

BEHIND THE BADGE

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

OCTOBER 2017



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:
afrshqpa@us.af.mil**

Submission deadline for next issue:
OCTOBER 20, 2017

FROM THE EDITOR



MELISSA WALTHER

It's hard to believe we've made it through another year – fiscally speaking, anyway.

Looking back on some of the past editions of Behind the Badge, it's great to see some of the amazing events and accomplishments you have all made happen. Even with high goals and tight budgets, you've managed to knock it all right out of the ballpark, so a big congratulations to you all!

And even though this coming fiscal year's goal is even bigger, the budget is bigger too, so I can't wait to see what you come up with for new events and marketing.

Here in the public affairs shop, we're always trying to come up with new projects and ideas to help make your jobs easier. From educator tours, to media engagements, to special productions you can use in the field, our goal is to make your lives easier.

If you haven't checked them out yet, our live Facebook chats have been a huge success. Held once a month, they feature Airmen from different career fields, answering questions about their jobs. It's a great way to give potential applicants a window into a job they might be considering, or may never even have thought of. You can find the dates, times and career field for the next two chats in every edition of Behind the Badge, so you're never wondering.

Another great program we have is the educator influencer tours. If you haven't nominated someone for one of these in the past, you really should consider it for our spring tour.

If you're unfamiliar with the program, we bring educa-

tors – principals, guidance counselors, teachers, professors and anyone else that could be considered an influencer – TDY to JBSA and give them a taste of Air Force life. It's a great way to open previously-closed markets and change minds.

We've also been working on our "Ask an Airman" campaign on AirForce.com. Again, answering real questions from real people, we film Airmen's honest answers on everything from basic lifestyle to how to choose your career or advance in rank.

And as always, if you've got ideas for products you'd like to see, or need help with something or just have a problem we might be able to help with, please reach out! We're here for you!

ON THE COVER



Staff Sgt. Jorge Nevarez, 319th Recruiting Squadron B-Flight, took advantage of a Technology Expo hosted at Hanscom Air Force Base, Sept. 13, to host a K-9 demonstration and take Delayed Entry Program members and prospective applicants and influencers to view static displays.

LEGAL EAGLES

Knowing the ethical guidelines for Airmen

Maj. Benjamin Martin, Headquarters, AFRS JAG

In 1989, President George H.W. Bush, issued Executive Order 12674, "Principles of Ethical Conduct for Government Officers and Employees." This order – since supplemented by subsequent administrations – lays out 14 principles that guide Airmen as they perform their duties on behalf of American tax payers. Airmen should internalize these principles, and reflect on this guidance as they seek to ensure their daily conduct is above reproach.

1. Public service is a public trust, requiring employees to place loyalty to the Constitution, the laws and ethical principles above private gain.

2. Employees shall not hold financial interests that conflict with the conscientious performance of duty.

3. Employees shall not engage in financial transactions using nonpublic government information or allow the improper use of such information to further any private interest.

4. An employee shall not...solicit or accept any gift or other item of monetary value from any person or entity seeking official action from, doing business with, or conducting activities regulated by the employee's agency, or whose interests may be substantially affected by the performance or nonperformance of the employee's duties.

5. Employees shall put forth honest effort in the performance of their duties.

6. Employees shall not knowingly make unauthorized commitments or promises of any kind purporting to bind the Government.

7. Employees shall not use public office for private gain.

8. Employees shall act impartially and not give preferential treatment to any private organization or individual.

9. Employees shall protect and conserve Fed-

eral property and shall not use it for other than authorized activities.

