



WINGSPREAD

JOINT BASE SAN ANTONIO-RANDOLPH

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12th OSS members keep flying mission aloft

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Second Lt. Nicklas Castle, 435th Fighter Training Squadron student, trains on the T-38 weapon system trainer simulator Nov. 19 at Joint Base San Antonio-Randolph.

Photo by Joel Martinez



Photo by Airman 1st Class Daniel Blackwell

Support for new parents, page 4



Photo by Robert Rubio

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Courtesy graphic

Social media guidance, page 11

Volunteerism affects positive change

Lt. Col. Stephen A. Simko
349th Maintenance Group
Travis Air Force Base, Calif.

Throughout our military careers, we often talk of being a volunteer force, a subset of our culture that has volunteered to serve our country in the profession of arms.

Without disrespect to anyone in uniform or those that have served before me, I have always been in conflict over the military/volunteer discussions. Granted, there were times in our past when the draft was in place and a number of our nation's citizens were forced into service.

My conflict centers on the aspect that we are all compensated for our service, we receive some amount of pay, housing allowances, bonuses at times, medical benefits and a variety of other benefits throughout our career.

By definition, yes, we did all volunteer to serve our country in the military. But when I talk about volunteerism, I am referring to those that have given their own time and energy to serve others – these are the people I have the highest level of respect. It is this type of volunteerism that I think each and every one of us owes to the various communities we live in.

There are number of great quotes relative to volunteerism. One that struck a chord with me is from Gandhi who said, "The best way to find yourself is to lose yourself in the service of others."

As members of the Air Force, we all

live very busy lives, from our normal duty schedules, to exercises, weekend duties, shift work, and especially deployments.

It is easy to fall into a mundane pattern of life. If volunteer work isn't already part of your life, I would challenge you to start out with finding just an hour a week to "lose yourself in the service of others."

If you look at the microcosm of "any base USA," I would argue that we easily make up the most diverse of skillsets per acre anywhere in the county. Take that and match it up against the needs of just about any community and you should easily find a volunteer opportunity that matches your specific skillset or interest.

Volunteering doesn't have to be a big, formal program or event; it is oftentimes a simple act we may take for granted that is received with the most thanks. Tennis champion Arthur Ashe stated it best: "Volunteer! Start where you are. Use what you have. Do what you can."

Although the basic premise of volunteering is to help someone else, there are a number of benefits the volunteer receives as well.

For starters, there are psychological benefits. Mark Snyder, a psychologist and head of the Center for the Study of the Individual and Society at the University of Minnesota, states that "people who volunteer tend to have higher self-esteem, psychological well-being, and happiness.

All of these things go up as their feelings of social connectedness goes up, which in reality, it does. It also improves their health

and even their longevity."

In a recent study from Carnegie Mellon University, published in the Psychology and Aging Journal, adults over age 50 who volunteered on a regular basis were less likely to develop high blood pressure than non-volunteers, demonstrating a direct physical benefit of volunteering.

Although the physical and psychological benefits are real and good for us, the reward I have found most beneficial is affecting positive change in the lives of others.

Most of my volunteer efforts have centered on coaching youth sports and volunteering with Boy Scouts of America. Were those opportunities challenging, time consuming, stressful and lots of work? Absolutely. However, that is never what comes to mind when I look back on my efforts.

The best memories that come to mind are that of a kid that was very shy and afraid of camping on his first trip earning his Eagle Scout five years later; or that 12 year old that was about to quit volleyball but grew into the sport and went on to play collegiately; or even a former athlete I coached at the middle school level that later joined the military.

There is no way of measuring the specific impact I've had over the years on those I have served, but I like to think that I have at a minimum been a positive role model to all those I have volunteered with.

In closing, former British Prime Minister Winston Churchill stated, "We make a living by what we get. We make a life by what we give."

WINGSPREAD

Joint Base San Antonio-Randolph

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President nominates local commander for brigadier general

Air Force Col. Matthew C. Isler has been nominated for appointment to the grade of brigadier general. Isler is serving as commander of the 12th Flying Training Wing at Joint Base San Antonio-Randolph.

Isler was commissioned in 1991 after graduating from the U.S. Air Force Academy. His flying assignments included duties as an instructor pilot, flight commander, flight examiner and weapons instructor. He commanded an operational 24-aircraft F-15C squadron and led deployments supporting homeland defense missions and partnership training for Operation Enduring Freedom.

He also served as air liaison officer to the Republic of Korea Army and deployed with the XVII Airborne Corps during Operation Iraqi Freedom. He flew during Operations Southern Watch, Northern Watch, and Noble Eagle. Prior to his current position, he served as the vice wing commander of the 14th Flying Training Wing at Columbus Air Force Base, Miss., and as executive officer to the commander of Pacific Air Forces at Joint

Base Pearl Harbor-Hickam, Hawaii.

Isler has been commander of the 12th FTW since June 2014. The wing consists of three flying groups and a maintenance directorate spanning more than 1,600 miles. The 12th FTW is responsible for four single-source aviation pipelines. These pipelines include combat systems officer training, pilot instructor training, as well as remotely piloted aircraft pilot and basic sensor operator training. The wing manages all airmanship programs for the U.S. Air Force Academy and serves as the single screening point for all hopeful aviators to include pilots, RPA pilots and CSOs. The wing also hosts the introduction to fighter fundamentals program as well as conducts electronic warfare training for the U.S. Air Force and multi-national forces. Each year, the wing graduates more than 850 instructor pilots, 350 combat systems officers, 500 remotely piloted aircraft pilots and sensor operators and trains more than 2,000 U.S. Air Force Academy cadets and 2,200 undergraduate flight training candidates.



Col. Matthew Isler

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JBSA members nominated for Air Force Security Forces Awards

By David DeKunder

Joint Base San Antonio-Randolph Public Affairs

Seven Joint Base San Antonio security forces members were recognized by Air Education and Training Command for this year's Major Command-level Air Force Security Forces Individual Awards.

Chief Master Sgt. Richard Sherman, AETC security forces manager, said the Air Force Security Forces Awards Program includes 16 categories of individual awards. Each security forces unit submitted nominations that were endorsed by their wings and then submitted to AETC. The AETC winners have since been submitted to Air Force Security Forces, to compete at that level.

The JBSA individual award winners are members of the 802nd Security Forces Squadron, at JBSA-Lackland and the 902nd Security Forces Squadron at JBSA-Randolph.

The names of JBSA winners of the Air Force Security Forces individual awards include:

- Senior Airman Christopher Corley, 802nd SFS unit appointment monitor; Col. Billy Jack Carter Award.

