



TALESPINNER

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JBSA, COMMUNITY CREATE SMOOTH TRANSITION

Photo by Benjamin Faske

Brig. Gen. Bob LaBrutta, 502nd Air Base Wing and Joint Base San Antonio commander, speaks at the inaugural Texas Transition Information Program Aug. 20, at Joint Base San Antonio-Lackland. The program focused on assistance for military members and civilians transitioning out of service or "remaining in" and starting their new lives in San Antonio. **See story Page 3.**

Moral courage – the right thing for the right reason

By Col. Mark Allison
Staff Judge Advocate, 502nd Air Base
Wing, Joint Base San Antonio

Prior to becoming one of our Founding Fathers, John Adams was asked to defend the British officer and soldiers charged with firing into the crowd of protestors and killing five civilians in the “Boston Massacre.”

The Boston Massacre was one of the key catalysts and rallying cries for the American Revolution. Several of Adams’ legal colleagues had turned down the request to defend these soldiers, believing that any successful defense would surely ruin their reputation and legal practice.

Nevertheless, Adams knew that justice demanded that these soldiers be given a fair and zealous defense. He also knew that if the colonies

wanted to govern themselves, they needed to demonstrate to the world that the colonies respected the rule of law and would create fair system of justice.

Adams ably defended those soldiers, despite the risks to his safety and his livelihood. In the end, the jury acquitted six of the eight soldiers, while two were convicted of manslaughter.

Shortly after the trial, his law practice dwindled to half of what it was previously, but his courageous actions ultimately caused his reputation and esteem to grow. John Adams was not forced into taking on this difficult and contentious case, but, in spite of receiving negligible compensation, he chose to do so because it was the right thing to do.

Moral courage means being brave enough to do the

right thing, even if there may be adverse consequences as a result. Our second President, John Adams, provided the perfect example during his flourishing legal career in Boston.

Many of us may find ourselves placed into situations where we can choose the easy path of least resistance, perhaps one we are being pressured into even if we ultimately know it is wrong, or we can take the high road, and show the type of moral courage demonstrated by John Adams.

Moral courage includes making the right decision, no matter how unpopular it may be. Moral courage is vital if you are asked to do something unethical. Moral courage is necessary when you see that rules or policies are not being followed, even if the rule breaker is a



Col. Mark Allison

supervisor.

Moral courage is required when you are witnessing a potential crime, such as someone too intoxicated to defend themselves from being taken advantage of.

Let us all emulate John Adams, and make moral courage part of our daily lives.

Consequences of smoking in bed

By Ricardo Campos
JBSA-Fire Emergency Services

Being in fire emergency services for 35 years, I have seen the devastation smoking in bed can bring to families. I’ve seen the emotional and heartbreaking loss of memories, possessions and even life that resulted from a carelessly discarded cigarette.

It happened to my own widowed father in the spring of 1986.

An avid smoker for many years, despite warnings from my brother and me about smoking in bed, he constantly said it would never happen to him.

Then one day in the early morning hours, I received a call from my brother telling me that

a fire had occurred at my parents’ home. My brother never acknowledged my question if our father was all right. Speeding down the highway to reach the house, thoughts of him being burned raced through my mind.

On arrival, I saw emergency medical services loading my father into the ambulance and heading toward the hospital.



The emergency medical technicians advised us that our father

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Deadline for story submissions is noon Wednesday the week prior to publication.

NEWS IN BRIEF

BSA-LACKLAND LABOR DAY GATE HOURS

The Luke West, Selfridge West, Selfridge East and Tinker gates will be closed on Monday. The Growden gate and search pit will be open from 6 a.m. to 6 p.m.

All other gates will have normal hours.

HQ AETC REDUCES MANNING

Supervisors at Headquarters Air Education and Training Command at Joint Base San Antonio-Randolph began the process of informing personnel of position cuts in accordance with a mandatory Department of Defense 20-percent staff reduction, across all management headquarters.

The reduction equates to a savings of \$42.3 million from 395 positions — 194 military and 201 civilian. Supervisors had until Aug. 16 to notify people affected by the reduction.

For active-duty Air Force personnel, the Air Force Personnel Center assignment teams are working on placement, with moves occurring as funding becomes available over the next 12-36 months.

For civilians, timing of placement or moves depends on retirements, vacancies and voluntary separations.

MISSION SUPPORT CENTER ACTIVATED

Air Force officials have announced the activation of the Air Force Installation and Mission Support Center (Provisional) at Joint Base Andrews, Md., and named Maj. Gen. Theresa Carter as its provisional commander. The provisional center was activated Aug. 8. AFIMSC aligned as a center under Air Force Materiel Command.

From July 2011 to May 2013, Carter served as commander of the 502nd Air Base Wing and Joint Base San Antonio.

STATUS OF FORCE MANAGEMENT BOARDS

Air Force commanders have notified Airmen who met recent enlisted retention boards of the results.

The board retained 5,700 of the 7,121 Airmen reviewed in the ranks of senior airman through senior master sergeant. This is a significant reduction from the first estimates of nearly 100,000 eligible Airmen with involuntary targets of more than 20,000.

Senior non-commissioned officers not selected for retention will retire by Dec. 1. Senior airmen and NCOs not selected for retention will either separate by Jan. 31, 2015 or retire through temporary early retirement authority by Feb. 1, 2015.

Edwards' mission:

Making a positive difference

By Mike Joseph
JBASA-Lackland Public Affairs

The new 37th Training Wing commander's No. 1 goal is straightforward: To train and develop the best joint force leaders possible and sustain international partnerships.

His vision for the Wing, like his top priority, is just as direct.

"The vision is simple: To be the training standard of excellence for the Department of Defense," said Col. Trent Edwards, who assumed command of the 37th TRW at Joint Base San Antonio-Lackland June 20.

"We are a joint organization. We train Soldiers, Sailors, Airmen, Marines and guardsmen," Edwards said. "The training standard of excellence for the Department of Defense means people across the DOD can look at our training operations and say, 'They've got a great model. Maybe we should ask Lackland how they do business and what training models they use so we can have that same standard of excellence.'"

The sheer physical size of the Wing surprised him, Edwards said, including the 10 geographically separated units spread across the country as well as the diversity of missions and their impacts on the Air Force and across the DOD.

Under his command are the 737th Training Group, which provides basic military training for all enlisted recruits in the Air Force, Reserve and Guard; the 37th TRG, the largest technical training group in the Air Force, which trains

over 35 Air Force Specialty Codes; the 937th TRG, the largest medical training group in the Air Force, which trains Air Force and Navy medics; the Inter-American Air Forces Academy, which provides technical and military education training to 21 Latin American partner nations; the Defense Language Institute English Language Center, which trains international personnel to communicate in English and to instruct English language programs in over 120 countries; and the Air Advisory Academy, which educates and trains warrior diplomats to assess, train, advise, assist and equip US partner nations.

"What an incredible operation," Edwards said. "I had no idea what the 37th Training Wing encompassed. Sometimes you just think basic military training, but it's so much more."