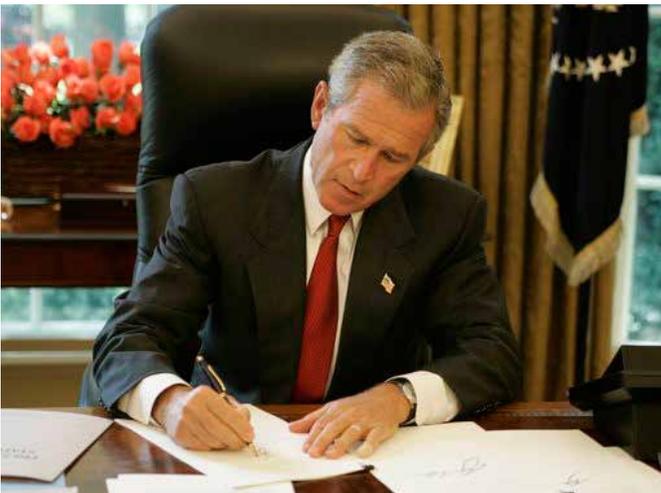
10. Employees shall not engage in outside employment or activities, including seeking or negotiating for employment, that conflict with official Government duties and responsibilities.

11. Employees shall disclose waste, fraud, abuse, and corruption to appropriate authorities.

12. Employees shall satisfy in good faith their obligations as citizens, including all just financial obligations, especially those—such as Federal, State, or local taxes—that are imposed by law.

13. Employees shall adhere to all laws and regulations that provide equal opportunity for all Americans regardless of race, color, religion, sex, national origin, age, or handicap.

14. Employees shall endeavor to avoid any actions creating the appearance that they are violating the law or the ethical standards set forth in this part. Whether particular circumstances create an appearance that the law or these standards have been violated shall be determined from the perspective of a reasonable person with knowledge of the relevant facts.





BEHIND^{THE}BADGE DEADLINES

SUBMISSION DEADLINE PUBLICATION DATE

OCTOBER 20	NOVEMBER 1
NOVEMBER 24	DECEMBER 6
DECEMBER 22	JANUARY 3
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!

OCT. 18: MAINTENANCE
NOV. 15: AIR TRAFFIC CONTROL

Qualifications local recruiter	*see	Air Force	Army	Navy	Marines
Age		17-39	17-35	17-39	17-29
Max BFM Males		<30 years old 20% >30 years old 24%	<21 years old 26% >20 years old 28%	Waist tape chart* or BFM 26%	Height/weight only*
Max BFM Females		<30 years old 28% >30 years old 32%	<20 years old 32% >20 years old 34%	Waist tape chart* or BFM 36%	Height/weight only*
Tattoos		None above collar or past wrist accept for 1 ring	None on hands, face or neck	No tattoos on face. Any above collar must be <1x1"	Coverable by hand (or hand width for bands) if tattoo is visable in PT uniform. Only wedding ring past wrist. No joint tattoos
ASVAB Minimum		31	31	35	31
GED ASVAB Minimum		50	50 reserves 31 Active	50	31 & 15+ semester hours
College Only ASVAB Minimum		15+ semester hours	60+ semester hours	15+ semester hours	Can't join
No Education ASVAB Minimum		65	Can't join	Can't join	Can't join
Dependents max		Single: 3 with waiver Married: 3 with waiver	Single: 0 Married: 3	Single: 3 Married: 4	Single: 0 Married Active: 1 Married Reserve: 3 No Waivers
Allowable Drugs		Non-habiltal marijuana, Non-habiltal non- narcotic perscriptions medication waivers*	Non-habiltal marijuana	Non-habiltal marijuana	Non-habiltal marijuana, Non-habiltal use cocaine waivers*
Credit		Collections items or greater require payment plan for waiver*	Security clearence jobs require credit check*	Security clearence jobs require credit check*	No credit check required
Special Ops Age		17-39	20-30	17-28 17- 30 SEALS	Direct duty not offered
Prior Service		Yes direct duty or AF needs. Hard*	Old job or reclass. Easy*	Stand alone PS recruiters. Easy*	PS Marines: Hard* Other Branches: Easy*
Guard Recruiter also		Separate recruiter	Separate recruiter	Not offered	Not offered
Reserves Recruiter also		Separate recruiter	Yes	Yes	Yes
Officer Recruiter also		Separate recruiter	Yes	Separate recruiter	Separate recruiter
Pre BMT Fitness Test		Spec ops only	Yes, based on job	Spec ops only	Monthly test
High Demand or Recruiter Incentives		Special operations, combat support, mechanical	Reserves	Nuke jobs, special ops, musicians	Reserves, high fitness
Demographic Incentives		None	None	Females	Females

Collaborating with sister services

In a collaborative effort with our sister services Tech. Sgt. James Zwiebel, 339th Recruiting Squadron, built this spreadsheet comparison tool to help recruiters cross-flow members and increase recruiting for all services. While he was working with the Navy and Army they were "blown away" by what they did not know about each other's branches and immediately started sharing disqualified leads, said Chief Master Sgt. Michael Hood, 339th Recruiting Squadron superintendent.