Corley was nominated for his role in a five-hour fire fight while deployed in Afghanistan in 2014. As a member of 439th Air Expeditionary Advisory Squadron U.S. Central Command Security Response Force, Corley tactically maneuvered under fire and

"There are so many outstanding individuals out there getting the job done every day. Our nominees are truly the best of the best and we look forward to them being recognized at the Air Force level also."

Chief Master Sgt. Richard Sherman

Air Education and Training Command security forces manager

engaged with enemy insurgents.

While under fire, Corley relayed enemy advances and movements to his unit, who were able to use the information to direct strikes and counterstrikes on enemy positions and thwart their movements.

Staff Sgt. Mathew Garza, 802nd SFS NCO in charge of electronic security systems, said Corley is an outstanding security forces member who sets high standards for himself.

"He is willing to do more than what is expected of him and to exceed the standards of a security forces member," Garza said. "He is always going above and beyond."

The Col. Billy Jack Carter award is named after the commander of the 377th Security Police Squadron stationed at Tan Son Nhut Air Base, South Vietnam, who distinguished himself during the Vietnam War's Tet Offensive. The award honors a security forces member for a specific act,

contribution or event.

- Senior Airman Meredith Jefferies, 802nd SFS emergency communications controller; Airman 1st Class Elizabeth Jacobson Award for achievements while deployed in Afghanistan.

The Jacobson award recognizes the accomplishments and fighting contributions of young service members while in an expeditionary setting or in pre-deployment activities related to mission success. Jacobson was the first security forces member to be killed in action in Iraq Sept. 28, 2005, while supporting convoy operations.

"I am very grateful for being selected for this award at the AETC level," Jefferies said. "I would have never been able to accomplish the things I did last year without the very strong support system I had on my deployment and back home."

- Master Sgt. Jerrold Jackson, 802nd SFS NCO in charge of plans and programs; Outstanding Security

See AWARDS P7



Leaders of the 502nd Air Base Wing and Joint Base San Antonio ask members to identify any wasteful practice with a JBSA Makes Cent\$ submission.

Submitting suggestions on the JBSA Makes Cent\$ website can benefit JBSA members with earned time off for ideas.

"1" Approved Idea = Certificate/Time Off Award (2 Hours)

"3" Approved Ideas or more than 5K saved = Certificate/Coined by 502nd ABW/CC/Time Off Award (4 Hours)

"5" Approved Ideas or more than 10K saved = Certificate/Time Off Award (8 Hours)

Visit JBSA Makes Cent\$ at [http://www.jbsa.mil/Resources/JBSAMakes-Cent\\$.aspx](http://www.jbsa.mil/Resources/JBSAMakes-Cent$.aspx) to learn more about submitting ideas.

NEWS

Program offers in-home visitations to young military families

By Robert Goetz

Joint Base San Antonio-Randolph Public Affairs

With its deployments, temporary duty and remote assignments and permanent changes of station, the military lifestyle can be challenging to families, especially those with young children and more on the way.

Fortunately, parents in military families can avail themselves of a free, confidential service that assists them in their child-rearing duties.

“The New Parent Support Program supports military families and ensures active-duty members can focus on the mission at the same time their families’ needs are being met,” said Audrey Thompson, 359th Medical Operations Squadron program nurse.

Thompson said the program offers expectant parents and parents of newborn and young children under the age of 3 the opportunity to learn new parenting skills or improve old ones.

“The New Parent Support Program is a home visitation program for families that is completely voluntary,” she said. “It’s offered in the privacy of the parents’ home where they will be more comfortable.”

Thompson said she spends an hour every two weeks with families who enroll in the program.

“The needs of the families determine the number of visits they require,” she said.

Thompson, who has been a program nurse for seven years, including four at Joint Base San Antonio locations, said she and other program professionals are able to answer questions regarding pregnancy, baby care, relationships, stress and self-esteem in the first three years of life.

“The program has a nurse and a social worker,” she said. “The nurse does all the education on pregnancy and infant development; the social worker handles topics like relationship counseling, stress management, depression and behavioral issues with older children.”

Thompson said she talks with parents about safety, nutrition, child-rearing, applying discipline in a fair manner, improving parenting skills, role changes, establishing nurturing routines, appropriate child development and other pertinent topics.

“We instill the importance of parents taking care of themselves so they’re able to take care of their family and the active-duty member is able to focus on the military mission,” she said.

Although most of her contacts with families are through home visitations, Thompson said she will also meet parents at the JBSA-Randolph Family Advocacy Program office in building 860 or talk to them by phone.

Thompson also connects families to military resources such as the Military and Family Life Counselor program and Military OneSource, and to community resources. Books, videos and other educational materials are also available.

In addition, JBSA locations offer a variety of classes



Photo by Airman 1st Class Daniel Blackwell

Preparing for a newborn child can be exhausting; new parents often spend a significant amount of time and energy reading books, seeking council or simply worrying about the well-being and safety of their unborn child. The New Parent Support Program is geared towards helping first-time parents, as well as parents with new additions to their family, feel confident in their ability to raise their children.

to help parents, she said.

Classes at JBSA-Randolph include “Infant Massage,” “Love and Logic” and “Dads: The Basics” at the Human Performance Resource Center; “Bundles for Babies” at the Military & Family Resource Center; and “Fit Mom” at the 359th Medical Group. The Single Parent Support Group meets at the M&FRC, and Heart Link, a one-day orientation session that educates new spouses on the military lifestyle and culture, is offered at the M&FRC.

Child car seat safety is another component of the New Parent Support Program.

Two classes, “Car Seat 101” and “Curbside Car Seat Clinic,” are presented by Connie Wilson, 359th MDOS Family Advocacy Program assistant and senior certified child passenger safety technician.

“In Car Seat 101, I educate our parents and parents-to-be on Texas state laws regarding child safety restraints, and provide them the tools to know if a car seat is safe, fits your child, fits your vehicle and is easy to use,” she said. “During the curbside clinic I demonstrate to parents how to install the seat correctly, as three out of four car seats are installed incorrectly, according to

the latest statistics by the National Traffic and Safety Administration. I also talk about the safest seating location in the vehicle and how to use the lower anchors, tethers, and the adult lap and shoulder belt.”

Car Seat 101 is offered every quarter at JBSA-Randolph’s HPRC; the next session is from 10 a.m. to noon Jan. 20. The curbside clinic is offered every third Monday of the month, excluding November and December, in the parking lot of the Family Advocacy/Mental Health Clinic, building 860. Parents who want a free car seat must attend the Car Seat 101 class prior to making an appointment for the curbside clinic.

Thompson said seeing the progress of families in the New Parent Support Program is satisfying.

“The biggest things are providing them with support, helping to alleviate their stress and giving them someone to talk to,” she said. “We set goals at the beginning of my visits, and seeing that they’ve met those goals at the end is rewarding to me.”

