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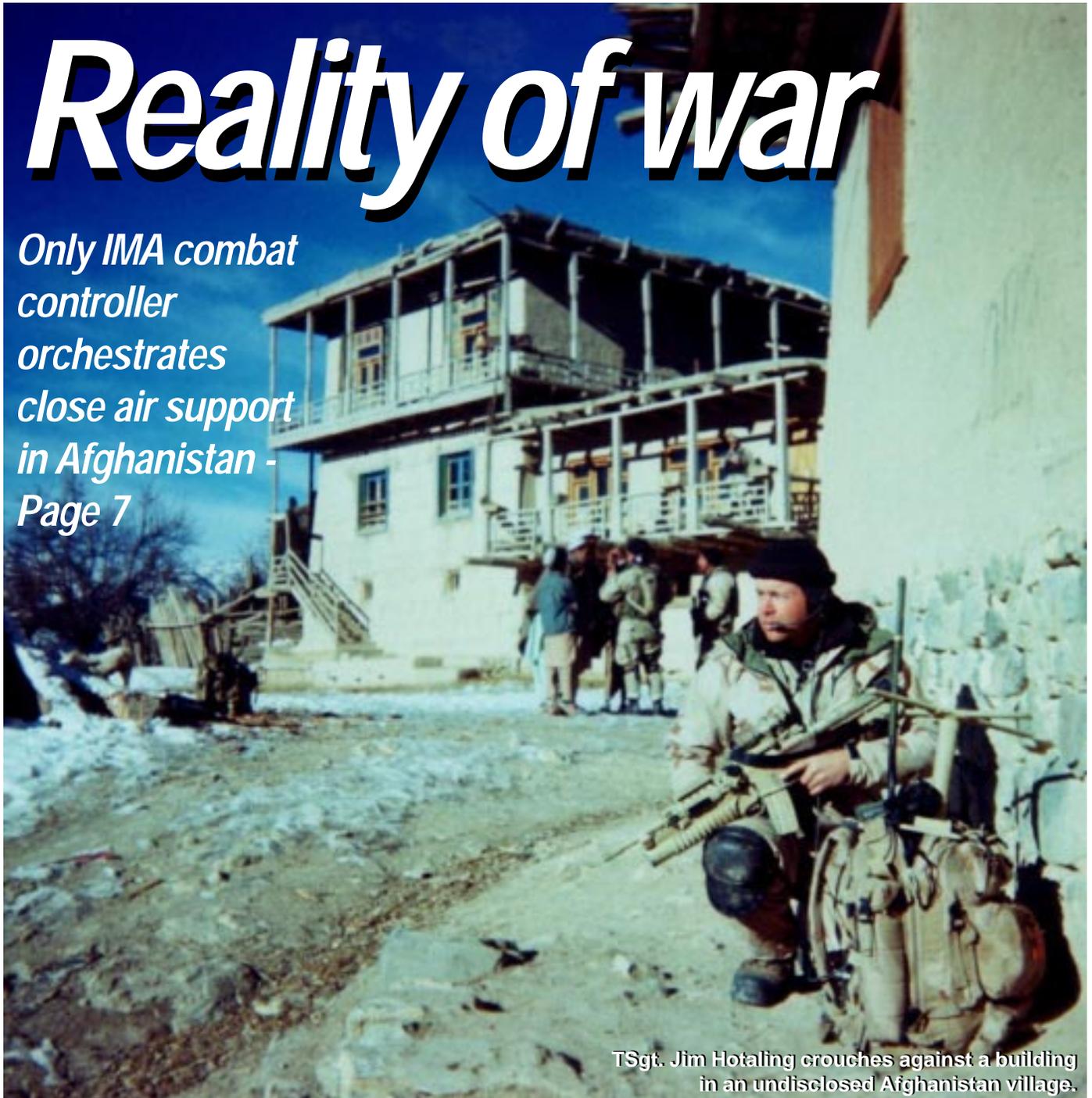
HQ Air Reserve Personnel Center, Denver, Colo.

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Reality of war

Only IMA combat controller orchestrates close air support in Afghanistan - Page 7



TSgt. Jim Hotaling crouches against a building in an undisclosed Afghanistan village.

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Read the *Air Reserve Personnel Update* on the ARPC Web site at arpc.afrc.af.mil

Commander sends seasons greetings

By Lt. Gen. James E. Sherrard III
Commander of Air Force Reserve Command

WASHINGTON – As we celebrate the holiday season and the start of 2003, let's take a moment to count the many blessings we enjoy.

We are blessed to live in a country where we are allowed to speak and write freely, where we can vote for the candidates of our choice and where we can worship in the way we want.

We are able to enjoy these freedoms, in part, thanks to your exceptional professionalism and devotion to duty.

Your response to our nation's war on terrorism has been truly spectacular. You've stepped up to the challenge smartly, without hesitation. I personally want to thank you for all you've done to protect our nation. It's an honor to serve with you and a pleasure to celebrate your achievements of 2002.

Your contribution to America is especially noteworthy and appreciated by a grateful nation.

Marsha and I wish each of you, wherever you might be in the world, the best during this holiday season. May you and your family find peace, joy and happiness as you continue to safeguard our country. God bless each of you, and God bless America. (*AFRC News Service*)

War on terrorism remains top priority

By Lt. Gen. James Sherrard
Commander of Air Force Reserve Command

WASHINGTON - The response by Air Force reservists to the war on terrorism has been spectacular. Across nearly every career field at locations around the world, reservists have demonstrated exceptional professionalism and devotion to duty.

Some are being asked to extend their mobilizations for as much as 12 additional months. For them and the rest of Air Force Reserve Command, the war on terrorism is our top priority and will remain so for the foreseeable future.

It is true the Air Force is in the process of returning the Air and Space Expeditionary Force to a more steady-state footing, and we are continuing to demobilize reservists where and when we can.

As we support Operation Noble Eagle and Enduring Freedom, our commitments to AEF aviation and support have increased to approximately three times that of pre-9/11. We expect that to continue to drop significantly but remain about 30 percent more than what we were doing before the terrorist attacks.

Unfortunately, not everything supporting the war can be accomplished with volunteers. The Air Force is extending for a second year more than 4,800 mobilized reservists so it can realign manpower for the war to a more predictable, steady-state process. As soon as possible, our people will be released from active duty.

Air Force Chief of Staff Gen. John Jumper regularly thanks you -- the men and women of the Air Force Reserve -- for your commitment to the war on terrorism. He knows what you are doing for the country, the sacrifices you are making for the war, and how service affects you, your families and employers.

As reservists, we never get used to missing anniversaries, birthdays and other special occasions. We know what it is like to forfeit a family vacation so we can serve our country. We know what service before self is all about.

