



Feb. 24, 2016

# BEHIND THE BADGE

OFFICIAL INFORMATION SOURCE FOR THE AIR FORCE RECRUITING PROFESSIONAL



## Helping out in Flint

Staff Sgt. David Whitney, right, hands a box of bottled water to Staff Sgt. Parker Smith at Word Temple Church in Flint, Michigan, Feb. 10. Whitney and Parker are 339th Recruiting Squadron recruiters based in Flint. Due to massive amounts of lead found in Flint water, millions of bottles of water have been donated to the city and surrounding area since the crisis began. Residents are unable to drink or bathe in the water. The two recruiters have been assisting in the recovery every Wednesday by distributing water and filtration kits, and helping test for lead. (U.S. Air Force photo/Airman 1st Class Karl Fletcher)

**AFRS makes major move toward paperless environment -- See Page 2**

Feb. 22, 2016

AFRS Professionals,

Today we will institute the first move toward our AFRS vision of a paperless environment. Effective immediately, we will adopt the use of electronic scheduling as our means to accomplish all planning and time management activities for production recruiters.

All production recruiters will now use approved Air Force-issued electronic devices as the platform to accomplish these activities. This includes government-issued items such as cell phones, laptops and tablets. Programs such as Outlook will be the primary means to schedule activities. Paper-planning activities cease to exist as of today.

The environment we operate in has drastically changed over the last couple of decades and we must evolve in our processes to succeed. If we expect our recruiting force to be the most agile, effective and professional, then we must take the necessary steps to align with, and leverage our operating environment. This means affording our recruiting force a frictionless environment that capitalizes on the advancements in technology so we remain relevant in a dynamic operating environment.

This message is the first aimed at a deliberate movement toward our future state of being paperless, while also demonstrating our resolve to punctuate an organizational climate based on the principle of trust. We trust by making this move you will find better use of your time to get after the real task at hand ... our increased mission. We also trust you will carry out your day-to-day affairs as a "Great Airman First." As such, we expect you will conduct proper and sufficient planning and time management activities to meet mission requirements and be effective.

Make no mistake, time management and planning are inherently fundamental to our success as a recruiting force, and must be used to succeed. However, the way we accomplish these activities must evolve. Today signifies our command's commitment to this evolution and our ability to ensure our recruiting force remains relevant and superior to all others.

On behalf of Maj. Gen. Harencak and myself, thanks for what you do each and every day!

v/r

Chief Lamer

CHARLES E. LAMER, JR., CMSgt, USAF  
Command Chief, Air Force Recruiting Service



**The need for speed**

The 313th Recruiting Squadron and Team Scheuring Speed Sports joined forces with Maj. Gen. Garrett Harencak, Air Force Recruiting Service commander, and the AFRS marketing team at the U.S. Air Force Snocross National in Salamanca, New York, Feb. 5-6. The event included a recruiting booth display, 22 Delayed Entry Program members swearing in on the track, two Rickey the Recruiters, radio interviews, and an internet live stream to thousands of fans. The Air Force's rider, Lincoln Lemieux, placed second in Saturday's pro race; Tim Tremblay placed fourth on Friday. ABOVE: Harencak (on the snowmobile) is surrounded by squadron and family members, along with members of Team Scheuring. (Courtesy photos/Team Scheuring Speed Sports)



Maj. Gen. Garrett Harencak gets assistance with his helmet from Steve Scheuring, team owner of Scheuring Speed Sports.



Maj. Gen. Garrett Harencak takes off on the Team Scheuring Air Force snowmobile.