For more information on the New Parent Support Program, call 652-6308 at JBSA-Randolph, 808-6468 at JBSA-Fort Sam Houston and 292-5967 at JBSA-Lackland.

Taking pride in JBSA appearance a year-round endeavor

By David DeKunder

Joint Base San Antonio-Randolph Public Affairs

From picking up trash to touch up painting, there are several things Joint Base San Antonio members can do on a daily basis to help clean up and spruce up the appearance of the installation.

Paying attention to the appearance of all JBSA locations, including JBSA-Fort Sam Houston, JBSA-Lackland, JBSA-Randolph and JBSA-Camp Bullis, is something installation members should do all the time, Antony Person, 502nd Civil Engineer Squadron deputy base civil engineer, said.

"We should always keep our installation looking good and continue to take care of our resources," Person said. "We are the premiere joint base in the Department of Defense and our installation's appearance should reflect that."

Twice a year mission partners participate in the spring and fall Proud Week Cleanups to help clean and improve the appearance of JBSA. Person said the effort should extend beyond the cleanups.

"This is an opportunity for all JBSA mission partners to show pride in their

"We should always keep our installation looking good and continue to take care of our resources. We are the premiere joint base in the Department of Defense and our installation's appearance should reflect that."

Antony Person

502nd Civil Engineer Squadron deputy base civil engineer

facilities," Person said. "It's an opportunity to improve our facilities inside and out and to be good stewards of JBSA resources."

Person said JBSA members can do small things to show their pride in work facilities:

- Picking up trash around buildings and work areas. Trash collected should be put in dumpsters.
- Taking out grass and weeds from cracks in sidewalks, parking lots, mulch beds, rock gardens, fence lines and landscaped areas.
- Cleaning up existing flowerbeds and removing dead plants.
- Trimming bushes and shrubs and around tree bottoms.
- Touch-up painting of railings, posts

and storage sheds.

Person said JBSA members should also be on the lookout for things that detract from JBSA's appearance or could be a safety hazard, including:

- Cracked and uneven walkways.
- Collapsing retaining walls.
- Plugged drainage.
- Broken or rotten tree branches and low hanging branches and downed limbs.
- Large debris.
- Grass growth that creates an unsafe condition.
- Dead animals in the road.
- Fences that are falling down and street signs that are crooked, facing the wrong direction and have tree or weed growth obstructing them.

• Buildings and structures that need to be cleaned and have a deteriorated or unsafe exterior.

• Pools of water that form in grassy areas after a rainstorm.

JBSA members who see any of these things at any of the JBSA locations should call the 24-hour 502nd CES customer service line at 671-5555.

The 502nd CES provides tools and equipment, including rakes, brooms, trimmers, trash bags, wheel barrows, paint, gloves and safety goggles, to JBSA members on a first-come, first-serve basis. Pick up is available at the following 502nd CES locations: building 4196 at JBSA-Fort Sam Houston; building 5497 at JBSA-Lackland; and building 891 at JBSA-Randolph. The squadron store locations are open from 7:30 a.m. to 3 p.m. Monday-Friday.

JBSA members are required to sign out tools and equipment and should call beforehand to determine availability from squadron stores. Store contact numbers are: JBSA-Fort Sam Houston at 221-3471; JBSA-Lackland at 671-2339; and JBSA-Randolph at 652-2242 or 652-3808.

TRICARE young adult premiums increase Jan. 1, 2016

From Defense Health Agency

Premiums for the Military Health System's benefit plan for adult children between 23 and 26 years old have been announced. The premiums for TRICARE Young Adult, or TYA, program will increase on Jan. 1, 2016 to \$306 per month for TYA Prime and \$228 per month for TYA Standard.

Offering the option to have young adults covered under these plans falls in line with what all Americans are able to do with their adult children under the Affordable Care Act," said Mary Kaye Justis, director of the TRICARE Health Plan. "We want to make sure those wanting this coverage know all the facts as they go into the open enrollment season for health care plans in this country."

Justis explained the increase is due to the requirement in the National Defense Authorization Act of 2011 that TRICARE set TYA premi-

ums to cover the full cost of health care received by the program's beneficiaries.

Previous years' premiums were lower because TRICARE did not yet have sufficient cost data to set annual premiums. This coming year marks the first time TRICARE has had enough actual cost data to set the premiums based on actual costs rather than predicted cost.

"We are required by law to be cost-neutral to the government, so the premiums had to be raised to cover the actual cost of care," Justis said.

TYA offers very generous, competitive coverage for young adults, Justis said. Although the premiums do not go into effect until Jan. 1, 2016, TRICARE leaders want to make sure TYA beneficiaries have all the facts now to make the best decision possible, based on their needs and circumstances, during the open enrollment season from Nov. 1

through Jan. 31, 2016.

"We like having young adults in our system and welcome them to stay on," Justis said. "But they do have options."

Other health care options for young adult beneficiaries include:

- Purchasing TYA Standard – lower premiums, higher cost shares – instead of TYA Prime
- Enrolling in a parent's civilian health insurance plan, if available
- Purchasing coverage through the college or university, if enrolled
- Purchasing a plan offered through the Health Insurance Marketplace at <http://www.healthcare.gov>.

Lower cost plans may be available depending on income and residence, and assistance paying premiums may be available if beneficiaries qualify for government subsidies through commercial plans.

Visit <http://www.tricare.mil/TYA> for more information.



Courtesy graphic

Project to improve safety, traffic flow underway at FM 78-Loop 1604

By Robert Goetz
Joint Base San Antonio-Randolph Public Affairs

A \$2.8 million upgrade to the FM 78-Loop 1604 intersection near Joint Base San Antonio-Randolph is expected to improve safety and traffic flow for the nearly 25,000 motor vehicles traveling to or from Universal City each day.

"The upgrades will add additional left-turn lanes from westbound FM 78 onto both Loop 1604 ramps as well as an additional right-turn lane from the southbound Loop 1604 ramp onto eastbound FM 78," Josh Donat, Texas Department of Transportation San Antonio District public information officer, said.

The new traffic signals with technological upgrades are included in the upgrades, as is a new protective barrier around the bridge support columns in the FM 78 median.

"This is a win-win for the area and Joint Base San Antonio-Randolph motorists. These improvements will result in a decrease of traffic congestion during their morning and evening commute."

Mance Clark

902nd Security Forces Squadron antiterrorism officer

"This is a win-win for the area and Joint Base San Antonio-Randolph motorists," Mance Clark, 902nd Security Forces Squadron antiterrorism officer, said. "These improvements will result in a decrease of traffic congestion during their morning and evening commute."