It has been more than a year since the terrorists attacked the World Trade Center and the Pentagon, and killed thousands of innocent Americans in New York City, the Pentagon and Pennsylvania. We cannot and should not forget how different those events were as compared to the attack on Pearl Harbor 60 years ago. The world is a different, profoundly

crueler place when "soldiers" attack civilians instead of other soldiers.

As you go about your military duties, I ask that you keep the memory of 9/11 close to your heart. When a task seems too much, remember where we have been as a nation and why it is important to continue the fight. Ask yourself these questions: "If not I, then who?" "If not now, then when?"

Thank you so very much for what you do for our Air Force Reserve, our Air Force and our nation. God's Blessings to all and God Bless America. (*AFRC News Service*)

**Ask
yourself
these
questions:
'If not I,
then
who?' 'If
not now,
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when?'**



Air Reserve Personnel Center UPDATE

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U.S. Northern Command activates

PETERSON AIR FORCE BASE, Colo. (AFP) — Homeland Defense has a new champion: U.S. Northern Command.

The nation's newest unified command was activated Oct. 1 and is commanded by Air Force Gen. Ralph "Ed" Eberhart.

"We must be prepared for attacks on our territory and our people," said Deputy Secretary of Defense Paul Wolfowitz. "The fundamental way we will remain prepared for uncertainty is through the commitment of the men and women of Northern Command, who today shoulder a great responsibility on behalf of our nation."

USNORTHCOM is different from the U.S. military commands operating in other regions of the world in that its area of responsibility is North America.

USNORTHCOM's area of responsibility includes air, land and sea approaches and encompasses the continental United States, Alaska, Canada, Mexico and the surrounding waters out to approximately 500 nautical miles. It also includes the Gulf of Mexico, Puerto Rico and the U.S. Virgin Islands. The defense of Hawaii and U.S. territories in the Pacific remain the responsibility of U.S. Pacific Command.

"First and foremost this is a command that focuses on the defense of this great nation and this area of responsibility, day in and day out," Eberhart said.

USNORTHCOM's mission is to conduct operations to deter, prevent and defeat threats and aggression aimed at the United States, its territories, and interests within the assigned area of responsibility

'First and foremost this is a command that focuses on the defense of this great nation and this area of responsibility, day in and day out.'

Gen. Ralph "Ed" Eberhart
USNORTHCOM commander

and, as directed by the president or secretary of defense, provide military assistance to civil authorities including consequence management operations.

Even so, USNORTHCOM is only one part of a multi-layered federal, state and local effort to defend the nation.

"The command will coordinate, liaison and communicate with all federal agencies and local responders that have an interest in the homeland security of this great nation," Eberhart said. "We are going to share information, harness technology and breakdown cultural barriers to make sure we can do what the citizens of this great nation expect and deserve. That is to protect them and their families."

Even though he is now the combatant commander of USNORTHCOM, Eberhart will continue in his other role as commander in chief for the North American Aerospace Defense Command, a position he has held since February 2000. The headquarters of both USNORTHCOM and NORAD are located here.

Strategic, Space commands merge

By Petty Officer 1st Class Sonja Chambers
Special to the American Forces Press Service

OFFUTT AIR FORCE BASE, Neb. — Two U.S. unified commands merged Oct. 1 to form a new global command with global responsibilities in a new strategic environment.

During an afternoon ceremony in the Bennie L. Davis Maintenance Facility here, a new U.S. Strategic Command was established through the merger with U.S. Space Command and tasked with space operations, information operations, computer network operations, and strategic defense and attack missions.

During the ceremony, Adm. James Ellis Jr., U.S. Strategic Command chief, cased the colors and stood down the old command. Air Force Gen. Richard Myers, chairman of the Joint Chiefs of Staff, then activated the new command, incorporating portions of U.S. Space Command. That command, based at Peterson AFB, Colo., ceased to exist.

The new StratCom represents the transformation that provides a single commander, with a global perspective, to support the president and the secretary of defense, Myers said.

With a B-2 Spirit stealth bomber, one of the most potent reminders of the nation's deterrence strength, parked behind several troop formations to the rear of the facility, and a 60-foot U.S. flag behind him, Ellis took command of the new StratCom.

"This new command is going to have all the responsibilities of its predecessors, but an entirely new mission focus, greatly expanded forces and, you might even say, several infinite areas of responsibility," Myers said.

The command focuses on the military's ability to respond to threats around the world and offer a wider range of strategic options.

"United States Strategic Command provides a single warfighting combatant command with a global perspective, focused on exploiting the strong and growing synergy between the domain of space and strategic capabilities," Ellis said.

The merger of the commands is part of the Bush administration's plan to transform the U.S. military as part of the nation's national military strategy. The new StratCom continues to be responsible for providing strategic deterrence for the nation, but it also assumes

space missions and responsibilities.

"Here today you begin to affect a real transformation," said Deputy Defense Secretary Paul Wolfowitz. "A transformation that will improve our command and control, our intelligence and our planning. In short, a fundamental step forward to better meet the security environment that will define the 21st century."

The command exercises combatant command and control of assigned task forces and service components that support the command's mission. During day-to-day operations, service component commanders retain primary responsibility for maintaining the readiness of USSTRATCOM forces and performing their assigned functions.

Organizations include the following task force and service elements: aerial refueling, airborne communications, Army Space forces, ballistic missile submarines, bomber and reconnaissance aircraft, Joint Task Force — Computer Network Operations, the Joint Information Operations Center, land-based intercontinental ballistic missiles, the Naval Network and Space Operations Command, and Space Air Force.



CMSAF focuses on quality of life

By SSgt. A.J. Bosker

Air Force Print News

WASHINGTON — As the backbone of the world's premier air and space force, the Air Force's enlisted corps deserves a quality of life unmatched by any military organization in the world, according to the service's top enlisted airman.

Providing that quality of life, said Chief Master Sgt. of the Air Force Gerald Murray, requires more than just building bigger homes and procuring better benefits. It means giving them sound leadership, a good organization and a good "team" atmosphere.

"The Air Force is a people-oriented force, and we will always do our best to provide our great men and women with these things," Murray said, who became the 14th chief master sergeant of the Air Force on July 1, succeeding Chief Master Sgt. of the Air Force Jim Finch.

Perhaps now more than ever, he said, recruiting and retaining the Air Force's enlisted force is critical and is the reason why improving their quality of life is important as well.

A native of Boiling Springs, N.C., Murray believes it is only fair to provide these dedicated airmen with quality workplaces and housing, more educational opportunities and better pay and compensation. Fortunately, he added, many of those things are on track in the near future. But more is needed.

"It appears that the fiscal 2003 budget will give us a good pay raise, but we're still seeking another targeted raise in fiscal 2004," he said. "Pay for our junior enlisted is very comparable with those of similar experience and training in the civilian sector but lags behind in our senior (noncommissioned officer) grades. The targeted raise emphasizes increased education, experience and, most importantly, leadership of our NCO corps."