**Meeting the new MA**

Brig. Gen. Talentino Angelosante (fourth from left), Mobilization Assistant to the Commander, Air Force Recruiting Service, visits with members of the 342nd Recruiting Squadron in San Antonio, Feb. 10. The general, who has been the MA since January, received a mission briefing during his visit. From left are Senior Master Sgt. Frank Rawls, production superintendent; Master Sgt. Rusty Sawyer, first sergeant; Maj. Cristy Long, support commander; Angelosante; Tech. Sgt. Nick Abramow, health professions trainer; Tech. Sgt. Juan Maldonado, operations NCO; Tech. Sgt. John Mass, client systems NCO; Master Sgt. Roberto Montalvo, personnel NCO in charge; and AI Hodges, unit program coordinator. (U.S. Air Force photo)



**Air Force awareness**

Staff Sgt. David Cloninger, 314th Recruiting Squadron C-Flight, had an Air Force presence at the 24-Hour Cancer Awareness Relay at Wilson High School in Wyomissing, Pennsylvania, Feb. 7. Cloninger, second from left, stands with members of his Delayed Entry Program, who volunteered to work the event and spread Air Force awareness at the same time. (U.S. Air Force photo)



**Excellence**

Maj. Gen. Garrett Harencak, Air Force Recruiting Service commander, right, holds up the 2015 AFRS Standard of Excellence award presented to the 338th Recruiting Squadron at the annual banquet Feb. 17 at Wright-Patterson Air Force Base, Ohio. Standing with the general on stage are Lt. Col. Tameesha Coatney, 338th RCS commander, and Senior Master Sgt. David Jackson, 338th RCS production superintendent. (U.S. Air Force photo)



**Recruiter of the year**

Lt. Col. Tameesha Coatney, 338th Recruiting Squadron commander, and Senior Master Sgt. David Jackson, 338th RCS production superintendent, stand with Tech. Sgt. Paul Golembiewski, recipient of the Air Force Recruiter of the Year award, presented by the Air Force Sergeants Association Kittyhawk Chapter 751. Golembiewski, 338th RCS Standardization and Training, was presented the award at the AFSA Annual Awards Banquet at Wright-Patterson Air Force Base, Ohio, Jan. 23. (U.S. Air Force photo)



### **331st RCS annual**

Members of the 331st Recruiting Squadron gather for a group photo during their annual training conference at Keesler Air Force Base, Mississippi, Jan. 31 to Feb. 5. The 331st RCS was the first squadron to launch the command's new sales platform, IMPACT. Master Sgts. Matthew Traxler and David Sherwood from the 369th Recruiting Group, and Master Sgt. Jeffrey Storman from the 331st RCS taught the entire squadron and achieved a 100 percent success rate on the end of course exam. The banquet was highlighted by Tech. Sgt. Clifford Roy winning the squadron's gold badge, and Master Sgt. Ronald Vogel bringing home the 369th RCG Top Flight Chief Award along with the gold badge. (U.S. Air Force photo)



### **DEP commander's call**

The 369th Recruiting Squadron A-Flight hosted its Delayed Entry Program commander's call at Jefferson Park in Pasadena, California, Feb. 8. Lt. Col. John Patrick, 369th RCS commander, spoke about leadership and Air Force priorities. DEP members performed upper body exercises and sprints, and were quizzed on Air Force Core Values, rank structure and the Air Force Creed. From left in the front row are Patrick; Staff Sgt. Justin Rivera, Staff Sgt. Luryan Camacho, Staff Sgt. Jordan Gutierrez, Tech. Sgt. Geoff Bell, Staff Sgt. Girlie Elbo, Staff Sgt. Alan Crawford, and Staff Sgt. Andrew Burdette. (U.S. Air Force photo)

# JAG offers tips for tax season

By Maj. Anthony Coggin  
Air Force Recruiting Service Staff Judge Advocate

Heading into tax season, it's important to understand the basic rules of the road for determining legal state residence, or "domicile," for income tax purposes under the Servicemembers Civil Relief Act (SCRA).

State and local tax and revenue offices may erroneously overlook your military status, as well your spouse's rights under the SCRA, sending you a bill for taxes you don't owe. On the other hand, military families may overestimate the limited scope of taxation protections under the SCRA, due to confusing terminology or misleading urban legends that you can claim Texas as your domicile throughout your entire career because you once attended Basic Military Training there.

The SCRA provides that a servicemember's military income and personal property are not subject to state taxation if he or she is present in the state only due to military orders. The law does this by making the servicemember's presence in the state due to military orders an insufficient "nexus" for the taxation of military pay.