"We have three groups, two academies and one center, but each of those is unique and each has a mission that contributes to our national defense. It's humbling to wake up every morning and realize you're responsible for a mission that has this type of impact across the Air Force. We're responsible for taking care of America's sons and daughters. That's important to me."

Edwards added that reality set in the first time he sat in his grandstand seat as wing commander, reviewing a BMT graduation parade. As he looked across the parade grounds at the young men and women about to become America's newest Airmen,



Col. Trent Edwards

he thought about the accountability and honor that came with the job.

"I am responsible for this — and for leading a team that does this every single week," Edwards said. "I had to pinch myself. Was I dreaming or is this real?"

"The reality is that it's a very humbling responsibility, and I'm humbled Gen. Rand (Gen. Robin Rand, commander, Air Education and Training Command) has entrusted me with this Wing. It's about making a positive difference; it's about leaving it just a little better than you found

it; it's about bringing the team together so we accomplish the vision, mission and goals together."

Before coming to JBASA-Lackland, Edwards was commander of the 42nd Air Base Wing at Maxwell-Gunter Air Force Base, Ala. One of the organizations hosted by the 42nd ABW was Air University, which includes the Community College of the Air Force and Officer Training School.

Realizing the relationship between the 42nd

See EDWARDS Page 9

502nd commander shares wisdom with NCOs

By Senior Airman Krystal Jeffers
JBSA-Lackland Public Affairs

Brig. Gen. Bob LaBrutta, 502nd Air Base Wing and Joint Base San Antonio commander, kicked off the monthly JBSA-Lackland 5/6 meeting with his “words of wisdom” or “maxims” Aug. 20 at the Gateway Club at JBSA-Lackland.

LaBrutta covered topics such as formal training, Community College of the Air Force degrees, professional military education, job performance, establishing goals and action plans, creating a work/life balance, the new enlisted evaluation system and setting the standard rather than settling at the standard.

“We have a new enlisted evaluation system, transformation happening all over the place, a new organization and sequestration,” LaBrutta said. “My advice to you is to stop worrying about those things and start focusing. We have a new enlisted evaluation system, and it is about time. Learn about it; find out what it is, and what it means to you and the people you lead because you are leaders. You are the ones who will talk to the Airmen when they have questions and help them understand and not worry. The new system is good for you, for your people and for the U.S. Air Force.



Photo by Senior Airman Krystal Jeffers

Brig. Gen. Bob LaBrutta, 502nd Air Base Wing and Joint Base San Antonio commander, speaks during the Aug. 20 JBSA-Lackland 5/6 meeting at the Gateway Club at JBSA-Lackland. LaBrutta covered a range of topics including his expectations of the NCO corps, the importance of Community College of the Air Force and professional military education, job performance, the new evaluation system, how to maintain a life/work balance and setting the standard vs. settling for the standard.

“Performance is your highest priority and that’s where the new evaluation system comes in: It is going to be performance-based,” the commander continued. “If you are a high performer in your

organization, it is going to be recognized and put into your record, and you will progress in the Air

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AETC, AFPC, AFRS SET TO KICK OFF COMBINED FEDERAL CAMPAIGN

Photo by Joel Martinez
Gen. Robin Rand (center), commander of Air Education and Training Command, Maj. Gen. Margaret Poore, (left) commander of Air Force Personnel Center, and Col. Michael Romero, (right) acting commander of Air Force Recruiting Service, sign Combined Federal Campaign contribution forms Aug. 19 in preparation for the CFC kick off Tuesday.

Largest ISR weapons, tactics conference charts joint vector

By Wayne Amann

Air Force ISR Agency Public Affairs

For the eighth consecutive year tacticians and subject matter experts from across the intelligence, surveillance and reconnaissance community, met at the Air Force ISR Agency headquarters on Joint Base San Antonio-Lackland to help shape the future direction of the Air Force – this time in concert with its sister services.

The ISR Weapons and Tactics Working Group and Tactics Review Board convened Aug. 4-8 to tackle critical ISR issues and formulate ways to effectively manage ISR capabilities to meet the challenges ahead.

This year's event attracted the most attendees ever, more than 120, including first-time representatives from the U. S. Army, Navy and Marine Corps.

The 2014 world-class exchange of

operational lessons learned and validation of ISR tactics, techniques and procedures sported the hash-tag theme, "#WINNINGinCDO (Contested, Degraded Operations)."

"You are here to ensure ISR not only survives, but wins in a CDO environment," said Maj. Gen. John Shanahan, AF ISR Agency commander who welcomed the attendees representing 32 organizations and 16 weapon systems/programs. "This is the only event in existence that brings together this much horsepower and mental capacity with the pure objective of improving the way we employ ISR."

With the general setting the stage, the WEPTAC/TRB convened with a mission of enabling the Air Force to do its job smarter, faster and more effectively.

It brought tangible and varied support to the war fighter.

"The event tackled so many relevant

and timely issues to the war fighter, it's almost impossible to highlight just one," said Capt. Adam Young, an ISR weapons officer and the WEPTAC chair. "Teams tackled efforts from standardizing the manner intelligence is reported on the battlefield, to coming up with ways to integrate our cyber warfare partners into operations to determining how our ISR organizational structures can better support the tactical fight."

Diversity continued to be a staple of this annual event. Once again coalition attendees were major contributors to its strategic success.

"Our coalition partners remain invaluable teammates," Young said. "In any future fight we'll likely find ourselves standing side-by-side with them. That thought was not lost on our U.S. participants or our allies. It was clear the more we do now to integrate our tactics and training will pay huge dividends on future battlefields."

The future of ISR will encompass the upcoming reorganization of the Agency into 25th Air Force under the Air Combat Command. The WEPTAC/TRB addressed that impending transformation.

"This working group examined

whether or not current and future ISR organizational structures are best positioned to meet tactical demands - this included a detailed look at the role of the 625th Operations Center that will stand up with the creation of 25th Air Force," Young said. "We're grateful and humbled by the level of coalition participation at this year's event and trust it will continue in whatever form it evolves into under ACC."

Five Mission Area Working Groups tackled some daunting ISR challenges, including ISR collection TTPs in CDO, analytical TTPs for CDO and intelligence dissemination.

"The MAWG teams took on very tough issues in a short time and I know our Air Force and the Nation are better for their efforts," Young said. "The next step is to see these efforts through to completion, only then can we count it a success."

Shanahan agrees.

"WEPTACs are incredibly effective events, but they will only make a difference if you see things through completion," he told the attendees. "I expect you to be passionate in solving these problems, but never forget we are a team and because of it, we will fight and win."

502ND SFLSG CHANGE OF COMMAND



Photo by Desiree Palacios

Brig. Gen. Bob LaBrutta, 502nd Air Base Wing and Joint Base San Antonio commander, passes the guidon to Col. Michael Gimbrone, incoming 502nd Security Forces and Logistics Support Group commander, Tuesday at JBSA-Randolph Hangar 73. As the 502nd SFLSG commander, Gimbrone will oversee the 502nd Security Forces Squadron, 802nd SFS, 902nd SFS, 502nd Logistics Readiness Squadron and 502nd Trainer Development Squadron. Gimbrone most recently served as deputy chief of the Force Protection Division and chief of the Asset Protection Branch in the Joint Staff Force Structure, Resources and Assessment Directorate at the Pentagon.