TxDOT and RELMCo. Inc., a Hondo, Texas-based contractor, began the project in August, Donat said. Work should be finished in late 2016.

"Aggressive project milestones have been included in the contract to provide incentives for the contractor," he said. "Funding for the project comes from the Highway Safety Improvement Program."

Donat said lane widths have already been cut down to provide space for protective barriers in place, reflecting the typical impact on daily commutes.

Overnight and weekend closures will

be employed later in the project, but the everyday driver will see little change until the project is complete, he said.

Major closures will be published through traditional and social media outlets.

Donat said TxDOT has worked with Universal City to arrange full closure of the park-and-ride at the intersection this week.

"Crews will reconstruct the lot and have it reopened by late January, pending weather," he said.

Donat also offered advice for motorists.

"The biggest thing drivers can do to successfully and safely navigate the construction zone is add a few minutes to their drive time," he said. "This will keep drivers calm and courteous if unexpected delays do arise and help drivers stay off any mobile devices."



Local Airman receives Airmanship Award

Staff Sgt. Codi Goodwin (left), 359th Medical Group pediatric clinic medical technician, receives the October Joint Base San Antonio-Randolph Top 3 Airmanship Award from Senior Master Sgt. Alena Lampkin, JBSA-Randolph Top 3 member, Nov. 19 at the Kendrick Club. Goodwin was nominated after demonstrating exceptional customer service and professionalism while working within the pediatric clinic at JBSA-Randolph. The Top 3 Airmanship Award is to recognize junior enlisted members who have demonstrated the highest qualities of leadership, wingmanship and airmanship in the performance of duties, personal life, every day conduct or actions.

Courtesy photo



Serving those who serve

From left: Chief Master Sgt. Gerardo Tapia, Air Education Command command chief, and Lt. Gen. Darryl Roberson, AETC commander, serve Thanksgiving dinner to Airmen in technical training Nov. 26 at the Live Oak Dining Facility at Joint Base San Antonio-Lackland. Roberson and Tapia, along with JBSA-Lackland wing and squadron commanders, served Thanksgiving meals to more than 300 Airmen, retired service members and their families.

Photo by Robert Rubio

AWARDS from P3

Forces Flight Level SNCO Award.

Jackson was nominated for the award for his duties as a flight sergeant in managing and supervising the shift operations for 75 active-duty and civilian security forces members. He also served in Afghanistan from April to December 2014.

Jackson said he would not have been nominated for the award without the support of 802nd SFS members.

- Staff Sgt. Jason Moscoso, 902nd SFS standards and evaluations; Outstanding Security Forces Support Staff NCO Award.

Moscoso conducts duty position evaluations and oversees inspections with the 902nd SFS.

"I feel really grateful to my leadership and the squadron for this great opportunity to excel," Moscoso said.

- Jason Eglinton, 902nd SFS flight chief and incident commander; Outstanding Security Forces Flight Level

Civilian Award, Supervisory Level. As flight chief and incident commander, Eglinton responds to the scene of any incidents that might occur at JBSA-Randolph.

Eglinton said he felt humbled and happy for being nominated. He credits the work of the 20 security forces members he supervises for helping him get the award nomination.

- Staff Sgt. Rosa Padin-Cabada, 902 SFS; Outstanding Security Forces Air Reserve Component NCO Award.

- Staff Sgt. Fredric Bantin, 902nd SFS patrolman and entry controller; Outstanding Security Forces Air Reserve Component Airman Award.

"It is an unbelievable opportunity to show the Air Force what a great command and team we are at the 902nd SFS," Bantin said about his nomination. "For me to be able to accomplish my duties to a level that I am being recognized is a great feeling. I am a proud Airman. To know I am being a great example to my family is a very

rewarding feeling."

Nominations for each of the Outstanding Security Forces Awards are based on a service member and civilian's specific duty achievements, self-improvement efforts and participation in military and civilian activities.

Sherman said AETC security forces units submitted more than 100 nominations in 16 categories for the awards.

There are more than 2,500 active duty, reserve and civilian members serving in AETC security forces units. With so many units and members submitting nominations, the awards process is always very competitive, Sherman said.

"There are so many outstanding individuals out there getting the job done every day," Sherman said. "Our nominees are truly the best of the best and we look forward to them being recognized at the Air Force level also."

12th OSS members lay groundwork for JBSA-Randolph flying mission

By Robert Goetz
Joint Base San Antonio-Randolph Public Affairs

Students and instructors in the 12th Flying Training Wing's flying squadrons spend thousands of hours in the air and classroom each year to confirm the wing's reputation as the "Source of America's Airpower," but their mission would be grounded if not for the efforts of a diverse support group.

The 12th Operations Support Squadron, part of the 12th FTW's 12th Operations Group, is responsible for a range of support functions, from simulator training and air traffic control to international training and aircrew flight equipment.

"Our role is to make the mission happen," said Lt. Col. Stephen LePrell, 12th OSS director of operations. "We support every squadron in the 12th FTW. They can't do their job without us."

Headquartered in building 740 on Joint Base San Antonio-Randolph's southeast side, the 12th OSS' reach extends to 14 other duty locations, including two traffic control towers, two simulator buildings, five hangars and base operations, home to airfield management and the squadron's weather flight.

More than 200 members strong, the 12th OSS comprises 165 Department of Defense civilians, 42 contractors, six active-duty officers and one NCO.

LePrell said the number of civilians in the 12th OSS is a rarity in Air Force operations support squadrons.

"You won't find that anywhere,"

he said. "A large number of them are retired or separated officers or enlisted service members who bring a lot of experience to their jobs."

The squadron is responsible for "the busiest tower facility in the Air Force" through the airfield operations flight and its air traffic control and airfield management functions and terminal instrument procedures, or TERPS, LePrell said.

"We're the only Air Force base with two towers – one for the T-6 and one for the T-1 and T-38," he said. "Different rules apply to these airframes, so the controllers have to be very proficient. Their proficiency is a testament to the skill level we have in our towers."

Gary Thompson, 12th OSS air traffic manager, said the squadron's 21 civilian controllers previously served as controllers in the Air Force.

"They average more than 27 years of experience, with nearly eight years' experience at JBSA-Randolph alone," he said.

Thompson said controllers must complete rigorous certification programs, undergo annual re-evaluation, work a minimum number of hours monthly to retain their qualifications and are subject to a variety of evaluations to validate their competencies.

He said they also face challenges that "come with the territory."

"There is a degree of pressure endured in adhering to and applying a vast array of complex rules, and that pressure is magnified in knowing mistakes have potentially dire consequences," Thompson said. "However, the controller overcomes that with confidence derived from competence, which is an outcome of proficiency."

