

BEHIND THE BADGE

THE OFFICIAL MAGAZINE OF THE U.S. AIR FORCE RECRUITING SERVICE

JANUARY 2018



BEHIND THE BADGE

ABOUT US

Behind the Badge is a digitally published, monthly magazine catering to the recruiting community. It is an official publication of the Air Force Recruiting Service Public Affairs Office.

SUBMIT

Behind the Badge welcomes submissions from all recruiters and those working in the field. Photos, videos, story ideas, commentaries, suggestions and criticisms are all welcome, although publication is not guaranteed.

To submit email us at:
afrrshqpa@us.af.mil

Submission deadline for next issue:
JANUARY 26, 2018

FROM THE EDITOR



MELISSA WALTHER

Well, it's that time of year again when we decide what we want to work on and improve. Whether it's scoring a 100 on the PT test, losing those holiday pounds, saving more money or finishing your education, there are thousands of things people vow to do each new year.

Unfortunately, many of those resolutions fall by the wayside after just a few weeks, or months, and year after year, we're making the same resolutions and doing very little to make them happen. Lord knows I'm guilty of that.

But last year I made a resolution to get my master's degree and lose 40 pounds, and while I didn't quite get to either, I'm well on the way to both. I'll finish my masters in August, and I've got 10 pounds to go. So this year, I've got to finish last year's resolutions, and reach for something new. For me, this year's resolution is to become a better musician.

More practice, more time devoted to it, and by the end of the year, I've got to perform in public at least once. So in this case, it's also about overcoming self-consciousness.

Last year when I started my resolutions, I took snapshots of where I was. When I lose my motivation, and want to sit on my butt eating bonbons rather than going for a run, I look at those photos and can see the change. The effort sucks, but the results are worth it.

When I'm mentally exhausted from work and don't feel like doing homework, I look at how far I've come

on my degree, and think of how all that effort will be wasted just because I was too lazy to write a paper.

And this year, I've got a recording of me playing now, to compare to where I'll be in a year, and I know the change will be significant.

That's what works for me to stay motivated, whether it's for resolutions or at work. I love seeing the change, and how far I've come.

What kind of resolutions have you made and how are you holding yourself accountable? If you've got a before and after, send it in, so we can celebrate your accomplishments with you. Good luck in the coming year!

ON THE COVER



Members of the 336th Recruiting Squadron from Valdosta, Georgia came together to pass out candy to kids in the community and spread the Christmas spirit to roughly 5,000 people during a holiday parade.

Air Force announces continuation pay rates

By Secretary of the Air Force Public Affairs Office

Air Force leaders recently announced the Air Force's continuation pay rates which are part of the new Blended Retirement System.

Continuation pay is a way to encourage Airmen covered by BRS to remain in the Air Force since it will be possible to leave with some retirement benefit prior to 20 years of service.

The system is a blend of a 20-year retirement and contribution plan that allows service members to contribute to a Thrift Savings Plan account that is transferable after separation from the military.

"Continuation pay is a one-time direct cash payout, like a retention bonus," said Lt. Gen. Gina Grosso, deputy chief of staff for Manpower, Personnel and Services. "Members will receive continuation pay at 12 years of service in return for a commitment of four years of service."

For active duty Airmen the payment rate is 2.5, times monthly basic pay. For the Reserve component Airmen to include, Guardsmen and Reserve, the payment rate is 0.5 times monthly basic pay, as if on active duty. For Reserve component Airmen on active Guard and Reserve orders, the payment rate is 2.5 times monthly basic pay. The rates and parameters for paying CP will remain in effect until changed.

"Modernizing the current retirement system into the BRS will ensure that the vast majority of uniformed service members receive a portable government retirement benefit," said Daniel Sitterly, acting assistant secretary of the Air Force for Manpower and Reserve Affairs. "It will help make the uniformed services more attractive to new generations of American citizens by providing a retirement annuity with options on how to shape their retirement benefit."

The BRS was enacted into law in the Fiscal Year 2016 National Defense Authorization Act, and will go into effect Jan. 1, 2018. All currently serving members are grandfathered into the current military retirement system. However, those with fewer than 12 years of service as of Dec. 31, 2017, or Air Force Reserve component members with fewer than 4,320 retirement points may choose to "opt in" to the BRS during the designated opt-in period from Jan. 1, 2018, through Dec. 31, 2018.