Pictured left to right are: Master Sgt. Matthew Gambill, Lt. Col. Corey Edmonds; Staff Sgt. Keith McKern; and Tech. Sgt. James Zwiebel.



CALLED TO SERVE

Mayor resigns position to join active duty Air Force

By Melissa Walther

Darren Brown is no stranger to service. In 2004 he joined the Army, serving with the 101st Airborne Division out of Fort Campbell, Kentucky. He served 11 months in Iraq, and another 13 in Afghanistan. The year after he left the Army in 2009, Brown joined the Pennsylvania Air National Guard, serving in the 193rd Special Operations Wing.

In 2013, Brown ran for and was elected mayor of the Borough Chambersburg. His term was set to end in December, 2017, but that term was cut short.

On Sept. 11, Brown officially resigned as Mayor of the Borough Chambersburg to join the Air Force on active duty.

"I have given it much consideration and decided that I want to live and work as an Airman all the time, rather than limiting it to one weekend a month," he said.

"I have been working with my Air Force recruiter and my Air National Guard unit since December [2016] in order to achieve numerous required tasks, which finally brought me to official approval on Aug 28."

Brown said he and his wife Christy are excited to start their new adventure.

"Christy and I do not yet know where we will be

stationed, nor when we will be moving, but we do know that it will be outside of Pennsylvania, and very soon."

Brown said he will miss working with his fellow council members, and their hard work made the previous four years successful, but he is looking forward to his new life in the Air Force.

Below: Darren Brown is promoted to staff sergeant. Top right: Darren Brown and his wife Christy on his return from Iraq in 2004.

Bottom right: Darren Brown and his Air Force recruiter.



ON TO VICTORY! Building team spirit with 'Air Force Game of the Week'

By Master Sgt. David Ames, 311th RCS

Staff Sgts. Norris Jamison and Brandon Poturica from the 311th Recruiting Squadron D Flight, have joined forces to organize the "Air Force Game of the Week" featuring 18 different high schools in 10 games.

Each Friday night these two pull out all the stops to promote the Air Force and highlight the athletic accomplishments of these students as they battle it out for a chance to ring the Air Force Victory Bell.

It begins as fans arrive, tailgating Air Force style with hot dogs, burgers and an inflatable football

toss. Fans are invited to the recruiter's booth to see the giant bell and sign their team's poster showing their support.

As kickoff nears, Jamison and Poturica transition to the field and setup the golf cart, and recruiting flag in the end zone. Each team is provided an American flag to lead their charge as they run out onto the field.

Both recruiters join the team captains and referee on the 50-yard line for the coin toss.

As the game progresses, Poturica and Jamison pump up the crowd with Air Force towels and other promotional materials. As each team scores, they along with supporting fans, drop and perform push-ups equal to the team score.