Thompson also said the "least-talked-about challenge" of controllers' profession is that they are "handcuffed to their position – not literally, but figuratively."

"They can't put a sign on the tower and say we are closed for training, out for lunch or we'll be back," he said. "Each position must be staffed continuously to support flying activities."

The flight also includes airfield management, which is responsible for three separate airfields, oversees an airfield driving program for 13 organizations and includes eight civilian airfield management operations specialists, and a TERPS specialist responsible for building and maintaining 19 instrument procedures for three types of aircraft.

LePrell said 12th OSS members are "widely regarded as experts at what we do," and this is especially true at the operations support maintenance flight, which provides support at 33 sites on three geographic locations.

The Air Force's only all-civilian air traffic control and landing system equipment flight, OSM maintains more than \$11 million worth of equipment for the 12th FTW that directly supports flying operations, said Kris Kite, 12th OSS OSM flight chief.

"Our systems give our pilots and controllers accurate data on weather conditions, precision approach signals, broad-range navigation, ground-to-air communication, real-time radar feeds from the San Antonio Terminal Radar Approach Control and legal recording of all flight operations on Randolph," he said. "We physically perform touch maintenance on all electronics on the Randolph Airfield and our auxiliary field at Seguin. It is important because it allows our pilots to confidently

navigate both during visual flight rules and instrument flight rules where their visibility could be severely limited and get them back on the ground safely."

Kite said the flight began as a pioneer program more than 10 years ago when overall manning was cut by 40 percent.

"We have since reduced our manpower an additional 25 percent with no loss of service to our customers," he said. "I attribute that to the fine work ethic of my personnel and their 'can-do' attitude displayed by each and every one of them."

The squadron's largest flight is ground training, whose civilian simulator instructors "produced 10,733 simulator sorties and conducted more than 2,600 hours of classroom academics in fiscal 2015," said Frank King, 12th OSS Operations Support Training lead supervisor.

"12th OSS civilian simulator instructors provide the foundation for all future Air Education and Training Command instructor pilots," he said. "T-1, T-6, T-38 and T-38 Introduction to Fighter Fundamentals simulator mission profiles cover a spectrum training from basic flying skills, instruments, and low-level and formation flying to advanced acrobatic and fighter maneuvers. CSIs' key mission responsibilities are to apply aviator experience as a simulator and academic instructor for pilot instructor training, IFF and instructor combat system officer training. These CSIs also train other DOD pilots from the Navy, NASA and other unique DOD flying training programs."

The 12th OSS' other flights are life support, current operations and weather.

The life support flight supports three different air-

frames and features a chute repack and fabrication shop, and egress and survival training.

The current operations flight comprises wing scheduling, which is responsible for flying hour program management; host and squadron aviation records management, which maintains more than 800 flight records; the registrar office, which tracks student training from entry to graduation; airspace management; deployment management; the international military office, which provides administrative support for more than 245 international officers from 23 countries each year; a bookstore; and quality assurance.

The squadron's weather flight is responsible for mission execution forecasts and supports distinguished visitor, airlift and transient aircraft.

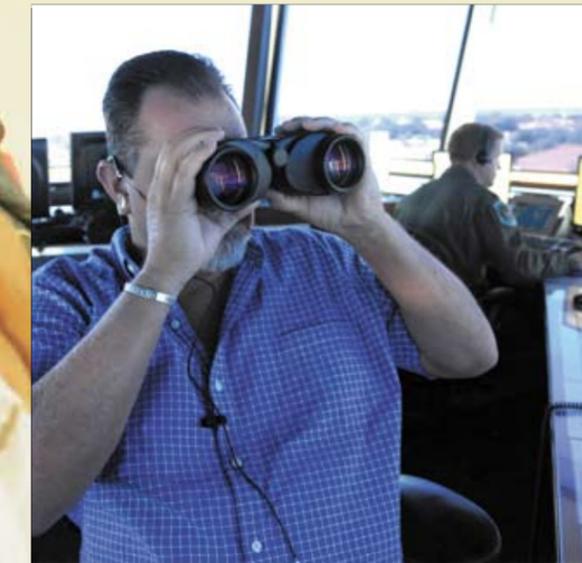
The 12th OSS' efforts have been recognized at both the AETC and Air Force levels with several unit awards, including AETC's Top Operations Support Squadron of the Year in 2012; AETC's D. Ray Hardin Air Traffic Control Facility of the Year in 2011, 2013 and 2014; and AETC's Ronald D. McCarthy Airfield Management of the Year in 2013 and 2014. Individual members have also been cited, including the Life Support Flight's John Bock, who was named the 2014 Air Force Aircrew Flight Equipment Category II Civilian of the Year.

"We're fortunate to have a team that truly believes in what we are doing here at JBSA-Randolph," LePrell said. "The men and women of the 12th OSS keep things running smoothly so the training mission continues. As long as the other squadrons of the 12th Operations Group can continue doing the phenomenal work that they do, we feel we're doing our job."

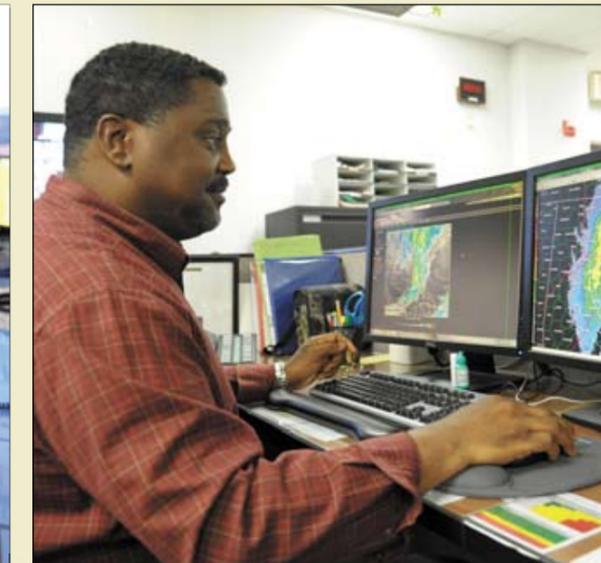


Gene Lott, 12th Operations Support Squadron flight equipment survival technician, inspects a parachute Nov. 18 at Joint Base San Antonio-Randolph.

Photos by Joel Martinez



Frank Lucas, 12th Operations Support Squadron air traffic controller, looks for approaching aircraft Nov. 18 at Joint Base San Antonio-Randolph.



Sam Smith, 12th Operations Support Squadron weather technician, tracks the weather forecast for inbound and outbound flights Nov. 18 at Joint Base San Antonio-Randolph.



Dale Bennett (right), 12th Operations Support Squadron book store technician, issues books to 2nd Lt. Nicholas Mhoon, 558th Flying Training Squadron student pilot, Nov. 18 at the Joint Base San Antonio-Randolph Aircrew Bookstore.