For more information about the BRS please visit MyPers.



Just the Facts

Continuation Pay

ACTIVE COMPONENT

What is Continuation Pay (CP)?

[For more information: \(CAC required\) https://mypers.af.mil/app/answers/detail/a_id/32564](https://mypers.af.mil/app/answers/detail/a_id/32564)

?

- A mid-career financial incentive paid to Airmen who are enrolled in the Blended Retirement System (BRS).
- It is in addition to any career-field-specific incentives or retention bonuses.
- You must elect to receive it before starting your 12th year of service.

How Much CP Will I Get?

 $\text{Monthly Basic Pay}^1 \times 2.5^2 = \text{Gross CP} - \text{Tax Withholding}^3 = \text{Net CP}^4$

¹Amount over 12 years; ²AC or AGR. Active Guard/Reserve (AGR) Airmen receive the Active Component (AC) amount for CP; ³CP is eligible for Combat Zone Tax Exclusion (CZTE); ⁴What you take home.

What Must I Do to Receive CP?

1. You must elect to receive CP before you start your 12th year of service (according to your Pay Entry Base Date).
2. You must complete an active duty service commitment (ADSC) to serve an additional 48 months (concurrent with other service commitments). If you do not complete the obligation, you must repay all or part of your CP.*

How Will My CP Be Paid?

You can choose to receive a one-time payment or spread your payments to potentially save on taxes.

- One Installment**
Paid the first pay period after you start your 12th year of service
- Two Equal Installments**
First installment is paid the first pay period after you start your 12th year of service and the next installment is paid the following year
- Four Equal Installments**
First installment is paid the first pay period after you start your 12th year of service and the remainder in three equal annual installments

Which installment plan is right for YOU?
How much will you potentially pay in taxes on your CP? Remember, CP is subject to tax withholding!

When Do I Need to Make My CP Election?

CP Eligibility Notification
180 days before you begin your 12th year of service.

You MUST elect to receive CP BEFORE your 12th year of service begins.

12th Year of Service Begins
Complete ADSC forms within 30 days of starting your 12th year.

CP Received
First pay period AFTER your 12th year of service begins.

*Title 37 USC, Sec. 373 and DoD Financial Management Regulations, Vol. 7A, Chap. 2.

Production superintendents: First and last

By Melissa Walther, AFRS PA

The first quarter of Fiscal Year 2018 was a significant one for the Poff family and recruiting.

Senior Master Sgt. David Poff, production superintendent with the 369th Recruiting Squadron, certified his first recruit on one side of the country, while his wife, Senior Master Sgt. Heather Poff, production superintendent with the 318th Recruiting Squadron, certified her last on the other coast.

"What is the true significance of this occurrence," asked Master Sgt. Jason P. Procaccino, 318th RSC health professions flight chief. "Service before self, ladies and gentlemen. Both of these top-notch leaders are grooming AFRS' future leaders on opposite ends of the nation, all while maintaining their additional duties as Mommy, Daddy, Husband and Wife. We all know this is no easy task, however it is leaders in our command like the Poff's that solidify why we are the most powerful Air Force in the world."

After more than 23 years in the Air Force - 17 of which were spent in AFRS - Heather is retiring

to be a full-time mom to her children, Juliet and Maximus, while David continues to build the Poff legacy.

"Thank you for your service ma'am," said Procaccino. "It has been an honor serving alongside you!"



Leadership 101: Leadership Circles and the Daily Log

By Chief Master Sgt. Michael R. Hood, 339th RCS

One arena that keeps me energized and Air-Force blue is professional development. One way to start is building a "Leadership Circle" - a group of trusted peers and mentors that are invested and care about your professional growth and success. All levels should have a leadership circle, just as our commander in chief has an executive cabinet of trusted advisors to help lead our country. My circles span the globe and includes peers, senior leaders, experts as well as civilian leaders in various organizations. I use my circles to bounce ideas off, help with decisions, get advice on how best to lead others and personal growth.