This education, experience and leadership has made the Air Force NCO corps the best in the world and is vital because today's NCOs must train and supervise airmen in their technical areas to become mission proficient, and prepare them to lead the force in the future, Murray said.

"Our junior NCOs are the front-line supervisors, and they must have their attention focused on leading the force," he said. "We all have aspirations to move up in rank and status, but our focus should be projected downward. Our priority should be on improving our skills and becoming better leaders for those entrusted to us."

Murray said he would like to see enlisted professional military education focus more on the service's core competencies, combat readiness and other military aspects of leadership.

"Sometimes we over-emphasize the academic portion of PME when we really need to prepare better combat leaders," he said. "Don't get me wrong, our professional military education and NCO corps are the best in the world, but we can always strive to be better."

That attitude is the basis of transformation and why the Air Force implemented the air and space expeditionary force construct. He

said increasing understanding and awareness among airmen of the AEF mind-set and how it is designed to improve their quality of life is critical.

"Air Force leaders are committed to the AEF cycle of 90-day deployments every 15 months," he said. "It's a promise we've made, and we're working to keep it."

Getting the AEF mind-set established among "bluesuiters" should be a simple matter, he said. After all, everything the Air Force does is cyclical.

"For years, the Air Force has operated on an annual cycle for everything from aerobic testing to suicide awareness and chemical warfare training," Murray said. "We're working to establish these according to the AEF cycle, every 15 months."

Fortunately, he said, the system is evolving into what Air Force leaders envisioned. When the service first implemented the AEF construct, about 80,000 people were assigned to deploy. Today, more than 260,000 are assigned to deployment codes. But there is still much work to do in perfecting AEF.

"We need to reduce the stresses on those airmen who are being tapped for multiple deployments or are being asked to deploy for a longer period of time," Murray said.

While senior leaders work those issues at their level, individuals and units must focus on changing the mind-set of everyday operations from a home-based force to an expeditionary force, he said.

"We must expect that we are going to deploy; it's what we do," the chief said. "Everything we do should support that, from training and maintaining our wartime proficiencies to ensuring our families are prepared to endure our absence during a deployment."

"Once a deployment ends and a person returns home, the cycle should begin again, starting with the three Rs — reunite, rest and recuperate — then right back into the process that ensures we are ready to deploy again when called upon."

As the AEF process evolves, he said, readiness continues to climb. "The current force is more ready to fight than any other time in history," he said.

"The majority of our airmen are trained and ready because they are in the AEF and have been deployed, some to tough locations," Murray said. "These deployments have made our people mentally and physically ready to accomplish the mission. And that is one of the greatest benefits of the AEF construct."

The chief said he knows the sacrifices Air Force people and their families are making daily and encourages them to remember how important their contributions are to the war on terrorism and the mission.

"When I go out to the field, airmen tell me they're working hard, but they also tell me they're more than ready to do what is necessary. I am extremely proud of our enlisted force, and I know they will continue to meet whatever challenges the future holds."



TSgt. Jim Varhegyi

"I am extremely proud of our enlisted force, and I know they will continue to meet whatever challenges the future holds" - CMSAF Murray.

Planning reduces demobilization stress

By Lt. Col. Tom Deall
Director, public affairs

In preparing for a deployment, most families take needed steps to ensure the transition is as trouble-free as possible. But with some planning and taking advantage of lessons learned, families can also experience reduced stress associated with demobilization.

As servicemembers prepare for deployments, they are afforded many opportunities to get themselves ready. For example, going through a mobility line, members have access to a legal representative for wills and powers of attorney, they can speak with personnelists who help them ensure family members are properly enrolled in the Defense Enrollment Eligibility Reporting System, or DEERS, making them eligible for certain benefits and entitlements. Members can also speak with a chaplain, finance specialist and family support representatives.

Though the process seems cumbersome at times, it is designed to give servicemembers one last chance to settle unfinished business related to their family affording them some peace of mind.

When it's time to return, consider someone who's been deployed for 90 days or more and has been on their own. Outside of duty requirements, their ability to come and go has been relatively unrestricted. More importantly, they've had a respite from taxiing children to and from school, doing chores, and spending weekends going from one activity to another. For some, bills were also left behind as their spouse assumed those responsibilities.

For the spouse, the duties of holding down household demands went from a shared responsibility to one that occupies their every waking moment. They assume roles of parent, chauffeur, cook, healer, tutor and, at times, they offer a shoulder that's cried on.

Assuming these new roles are difficult at first, both servicemember and spouse develop a routine and learn to manage alone. Of course, it's a temporary situation that demands attention.

Steps for the returning member

According to family support and life skills specialists, there is a lot of stress associated with the end of a deployment and the return of the servicemember. Despite this stress, there are steps the returning member can take to lessen the anxiety.

For the servicemembers, specialists recommend taking the following actions before and upon returning to their home and family.

- ❖ Plan on spending some time with the entire family doing family things, but be flexible if teens have other plans.
- ❖ Show interest and pleasure in how your family members have grown and mastered new skills in your absence and let them know you are proud of them. Comment on positive changes.
- ❖ Expect that it will take a little time to become reacquainted with your spouse. Be sure to tell them just how much you care about them.
- ❖ Resist the temptation to criticize. Remember that your spouse has been doing her or his best to run the household single-handedly and care for the children while you were gone.
- ❖ Take time to understand how your family may have changed



Carlos Cintron

Being prepared before a deployment eases stress and paves the way for a happy reunion.

during the separation. Go easy on child discipline — get to know what new rules your spouse may have set before you jump into enforcing the household rules.

❖ Don't be surprised if some family members are a bit resentful of your deployment. Others often think of the deployment as more fun and exciting than staying at home — even if you know otherwise.

❖ Infants and small children may be shy or even fearful around you at first. Be patient and give them time to become reacquainted.

❖ Resist the temptation to go on a spending spree to celebrate your return. The extra money saved during deployment may be needed later for unexpected household expenses.

❖ Most importantly, make time to talk with your loved ones. Your spouse and each child need individual time and attention from you. Remember, focus on the positives and avoid criticism.

Overall, experts emphasize communication to help reestablish intimate relations, bring you closer together and accept any changes.

But, perhaps, the most important aspect of returning is to remember to go slowly and avoid trying to make up for lost time. Make a concerted effort to spend quality time with each child.

Though challenging, accept that your partner may be different in a number of ways to include how they react to you personally. Remember, intimate relationships may be awkward at first. The bottom line is take time to get reacquainted.

Tips for the homefront

For the military spouse who has learned to be independent and self-reliant, there is anxiety associated with having to welcome back their spouse, who, at times, can seem like a stranger in their home. But the return can be a joyous occasion with both husband and wife enjoying the return to a partnership.

To do this, experts recommend the following:

- ❖ Do something special to welcome your spouse home — help the children make a welcome banner, make your spouse's favorite dessert, etc., but be understanding and flexible if your spouse is too tired to notice.