JBSA Heritage



Total Force Innovation

Aug. 18, 1910, Fort Sam Houston—Aircraft mechanics U.S. Army Cpl. Glenn R. Madole and U.S. Army civilian Oliver G. Simmons completed modifications to the undercarriage of a Wright Flyer that at the time was the Army's only airplane, creating a tricycle landing gear from scratch. The landing gear was successfully tested later that day. Replacing skids with wheels eliminated the need for a launching rail or catapult and made landing the aircraft easier.

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was fine and was being taken in as a precaution because of his age. Learning that, I felt somewhat relieved, and then my concerns turned toward our childhood home and memories.

The house was about 80 percent destroyed. Pictures, furniture, clothes and family heirlooms were all gone. The San Antonio Fire Department investigated and discovered that smoking in bed was the cause of the fire.

According to The U.S. Fire Administration, every year almost 1,000 smokers and non-smokers are killed in home fires caused by cigarettes and other smoking materials. TUSFA is working to help prevent home fire deaths and injuries caused by smoking

materials. The fact is fires caused by cigarettes and other smoking materials are preventable.

If you smoke or live with someone who smokes, learn the facts. A lit cigarette accidentally dropped onto a chair or bed, or hot cigarette ashes or matches tossed away before they are completely out can spark a large fire in seconds.

Putting out a cigarette the right way only takes seconds. It is up to you to make sure your cigarette is put out, all the way, every time.

You can make a difference!

To learn more about smoking and fire safety, visit the Smoking & Home Fires Campaign page at http://www.usfa.fema.gov/citizens/home_fire_prev/smoking.shtm.

Fraud, Waste or Abuse

Members of the public, military members, Department of Defense civilian and contractor employees may report suspicious activity concerning fraud, waste or abuse and employee or management misconduct.

Report suspected FWA to your local inspector general, the 502nd Air Base Wing IG or the DOD FWA Hotline.

502 ABW/IG FWA Hotline 808-1000, <http://www.jbsa.af.mil/fwa.asp>

DOD Hotline 800-424-9098, <http://www.dodig.mil/hotline>

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ABW and the 37th TRW – technical training students can earn CCAF credits and former BMT military training instructors work at OTS – helped connect the dots, he said.

“Understanding the full context of Air University’s mission gave me a better appreciation for what we do here at Lackland,” Edwards said.

A native of Kittery, Maine, Edwards attended North Carolina Agricultural and Technical State University at Greensboro on a track scholarship, but a knee injury while home on Christmas break as a freshman ended his track career.

After losing his track scholarship, his father asked him to consider joining the A&T Air Force Reserve Officer Training Corps. Edwards did and he graduated in 1989 with a bachelor’s degree in business administration. In 1996, he earned a master’s degree in human relations from the University of Oklahoma.

What if he hadn’t injured his knee and lost his scholarship?

“I think I would have been fine doing something,” he said. “I don’t know what it would have been, but I think this is my calling. I really enjoy helping people and organizations move forward to achieve their goals. That gives me the greatest joy.”

Edwards added his financial background as a comptroller at the squadron, wing and major command levels along with his experience as a Congressional legislative liaison allow him to focus on other objectives as well.

“Understanding how the money works gives me a level of comfort,” he said. “I will oversee and make sure we’re executing those dollars, have the right processes, ask the right questions and get the right return

on our investment.

“I don’t have to ask a lot of questions. I just have to ask the right questions because I’m very familiar with the financial reports and the processes.”

Edwards said he wants to help BMT and the MTI Corps move forward from the misconduct uncovered in 2012.

“We’re not perfect, but there are a lot of incredibly dedicated and awesome people here and I want to tell their story,” he said. “I want people to know the commitment of the MTIs and the MTLs (technical training military training leaders), the podium instructors and the permanent party on base. They’re dedicated to making this entire mission a success.”

He noted he also has been impressed by the Wing’s team of senior leaders and senior NCOs.

“It’s interesting, as we’re building the team dynamics, to see each person’s personality and strengths,” he said. “I can really see 12 months from now how we’re going to elevate the wing to a new, higher level with the talent and leadership capability of this team.

“That’s not just the commanders – that includes the chiefs, superintendents and our senior enlisted force. They are very much a part of the vision – to be the training standard of excellence for the Department of Defense.”

**Joint Base
San Antonio-
Lackland
is on**



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Texas Transition Information Program turns preparation into smooth transition to civilian life

By Gloria Kwizera
JBSA-Lackland Public Affairs

Texas military service members preparing to separate or retire will soon have a new program to smooth their transitions to civilian lives.

The new program will pick up where the traditional Transition Assistance Program leaves off, declared Brig. Gen. Bob LaBrutta, 502nd Air Base Wing and Joint Base San Antonio commander, Aug. 20 as he welcomed separating service members and their family members to the inaugural event for the Texas Transition Information Program at JBSA-Lackland.

"We believe we have done a good job with respect to transition assistance for service members exiting the military, but we have not done it as well as we need to – for our nation and for the state of Texas," LaBrutta said.

The JBSA community partnered with the Military Veteran and Community Council to supplement the military's traditional transition assistance program, a five-day workshop, designed to help prepare separating and retiring members for life outside of the military.

"The MVCC is a consortium of government, state and local organizations and businesses geared toward supporting Texas veterans," said Kim Myers, chief of Military and Family Readiness for JBSA-Lackland. "Although this program is specifically targeting transitioning services members, the program is open to everyone in the JBSA family, military dependents as well as Department of Defense civilians."

The organization is trying to prepare all transitioning service members for their "new normal" as they exit the military. JBSA officials and the MVCC say they want to ensure that they know what's next.

The impetus for this collaboration was to ease the anxiety inherent in starting life outside the military. The new partnership wants to offer a "one-stop" resource to answer questions on issues such as finding healthcare, a new home or a job.

The TX-TIP will help find the an-



Photo by Benjamin Faske

Brig. Gen. Bob LaBrutta, 502nd Air Base Wing and Joint Base San Antonio commander, gives opening remarks at the inaugural Texas Transition Information Program Aug. 20, at Joint Base San Antonio-Lackland. The TX-TIP is a new community partnership program for JBSA that focuses on transitioning military and civilians starting their new lives outside the military inside the state of Texas.

swers to these questions and assist members to learn how to network, connect with local support agencies and much more.

The key to success is planning early, officials say, but they add getting the right information from the right people is also vital. Unlike TAP, which is a partnership between the Department of Defense, Department of Labor and Department of Veterans Affairs, TX-TIP gets the whole San Antonio community involved.