Good places to find mentors and online leadership perspectives include:

- Ask a Chief...Virtual Chief Master Sergeant Panel www.facebook.com/groups/askachiefqanda
- www.linkedin.com has numerous leadership groups and experts such as Lt. Col. Jannell MacAulay, PhD, PACE
- MyVector: find AFSC mentors to guide you <https://afvec.langley.af.mil/myvector>
- Profession of Arms Center of Excellence (PACE) www.airman.af.mil/Home.aspx and www.facebook.com/USAFProfessionalism
- Senior Enlisted Advisor to the Chairman (SEAC) of the Joint Chiefs of Staff www.facebook.com/SEAC.JCS and https://twitter.com/seac_troxell
- Veteran 2 Veteran Info www.facebook.com/groups/626936820727015
- Virtual Squadron Commander Panel www.facebook.com/groups/857830411025031

You can also look within our Leadership University at <https://randolph.eis.aetc.af.mil/afrs/36ORCG/339RCS/CHIEF> where you will find a powerful management and leadership perspective tool - The Daily Log.

The Daily Log will exponentially help you throughout your professional and personal life. I use and give it to people to protect themselves, their people

and families. Get in the habit of documenting. It will help you remember important details, establish performance trends, recognize problem areas and promote recognition. Ultimately, you will always be ready to justify your position, provide solid feedback, guidance and fight to protect and develop your people. I have also used my Daily Log to save careers.

One of my security forces members visited their doctor for allergies during a peak California allergy season and the doctor misdiagnosed him with asthma and issued a deployment limitation code. He was a member of a fast reaction deployment team and this code nearly ended his career. Despite a disputed second opinion, unsubstantiated medical board, passing every lung capacity test, methadone challenge, four separate pulmonary tests, two doctors, three clinics and while rocking a 97 fitness score with a 9:48 mile-and-a-half run, the doctor would not admit to the error. However, because I had documented every detail and had a clear history and understanding of the situation ultimately spanning 16 months, I was able to get the MAJCOM involved to remove the deployment code and secured my Airman a training slot. He went on to become an elite Security Forces Raven serving on overseas Presidential protection missions.

Another use is to adapt a separate copy for your personal life to track medical records, financial and relationships. A mentor of mine recalled always visiting his doctor and when asked, "How have you been?" he would not remember any issues and say, "pretty good." In fact, he had forgotten several things that could have aided the doctor's assessment and treatment. Another member used the Daily Log to save his marriage. After documenting every argument and issue, it soon became apparent that he was the root cause of the most of problems and then took actions to fix them. The Daily Log works!

To learn more, visit Leadership University: <https://randolph.eis.aetc.af.mil/afrs/36ORCG/339RCS/CHIEF>

O'ER THE RAMPARTS WE WATCH



UNITED STATES
ARMY AIR FORCES

BEHIND^{THE}BADGE DEADLINES

SUBMISSION DEADLINE PUBLICATION DATE

JANUARY 26

FEBRUARY 7

FEBRUARY 23

MARCH 7

MARCH 23

APRIL 4

APRIL 27

MAY 2

MAY 25

JUNE 6

JUNE 22

JULY 5

FACEBOOK CAREER CHATS

QUESTIONS ABOUT A CAREER?