Daniel Guerra, 12th Operations Support Squadron aircrew flight equipment technician, inspects a helmet Nov. 18 at Joint Base San Antonio-Randolph.

JBSA Sexual Assault Prevention, Response

To report a sexual assault, call the 24/7 Joint Base San Antonio Sexual Assault Prevention and Response Hotline at 808-7272 or the Department of Defense Safe Helpline at 877-995-5247.

Joint Base San Antonio-Randolph News Briefs

Holiday cookie drive

A holiday cookie drive to provide a taste of home during the holiday season for junior enlisted members who might be away from home for the first time during the holiday season is being held again this year.

Homemade or store-bought cookie donations can be dropped off from 8 a.m. to 5 p.m. Wednesday at the chapel annex. Those who wish to volunteer for this year's cookie drive can call 395-9362 or 565-1292.

Holiday mail deadlines

To ensure holiday packages and mail are delivered on time for the holidays, the United States Postal Service recommends customers observe the following mailing and shipping deadlines:

- Tuesday - Priority Mail Express International®
- Dec. 15 - Standard Post™
- Dec. 19 - Global Express Guaranteed® and First Class Mail®
- Dec. 21 - Priority Mail®
- Dec. 23 - Priority Mail Express®

For more details, call the Joint Base San Antonio-Randolph Post Office at 652-2606.

JBSA-Randolph Service Station

Customers of the JBSA-Randolph Service Station will need to use the entrance and exit on the North side of the parking lot near Firestone until Monday.

Dr. Martin Luther King observance

The Joint Base San Antonio Dr. Martin Luther King Jr. commemorative observance will be held from noon to 1 p.m. Jan. 15 at the JBSA-Randolph Chapel.

Anyone wanting to be in the choir can call 652-6121 for an RSVP form and more information. All participants must complete the RSVP form and return it by Dec. 15.

2015 Federal Benefits Open Season

Open season for the Federal Employees Health Benefits Program, Federal Employees Dental and Vision Insurance Program and the Federal Flexible Spending Account Program continues through Dec. 14. For detailed information about making an open season election, visit the myPers website at <https://myPers.af.mil>.

Check expiration dates on IDs

All Defense Enrollment Eligibility Reporting System, Command Access Card and military ID card locations throughout Joint Base San Antonio are by 100 percent appointment only and wait time for an appointment can be up to 30 days. Civilian and military members need to remember their CACs and military IDs expire and must schedule renewal appointments appropriately. Plan ahead for family members when their ID cards or DEERS updates need to be made. Appointments can be made online at <https://rapids-appointments.dmdc.od.mil>.

Construction planned for Golf Road

Joint Base San Antonio-Randolph's Golf Road will be closed for construction starting Monday with a planned reopening Feb. 2, 2016. Demolition and construction will occur in a single phase forcing commercial and privately owned vehicle traffic entering JBSA-Randolph's South Gate to be re-routed to the West Perimeter Road.

The West Perimeter Road detour for drivers will be located on the second left entering the South Gate. Traffic exiting the South Gate will also use West Perimeter Road as a detour route. Traffic to and from Randolph Oaks golf course will be accessible from the South Gate and West Perimeter Road. Airfield traffic will not be affected by the project. Traffic may be slightly delayed when the Randolph High School has special events occurring.

U.S. Office of Special Counsel updates Hatch Act guidance for social media

By Nick Schwellenbach

U.S. Office of Special Counsel

In advance of the upcoming presidential election year, the U.S. Office of Special Counsel has revised its guidance regarding the Hatch Act and federal employee use of social media and email. The guidance is in an online Frequently Asked Questions format.

The Hatch Act limits certain political activities of federal employees. Under the Hatch Act, “political activity” refers to any activity directed at the success or failure of a political party or partisan political group (collectively referred to as “partisan groups”), or candidate in a partisan race.

Social media and email – and the ease of accessing those accounts at work, either on computers or smartphones – have made it easier for federal employees to violate the Hatch Act.

Yet there are many activities employees can do on social media and email that do not violate the law. OSC created a Frequently Asked Questions page to help employees understand what the Hatch Act does and does not allow when using social media and email.

The U.S. Office of Special Counsel routinely receives questions from federal employees and others about when the use of social media and email could violate the Hatch Act.

Given the unique challenges social media poses to federal employees, OSC crafted guidance to help federal employees understand what is and is not allowed under the Hatch Act. Generally, federal employees can avoid violating the Hatch Act if they:

1. Do not engage in political activity while on duty or in the workplace;
2. Do not engage in political activity in an official capacity at any time; and
3. Do not solicit or receive political contributions at any time.

OSC has streamlined the text of its FAQs to be shorter, clearer, and more accessible to federal employees.

In general, all federal employees may use social media and email and comply with the Hatch Act if they remember the following guidelines, updated in November:

(1) Do not engage in political activity while on duty or in the workplace.

- Federal employees are “on duty” when they are in a pay status, other than paid leave, or are representing the government in an official capacity.

- Federal employees are considered “on duty” during telecommuting hours.

(2) Do not engage in political activity in an official capacity at any time.

(3) Do not solicit or receive political contributions at any time.

“Political activity” refers to any activity directed at the success or failure of a political party or partisan political group (collectively referred to as “partisan groups”), or candidate in a partisan race.

In addition, some federal employees are considered “further restricted,” which means they are prohibited

from taking an active part in partisan political management or partisan political campaigns. Thus, they may not engage, via social media and email, in any political activity on behalf of a partisan group or candidate in a partisan race. Most further restricted employees work in law enforcement or intelligence agencies.

These rules have some very limited exceptions. When in doubt, federal employees should consult OSC or their agency ethics officers.

The following list of questions is not comprehensive, but answers many of the most commonly asked questions regarding the Hatch Act and the use of social media and email. Please note that although the FAQs refer to Facebook and Twitter, the advice provided is applicable to any social media platform. If federal employees have further questions, they should email OSC at hatchact@osc.gov.

Social Media

Q: May a federal employee engage in political activity on Facebook or Twitter?

A: Yes, federal employees may express their opinions about a partisan group or candidate in a partisan race (e.g., post, “like,” “share,” “tweet,” “retweet”), but there are a few limitations. Specifically, the Hatch Act prohibits employees from:

- engaging in any political activity via Facebook or Twitter while on duty or in the workplace;
- referring to their official titles or positions while engaged in political activity at any time (note that inclusion of an employee’s official title or position on one’s social media profile, without more, is not an improper use of official authority); and
- suggesting or asking anyone to make political contributions at any time. Thus, they should neither provide links to the political contribution page of any partisan group or candidate in a partisan race nor “like,” “share,” or “retweet” a solicitation from one of those entities, including an invitation to a political fundraising event.