— See **STRESS**, Page 6

Troops to Teachers available to reservists

By Army Maj. Hal Abbenhaus

Special to the American Forces Press Service

WASHINGTON — The worst teacher shortage ever is now approaching, according to figures compiled by the National Education Association. Reserve component personnel can help alleviate the problem.

In January 2002, the Troops to Teachers program expanded to include reserve component servicemembers. Under the program, the U.S. Department of Education and the Defense Department team up to help qualified servicemembers transition from the military to teaching careers.

The Troops to Teachers program is designed to recruit quality teachers for schools serving low-income families and to relieve teacher shortages.

The program began in 1994 and since its inception has provided monetary and guidance support to qualified active-duty servicemembers.

Reservists who want to participate in the program must have a bachelor's degree from an accredited institution or have one year of college with six years experience in a vocational or technical field.

Reservists qualify under four different options:

❑ Retired from the drilling reserves with 20 or more years on or after Oct. 1, 1999;

must apply for the program within four years of retirement.

❑ Now serving in the drilling reserves with 10 or more years of creditable service and commit to serving an additional three years or until eligible for retirement.

❑ Retired or separated from the drilling reserves due to a physical disability on or after Jan. 8, 2002; must apply within four years of separation.



❑ Transitioning from active duty on or after Jan. 8, 2002, with six or more years of active duty immediately before separation and a commitment to serve three years with a drilling reserve unit; must apply within four years of separation.

Pending availability of funds, eligible individuals may receive up to \$5,000 to offset teacher certification expenses and an additional \$5,000 bonus if they teach in a school serving a high percentage of students from low-income families.

Schools around the country will need some 2.4 million teachers in the next 11 years because of teachers retiring, teachers leaving the classrooms and increased student enrollment. The NEA said the need will be most acute in bilingual and special education positions, mathematics, sciences, computer science, and English-as-a-Second-Language and foreign language specialists.

In high-poverty urban and rural districts alone, more than 700,000 new teachers will be needed in the next 10 years. About 42 percent of all public schools in the United States have no minority teachers. The percentage of minority teachers is expected to shrink to an all-time low of 5 percent, while 41 percent of American students will be minorities.

More than 4,000 Troops to Teachers participants have been hired since the program began.

Reservists interested in continuing service to their country and discovering a new and rewarding career in teaching, should access www.ProudToServeAgain.com, the Troops to Teachers Web site, for more information.

The site provides the latest updates on the program, resource links for program applicants and important links to state-specific education sites. (*Abbenhaus is an education specialist at Pensacola, Fla.*)

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❖ Give your spouse time to adjust to being home. Don't tightly schedule activities for them. Don't expect them to take on all their old chores right away. Understand that your spouse may need time to adjust to a different time zone, a change in food, etc.

❖ Plan on some family togetherness time. Suggest a picnic or a special family meal. Time together helps the returning spouse get back into the rhythm of family life.

❖ Be patient and tolerant with your spouse. He or she may not do things exactly as before. New experiences during deployment may bring changes to attitude and outlook.

❖ Stick to your household budget. Don't spend money you don't have on celebrating your spouse's return. Show you care through your time and effort.

❖ Don't be surprised if your spouse is a little hurt by how well you were able to run the household and manage the children without them. Let them know that your preference is to share family and household responsibilities with them no matter how well you did on your own.

❖ Stay involved with your children's school activities and interests. Don't neglect the children's need for attention as you are becoming reacquainted with your spouse.

❖ Stay involved in your own activities and interests, but be flex-

ible about making time for your spouse.

❖ Don't be surprised if children test the limits of the family rules when your spouse returns. It's normal for children to want to find out how things may have changed by acting up a bit. Consistent enforcement of family rules and even-handed discipline are key to dealing with acting-out.

As with the returning servicemembers, spouses are urged to remember to go slowly without trying to make up for lost time. They encourage spouses to accept that their partner may be different and that difference may cause their intimate relationship to be awkward at first.

To facilitate a smoother return, experts say to take time to get reacquainted and avoid disappointments by lessening, if not forgetting, fantasies. Remembering that the transition also effects children, it is strongly recommended that spouses keep them advised and help them understand and work through their own feelings.

Overall, it's important that spouses and servicemembers not go the transition alone. With specialists available at base family support and life skills support centers, families can get help if and when needed. With this help and some planning, stress can be greatly reduced making more room for celebration when the deployment is over.

IMA shares battlefield experience

By Mike Molina

ARPC public affairs

An agonizing pain tears through every muscle in TSgt. Jim Hotaling's body. His legs and feet strain from the 140-pound plus pack that is now digging into his shoulders and back. His mind screams for him to "take a break," "sit down," "quit."

But his pride will never allow it. His pride as an American, the only American in his five-man team, will not allow him to quit. Knowing that the others want to test their strength against "the American's" motivates his every step. He trudges on as the team continues on their way up the 2,300-foot near-vertical ascent. Finally, one of the others says, "Let's rest." Hotaling lets out a sigh of relief as he plops on the cold rocky mountainside somewhere in Afghanistan.

It is a long way from his home in Tacoma, Wash., and a world away from his life as a husband and father, and his duties as a Washington State Trooper. Hotaling is a combat controller or CCT, who six months before Sept. 11, 2001, was asked to be part of the Reserve individual mobilization augmentee, or IMA, program for CCTs.

"They called and asked me, 'How would you like to jump, dive and blow things up on the weekends?' I said, 'Sure, why not. Go back and be with the fellas again.' What a great job!"

Accepting the job meant Hotaling was the first and only CCT in the IMA program.

But what was once weekend fun, became all too real Sept. 11, 2001. Hotaling was activated days after the terrorist attacks on New York and Washington, D.C. He was assigned to 22nd Special Tactics Squadron at McChord Air Force Base, Wash., where he spent eight weeks training. By November 2001, Hotaling was in Afghanistan on the front lines of the United States' war on terrorism.

Last month Hotaling shared the story of his five months in the rugged icy mountains of Afghanistan with a captivated ARPC audience. The guest speaker for ARPC's Warrior Day, Hotaling told of his team's mission up the cliff, each man carrying more than 140 pounds on his back, a mission they aptly nicknamed "the walk of death." The objective was to locate and observe a terrorist training facility. With such high stakes, the team could not afford being spotted by any villagers who might have wandered along. So the safest way to avoid detection was up a cliff where few people would dare travel.

"It's not the X Games or anything like that where you've got safeties and ropes and little helmets and things like this. It is do

or die. It is a tough thing to do, but it's what you have to do in war," he said.

Hotaling gave a firsthand account of missions like the one that had him and his "mates" driving all-terrain vehicles while being chased by a group of enemy four-wheel drive trucks mounted with 50-caliber machine guns.