"When you go through TAP classes, it is pretty much confined to inside the gate, including the information you get, but there is a wealth of information and benefits outside the gate in Texas, especially in San Antonio," said Serafina De Los Santos, 502nd Force Support Group deputy commander. "There are a lot of people here who pay attention to the military and want to help in any way they can. This was evident by the number of community members who made up the different discussion panels throughout the day."

The workshop is completely optional, Myers explained.

"We implemented this because we recognized that, while there is merit

to a standardized curriculum for TAP-GPS, service members want to know what is available in the local community. We also know that networking is a key component to employment. By implementing both concepts into the TX-TIP, we are increasing the chances of success for our departing JBSA family members."

The full-day event featured four different discussion panels: education, health, housing and employment.

TX-TIP volunteers said many service members leave educational benefits on the table because they do not understand them. Representatives from the Texas Veteran's Commission were available during the day to discussing the difference between each program, from the GI-Bill to the Hazelwood program.

"I learned more about the Montgomery GI Bill than I knew before. What I learned, will save me a lot of money down the road," said Tech. Sgt. Olayemi Brooks, who attended the day-long session.

Veterans education coordinator Fernando Conejo said part of his role was to explain how to make sure departing service members can get the

most out of their benefits.

"We are here to help you remove all the barriers that prevent you from reaching your educational goal," Conejo said.

This event was a brief but comprehensive study impacting service members and families and, by the end of the day, some attendees were able to answer each other's questions without the subject matter experts.

"I absolutely recommend this workshop to others preparing for transition. Even after attending TAP, I still learned more, especially from the education portion," said Senior Airman Corina Yates.

Officials noted that this is an ongoing partnership; JBSA will continually look at this workshop and other potential ways to enhance the transition program for the families staying in San Antonio.

The next events will be held at JBSA-Fort Sam Houston in November and JBSA-Randolph in February.

In addition, MVCC partners are incorporating monthly Veterans Transition Information Program workshops on a monthly basis to augment the TX-TIP. These sessions will be open to all veterans and hosted off base during the months TX-TIP is not being held.

"You served your nation defended this country, and now it's time for you to turn the page to the next chapter of your life," LaBrutta said to the crowd gathered at Arnold Hall during opening ceremonies.

"This should be an exciting time for you and you should be looking forward to this next transition and this next opportunity. What we have done at JBSA is partnered with the resources in the community to make sure our folks' transitions from military to civilian life is as smooth as it can possibly be. This is our attempt. We are not there yet. We know it's all about continuous process improvement – and we will never stop because you deserve the best."

More information on the program can be obtained through the Soldier for Life Program or the Military and Family Readiness Centers across JBSA.

JBSA Article 15 punishments

Actions have consequences

By Col. Mark T. Allison
Staff Judge Advocate, 502nd Air Base Wing

During July, Air Force commanders throughout Joint Base San Antonio administered 28 non-judicial punishment actions under Article 15 of the Uniform Code of Military Justice.

The punishments imposed reflect the commander's determination of an appropriate punishment after considering the circumstances of each offense and the offender's record.

A "suspended" punishment does not take effect unless the offender engages in additional misconduct or fails to satisfy the conditions of the suspension. The suspension period usually lasts for six months unless a lesser amount is specified.

JBSA-Lackland (15):

Drunk, discredit to service – An airman basic was intoxicated during accountability. The member received forfeitures of \$765 pay per month for two months with one month suspended, 15 days restriction to base, 15 days extra duty and a reprimand. The member's suspended punishment of forfeitures of \$765 pay for one month was vacated for a new misconduct.

Failure to go and underage drinking – An airman basic failed to report to his appointed place of duty and consumed alcohol while being under the legal drinking age of 21. The member received forfeitures of \$765 pay per month for two months, 45 days restriction to base, 45 days extra duty and a reprimand.

Drunk on duty – An airman was intoxicated while performing charge of quarters duties. The member received a reduction to airman basic, forfeitures of \$765 pay per month for two months with one month suspended, 30 days restriction to base, 30 days extra duty and a reprimand.

Dereliction of duty and making a false official statement – An airman first class was placed on quarters, but during a health and wellness inspection, she was unable to be located. Her supervisor questioned her whereabouts and the member falsely stated she was in her dormitory. The member received a reduction to airman

and a reprimand.

Wrongful appropriation, \$500 or less and drunk/discredit to service – An airman basic took another airman's military ID card without his knowledge, then purchased and consumed alcohol while being under the legal age of 21. The member received forfeitures of \$765 pay per month for two months with one month suspended, 45 days restriction to base, 15 days extra duty and a reprimand.

Assault consummated by a battery and using indecent language – An airman pulled on another airman's physical training shorts and sent the same Airman a text message containing indecent language. The member received forfeitures of \$858 pay per month for two months with one month suspended, 14 days restriction to base, 14 days extra duty and a reprimand.

Absent without leave three days or less – A technical sergeant failed to report to a mandatory squadron function. The member received a suspended reduction to senior airman and a reprimand.

Violation of a general regulation – An airman first class in technical training entered the room of an airman of the opposite sex. The member received a forfeiture of \$902 in pay and a reprimand.

Dereliction of duty – A senior airman made unauthorized purchases on her government travel card and failed to pay off the debt. The member received a reduction to airman basic, suspended forfeitures of \$765 pay per month for two months, 45 days extra duty and a reprimand.

Dereliction of duty and underage drinking – An airman first class was found sleeping in the library during duty hours and also consumed alcohol while being under the legal drinking age of 21. The member received a reduction to airman basic, suspended forfeitures of \$765 pay per month for two months, 45 days restriction to base, 45 days extra duty and a reprimand.

Providing alcohol to a minor – An airman first class provided alcohol to an underage airman. The member received a suspended reduction to airman, 10 days extra duty and a reprimand.

Larceny, \$500 or less – An airman basic stole apparel merchandise from the AAFES Base Exchange. The member received forfeitures of \$300 pay per month for two months and a reprimand.

Larceny, \$500 or less – An airman basic stole apparel merchandise from the AAFES Base Exchange. The member received forfeitures of \$708 pay per month for two months with one month suspended and a reprimand.

Dereliction of duty, indecent viewing/recording and underage drinking – An airman first class was found sleeping in the library during duty hours. The member also consumed alcohol while being under the legal drinking age of 21 and recorded members performing sexual acts without their consent while at a party. The member received a reduction to airman basic, forfeitures of \$765 pay per month for two months with one month suspended, 45 days restriction to base, 45 days extra duty and a reprimand.

Drunken driving – An airman first class drove a privately-owned vehicle onto a military installation while under the influence of alcohol. The member received a reduction to airman, suspended forfeitures of \$858 pay per month for two months and a reprimand.

JBSA-Fort Sam Houston (11):

Dereliction of duty – An airman first class showed up late to accountability and received a reduction to airman, restriction for 14 days, seven days extra duty and a reprimand.

Failure to go – An airman showed up late to training accountability and received extra duty for 15 days, restriction for 30 days, forfeiture of \$858 and a reprimand.

Failure to go – An airman basic was late for training weekend accountability and received extra duty for 15 days, restriction for 20 days, forfeiture of \$765 and a reprimand.