An employee, however, may accept an invitation to a political fundraising event from such entities via Facebook or Twitter.

Further Restricted Employees: Yes, further restricted federal employees also may express their opinions about a partisan group or candidate in a partisan race (e.g., post, “like,” “share,” “tweet,” “retweet”), but there are a few limitations. In addition to the limitations above, the Hatch Act prohibits further restricted employees from:

- posting or linking to campaign or other partisan material of a partisan group or candidate in a partisan race;
- “sharing” these entities’ Facebook pages or their content; and
- “retweeting” posts from these entities’ Twitter accounts.

Q: May a federal employee engage in political activity on Facebook or Twitter if she is “friends” with or has “followers” who are subordinate employees?

A: Yes, but subject to the limitations described in other related questions and the following guidelines. If a supervisor’s statements about a partisan group or candidate in a partisan race are directed at all of his Facebook

friends or Twitter followers, e.g., posted on his Facebook page, then there is no Hatch Act violation. Such statements would be improper if the supervisor specifically directed them toward her subordinate employees, or to a subset of friends that includes subordinate employees. For example, a supervisor should not send to a subordinate employee a Facebook message or “tweet” that shows her support for a partisan group or candidate in a partisan race.

Q: May a federal employee use a Facebook or Twitter account in his official capacity to engage in political activity?

A: No. Any social media account created in a federal employee’s official capacity should be limited to official business matters and remain politically neutral. Any political activity must be confined to the employee’s personal Facebook or Twitter account, subject to the limitations described in other related questions.

Q: May a federal employee become a “friend,” “like,” or “follow” the social media page of a partisan group or candidate in a partisan race?

A: Yes, but not while on duty or in the workplace.

Q: May a federal employee use an alias to “friend,” “like,” or “follow” the social media page of a partisan group or candidate in a partisan race?

A: Yes, but be advised that federal employees remain subject to the Hatch Act even when they act under an alias. Therefore, the advice provided in response to other questions applies regardless of whether or not the employee is acting under an alias.

Q: May a federal employee continue to “friend,” “like,” or “follow” an official social media page of a government official after he has become a candidate for reelection?

A: Yes. For example, a federal employee may continue to “friend,” “like,” or “follow” the official Facebook, Twitter, or other social media page of the President or Member of Congress, even after the President or Member begins his reelection campaign.

Q: What should a federal employee do if an individual posts or “tweets” a message soliciting political contributions to a partisan group or candidate in a partisan race, or a link to the political contribution page for such entities, on the employee’s social media page?

A: Although the Hatch Act prohibits federal employees from soliciting or receiving political contributions at any time, employees are not responsible for the statements of third parties, even when they appear on their social media page. Thus, if an individual posts a link to the political contribution page of a partisan group or candidate in a partisan race, or otherwise solicits political contributions, the employee need not take any action. The same advice applies to any “tweets” directed at the employee. However, the employee should not “like,” “share,” or “retweet” the solicitation, or respond in any way that would tend to encourage other readers to contribute.

Q: If a federal employee has listed his official title or position on Facebook, may he also complete the “political views” field?

See SOCIAL MEDIA P12

Sharpening resume with purpose, relevance

By Jenny Gordon

Robins Air Force Base, Ga. Public Affairs

Writing a resume for federal employment consideration doesn't have to be daunting.

In fact, it's about providing an applicant's best qualities when it comes to showcasing workplace responsibilities, education and career accomplishments.

Keeping a current resume has a purpose and several benefits, from being able to respond and apply for an immediate job posting, to staying abreast of job duties and highlighting ongoing significant activities.

"A resume is relevant information to give an employer an understanding of your duties and experience gained over a number of years," said Angelia Solomon, the staffing section chief for the Air Force Personnel Center's operating location at Robins Air Force Base, Ga. "It's very important that an applicant be clear and precise with information provided on a resume."

When writing a resume, there are several key pieces of information that should be included when describing work experience and education.

There's not a particular desired layout.

Personal information should detail your full name, mailing address and day and evening telephone numbers with area codes.

Social security numbers aren't required, however when completing your total application package, an occupational questionnaire will ask for it, however, it's used for verification purposes only.

On work experience, detailed information should include an employer's name and address, employment dates (from month and year to month and year, or month and year to present) and job title.

This area should include thorough descriptions of all paid and nonpaid positions related to the job for which an applicant is applying as well as descriptions of all duties performed. Copies of job descriptions should not be included.

Other information to include: salary, number of hours worked per week, supervisor's name and phone number, series and pay plan or grade if for a federal position and other accomplishments and related skills.

Education information should include

the school or program name and address, type of degree or level attained, completion date with month and year, major field of study, total credits earned in semester or quarter hours, honors, relevant coursework, licensures and certifications.

Copies of transcripts will be requested as needed.

Other information: job-related training courses with title and year; job-related skills such as languages, computer software and hardware known, tools, machinery, typing speed, etc.; job-related certificates and licenses; and job honors, awards and special accomplishments, to include publications, professional memberships, leadership activities and performance awards.

If applicable, include other languages known, and volunteer experience. References are optional.

Unlike in the private sector, when writing a resume for a federal job, there's no limit to the number of pages you can include. There's also no limit when including work experience.

"There's no one resume," Solomon said. "People may think there's one generic resume when there's not.

Each job is different with specialized duties, so you may have to alter your resume just to include what's needed."

All federal positions are posted on <http://www.usajobs.gov>, the federal government's official, web-based job board. You can store up to five resumes and 10 candidate documents on the site so they're ready to submit. It's free and available to everyone. There's also a helpful resume builder to take you through each step of the process.

One benefit to adding a current resume to the site is that recruiters can use it to help determine if there are qualified candidates for a job.

Always double check if a resume has been attached to specific job packages.

Also, keep it simple and easy to read, and focus on delivering the most current, best representation of yourself to prospective employers.

For more information about Air Force personnel programs, visit <https://gum-crm.csd.disa.mil/app/login/redirect/home>. Individuals who do not have a myPers account can request one at <http://www.retirees.af.mil/mypers/index.asp>.

SOCIAL MEDIA from P11

A: Yes. Simply identifying one's political party affiliation on a social media profile, which also contains one's official title or position, without more, is not an improper use of official authority. 4

Q: May a federal employee display a political party or campaign logo or candidate photograph as her cover or header photo on Facebook or Twitter?

A: Yes, federal employees may display a political party or campaign logo or candidate photograph as their cover or header photo on their personal Facebook or Twitter accounts. This display, usually featured at the top of one's social media profile, without more, is not improper political activity.