"I was able to get a Navy P-3 sub hunter that just happened to be in the area to help me out. He has some eyeballs up there, and he was literally able to tell me to turn left, turn right, go down this creek bed, stop here, and it allowed us to break contact with the enemy," he said. "It also allowed me to get the close air support

"They called and asked me, 'How would you like to jump, dive and blow things up on the weekends?'"

role going, and we were able to bring two of my friends from the USS Stennis aboard, two F-18s to take care of that problem for us." Conjuring images of Hollywood action movies, he described stealth missions gathering evidence, investigating caves, capturing one of the top 10 most wanted Taliban leaders, being surrounded by 300 to 400 "screaming, angry Afghanis," and storming al Qaeda safehouses with as few as five men. He spoke of his calls for air strikes that destroyed the second largest al Qaeda training camp in Afghanistan – a result of the reconnaissance mission that took him on "the walk of death."

At times he spoke bluntly.

"One thing I wish I could make people understand is that there are people over there who would kill every single person in this room only for the simple fact that you're Americans," Hotaling said.

He talked of going days without food or a shower and making snow cones out of flavored drink mix and snow to ease hunger pangs.

He spoke in great detail of his role during Operation Anaconda and of the CH-47 helicopter crash and fierce fighting that took place nearly three kilometers from his team's position atop a mountain.

"As that was happening, what I can see is the enemy forces in the valley and on the back side of the mountain moving their way up toward the crash site to reinforce the bunkers that they have on the high ground. I get with Sgt. (Gabe) Brown and we start to coordinate the appropriate air," he said.

"Me and Gabe fought that day with close air and actually started to take a pretty good toll on the enemy, to the point where they were not reinforcing at all coming up the mountain, and the surviving Rangers on top actually took the bunker and were successful at the top."

Hotaling is humble when he speaks of his time fighting in Afghanistan and says his mission now is to share his story with those who have seen and fought the war from home in the United States.

"That feeling we had on 9/11, keep it burning because we are not done."



ARPC helps IMAs meet FY/RR requirements

By MSgt. Kelly Mazezka

Public affairs IMA

It seems like an endless and confusing debate, "Why do IMAs have two requirements for participation?"

The simple answer is that both are required by law. The easiest way to understand this quandary is by saying that the fiscal year requirement is based on budgeting and the retention/retirement, or R/R, obligation is for retirement.

The entire government bases its budget on the fiscal year because each year it must receive allocations from Congress, said Jim Jenkins, plans and policy division. The government must submit its estimation of how much money it requires for the year.

So, the FY requirements establish a base for budgeting. Although FY requirements vary by category, members must complete 12-14 annual training days and 24 or 48 inactive duty, or IDT, points. Members must fulfill FY requirements to maintain their current position in the program.

In an effort to standardize and streamline the Reserve Retirement Credit and Data Management process, all services use the R/R date to compute eligibility for retirement, Jenkins said. It is established the day the member enters an active military status. It remains constant throughout a military career unless the member has a break in active military status. Members are credited with a year of satisfactory federal service for retirement when they earn at least 50 points (including 15 membership points) in a full R/R year.

Points can be earned various ways:

❑ Each full day of active duty (annual training, active duty for training, active duty for support and MPA tours) earns one point.

❑ One point is credited for each four-hour inactive duty training period. Eight hours of training in an IDT status is equal to two points. No more than two points can be earned in one calendar day. IDT points can only be used for activities that prepare the member for full-time utilization or mobilization.

❑ Point credits can be earned upon completion of Air Force Institute for Advanced Distributed Learning, or AFIADL, formerly known as ECI, course examinations. AFIADL determines the number of study hours awarded for each course.

❑ Medical personnel may earn one point for each day of

Equivalent Reserve Instruction.

❑ Fifteen membership points are rewarded for each R/R year in an active Reserve status.

❑ One point can be earned for activities related to completion of physical health assessments.

Members can find their Reserve Section, FY requirements and R/R dates on their assignment orders or on their Air Force Form 526 "ANG/USAFR Point Credit Summary."

AF Form 526s are produced annually about 60 days after the completion of an R/R year. This form shows a day-by-day breakdown of a member's participation and points earned for the R/R year.

Members are strongly encouraged to review their AF Form 526s upon receipt – failure to ensure the accuracy of this document could adversely affect future retention, promotion or retirement.

Recognizing IMAs benefit from forecasting their training to ensure they meet both requirements, ARPC established the "IMA Year Analyzer" on its Web site in 1999.

The IMA Participation Calculator and Scheduler helps IMAs meet both FY and R/R requirements.

points.

Scheduler: IMAs can forecast a training schedule and, once it meets both FY and R/R requirements, coordinate it with their supervisor.

Tracker: By printing a copy of the coordinated schedule, an IMA can track and maintain participation activities. If there is a conflict, replace the activity with one of equal value.

The program has some limitations. For example, there is no way to save the information a member enters. And, it only prints the dates displayed on the computer monitor at the time of printing, so it may take several pages to print a complete year of participation.

Despite its limitations, the IMA Participation Calculator and Scheduler is a useful tool to help members fulfill both FY and R/R participation requirements.

Now known as the IMA Participation Calculator and Scheduler, this program assists IMAs by showing the optimal time to schedule training to meet both their FY and R/R training requirements.

Located at **arpc.afrc.af.mil**, "Participation Requirements: IMA Participation Calculator & Scheduler," the program has three key features:

Calculator: Upon data entry, the program calculates both FY and R/R participa-

Briefs

Updated guide available

The latest version of the Individual Reserve Guide, dated Oct. 1, 2002, is now available on the ARPC Web site.

The fiscal 2003 Guide is available at arpc.afrc.af.mil/dpst/index.htm.

Missed meal reimbursement

Reservists' tour orders include a meal statement of "all," "partial" or "no government meals available" and members are paid the standard rates accordingly.

If a situation arises during the course of a tour that prevents a reservist from eating at the dining hall as required, they can request reimbursement by filling out an Air Force Form 2282, *Statement of Adverse Effect—Use of Government Facilities*.

The date must be included for any meal(s) missed, including a justification explaining why the member could not eat at the dining hall and the active duty commander must concur by signing the form.

The form should be forwarded to HQ ARPC/FMF, 6760 E. Irvington Pl #3000, Denver CO 80280-3000; or faxed to DSN 926-6766

or (303) 676-6766, for final approval. Reservists should include a fax number or address so the approved form can be returned for inclusion with the travel voucher.

Uniform replacement

HQ ARPC/FMX handles the replacement-in-kind of certain uniform items for enlisted, participating IMAs only.

For specifics, refer to the ARPC Web site at arpc.afrc.af.mil/uniform.htm. ARPC/FMX is not authorized to supply complete initial uniform issues, but can provide the "limited initial issue" outlined in Air Force Instruction 36-3014, Tables A3.5 and A3.6, if the member has been separated for more than three months, or is transferred from another branch of service.

For special uniform items required by the unit (desert BDUs, flight suits, parkas, etc.), members should contact their unit orderly room. ARPC does not supply organizational patches or stripes, or reimburse removal and sewing costs.

