Reserve Command, Robins Air Force Base, Ga. Charged with managing the command's implementation of the Yellow Ribbon Reintegration Program, the office has its hands full making sure deploying Reservists and their family members are well taken care of.

"The Yellow Ribbon Reintegration Program is designed to assist Airmen and their families in facing the challenges of deployment, provide the family with information about the many programs and services that are available to help them, and address issues and concerns that families face when reintegrating back to their home communities," said Col. Mary Hill, DCS director.

The DCS office is small: Colonel Hill and Master Sgt. Juliet Alonso are currently the only two people assigned full time. They are working closely with the command's Integrated Delivery System team and local IDS teams throughout the command to implement the Yellow Ribbon Reintegration Program AFRC-wide.

Yellow Ribbon is a congressionally legislated directive that dictates that "deployment support and reintegration programs shall be provided for National Guard and Reserve members and their families. ... to minimize to the extent practicable the stresses of military service, particularly the stress of deployment and family separation."

It stipulates that deployment support and reintegration pro-

grams shall be provided in all phases of deployment – pre-deployment, deployment, demobilization, and post-deployment and reconstitution.

"Most of our bases already do a good job of taking care of their people," Colonel Hill said. "But the nature of Reserve service makes it possible for some people to fall through the cracks. We want to make sure all Reservists and their family members are taken care of during all steps of the deployment process."

The DCS office will do this by providing policy guidance, collecting data on support events offered at AFRC units, identifying best practices, standardizing support requirements, and providing training and support to wings in meeting program requirements.

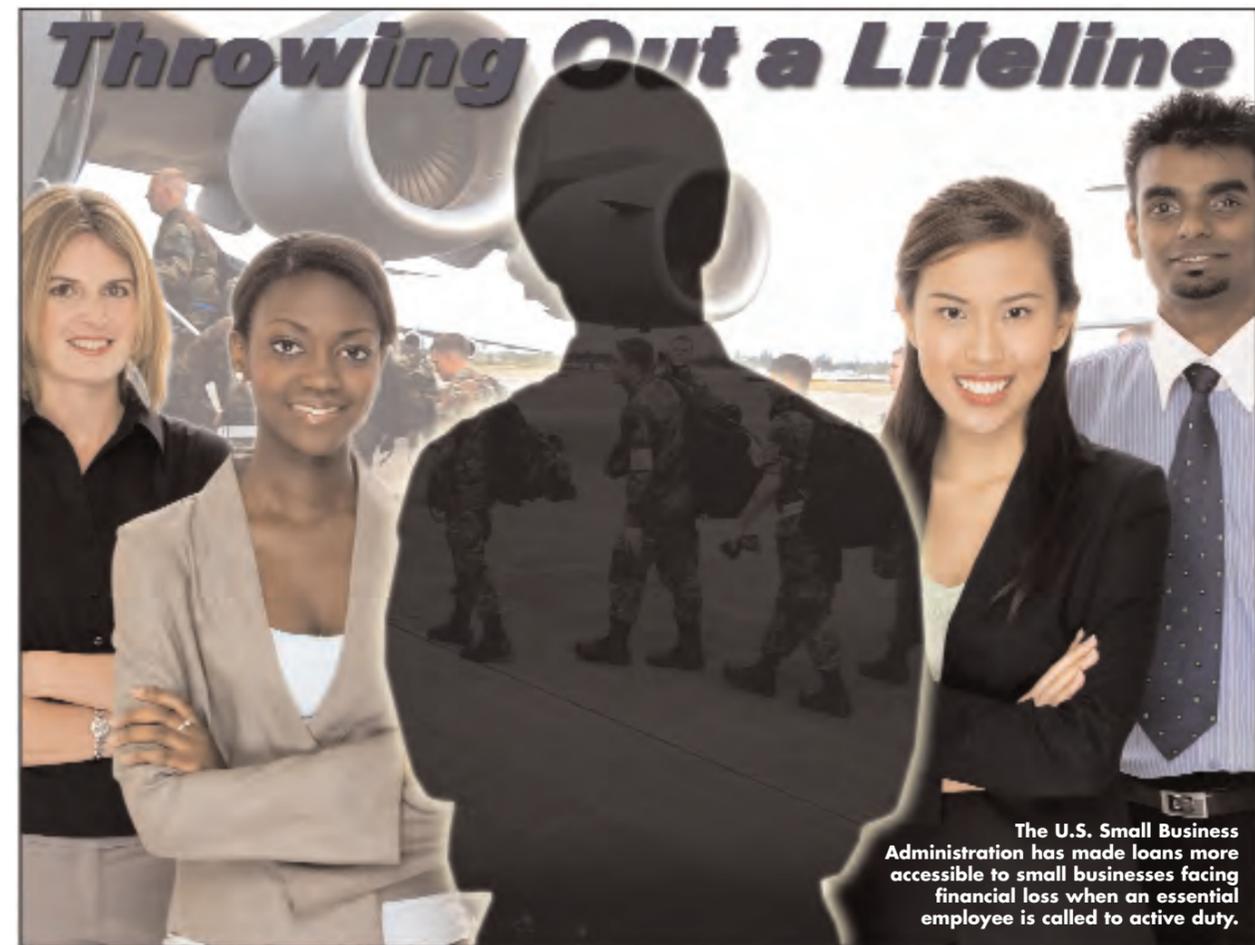
Colonel Hill is working closely with four Reserve locations that have post-deployment events scheduled between now and January 2009. The 507th Air Refueling Wing at Tinker AFB, Okla., started things off in November with the return of 155 security forces troops.