The military member is not a "domiciliary" of the state for tax purposes and thus, the military pay is not earned within that state, but rather within the state where the member is domiciled. Likewise, the state is also prohibited from using the military pay of nonresident servicemembers to increase the state income tax of a military spouse.

The Military Spouses Residence Relief Act of 2009 expanded the SCRA to ensure spouses neither lose nor acquire a state of domicile for tax purposes if the spouse meets three requirements:

1. The spouse must accompany the servicemember to a duty station outside the domicile state to comply with military orders.
2. The spouse is in the duty station state solely to be with the servicemember.
3. The spouse is domiciled in the same home state as the servicemember.

If these three requirements are met, the income earned by the spouse while in the duty station state is not subject to taxation in that state, although such income may be subject to taxation in the spouse's domicile state.

The bare assertion of a "home of record" address is not enough to establish and maintain domicile for purposes of taxation protection under the SCRA. States will look at all of the servicemember's connections to determine which state is the "strongest of all their associations."

It is therefore wise to establish multiple connections and associations with the state you wish to maintain or establish as your domicile, such as obtaining a driver's license, registering to vote, purchasing land or a home, and registering vehicles.

Have questions? Call or email me at 210-565-4736, [david.coggin@us.af.mil](mailto:david.coggin@us.af.mil), or Master Sgt. Lashundra Howard at 210-565-4734, [lashundra.howard@us.af.mil](mailto:lashundra.howard@us.af.mil).



**Engineering fair**  
Capt. Marcus Catchpole, 367th Recruiting Squadron operations flight commander, speaks with prospective applicants at Texas Tech University's Engineering Fair. More than 100 potential employers attended the event in Lubbock, Texas, Feb. 17. (U.S. Air Force photo)



### Networking opportunity

Staff Sgt. James Cowart (left), 339th Recruiting Squadron trainer, and Tech.Sgt. Matthew Nissen, recruiter in Gaylord/Sault Ste. Marie, Michigan, stand with Matthew Barresi, Gaylord Airport director, at the airport's monthly "Coffee and Talk" Feb. 3. The event allows veterans and business owners to network, and features a guest speaker. During the last meeting Nissen began talks on having an Air Force presence at the Gaylord Airshow in June. (U.S. Air Force photo)



### Talking about opportunities

Staff Sgt. Michael Bredin, 339th Recruiting Squadron, speaks to a student about Air Force opportunities during a lunchroom setup at Wyoming High School in Wyoming, Michigan, Feb. 9. (U.S. Air Force photo/Staff Sgt. Christian Manuel)



### Community involvement

Members of the 332nd Recruiting Squadron C-Flight came together to help keep East Tennessee families safe Jan. 27. The team went door to door to 140 homes of underserved families and volunteered to install fire alarms, a project which has been a priority of the local fire chief. C-Flight has participated in volunteer projects such as this on a monthly basis for the past year, in an effort to get involved in their communities. From left are: Staff Sgt. Joseph Jones and Staff Sgt. Sullivan Williams, Alcoa recruiters; Staff Sgt. Paul Lodge, Oakridge; Staff Sgt. Darrell Coursey and Tech. Sgt. Jeremy Longo, Knoxville; Master Sgt. Chris Robson, C-Flight chief; and Staff Sgt. Matthew Rexrode, Morristown. (U.S. Air Force photo)