Failure to go – A senior airman overslept and was late to work by more than two hours. The member received a reduction to airman first class, a suspended reduction to airman and a reprimand.

Dereliction of duty – An airman first class showed up late to training ac-

countability and received a reduction to airman and a reprimand.

Indecent recording and broadcasting – An airman first class recorded another member naked and then distributed it to friends. The member received a reduction to airman, 15 days extra duty, 15 days restriction and a reprimand.

Failure to go, dereliction of duty – An airman basic was late to accountability and showed up smelling of alcohol despite being underage and a breath test showed a blood alcohol content of 0.017. The member received restriction for 30 days, forfeitures of \$765 pay per month for two months and a reprimand.

Dereliction of duty – An airman basic was late for physical training and received extra duty for 14 days, restriction for 14 days, forfeitures of \$357 pay and a reprimand.

Unprofessional relationship – A staff sergeant engaged in an inappropriate relationship with a senior airman in the member's chain of command. The member received a reduction to senior airman and a reprimand.

Failure to go, late to accountability and dereliction of duty, underage drinking – An airman basic was late to accountability and arrived for accountability smelling of alcohol despite being underage. A breath test showed a BAC of 0.039. The member received restriction for 30 days, forfeitures of \$765 pay per month for two months and a reprimand.

Dereliction of duty – An airman first class was late to training accountability and received a reduction to airman and a reprimand.

JBSA-Randolph (2):

Failure to obey – A senior airman violated an order not to use their cell phone in the workplace and received a reduction to the grade of airman first class and a reprimand.

Going from place of duty – An airman placed a medical appointment on the office calendar to make it appear he had a medical appointment, when there were actually no appointments and the member simply did not want to go to work. Punishment consisted of a reduction to the grade of airman basic and a reprimand.

LESSONS from Page 4

Force. Know what your job is, be the technical experts we expect you to be, be subject matter experts and people like me will make sure to set you up for success. Every day, make the commitment to excellence and make every day count.”

After the meeting, the Airmen gave glowing reviews and many spoke of the new things they learned.

“He hit home with a lot of the things he said,” said Tech. Sgt. Ricky Penuelaz, 59th Medical Wing NCO in charge of Reid Laboratory. “My favorite part was how he made it personable, made it so that you can relate and how he brought the energy.”

“He had a lot of good points and lessons in leadership,” added Tech. Sgt. Mark Velasquez, 37th Training Group, commander’s group executive NCO and 5/6 president.

With the new changes to the enlisted evaluation system, which is based on a one to five rating system, some of the Airmen had questions.

“I came here hoping to learn about the new evaluation system and the general covered it really well,” Tech. Sgt. Angela Gibson, 59th Medical Operations Squadron assistant NCO in charge, said. “He said that people need to not worry and focus on their job performance. There were worries that it will make it harder to promote, but he said if you are already doing your job right, are going above and beyond and are setting yourself up for success, then you are going to make it. It is not as bad as it seems; we really do need a new system because not everybody is a five.”

One Airman had sent a question to the general before the meeting, which he answered during the forum: What did the commander think of the NCO corps today?

“I think you are the best trained, the best educated and the best war fighters that we ever had. But I have concerns,” LaBrutta said. “Do you really value what you are doing? Do you value the U.S. Air Force and each other as much as you should? It is really hard to stay focused in this world of technology. Concentration and attention spans are getting shorter.

“Technology has its place, but I think it is getting in the way because you are not getting out among your people as much as you should. All the problems we have in the Air Force right now – sexual assault and suicide – are people and human issues. We cannot get to the root cause and fix it without face-to-face interaction.

Speaking about the difference between NCOs today and years ago, LaBrutta expressed his belief that letting services like base cleanup and beautification become contracted services instead of enlisted duties took away that sense of ownership and pride in the base that used to exist.

“Airmen, NCOs and officers walk by trash today, but I would have been chewed up and spit out when I was an (enlisted) Airman if I had done that. This facility, the grounds around it, this base, is ours. How can we get together to solve (big) issues when we ignore (little) ones like trash?”

Velasquez, the Airman who sent in the question, said, “He did a really good job of answering the question. He spoke about how this next generation is a lot smarter than the previous one, but we have become a little more complacent, less cognizant to issues in our work areas, and less involved with our Airmen because of technology.”

“I wanted to hear what he expects from us so that I may pass it on to my Airmen,” Penuelaz said. “He emphasized that we are responsible for being better leaders and training up our Airmen.”

“My favorite part was his honesty,” Gibson said. “He said it how it is and people need to adjust to the changes or get out. I really loved his honest approach and how he was really energetic and animated. He is a great public speaker, probably the best that I have seen. I am going to take this information now and pass it on to my troops.”

BMT HONORS

Congratulations to the following 52 Airmen for being selected as honor graduates among the 524 Air Force basic military trainees who graduated today:

320th Training Squadron*-Flight 497*

Ralph Green IV

Andrew Grove

Jason Jones

Daniel Lewis

Joshua McClellan

-Flight 498

Robert Campbell

Peter Fagan

Thomas Karren

Inoli Wright

-Flight 503

David Coleman

Dallas Croft

Joshua Huntley

Trenton McCall

Nicholas Migliore

Darius Robinson

Collin Stratton

-Flight 504

Jessica Fernandez

Brittany Jones

Tatiana Montenegro

Jordan Vansyckle

321st Training Squadron*-Flight 499*

Joshua Bratcher

Michael Capporelli

William Fenwick

Riley Forland

Phillip Hansen P

Daniel Hardy

Shawn Keaton

Juan Melo II

Wesley Mericle

-Flight 500

Angela Boguk

Jessica Click

Amber Olson

322nd Training Squadron*-Flight 507*

Shawn Fortune

Alexander Frank

Evan Hipp

Ritchie Nazareno

Thomas Taylor

-Flight 508

Lindsay Argus

Lindsie Gallardo

Chelsea Perez

Kaylee Pickerell

Jessica Resser

Laura Saddlemire

326th Training Squadron*-Flight 505*

Ryan Bingham

Zachary Weller

-Flight 506

Kevin Deecke

Amir Joakim

Larson McDonald

Riley Melton

331st Training Squadron*-Flight 502*

Jonathan Agan

Willy Ferreiras

Sean Tkacsik

Top BMT Airman

Brittany Jones

320th TRS, Flight 504

Most Physically Fit*-Female Airmen*

Lindsay Argus

322nd TRS, Flight 508

Brittany Jones

320th TRS, Flight 504

Josephine Harting

321st TRS, Flight 500

Shannon McCarty

322nd TRS, Flight 508

-Male Airmen

Matthew Kohlmyer

320th TRS, Flight 503

Drew Crowther

326th TRS, Flight 506

Jesse Rodriguez

331st TRS, Flight 502

Jeremiah Shilling

331st TRS, Flight 501

-Female Flights

322nd TRS, Flight 508

320th TRS, Flight 504

321st TRS, Flight 500

-Male Flights

320th TRS, Flight 503

320th TRS, Flight 497

322nd TRS, Flight 507

Top Academic Flights

322nd TRS, Flight 507

320th TRS, Flight 503

326th TRS, Flight 505

320th TRS, Flight 498

321st TRS, Flight 499

320th TRS, Flight 497

322nd TRS, Flight 508

331st TRS, Flight 502

321st TRS, Flight 500

331st TRS, Flight 501

326th TRS, Flight 506

320th TRS, Flight 504

LOCAL BRIEFS

FRIDAY

SWINGS, MIDS AND DAYS REUNION

The 27th annual banquet and dance for the Swings, Mids and Days Reunion is 6 p.m. Friday at the San Antonio Airport Hilton, 611 N.W. Loop 410.