Q: May a federal employee display a political party or campaign logo or a candidate photograph as his profile picture on Facebook or Twitter?

A: Yes, but subject to the following limitations. Because a profile picture accompanies most actions on social media, a federal employee would not be permitted, while on duty or in the workplace, to post, "share," "tweet," or "retweet" any items on Facebook or Twitter, because each such action would show their support for a partisan group or candidate in a partisan race, even if the content of the action is not about those entities.

Email

Q: What is a partisan political email?

A: A partisan political email is an email that is directed at the success or failure of a partisan

group or candidate in a partisan race.

Q: May a federal employee – while on duty or in the workplace – receive a partisan political email?

A: Yes. Simply receiving a partisan political email while at work, whether to a personal or government email account, without more, does not violate the Hatch Act. However, federal employees must not send or forward partisan political emails to others while on duty or in the workplace.

Q: May a federal employee – while on duty or in the workplace – forward a partisan political email from her government email account to her personal email account?

A: Yes. If a federal employee receives a partisan political email in his government email account, she may send that email to her personal email account while at work. Simply forwarding such an email to one's personal email account, without more, does not violate the Hatch Act. 5.

Q: May a federal employee – while on duty or in the workplace – send or forward a partisan political email from his government email account or his personal email account to others?

A: No. A federal employee cannot send or forward a partisan political email from either his government email account or his personal email account (even using a personal device) while at work.

Q: May a federal employee – while on duty or in the

workplace – send or forward an email about current events or matters of public interest to others?

A: The Hatch Act does not prohibit federal employees from engaging in non-partisan political activities. Accordingly, employees may express their opinions about current events and matters of public interest at work so long as their actions are not considered political activity. For example, employees are free to express their views and take action as individual citizens on such questions as referendum matters, changes in municipal ordinances, constitutional amendments, pending legislation or other matters of public interest, like issues involving highways, schools, housing, and taxes. Of course, employees should be mindful of their agencies' computer use policies prior to sending or forwarding any non-work related emails.

Q: May a federal employee send or forward a partisan political email to subordinate employees?

A: No. It is an improper use of official authority for a supervisor to send or forward a partisan political email to subordinates, at any time.

Q: May a federal employee send or forward an email invitation to a political fundraising event to others?

A: No. The Hatch Act prohibits federal employees from soliciting or receiving political contributions, which includes inviting individuals to political fundraising events, at any time.

AFPC wins second consecutive JBSA-Randolph flag football title

By David DeKunder

Joint Base San Antonio-Randolph Public Affairs

The Air Force Personnel Center won its second consecutive Joint Base San Antonio-Randolph intramural flag football tournament championship by shutting out the 359th Medical Group, 12-0, Nov. 17 at the JBSA-Randolph football field.

AFPC went 4-1 during the tournament and bounced back from an earlier loss to 359th MDG in the double-elimination tournament to repeat as JBSA-Randolph intramural flag football champions. They finished the regular season 7-0 in the five team JBSA-Randolph flag football league.

AFPC won its first game of the JBSA-Randolph tournament, 12-6, over Air Force Personnel Center #2. In their next game, AFPC was shut out by the 359th MDG, 13-0, knocking AFPC into the consolation bracket. AFPC then staved off elimination by edging out the 502nd Civil Engineering Squadron, 13-7, which put them back in the championship bracket. The win against the 502nd CES set up a rematch with the 359th MDG, which AFPC had to beat out twice to win the flag football championship.

In the final two tournament games against 359th MDG, AFPC won 20-14 and 12-0 to win the JBSA-Randolph title.

AFPC and 359th MDG qualified for the JBSA Flag Football Championship tournament Nov. 18-19 at JBSA-Fort Sam Houston. The tournament consisted of six intramural teams, including the top two from both JBSA-Fort Sam Houston and JBSA-Lackland.

In the JBSA tournament, AFPC advanced to the title game and played San Antonio Military Medical Center from JBSA-Fort Sam Houston. AFPC fell short in the JBSA championship game, losing 14-7 to SAMMC.

AFPC scored its only touchdown of the game on a 5-yard pass from Jeremy Gilchrist to Carlos Colon in the first half. Gilchrist then threw to Benjamin Soltisz for the extra point to put AFPC on top 7-0, which was the halftime score.

In the second half, SAMMC took control of the game by scoring two touchdowns and preventing AFPC from getting into the end zone.

AFPC coach Allen Batiste said AFPC was unable to execute its offense and capitalize on scoring opportunities in the second half.

Batiste said AFPC accomplished a lot this season, which included going undefeated in the regular season, winning the JBSA-Randolph title and playing in JBSA championship game.

"It was a fun and successful season by the team," Batiste said. "We had a pretty good run."

Batiste said a quick defense was one of the reasons

AFPC repeated as JBSA-Randolph champions and were able to make a run at the JBSA title. He said the defensive backfield of Stephen Johnson and Michael Gunter, cornerbacks, and Jeremy Gilchrist and David Harness, safeties, made it tough for opposing offenses to pass the ball.

"The defense was the strongest part of our team," Batiste said. "Our defense would put our offense in good situations to score. We had a pretty good pass rush either getting to the quarterback or forcing him to make an ill-advised throw."

Henry Sorsby, 359th MDG coach, said the team had a lot of new players and played better towards the end of the season once the team's chemistry started coming together.

The 359th MDG went 5-3 during the regular season and finished in second place in the JBSA-Randolph standings behind AFPC. They went 2-2 in the JBSA-Randolph tournament, which included wins over 502 CES, 18-13, and AFPC, 13-0, and the two final losses to AFPC.

The 359th MDG ended their season losing in the first round of the JBSA Flag Football Championship tournament. Last year 359th MDG advanced to the JBSA Flag Football Championship game. Sorsby said his team's goal next year is to advance further in the JBSA tournament.

Driving around Washington Circle safely

Base safety and security officials want people to be aware of the procedures for driving in and out of Joint Base San Antonio-Randolph's Washington Circle.

Officials want to ensure motorists know which lanes they should be in when entering and exiting the circle.

The biggest safety issue occurs when vehicles try to directly exit the circle from the left lane instead of moving to the right lane in advance of their exit turn. Officials urge people to drive defensively and use caution in and around Washington Circle.

TRAFFIC RULES FOR WASHINGTON CIRCLE

- Traffic entering the circle must yield to traffic already in the circle.
- When entering the circle:
 - 1 If you are exiting at the first or second exit, stay in the outside lane or right lane.
 - 2 If you are exiting at the third exit or beyond, use the inside or left lane until ready to exit
- If two vehicles are side by side, the vehicle in the outside lane has the right of way.
- All traffic must signal for turns when exiting the circle.