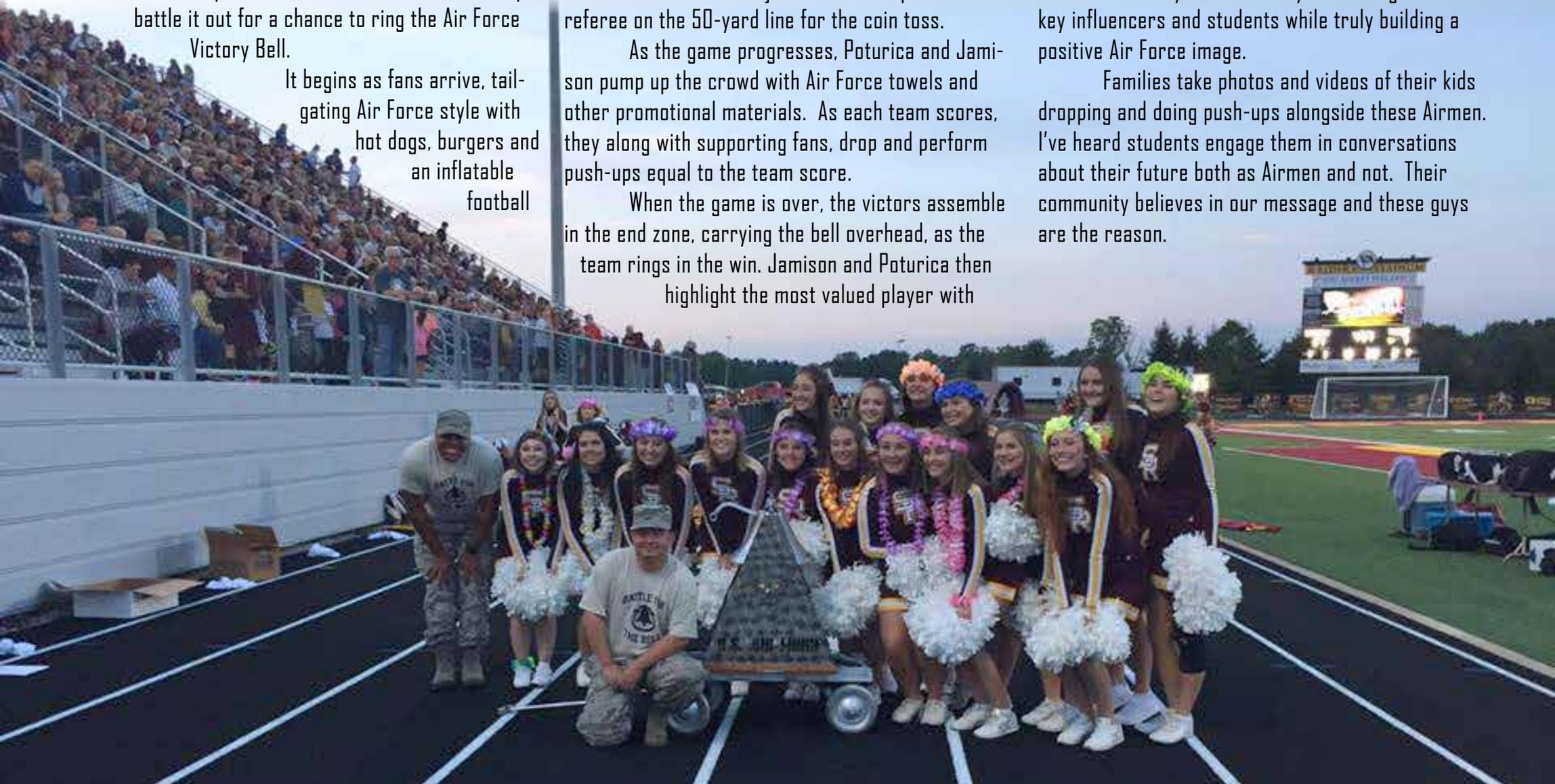
When the game is over, the victors assemble in the end zone, carrying the bell overhead, as the team rings in the win. Jamison and Poturica then highlight the most valued player with

a "Battle for the Bell" MVP t-shirt.