The Swings, Mids and Days Reunion was formed by retired, active duty, civil service members and their spouses from across the United States who have worked in the various electronic security commands or agencies. The name is derived from the off-duty friendships formed whether workers were on the swing, midnight or day shifts.

Kenneth A. Williams Jr., Air Force Intelligence, Surveillance and Reconnaissance Agency senior program and technical advisor, is the banquet's guest speaker.

SEPT. 4-5

SPOUSE CAREER DAYS

The Joint Base San Antonio-Lackland Military Family Readiness Center is sponsoring Spouse Career Days Thursday at Arnold Hall Community Center. The workshops run from 8:30 a.m. to

2:30 p.m. each day.

Participants will talk about utilizing LinkedIn, steps for preparing a successful interview, and meet employers representing local and national companies, staffing agencies and non-profits that will provide advice on San Antonio opportunities.

For more details, call 671-3722.

SEPT. 7

MISSION WINDS TO PERFORM

The Mission Winds, a clarinet quartet from the U.S. Air Force Band of the West, will play at two local events in September.

A performance at the San Antonio Children's Museum, 305 Houston St., will begin at 2 p.m., while "A Day of Remembrance" ceremony will take place at the San Antonio Public Library's Memorial Branch, 3222 Culebra Road, starting at 6:30 p.m.

Visit the unit's website at <http://www.bandofthewest.af.mil> for details and listings of additional performances.

SEPT. 9

CONVERSION OF DEGREE PLANS REQUIRED

Students with degree plans on file must convert their current plan to an E-Degree prior to Sept. 9.

To request conversion, email 802fss.fsdee@us.af.mil.

SEPT. 9-11

NEW PROVIDER CANDIDATE ORIENTATION CLASS

The Family Child Care program will have new provider candidate orientation classes from 8 a.m. to 4 p.m. Sept. 9-11 in building 6629.

The FCC program needs individuals who can care for children with special needs or chronic health problems, including children with HIV. Providers are needed to care for infants, toddlers, preschoolers, school age children and children with special needs during evenings, weekends, swing and midnight shifts, extended duty hours and for the expanded child care program. All start-up materials and training is provided by the Family Child Care Office.

For details, call 671-3376/3379.

SEPT. 10

WOUNDED WARRIORS TO PLAY NFL GREATS

The Wounded Warrior amputee football team will challenge former National Football League greats in a flag football game from 6-9 p.m. Sept. 10 at Toyota Field in San Antonio.

Attendance is free to all children, the first 3,000 military members, retirees and their families, and special needs families of San Antonio. Tickets are available at <http://www.wwaft.org>. All proceeds benefit Morgan's Wonderland and Disabled Veteran's Initiatives in Texas.

The Wounded Warriors will compete with more than 25 former NFL, University of Texas and Texas A&M players led by Pro Football Hall of Famer Randy White of the Dallas Cowboys and ex-Houston Oilers quarterback Dan Pastorini.

SEPT. 11

GAYLOR ACADEMY TO HOST 9/11 RUN

The Robert D. Gaylor NCO Academy will host a JBSA 9/11 remembrance run from 7 a.m. to 4:11 p.m. Sept. 11 at the Medina Annex gym.

The event pays tribute to those who died during the 9/11 attacks and is open to JBSA Department of Defense cardholders and dependents. Both individual and team participation is allowed.

The registration deadline is Sept. 1.

For more details or to register, visit <https://invitations.afit.edu/inv/anim.cfm?i=206214&k=0061440B7A53>

SEPT. 13

SPIRIT OF 9/11 5K

The Spirit of 9/11 5K run will be held Sept. 13 beginning at the Pfingston Reception Center retreat pad. Registration will start at 7 a.m. and the race will get underway at 8 a.m.

The registration fee is \$15, and each registered participant will receive a challenge race chip. For details, contact the BMT Scheduling Office at 671-3026/3027.

SEPT. 25

SAFETALK TRAINING CLASSES

SafeTALK training classes are scheduled for September at Joint Base San Antonio-Lackland.

The classes teach how to recognize persons with suicidal thoughts and assist them in seeking help and resources. The program concentrates only on recognition and referral.

The JBSA-Lackland classes will all be held at Freedom Chapel, building 1528, Sept. 25, 8-11:30 a.m. and 1-4:30 p.m. Maximum class size is 30.

To register for the class or for additional information, contact Senior Airman Christopher Bibikan or Senior Airman Benjamin Ross at 691-2911.

CHAPEL SERVICES

—PROTESTANT

• Freedom Chapel – building 1528
Contemporary Service Sun. 9:30 a.m.
Religious Education Sun. 11 a.m.
Gospel Service Sun. 12:30 p.m.
Spanish Service Sun. 3 p.m.
AWANA Wed. 6 p.m.
• Airmen Mem. Chapel – building 5432
Liturgical Service Sun. 8 a.m.

—DENOMINATIONAL

• BMT Reception Center – building 7246
Church of Christ Sun. 7:30 a.m.
• Gateway Chapel – building 6300
Seventh-day Adventist Sat. 12:30 p.m.
• Education Classroom – building 5200 Room 108
Christian Science Sun. 7:30 a.m.

—PENTECOSTAL RE

• Gateway Chapel – building 6300
Pentecostal RE Sun. 2:30 p.m.

—ORTHODOX CHRISTIAN

• Airmen Mem. Chapel – building 5432
Divine Liturgy Sun. 9:30 a.m.

—WICCA

• BMT Reception Center – building 7246
Military Open Circle Sun. 12:30 p.m.
• Freedom Chapel – building 1528
Military Open Circle First Tues. 6 p.m.

—REFUGE STUDENT CENTER

• building 9122 (Tech Training & TDY Students)
Wednesday Bible Study 6:30 p.m.
Thursday 6 – 8 p.m.
Friday 6 – 11 p.m.
Saturday Noon to 9 p.m.
Sunday 11 a.m. to 5 p.m.

—THE CHURCH OF JESUS CHRIST OF LATTER-DAY SAINTS

• Gateway Chapel – building 6300
Religious Education Tues. 6:30 p.m.
LDS Institute Thurs. 6:30 p.m.
LDS Service Sun. 1 p.m.

—JEWISH

• Airmen Mem. Chapel – building 5432
Sabbath & Kiddush Fri. 4:30 p.m.
Religious Education Sun. 1:30 p.m.