One provision of the Yellow Ribbon Reintegration Program directive states that National Guard and Reserve commands shall hold reintegration activities at approximately 30-, 60- and 90-day intervals following demobilization or the end of a deployment for all members who are mobilized or deployed for 90 days or more.

The law goes on to state that Reserve members must receive appropriate pay and allowances for attending these deployment support and reintegration activities and that family members should also attend the events.

"This is one aspect of Yellow Ribbon that has been a bit of a stumbling block," Colonel Hill said. "Officials are still debating which family members should be included at these events and how their attendance will be funded."

"While there are still some details being worked out, the bottom line is we are asking an awful lot of our Reservists these days, and we owe it to them to make sure they and their families are taken care of. That's what Yellow Ribbon is all about." ★



The U.S. Small Business Administration has made loans more accessible to small businesses facing financial loss when an essential employee is called to active duty.

Improved loan program helps small businesses when an essential employee is called to active military duty

Legislative changes will make a U.S. Small Business Administration loan program more accessible to small businesses facing financial loss when the owner or an essential employee is called to active military duty by extending the application period, increasing the unsecured loan threshold and raising the maximum loan limit.

Changes to the Military Reservist Economic Injury Disaster Loan program went into effect Oct. 28.

"The SBA is proud to be able to support the men and women who serve in America's military services," said Sandy K. Baruah, SBA acting administrator.

"Their service is not only honorable and selfless, but it makes them more talented and resourceful employees when they return home," she said. "That makes it doubly important that the small businesses they left when they were called to active duty are still operating when they come home."

"As they have worked to defend their country, the SBA's military reservist loan program aims to support those small businesses by providing the funds needed to cover their expenses and continue successful operations."

Under the new rules, a small business can apply for an MREIDL on the date the essential employee receives notice of the expected call-up. The application period is extended to one

year after the essential employee is discharged from active duty, an increase from the previous 90-day application window.

In addition, the small business is no longer required to pledge collateral to secure an MREIDL of \$50,000 or less. Previously, the business was required to put up collateral if the loan amount exceeded \$5,000.

The Small Business Disaster Response and Loan Improvements Act, passed in May 2008, also increased the MREIDL cap from \$1.5 million to \$2 million.

The MREIDL is a direct working capital loan, and the funds may be used to cover operating costs until the essential employee or business owner is released from active duty. An "essential employee" is defined as an individual (whether or not the owner of the small business) whose managerial or technical skill is critical to the successful daily operation of the business.

The interest rate on these working capital loans is 4 percent, with terms up to a maximum of 30 years.

Businesses can apply online at www.sba.gov/services/disasterassistance. To get an application by mail or for other questions about the loan program, contact SBA's Disaster Assistance Customer Service Center toll free at 800-659-2955 or by e-mail at disastercustomerservice@sba.gov. ★



2009
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ESGR is a Department of Defense agency established in 1972. Its mission is to gain and maintain employer support for Guard and Reserve service by recognizing outstanding support, increasing awareness of the law, and resolving conflicts through mediation.