ASK THE EXPERTS

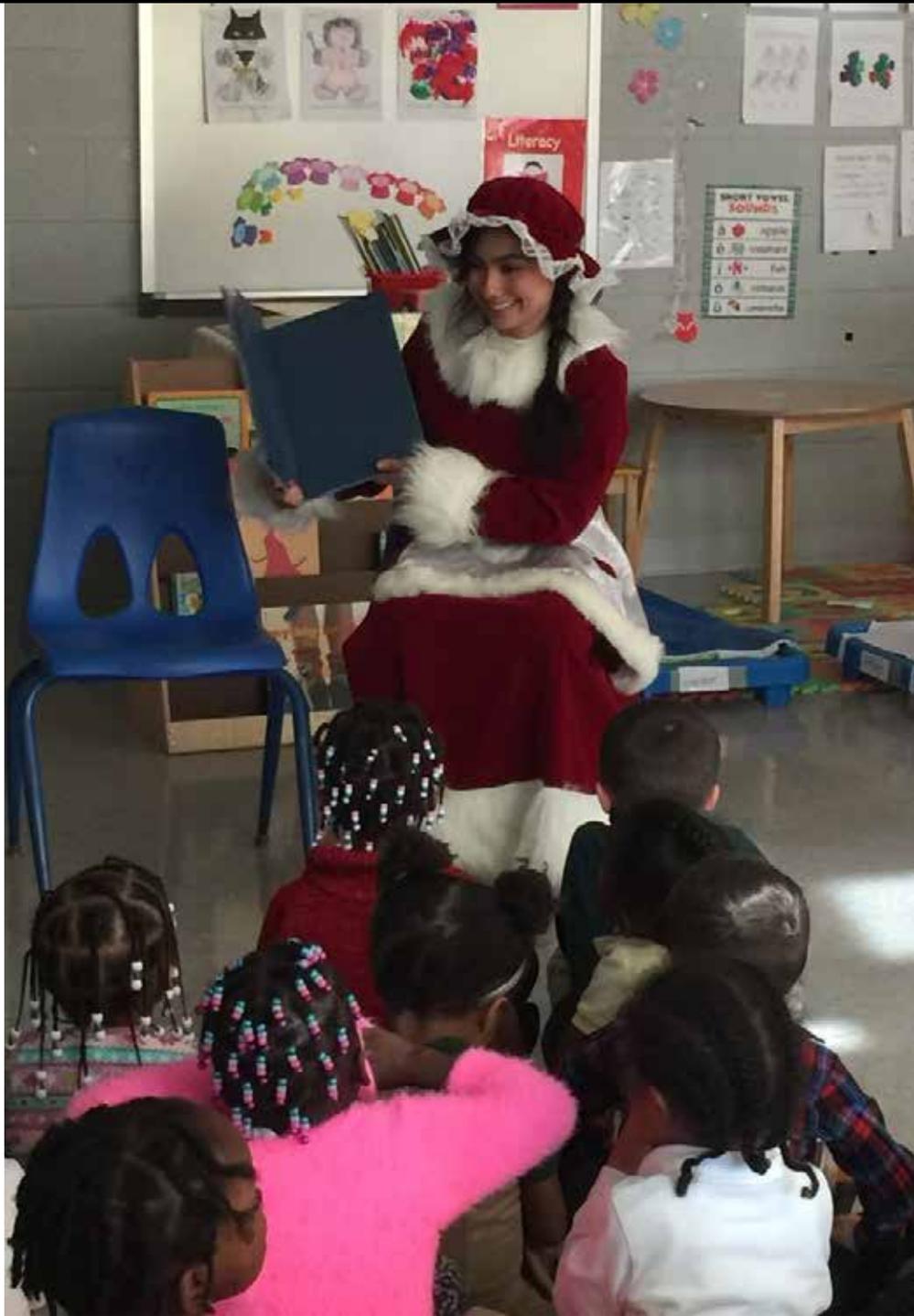
IT'S GREAT FOR APPLICANTS!

JAN. 17: SOWT/WEATHER

FEB. 28: CIVIL ENGINEERS

MARCH 21: FINANCE

IF THERE'S A CAREER YOU'D LIKE TO
SEE, LET US KNOW!



1st Lt. Genesis Carias, 317th Recruiting Squadron, dressed as Mrs. Claus reads to second- and third-graders at Leckie Elementary School in Washington D.C.



Tech. Sgt. Napoleon Gifford, 336th Recruiting Squadron G-Flight recruiter, and Santa spread holiday cheer to veterans who can't be home with their families as part of the Hahira American Holiday Cheer program at the Lake City VA Medical Center in Lake City, Florida, Dec. 1.



Members of the 319th Recruiting Squadron volunteer as a team to help out the Stuff a Bus for Toys for Tots in Hyannis, Massachusetts. Pictured are: Tech. Sgt. Adrian Gonzales, Tech. Sgt. Robert Emerson, Patricia O'Connor.



Members of the 319th Recruiting Squadron, and members of a local elementary school volunteer to help out the Stuff a Bus for Toys for Tots in Hyannis, Massachusetts.



Tech. Sgt. Brian Ashton, 332nd Recruiting Squadron F-Flight recruiter, pilots an F-22 mini-jet at the Jimmy Limer Memorial Christmas Parade, Dec. 4 in Athens, Tennessee.