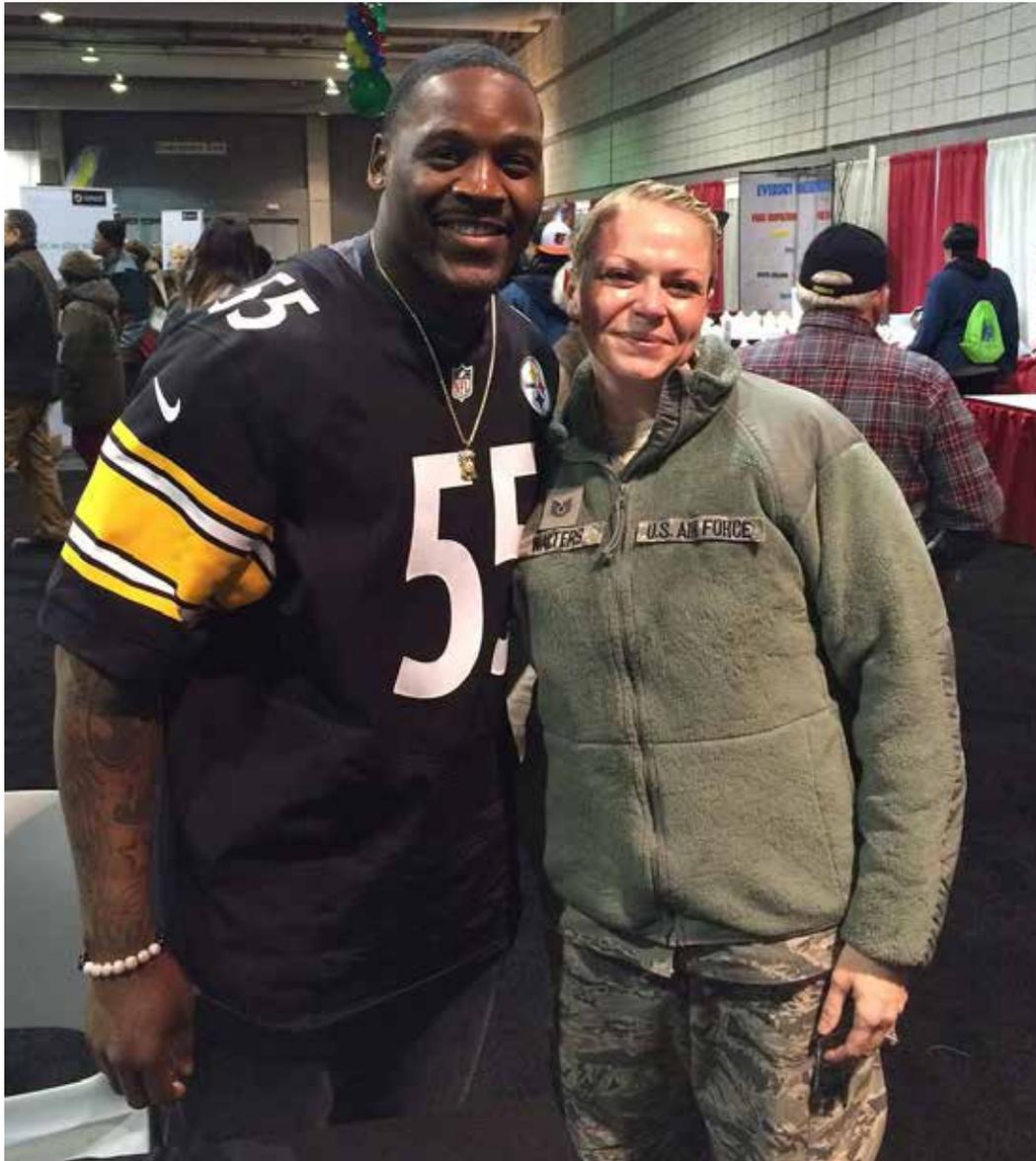
### Certification

Senior Master Sgt. David Jackson, 338th Recruiting Squadron production superintendent, presents Staff Sgt. Jasmine Vance with her recruiter certification in Xenia, Ohio, Feb. 9. Vance is a member of D-Flight. (U.S. Air Force photo)



### **In his brother's footsteps**

Staff Sgt. Curtis Creech, 339th Recruiting Squadron, stands with his brother Robert, after Robert was sworn into the Air Force at the Detroit Military Entrance Processing Station, Feb. 12. "When I was selected for recruiting duty, I had aspirations of getting my little brother into the Air Force as a Security Forces member like me," Curtis said. "Today that goal was accomplished and it was one of the proudest and most rewarding moments in my life. I can't wait to fly down to Lackland AFB and see him graduate BMT this fall!" Curtis is assigned to the flight-centric office in Macomb, Michigan. (U.S. Air Force photo)



### Meet and greet

Tech. Sgt. Talia Walters, 311th Recruiting Squadron Line Officer Monitor, meets Pittsburgh Steelers Linebacker Arthur Moates at the 2016 Pittsburgh International Auto Show at the David Lawrence Convention Center, Feb. 12. The 311th RCS had a booth at the event. (U.S. Air Force photo)

# Congratulations

## Key Spouse of the Year

Congratulations to **Tarah Bergeron**, Air Force Recruiting Service Key Spouse of the Year. Tarah is the spouse of Master Sgt. Patrick Bergeron, 361st Recruiting Squadron G-Flight chief.