—ROMAN CATHOLIC

• Freedom Chapel – building 1528
Religious Education Sun. 9 a.m.
Reconciliation Sun. 10 a.m.
Mass Sun. 11 a.m.
Sun. 5 p.m.
Reconciliation Sun. 4:15 p.m.
• Gateway Chapel – building 6300
Daily Mass Mon., Tues. and Thurs. 11:30 a.m.
Note: Reconciliation(s) may be scheduled by appointment

—ISLAMIC

• Global Ministry Center – building 7452
Jummah Prayer Fri. 12:45 – 1:15 p.m.
Religious Education Sun. 9 a.m.

OTHER FAITH GROUPS

• BMT Reception Center – building 7246
—Buddhist Sun. 10 a.m.
• Gateway Chapel – building 6300
—Eckankar
First, third and fifth Saturdays 12:30 p.m.
—Baha'i
First, third and fifth Saturdays 11 a.m.

For more details, contact
Freedom Chapel • 671-4208 • Gateway Chapel • 671-2911

JBSA-LACKLAND

KEY FAMILY SUPPORT RESOURCES

Air Force Aid Society	671-3722
Airman & Family Readiness Center	671-3722
Airman's Attic	671-1780
American Red Cross	844-4225
Base Post Office	671-1058
Bowling Center	671-2271
DEERS	800-538-9552
Exceptional Family Member Program	671-3722
Family Child Care	671-3376
Legal Office	671-3362
Library	671-3610
Medical Appointment Line	916-9900
MPF ID Cards	671-6006
Outdoor Recreation	925-5532
TRICARE Info	800-444-5445
Thrift Shop	671-3608

Enlisted Spouses' Club	http://www.lacklandesc.org
Force Support Squadron	http://www.lacklandfss.com
Lackland ISD	http://www.lacklandisd.net
Officers' Spouses' Club	http://www.lacklandosc.org
JBSA Public website	http://www.jbsa.af.mil
My Air Force Life	http://www.MyAirForceLife.com

Back to school means extra vigilance for drivers

By Steve Elliott
JBSA-Fort Sam Houston Public Affairs

Drivers must pay extra attention to the rules of the road now that children are back at school, since kids will be crossing streets, school buses will be picking up and dropping off students at various locations, parents will be lining up near schools in the mornings and afternoons and those flashing yellow lights will be going off near schools again.

More than a million children and teens depend on buses to get them safely to and from the more than 9,000 Texas schools every day. They also depend on motorists to know the law and drive safely around school buses.

According to the Texas Department of Public Safety, a driver – traveling in either direction – must stop when approaching a school bus that

is stopped and operating a visual signal, such as flashing lights. The driver may not proceed until one of the following occurs: the school bus resumes motion; the operator is signaled by the bus driver to proceed; or the visual signal is no longer activated.

Local police and Texas Highway Patrol troopers will be watching and violations are expensive. Drivers who violate the law could face fines, according to the DPS website (<http://www.txdps.state.tx.us>).

Motorists should obey the posted speed limit in school zones, said Jewell Hicks, Joint Base San Antonio safety chief. Also, keep an eye on children gathered at bus stops and watch for children who might dart across the street to catch the bus.

While waiting for the bus, kids need to stand far back and then follow instructions

from the drivers once they board. Once seated, sit still so the driver can pay attention to the road, Hicks stressed. After leaving the bus, look both ways if crossing the street or wait for the driver to signal it's safe.

For drivers, the most common traffic violations committed in school zones are for the use of a cell phone and speeding. Additional infractions include crossing where prohibited, passing a stopped school bus, disobeying a school crossing guard and parking where prohibited.

For those who think those infractions are no big deal, they will actually put a significant dent in their wallets, Hicks points out. According to the City of San Antonio website at <http://www.sanantonio.gov/Court/PaymentAndFines/FinesAndCourtCosts.aspx>, speeding in a school zone for the first

10 miles over the speed limit is \$206, with each additional mile over adding another \$5.

Speeding in a construction zone for the first 10 miles over the speed limit is \$235, with each additional mile over adding another \$10. Speeding in a school zone/construction zone for the first 10 miles over the speed limit is \$290, with each additional mile costing \$10.

While that's expensive, drivers who pass a stopped school bus will be fined \$642. Other school zone violations, excluding speeding, are \$206. Seat belt violations are \$147, while child safety seat and child seat belt violations are \$221. In addition, drivers will see points on their licenses that can lead to the suspension or revocation of the driving privileges on military locations.

Another big safety concern on JBSA locations are drivers distracted from talking or

texting on their cell phones, Hicks said.

"Just hang up the phone," he said. "Using a cell phone while operating a motor vehicle on a military installation is against military regulations for service members, civilians, retirees and family members. If you need to take or make a call, pull over to a safe location or use a hands-free device."

Additionally, the wearing of any other portable headphones, earphones or other listening devices (except for hands-free cell phones or Bluetooth devices) while driving is prohibited, Hicks said. "Use of those devices impairs driving and masks or prevents recognition of emergency signals, alarms, announcements, the approach of vehicles and human speech."

For more information about driving safety and rules, call JBSA-Fort Sam Houston security forces at 221-2342. At JBSA-Randolph, call 652-1645 and at JBSA-Lackland, call 671-5032.

CHIEFchat: ACAs and the future Enlisted Performance Reports



By Staff Sgt. Christopher Gross
Air Force News Service

Chief Master Sgt. of the Air Force James A. Cody addressed the Airman Comprehensive Assessment, or ACA, how it influences enlisted performance reports, and how those reports will affect future promotions during his latest CHIEFchat at the Defense Media Activity, Fort George G. Meade, Md.

"It's important that people get ready for this idea of how we're going to have performance assessment influence promotion recommendations," Cody said.

"Today you have a performance assessment that in essence is your promotion recommendation."

According to Cody, performance will be assessed by how well an Airman meets or exceeds established standards. Commanders will then give promotion-eligible Airmen a promotion recommendation based on how ready Airmen are for the next rank. Commanders, not supervisors, will determine who gets the different promotion recommendations, and they will be limited on the top recommendations to ensure the Air Force can discern amongst Airmen

for promotion.

Cody said it's important to give Airmen in the top tier an advantage, but still make it competitive for all Airmen who receive a recommendation for promotion. As for the number of Airmen being promoted annually, there will be no change.

"We're not going to promote any less people because we're going over to a new system," Cody said. "We're going to promote the same amount of people we needed to promote with this system. It's just going to be different people; and to be honest, you're all going to know who

those people are. You already know who those people are today."

Airmen not eligible for promotion will still receive a performance assessment annually, with a static close-out date for each rank. Cody said Airmen will start to see changes to the system over the next year and a half.

One question asked during the CHIEFchat was about the ACA and the lack of space supervisors have to document feedback with their Airmen.

"There's a reason we didn't put a bunch of blank spaces," Cody said. "Because we want a conversation to take place, it's about what takes place between the supervisor and the ratee."