Members of the 338th Recruiting Squadron and their families take part in a Andretti Autosport facility tour Nov. 16 in Indianapolis as part of a unit morale activity. Their visit was highlighted on the Andretti Motorsport Facebook page.



Tech. Sgt. Vanessa Spry, 336th Recruiting Squadron Personnel Section non-commissioned-officer-in-charge, completed a SPARTAN Beast Dec. 9 in the wet and unusually cold weather of Florida. She placed 25th in her age group of more than 3,000 participants and said she takes part in races to maintain her fitness, overall health and above all, to inspire others.



Lt. Col. Scott Fleming and other members of the 369th Recruiting Squadron present a toolbox to the Orange Unified School District's aviation program. The course allows students to work on aircraft motors, learn the mechanics of aircraft and receive private pilot certification prior to graduating high school.



Capt. Anthony O'Connor performed the Oath of Enlistment for members of the 361st Recruiting Squadron D-Flight Delayed Entry Program during Military Appreciation Night at a Portland Trailblazers game.



Tech. Sgt. Johnathan Land, 331st Recruiting Squadron C-Flight recruiter, and Santa Rosa County Sheriff Bob Johnson take part in the City of Navarre's Annual Christmas Parade, Dec. 2 in Navarre, Florida. During the parade, Johnson stopped by to speak with Land and discuss how they could support each other's recruiting efforts within the community.



Tech. Sgt. Jeannette Collins and Staff Sgt. Quinton Pope, 336th Recruiting Squadron C-Flight recruiters, along with sister-service recruiters, served as judges for the Macon, Georgia Drill Competition. All Macon high schools with JROTC programs competed at Southwest High School, Oct. 29. The Howard High School Air Force JROTC program took first place.



If you're passing through Kirksville, Missouri, you might be treated to the "velvety smooth voice" of Tech. Sgt. Paul Simmons of the 349th Recruiting Squadron. Simmons reopened the Kirksville office late last summer and has been putting in lots of hard work to revive the once-dormant zone. "Your fellow Bounty Hunters are thrilled to have your work ethic and positive attitude on the team," said Senior Master Sgt. Matthew Traxler.



Senior Master Sgt. Michael Beutler, Master Sgt. Bradley Parker and Tech. Sgt. Robert Dotson, all 337th Recruiting Squadron members, pitch in at the Fort Jackson MEPS, Nov. 29. Parker and Dotson are both MEPS liaisons, and Beutler was on hand to help them out with some day-to-day tasks and thank them for all their hard work.



Tech. Sgt. Ian Wagner, 337th Recruiting Squadron, was visited by his newest member of the Air Force, Airman 1st Class Jacob Dickinson, a Client Systems Technician, Dec. 9. Dickinson was in his hometown as part of the Recruiter Assistance Program in Goldsboro, North Carolina.



In December, 319th Recruiting Squadron Operations Commander 1st Lt. Erin Rost secured and conducted a class presentation at Shawsheen Technical School in Shawsheen, New Hampshire. This school has traditionally been hard to get into for class presentations, however Rost, through her connections, was able to make it happen. Pictured are Rost and instructor Jillian Butler.



Tech. Sgt. Raymond Sanchez and Tech. Sgt. Ian Wagner, both 337th Recruiting Squadron enlisted accessions recruiters, were out increasing Air Force Awareness in their zone Dec. 9 at the 2017 Rosewood U.S. Air Force Eagle Invitational Wrestling Tournament in Goldsboro, North Carolina.



Staff Sgt. Justin Chatman, 364th Recruiting Squadron, and other members of the Salinas, California recruiting office collected roughly 800 pounds of canned food and 50 gently used toys to donate to the local community.



Tech. Sgt. Brian Ashton, 332nd Recruiting Squadron, shares Air Force opportunities with Distributive Education Clubs of America students Dec. 12 at North Murray High School in Chatsworth, Georgia.



Members of the 319th Recruiting Squadron volunteer as a team to help out the Stuff a Bus for Toys for Tots in Hyannis, Massachusetts. Pictured are: Patricia O'Connor and Tech. Sgt. Lonnie Ulrich.