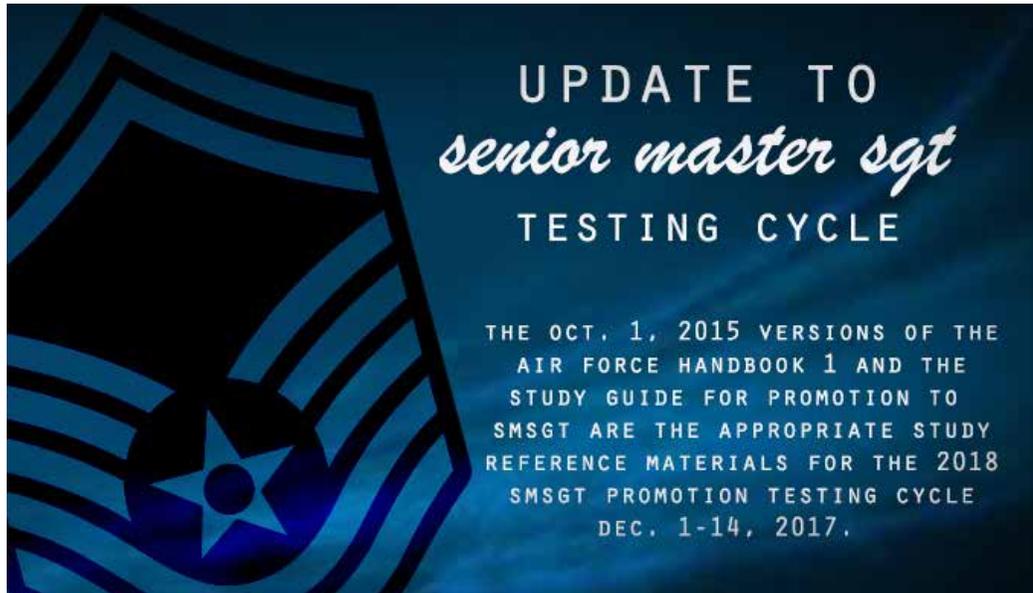
When the season is over, the bell's base will be sectioned and given as a memento to each of the participating schools to make way for next year's bell.

These two recruiters have gone all-in to create a tradition, which they hope will stand the test of time in their schools, showing the value of Air Force community service. They're building trust with key influencers and students while truly building a positive Air Force image.

Families take photos and videos of their kids dropping and doing push-ups alongside these Airmen. I've heard students engage them in conversations about their future both as Airmen and not. Their community believes in our message and these guys are the reason.



Senior master sergeant promotion testing cycle update



Master sergeants testing for promotion in the 18E8 promotion cycle will use the 2015 versions of Air Force Handbook 1 and professional development guide as study reference material, effective immediately.

The new study material slated to be released this year will not be available in time to allow members to appropriately study for the promotion fitness exam.

"Per guidance, members testing for promotion are given a minimum of 60 days to prepare for promotion testing," said Daniel

Woolever, Profession of Arms Center of Excellence, Program Management division chief. "We have been working hard to release the 2017 versions of the reference material, but those study guides will not be available for download before the minimum time period. We want to ensure everyone has adequate time to prepare for their exams and we want to make sure the material is as current as possible before it is released."

Members scheduled to test in the 18E8 promotion cycle can download the 2015 study guide.



Tech. Sgt. Sean Christian, his wife Sandra and members of the 333rd Recruiting Squadron H-Flight collected clothing, food, hygiene items, baby supplies and 180 gallons of water to aid in hurricane relief efforts in Florida.



Chief of Staff of the Air Force, Gen. David Goldfein, and Secretary of the Air Force, Heather Wilson, speak to Delayed Entry Program members and 317th Recruiting Squadron recruiters prior to a swear-in at FedEx Field, Maryland, before a Philadelphia Eagles and Washington Redskins game.



Members of the Air Force Band's Full Spectrum group performed at L.L. Bean in Freeport, Maine, Sept 1. The group was supported by Tech. Sgt. Kevin Dickson, 319th Recruiting Squadron D-Flight (center) on their first visit to Maine.



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Chief Master Sgt. Joseph Newton, 338th Recruiting Squadron superintendent, attends a college fair at Hocking Technical College, Sept. 19. The fair was attended by multiple high schools and 338th members were on hand to discuss benefits such as the Community College of the Air Force. The event was attended by more than 500 high school students.



Members of the 331st Recruiting Squadron Delayed Entry Program swear in Sept. 6 at the Pensacola Blue Wahoos' playoff game against the Tennessee Smokies. The swear-in was conducted by 2nd Lt. Orr Genish, 479th Flying Training Group out of Naval Air Station Pensacola.