When new uniform patches are necessary due to a directed organizational change, the unit is responsible for replacing the required

patches via their active duty unit's operations and maintenance funds. This is applicable to both officer and enlisted personnel.

New WOTS address

The Web Orders Transaction System, or WOTS, moved to a new server at Headquarters Air Force Reserve Command Sept. 29.

The new Web address is <https://wots.afrc.af.mil/wots>. Reservists are encouraged to save the new address under their "Favorites" or update their bookmarks.

The new site provides users the ability to reset their personal passwords by selecting the "Click here to reset your password" link.

HQ AFRC/FMXS, who has assumed responsibility for WOTS connectivity and technical support for all users. Questions should be directed to their help desk at 1-800-223-1784, Ext. 70522/70208; or DSN 497-1455/0536; or e-mail afrc.wotshelpdesk@afrc.af.mil.

ARPC/FMX still provides support for other functional questions, such as how to use the system. They can be reached at 1-800-525-0102, Ext. 71325; DSN 926-3087; or e-mail wots@arpc.denver.af.mil.

JAG and paralegal news

Share the Wealth tours abound

There is never a lack of Share the Wealth tours available worldwide for Reserve and Guard judge advocates and paralegals.

Members should contact the respective point of contact to coordinate support, including period of availability and experience level with the requesting office.

Once confirmed, the IMA needs to submit an orders request via the Web Orders Transaction System, or WOTS. The Share the Wealth list, which is updated frequently, is available on WebFLITE at https://aflsa.jag.af.mil/GROUPS/AIR_FORCE/MAJCOMS/ARPC/stw1.htm.

Updating WebFLITE ROSTER

The continuing move to the electronic age has everyone relying largely on e-mail messages to communicate.

Questions concerning a WOTS request, a member's record, school tour notifications and specific course instructions from the JAG School are all handled electronically through e-mail. Thus, it's the member's responsibility to ensure quick communication as de-

lays may have negative impacts.

The only method ARPC/JA has to ensure these e-mail addresses are correct, short of sending continuous mass test messages, is to rely on the data on ROSTER in WebFLITE. The preferred e-mail must be reflected in ROSTER. All IMA judge advocates and paralegals should regularly check their ROSTER data to ensure currency.

The same logon and password used for FLITE are also used for ROSTER. The Web site is located at https://roster.jag.af.mil/pls/rosterdad/initialize_roster.showhomepage.

Paralegal orders processing

Questions concerning the IMA paralegal orders processing should now be directed to MSgt. Joyce Balding.

POC: HQ ARPC/JA
 CMSgt. Deborah Fischer
(800) 525-0102, Ext. 71251
DSN: 926-6494
Comm: (303) 676-6494
E-mail: arpc.ja@arpc.denver.af.mil
Address: 6760 E. Irvington Pl. #5200
Denver, CO 80280-5200

ARPC/JA bid farewell to SSgt. Penny Guillard in August, after nearly two years. She was not only the WOTS expert, but she now understands the program enough to advise seasoned IMAs.

List purpose of tour in WOTS

Other than annual or school tours, IMA judge advocates and paralegals need to put the purpose of tour requests in the remarks section when submitting WOTS requests.

Some examples include Share the Wealth, or STW; Upgrade Training, or UGT; MAJCOM conferences (indicate command); and IMA Orientation Workshops. This reduces follow-up time and expedites processing or orders requests.

ASL overseas attendance

IMA judge advocates and paralegals who reside in overseas areas for more than four years are eligible to attend the Annual Survey of the Law now held in January each year.

IMAs meeting the criteria should send an e-mail to arpc.ja@arpc.denver.af.mil so that the training roster can be updated.

Medical profession news

Attention 4N0X1s, 4F0X1s

The Nov. 1, 2002, merger of the 4F0X1, aerospace medicine specialist, into 4N0X1, medical service specialist, or 4E0X1, public health specialist, will result in a career development course, or CDC, requirement for all 4F0X1s and 4N0X1s.

IMA 4F0X1s currently holding a 5- or 7-level who are transitioning to 4N0X1 will be awarded the same skill-level in the new AFSC and must complete the 4N051 D course. However, 4N0X1s (to include A and B shreds) holding a 5- or 7-skill level at the time of the merger must complete the 4N051 C course. HQ ARPC/DPAT will be ordering the CDCs for all 4N0X1s and 4F0X1s.

The ARPC Medical Force Management Division, ARPC/SGE, will notify all affected IMAs of the process via certified letter in November and again at the end of February to ensure they have received their CDCs. IMAs have six months to complete their CDCs.

HQ ARPC/DPAT will follow the IMA's progress. Four months after the CDCs have been sent to the IMA, DPAT will automatically order the end of course exam. The exam will be sent to the base the IMAs are attached to, if the test has not been taken already. IMAs are encouraged to ensure their unit of attachment is correct.

HQ ARPC/SGE will receive monthly updates from DPAT on status regarding EOC exam status. IMAs failing to complete the CDCs may be placed in an inactive status.

NREMT requirements

HQ AFRC/SG is finalizing a policy letter that will decertify all 4N0s who do not have National Registry of Emergency Medical Technicians, or NREMT, or state paramedic certification as Oct. 1, 2002.

These individuals will be placed into training code "T." This information is also sent to all facilities/units advising them that 4N0X1 reservists who do not have a current NREMT as of Oct. 1 should not be practicing direct patient care in medical treatment facilities or flying aeromedical evacuation missions.

WOTS, MilPDS issues

Because systems use separate databases, it is important for reservists to ensure their personal data is current in both the Military

Personnel Data System, or MilPDS, and the Web Orders Transaction System, or WOTS.

The ARPC Medical Force Management Division, ARPC/SGE, encourages all medical IMAs to contact the ARPC Customer Service Branch at 1-800-525-0102 to ensure their personal information, to include address and telephone number, is current in MilPDS.

Additionally, ARPC/SGE asks reservists to log onto WOTS, <https://wots.afrc.af.mil/wots>, and verify their information is current.

The WOTS data is periodically refreshed using the information in MilPDS. Therefore, reservists who recently updated their information in WOTS, but not with customer service, need to ensure the WOTS information is still correct.

Reservists whose information in WOTS is not current should contact ARPC/SG at 1-800-525-012, Ext. 71232 and ask for their specific corps manager, who will ensure their information is updated in MilPDS and SG's internal database.

Annual tour planning

It's never too early for IMAs to begin planning their annual tour. Annual tours are required to be input into WOTS by April 30; any submissions after the date require HQ ARPC commander approval.

If circumstances change making reservists unavailable for duty on their projected dates, the orders can be amended.

Impact of non-participation

More than 100 people were recommended to be transferred to an inactive Reserve status for non-participation this year.

IMAs who are unable to perform required duties due to extenuating circumstances should contact their corps technician immediately.