## AFRS 4th Quarter Awards

Congratulations to the Air Force Recruiting Service 2015 4th Quarter Award winners:

Junior Enlisted Member: **Senior Airman See Vang**, 364th Recruiting Squadron

NCO: **Staff Sgt. Ian Bell**, 311th RCS

Senior NCO: **Master Sgt. Christopher Kisse**, 337th RCS

Company Grade Officer: **Capt. Clinton Emry**, 361st RCS

Civilian Category I: **William Hilton**, 349th RCS

Civilian Category II: **Maria Knowles**, 364th RCS

Civilian Category III: **Frank Radis**, Headquarters AFRS

## HQ AFRS 2015 Awards

Congratulations to the Headquarters Air Force Recruiting Service 2015 Annual Award winners:

NCO: **Staff Sgt. Ashley Brown**

Senior NCO: **Senior Master Sgt. James Young**

Company Grade Officer: **1st Lt. Gregory Anderson**

Civilian Category II: **Mary Hale**

Civilian Category III: **Ken Raimondi**



### Tactical marketing

The 331st Recruiting Squadron worked a marketing event at Camp Shelby, Mississippi, Jan. 23-25. The event was run by Blacksheep MILSIM, which specializes in state-of-the-art military simulation experiences. The 331st RCS was able to market at the event at no cost; it was a strategic event to recruit applicants interested in special operations. LEFT: Lt. Col. Jonathan Austin, 331st RCS commander, presents a certification of appreciation to John Bucciarelli, owner of Blacksheep MILSIM. Austin also competed as commander of the event's winning team. RIGHT: Austin poses with some of the competitors. (U.S. Air Force photos)



Staff Sgt. Shonna Wilkerson, left, and Staff Sgt. Carrie Rhodes, stand with Quentin Smith, a member of the Delayed Entry Program who volunteered at the event. The recruiters are assigned to E-Flight. (U.S. Air Force photo)



### Highlighting mechanical jobs

Members of the 314th Recruiting Squadron F-Flight joined forces for a classroom presentation at Sussex Technology High School in Salisbury, Maryland, Feb. 10. Staff Sgt. Tiffany Proctor invited fellow recruiter Staff Sgt. Luis Silva and his former supervisor, Tech. Sgt. James Gilbert, to speak to students about mechanical jobs in the Air Force. LEFT: Silva and Proctor speak to students about Air Force opportunities. ABOVE: Gilbert (in ABUs) is assigned to the 436th Maintenance Group at Dover Air Force Base, Delaware. (U.S. Air Force photos)



### Preparing for BMT

Tech. Sgt. Brandon Wigginton and Staff Sgt. David Sarli, 369th Recruiting Squadron recruiters based in Eagle Rock, California, along with F-Flight chief, Master Sgt. Aaron Stern, held a combined Delayed Entry Program commander's call at the Rose Bowl in Pasadena, Feb. 10. Wigginton and Sarli administered a mock PT test to the DEP, with most passing with flying colors. Several future Airmen said it was good to do the test while in the DEP because it was a reality check on how to prepare for Basic Military Training. (U.S. Air Force photo)



### Ultimate football

The 339th Recruiting Squadron meets weekly to play ultimate football to promote fitness, team building and esprit de corps. LEFT: Senior Master Sgt. Dale Graham (right), production superintendent, presents the Butterfinger award to Capt. Adrian Law, support commander, after their match Feb. 4 in Fraser, Michigan. RIGHT: Graham presents the MVP award to Tech. Sgt. Timothy Williams, Military Entrance Processing Station Liaison NCO. (U.S. Air Force photos)