Members of the 319th Recruiting Squadron Delayed Entry Program swear in before the University of Connecticut Military Appreciation Game.



Members of the 319th Recruiting Squadron were sworn in by Lt. Col. Vincent Heitman before the University of Connecticut Military Appreciation Game.



Members of the 317th Recruiting Squadron take part in Wreaths Across America, Dec. 16 and placed 4,500 wreaths on veteran graves.



Members of the 319th Recruiting Squadron and other volunteers participate in a flag ceremony before the University of Connecticut Military Appreciation Game.



Staff Sgt. Shane Simpson, Tech. Sgt. Michael Jacobs, Tech. Sgt. Michael Jacobs, Tech. Sgt. Jacob Chavex, Tech. Sgt. Christopher Battista, Senior Master Sgt. Richard Shoemaker, Staff Sgt. Daniel Jedziniak and the UCONN mascot take time out for a photo before the November Military Appreciation Game, where members of the 319th Recruiting Squadron Delayed Entry Program were sworn-in.



Tech. Sgt. Jeanette Collins, 336th Recruiting Squadron C-Flight, met with Monty Huston, Ruger and Lilly. Huston, an Air Force veteran and his dogs are members of the non-profit For Veteran's Sake Foundation which provides help to veterans with PTSD and their families and wanted to connect and find out how recruiters could help out and how they could help recruiters. Ruger played Rex in the movie Megan Leavy about a Marine and her bomb-sniffing dog.



Members of the 369th Recruiting Squadron present a Salutes plaque to Ryan Blackwell, owner of A3 Athletes' Advantage Academy, Nov. 27. Blackwell helps Delayed Entry Program members at no cost, using innovative techniques to improve focus, drive, performance and physical fitness.



In December, 319th Recruiting Squadron Operations Commander 1st Lt. Erin Rost secured and conducted a class presentation at Shawsheen Technical School in Shawsheen, New Hampshire. This school has traditionally been hard to get into for class presentations, however Rost, through her connections, was able to make it happen.



In December, 319th Recruiting Squadron A-Flight recruiters conducted a combined Delayed Entry Program and prospective applicant presentation at the Merrimack Ten Pin Center in Merrimack, New Hampshire. Pictured are: Staff Sgt. Nicholas Cook, Staff Sgt. Karina Reyes, Crystal Grover, Staff Sgt. Joseph Bowden, Staff Sgt. Corey Weaver.



In December, 319th Recruiting Squadron A-Flight recruiters conducted a combined Delayed Entry Program and prospective applicant presentation at the Merrimack Ten Pin Center in Merrimack, New Hampshire. Staff Sgt. Karina Reyes and members of the Delayed Entry Program take time out of the event to pose for a photo.



Members of the 336th Recruiting Squadron from Valdosta, Georgia came together to pass out candy to kids in the community and spread the Christmas spirit to roughly 5,000 people during a holiday parade.



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Lt. Col. Terrance Holmes, 332nd Recruiting Squadron commander, presents Steve Cassidy with a Salutes plaque, Dec. 8 in Nashville, Tennessee. Cassidy, the owner of EOD Gear and prior Navy Explosive Ordnance Disposal technician has helped IO special operations applicants with training prior to beginning the enlistment process. Additionally, he has taken time out of his business to offer EOD demonstrations for new applicants and attend marketing events to raise awareness of the Spec Ops community.



The 369th Recruiting Squadron held its Annual Awards Banquet in Palm Springs, California, Oct. 25. At the annual, Staff Sgt. Jamie Virden was presented the Enlisted Accessions Recruiter of the Year award by Lt. Col. Scott Fleming. The guest of honor was Lt. Col. Robert J. Friend, a Tuskegee Airman, (U.S. Air Force photo by Sarah Corrice)



Maj. Gen. Garrett Harencak and sister service recruiting chiefs reopened the Times Square recruiting office in November after an extensive renovation, spearheaded by Air Force Recruiting Service. It is the busiest walk-in recruiting station in the country, was the nation's first joint-service recruiting station and has been designated in 2006 as "one of 30 buildings built in the past 30 years deemed worthy of landmark status" by the Municipal Art Society of New York City.