Additionally, reservists who have performed their annual tour and all IDTs, but they aren't reflected in their record, should also contact their corps technician.

Medical validation underway

Are there enough medical IMAs to meet the needs of active medical treatment facilities and other organizations that have an ongoing need for our skills and talents?

This question drives the current validation of more than 2,000 medical IMA positions at almost 200 locations. The process is demanding as ARPC/SGX looks at each po-

sition, not each name, at each location. Using organizations are reviewing positions, not names, one-by-one, and aligning them under one of four criteria described in AFI 38-204, *Programming USAF Manpower*. HQ ARPC/SG is compiling the data for approval by major commands.

Most positions are justified by deployment or contingency operations backfill. IMAs are also validated to augment specific duty positions at a headquarters or facility executive staff level when active duty workloads indicate assistance is needed. This augmentation is referred to as "operations other than war" under the contingency heading.

Other positions are justified by specialized, scientific, or technical skills that an IMA may have that are not available or are limited in the active facility. Some are justified economically because the availability of their specialty, even part-time, provides significant savings to the facility. The validation is expected to be completed by December.

MPA orders processing

Manning assistance tours (MPAs) will be processed under the guidelines that were in place before Sept. 11, 2001.

Effective Oct. 1, all MPA requests are capped at 139 days with the ability to request an additional 40 days through a waiver process for a maximum of 179 days. As a reminder, all MPA requests are processed through the major commands via a MAJCOM letter, as described in AFI 36-2619, and an AF Form 49. There are no exceptions to this policy.

Further, HQ ARPC/SGX requires that applications arrive 30 days before tour start date unless a valid emergency mission requirement has arisen.

Please note, unless given prior authority by HQ ARPC/SGX, members are not authorized to perform duty without orders.

Hails

ARPC/SG welcomes:

□ **Lt. Col. Lorrie Cappellino**, deputy director;

□ **SSgt. Bethny Norwood**, enlisted corps technician, medical force management (SGE);

□ **Lando Medina**, division chief, medical incentives and readiness division;

□ **Sheila Day, Sharmin Cassell and Melvin Paige**, contractors, physical standards and records division.

Career management news

Incentive pay: *IMAs with critical skills eligible for bonuses*

By MSgt. Kathleen Robertson
NCOIC, personnel support branch

Enlisted individual mobilization augmentees, or IMAs, serving in critical skills may be eligible to receive incentives.

Under the Air Force Reserve Enlisted Incentive Program for IMAs, approved March 8, 2001, enlisted IMAs may qualify in one of four categories to receive an incentive bonus if their career field is identified as critical and is manned at less than 100 percent. The four categories are reenlistment, prior service, affiliation or retraining.

Bonus eligible Air Force Specialty Codes are derived from the critical career listing (AFI 10-201, *Status of Resources and Training Systems*, Table 3.4). Eligible AFSCs will be reviewed every six months and are subject to change.

The following is the criteria for eligibility:

Enlistment/reenlistment: Must have no more than 14 years (exactly) total service based on pay date, at the time of prior service enlistment or reenlistment.

Retraining/affiliation: Must have at least six years, but not more than 10 years (exactly) total service based on pay date at the time of retraining or affiliation. Note: Affiliation refers to people who come directly from the regular Air Force, into the IMA program, from an ANG or USAFR unit into the IMA program, or from the Ready or Standby Reserve.

Must enlist or reenlist in a bonus qualifying AFSC with at least a 3-skill level.

Enlistment or reenlistment must be for three or six years.

Must satisfy fiscal year training requirement each year.

Must not have received a previous bonus from any reserve component.

If reenlisting, member must be within 30 days of expiration of term of service, or ETS.

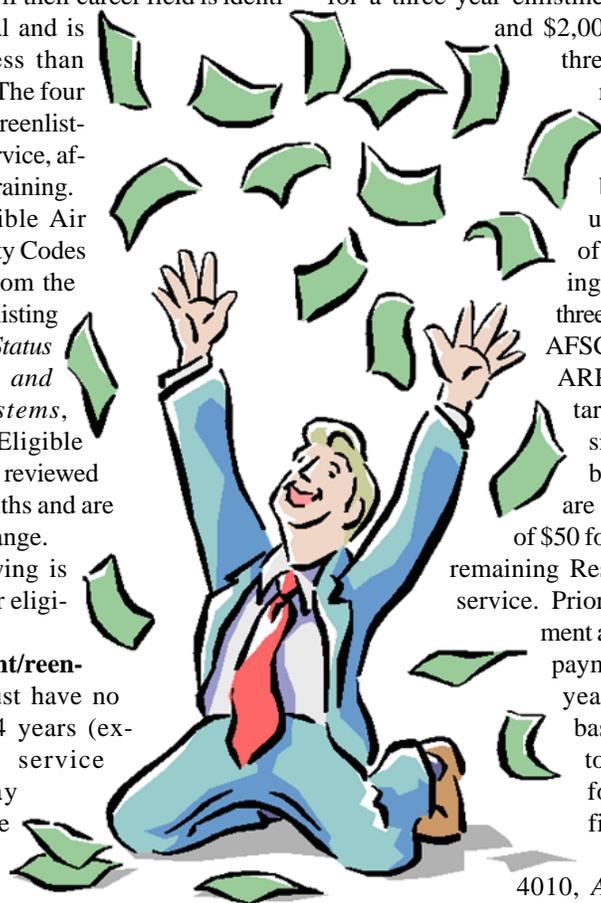
Authorized bonus amounts are \$5,000 for a six-year enlistment/reenlistment or \$2,500 for a three-year enlistment/reenlistment and \$2,000 for a second three-year reenlistment.

The initial payment for the retraining bonus is due upon completion of technical training or award of the three-skill level in the AFSC as validated by ARPC/DPAT, military training division. Affiliation bonus payments are paid at the rate of \$50 for each month of remaining Reserve obligated service. Prior service, enlistment and reenlistment payments are paid in yearly increments based on satisfactory participation for the previous fiscal year.

An AF Form 4010, *Application for IMA Enlisted Bonus and Incentive*, and the DD Form 4, *Enlistment/Reenlistment contract*, must be submitted through the program manager or their designated representative to the ARPC Personnel Support Division, or DPAPF.

Please note AF Forms 4010 will not be accepted without the owning program manager's signature or a signature that has been delegated in writing to DPAPF.

For more information, contact the personnel support division at 1-800-525-0102, Ext. 71307; DSN 926-6503; or e-mail dpafdl@arpc.denver.af.mil.