The conversation is the important part and if supervisors need more space, it's ok to add a separate sheet of paper, he added.

Cody said the ACA is a resource for supervisors to let their Airmen know how they're performing, lay out expectations and guide their Airmen to meet the expectations.

Cody also gave his thoughts on what he thinks are important skills a new NCO should obtain.

"(During the) initial stages of (your) career you want to get really good at your job," Cody said. "As an NCO, a frontline supervisor, you need to be very technically competent, because the junior Airmen that work for you are going to expect you to know how to do your job."

CHIEFchat is a recurring initiative, designed to give Airmen around the world a direct connection to the chief master sergeant of the Air Force. The chief received questions via video message, social media outlets and from members of a studio audience.

Changes to academic degree, developmental education expectations

Air Force officials announced actions designed to set clear expectations, restore Airmen's time and refocus officer promotions on job performance.

The Air Force has addressed longstanding perceptions that to be promoted, officers must complete an advanced academic degree, and those officers selected by a promotion board to attend developmental education in-residence are expected to first complete that same level of developmental education by correspondence.

"My number one priority is taking care of people and these initiatives aim to do just that," said Secretary of the Air Force Deborah Lee James.

"Our intention is to set clear expectations and ensure that, where possible, we give time back to our officers," continued Air Force Chief of Staff Gen. Mark A. Welsh III.

Effective Dec. 1, advanced academic degrees will no longer be considered for officers meeting line of the Air Force promotion boards below

the grade of colonel. Additionally, information provided to all promotion board members will only show the "completed" level of developmental education or whether the officer is a "select" to attend in-residence. The method and year of completion will no longer be displayed.

"The change does not prevent officers from completing an advanced academic degree, which is important to officer development," Welsh said.

In fact, officers are expected to have

an advanced academic degree for promotion to colonel. The changes allow the officer to focus on job performance and acquire an advanced academic degree at a time best suited for their life, career and family without worrying about possible effects of not having an advanced academic degree at ranks lower than colonel.

"Since job performance is the most important factor when evalu-

UPCOMING

ALL-AIR FORCE MEN'S SOFTBALL CAMP

The Joint Base San Antonio-Lackland Fitness and Sports program hosts the 2014 All-Air Force Softball Camp with athletes representing United States Air Force bases across the world. All scrimmages and practices take place at the Warhawk Softball Field. For details, call 671-2725 or 671-2632.

INTRO TO FREE WEIGHTS CLASS

Need help getting acclimated to working out? The Kelly Fitness Center offers an Intro to Free Weights class at 2 p.m. on Mondays, Wednesdays, and Fridays. Call 925-4848.

COSMIC BOWLING

The Skylark Bowling Center offers cosmic bowling on Fridays from 9 p.m. to midnight and Saturdays from 7 p.m. to midnight. Cost is \$3.50 per game. The cosmic experience includes: glow in the dark bowling, laser lights, music, and movies. Call 671-1234.

TEXAS STATE FOOTBALL

Information, Tickets & Travel are selling Texas State football tickets for its Sept. 13 game against the U.S. Naval Academy at Texas State Bobcat Stadium. Tickets are being sold for \$7. Call 671-3059 for information.

Stacey High School Varsity Eagles shooting for playoffs

Photo and story by Jose T. Garza III
JBSA-Lackland Public Affairs

After posting a 4-17 record last year, the Eagles are looking forward to a turnaround season, according to Stacey High School Head Varsity Volleyball Coach Amber Greeness.

The Eagles opened the District 29-2A season Aug. 12 against Cole High School with a 3-1 loss. The team played in District 29-A last season, and moved up to 29-2A following University Interscholastic League realignment in February.

Greeness expects the Eagles, including eight new players from all four grade levels, to make the playoffs for the first time since 2009 — if they develop team chemistry.

"We have a strong freshman class," the coach said. "If they can gain some experience, then we should be all right."

One player who Greeness is counting on for veteran leadership is senior Alexandria Suglia, the only returning player from last year's team.

Suglia, who made District 29-A All-District Volleyball First Team in 2013, took on a leadership role by organizing a summer camp at the school's gym. Her goal? To build unity and improve from last year.

She said being the only returning player allowed her to naturally step into a leadership role. "I love being a leader and being successful," Suglia said.

Greeness is impressed with her veteran player's leadership skills.

"She's positive and encouraging, and that



Amber Greeness, Stacey High School Eagles volleyball coach, gives instructions to Stacy HS senior, Alexandria Suglia during practice Aug. 15 at the Stacey High School gym.

plays a big part," the coach said. "We have to have strong leadership, especially with such an inexperienced team. She is doing a great job."

The players' dedication to having an improved year is why the Eagles will be successful, the senior explained.

"The girls didn't have to come to the camp this summer; it wasn't mandatory," said

Suglia. "(The girls coming anyway) shows dedication and the will to want to succeed."

Greeness agrees. "The team wants to come together to be successful," the coach said. "Every year, I have had captains that have held volleyball camps, but this is the first year that everyone came out. It shows that they want to turn things around, and that will lead to success."

EDUCATION from Page 20

ating an officer for promotion, the decision to delay completion of an advanced academic degree will not affect their ability to serve a full career in the Air Force," Welsh said. Another long-standing perception is that officers selected to attend professional military education in-residence must also complete the same level of professional military education by correspondence. This perception was based on the belief that officers who complete PME by distance learning early are demonstrating more initiative and are therefore more competitive for future opportunities and/or promotion.

The Air Force wants to debunk this

perception by refocusing on job performance and Airmen's time.

"We realize how valuable time is and want to give that time back to our officer corps," Welsh said.

Officers chosen as "selects" on promotion boards will be prohibited from completing the distance learning course unless they are subsequently designated to attend a program requiring the distance learning course to obtain full Joint PME credit. In addition, boards will be instructed to consider those with "select" status as having completed PME thereby eliminating any timing concerns for those "selects" meeting promotion boards prior to attending PME in-residence.

The Air Force also enacted an important change for captains. Every ac-

tive-duty captain will have an opportunity to attend Squadron Officer School in-residence and criteria for selection to attend will be based on the officer's date of rank, duty requirements and family situation rather than whether or not they have already completed the distance learning course. In fact, they will no longer be allowed to complete the distance learning course unless operationally deferred and within one year of meeting the promotion board to major. The distance learning course will remain available for Air National Guard and Air Force Reserve officers.

"We understand our Airmen are challenged every day to accomplish the mission with limited time, manpower and resources," Welsh said. "By eliminating these perceived expecta-

tions, we hope to remind our officers that job performance is what we value most and that we want them to have a life away from work."

"A balanced force is a healthy force and these changes strive to promote equilibrium in our Airmen's lives," James said.

The new policy modifications will be captured in the Air Force Guidance Memorandums to Air Force Instruction 36-2301, Developmental Education and AFI 36-2406, Officer and Enlisted Evaluation Systems. The first promotion board to implement the new policy will be the Major's (LAF) Central Selection Board scheduled for Dec. 1.

(Information courtesy of Secretary of the Air Force Public Affairs)