60 AFSCs qualify

The following AFSCs are approved for the enlisted incentive bonus for Oct. 1 through March 31:

1C0X1	Airfield Management
1C0X2	Operations Resource Mgmt
1C2X1	Combat Control
1C3X1	Command Post
1C5X1	Aerospace Control & Warning Systems
1N0X1	Intel Applications
1N1X1	Imagery Analysis
1N3X2	Romance Cryptologic Linguist
1N3X3	Slavic Cryptologic Linguist
1N3X5	Mid-East Cryptologic Linguist
1N4X1	Signals Intel Analysis
1N5X1	Electronic Sig Intel Exploit
1T2X1	Pararescue
1W0X1	Weather
2A1X0	Avionics Sensors Maintenance
2A1X2	Avionics Guidance & Con Sys
2A1X3	Comm & Navigation Sys
2A1X7	Electronic Warfare Sys
2A4X2	Aircraft Comm & Nav Sys
2A6X1	Aerospace Propulsion
2A6X3	Aircrew Egress Sys
2A6X4	Aircraft Fuel Sys
2A7X3	Aircraft Structural Maintenance
2A7X4	Survival Equipment
2E0X0	Comm-Electronics System Supt
2E1X1	Satellite & Wideband Comm Equipment
2E1X2	Meteorological & Nav Sys
2E1X4	Visual Imagery & Intrusion Detection Sys
2E2X1	Com, Network, Switching & Crypto Sys
2E6X0	Telephone & Distributed Comm Sys Supt
2F0X1	Fuels
2G0X1	Logistics Plans
2M0X2	Missile & Space Systems Maintenance
2S0X0	Supply Management
2T0X1	Traffic Management
2T1X0	Vehicle Ops Superintendent
2W0X1	Munitions Sys
3C0X0	Comm-Computer Sys Operations Supt
3C0X1	Comm-Computer Sys Operations
3C0X2	Comm-Computer Sys Programming
3C1X1	Radio Communications Sys
3C3X1	Comm-Comp Systems Plan & Imp
3E0X1	Electrical Sys
3E0X2	Electric Power Production
3E2X1	Pavements & Const Equip
3E4X0	Utilities Systems Supt
3E4X1	Utilities Systems
3E4X2	Liquid Fuels Systems Maint
3E4X3	Environmental Controls
3E5X1	Engineering
3E6X1	Operations Management
3E9X1	Readiness
3PoX1	Security Forces
3S2X1	Education and Training
3V0X1	Visual Information
3V0X3	Visual Info Production-Documentation
4A0X1	Health Services Management
4N0X1	Medical Services
6C0X1	Contracting
7S0X1	Special Investigations

Career management news

Spring school board set

ARPC's Military Training Division, HQ ARPC/DPAT, is now accepting applications from individual mobilization augmentees, or IMAs, for the March 2003 Reserve School Selection Board.

All applications must be processed through the applicant's rater, to the major command or agency reserve affairs office (in accordance with their suspense) and arrive at HQ ARPC/DPAT before Feb. 14.

Courses and grade eligibility follow:

☐ **Reserve Components National Security Course**, held in July 2003, for lieutenant colonel and colonels. Visit www.ndu.edu/rcnsc/index.htm for more information.

☐ **Joint Military Operations**, held in September 2003, for majors through colonels. Visit www.nwc.navy.mil/reserves/cd.htm for more information.

☐ **USAF Senior NCO Academy**, fiscal year 2004, for master sergeants through senior master sergeants. Visit www.maxwell.af.mil/au/cepme/sncoa/sncoa.htm.

Members should apply using ARPC Form 27, *Application for Professional Military Development Short Courses*, which may be obtained from the major command reserve affairs office or by downloading the form from the ARPC Web site at arpc.afrc.af.mil.

For additional information, contact HQ ARPC/DPAT, at 1-800-525-0102, Ext. 71330; DSN 926-6396; or e-mail arpc.dpatmiltng@arpc.denver.af.mil.

Undergraduate TA increases

For the second year in a row, Air Force Reserve Command is boosting the benefits offered through its Tuition Assistance Program for undergraduate work.

Effective Oct. 1, the Reserve increases a student's maximum assistance per semester from \$187.50 to \$250 for undergraduate work, reimbursing reservists for 100 percent of the tuition cost up to \$4,500 annually for education programs offered by Defense Activity for Non-Traditional Education Support, or DANTES.

Last year the Reserve raised the maximum annual aid for reservists from \$2,500 to \$3,500 and expanded tuition assistance for the DANTES distant learning program to include master's degrees.

The master's degree program remains the same this year, with the Reserve reimbursing reservists up to 75 percent of the tuition costs. Participants may get up to \$187.50 per semester or a maximum of \$3,500 annually to complete their degrees.

As in the past, the changes are part of the Reserve's ongoing effort to attract recruits and bolster retention.

Individual mobilization augmentees can obtain assistance from Delaina Hull of the military training division at Headquarters Air Reserve Personnel Center. ARPC/DPAT's can be reached at 1-800-525-0102, Ext. 71330 or DSN 926-6396.

Unit reservists can learn more about the eligibility requirements and program features from wing education and training offices. If they need additional information, they may contact MSgt. Dave Rollins of the training division in the Headquarters AFRC Directorate of Personnel at Robins AFB. The AFRC/DPTS telephone number is 1-800-223-1784, Ext. 70384, or DSN 497-0384.

GI Bill recoupment begins

ROBINS AIR FORCE BASE, Ga. - Effective Oct. 1, Air Force Reserve began recouping money from reservists who receive GI Bill benefits but fail to complete their military or education obligations.

The Montgomery GI Bill-Selected Reserve enables reserve component members who enlist, re-enlist or extend in the Selected Reserve for a six-year contract to be eligible for education benefits. However, the 1985 law also calls for fund recoupment if servicemembers do not complete continuous satisfactory membership in the Selected Reserve.

"Recoupment is required by law and is being implemented by all of the reserve components," said Julia Williamson, training specialist in the Headquarters Air Force Reserve Command Directorate of Personnel at Robins AFB. "AFRC would prefer that reservists participate regularly and fulfill their service obligations so recoupment will not be necessary."

Members who have been placed in the Individual Ready Reserve for more than 12 months because of absences from training, failure to meet physical standards or failure to complete military courses are among those who will be asked to refund unearned benefits.

The Air Force Reserve has been working with the other reserve components to streamline recoupment procedures throughout the Department of Defense, according to Ray Warren, Montgomery GI Bill-Selected Reserve program manager in the Office of the Air Force Reserve's Directorate of Personnel in Arlington, Va.

"This was a long process, and finally we have systems that can work together and ensure current and accurate data is available and that any recoupment action is fair," Warren said.

The names of former Selected Reserve members who have received benefits but did not fulfill their commitment will be identified in the personnel data system. The names will then be forwarded to the Defense Finance and Accounting Service for collection action, which could involve garnishment of wages or placement on active duty.

Unlike its active-duty counterpart, the Montgomery GI Bill-Selected Reserve program is funded by the reserve components, not the servicemembers themselves.

Unit reservists may contact their wing education and training offices, and individual mobilization augmentees may contact the Military Training Division at Headquarters Air Reserve Personnel Center for additional information. (*AFRC News Service*)

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