

Thanks

*'We have succeeded
and we must
continue to do so'*

We've come to the end of a successful year of recruiting, and it is my honor to be able to thank each and every one of you for your efforts. This past year was one of challenges that were met with hard work and dedication. It is for that hard work and professionalism that I extend my sincere appreciation for a job well done.

The men and women of Recruiting Service know well the challenges involved in recruiting and once again in 1981 we will face these challenges. Because of the lower retention rates, the new year brings with it higher goals. We have already gotten off to a flying start for FY 81--we enter FY 81 in the best posture ever--but we must not be complacent because we have large goals to achieve in the months ahead. Meeting those goals will require teamwork and dedication.

It goes without saying that we will meet these goals in the most professional manner there is. We must, if the Air Force is to remain the quality force needed by our country and the free world.

The Air Force is at the leading edge of America's future and must be prepared to continue further into the future. To do that we will require the best people, equipment, and technology. Our work today will make that future a reality. The young men and women we bring into the Air Force must be the best.

As we look forward to 1981, let me also stress that you are the Air Force. You are the person who shows the mainstream of America what the Air Force is about, and you reflect that in your every act. This year can be the best ever for Recruiting Service because of you. Your primary goals should be to bring into the Air Force those people who you would like to serve with and who have the potential to continue what you have started.

Our task for FY 81 is not easy--nothing worthwhile is easy--and our task is very important to the Air Force and our country. We are seeking 79,000 young NPS men and women to enter the Air Force along with more than 3,960 Officer Training School applicants. Our health professions program will look for more than 1,300 doctors and nurses. We seek 5,000 prior service people to return to the military and will refer 2,000 names to the Air National Guard and Air Force Reserve.

Total dedication to meeting this challenge is essential to mission accomplishment. I ask each of you to give at least 110 percent or more to make 1981 a banner year for Recruiting Service and the Air Force. It's your future too.

Keith D. McCartney



New face

Brig. Gen. Keith D. McCartney, Recruiting Service commander, right, discusses the Air Force with AB Rock Christiansen and his recruiter, SSgt.

James Brown. Airman Christiansen was a member of the 3544th's Buddy Flight nicknamed "The Panthers." (See story and photos on page 2)

84,000 Enter in FY 80

RANDOLPH AFB, Texas - More than 84,000 people entered the Air Force during the past 12 months, it was announced by Air Force Recruiting Service officials here.

Included in this number were some 71,800 volunteers without prior military service, 100 percent of the fiscal year 1980 objective. Approximately 83 percent of all Air Force enlistees in FY 80 possessed high school diplomas.

Also recruited were some 4,892 officer trainees, 1,456 health care professionals, and 2,800 people with prior service. Additionally, recruiters referred more than 4,000 qualified people for enlistment into the Air Force Reserve and Air National Guard.

"Air Force recruiters are doing an outstanding

job of finding high quality young people to meet our personnel requirements," said Brig. Gen. Keith D. McCartney, Recruiting Service commander. "These young Americans are finding the Air Force the best answer to their training and educational needs."

The numbers of enlistees the Air Force will need to recruit in FY 81, which began Oct. 1, are even higher. According to General McCartney, recruiters will seek some 79,000 young people without prior service to enlist, an increase of more than 6,000 over last year. In addition, some 3,960 officer trainees will be sought, along with about 1,340 health professionals (including 208 physicians and 538 nurses), 5,000 prior service members and 2,000 reserve and guard referrals.

'Buddy Flights' offer Air Force opportunities for hard working recruiters

By TSgt. Wayne Bryant

Months of hard work and planning are required by many people if a 'Buddy Flight' is going to be a success. It takes the combined efforts of recruiters, AFES liaison NCOs and the support people in the local squadron.

Recruiters in a specific area must plan and work their zones with an eye toward filling the flight while maintaining their production for the entire year.

The paperwork, the hours of phone calls, high school talks, tours, visiting families and above all, a solid school program make a flight 'take off'.

MSgt. Dave Allen, D Flight supervisor in Phoenix, Ariz., says of his recent Phoenix Flights I and II, "I think this is the most highly motivated, qualified group of men I've encountered in my career as an Air Force recruiter. Everything went great, but working this large of a group for as long as we did, caused some moments of concern."

The paperwork involved is also a step that must be met and overcome. "Getting 44 case files ready is no easy task," said TSgt. Jerry Grover, NCOIC of the Little Rock Liaison Office, which processed the recent Arkansas flight in the 3549th Recruiting Squadron. "With all those young men going on active duty the same day leaves no room for error," he added.

The swearing in ceremony is the event that sets a Buddy Flight in its own unique category. Local dignitaries, generals and sometimes even U.S. Senators make this the culminating day for



Final moment

One last moment together in a picture as Dad takes a photo of his son with the other members of the family.

most of the enlistees. Brig. Gen. Keith D. McCartney, Recruiting Service commander, attends a large number of the group swearing in ceremonies.

Involved in the Phoenix Buddy Flight was a person who volunteered to make the day something special. Jenice Miller, a stunt woman and double for film star Angie Dickinson, learned of the flight earlier in the day from General McCartney and CMSgt. Joseph Kozusko, Recruiting Service senior enlisted advisor. She decided to do what she could to make the day a memorable one for the new enlistees.

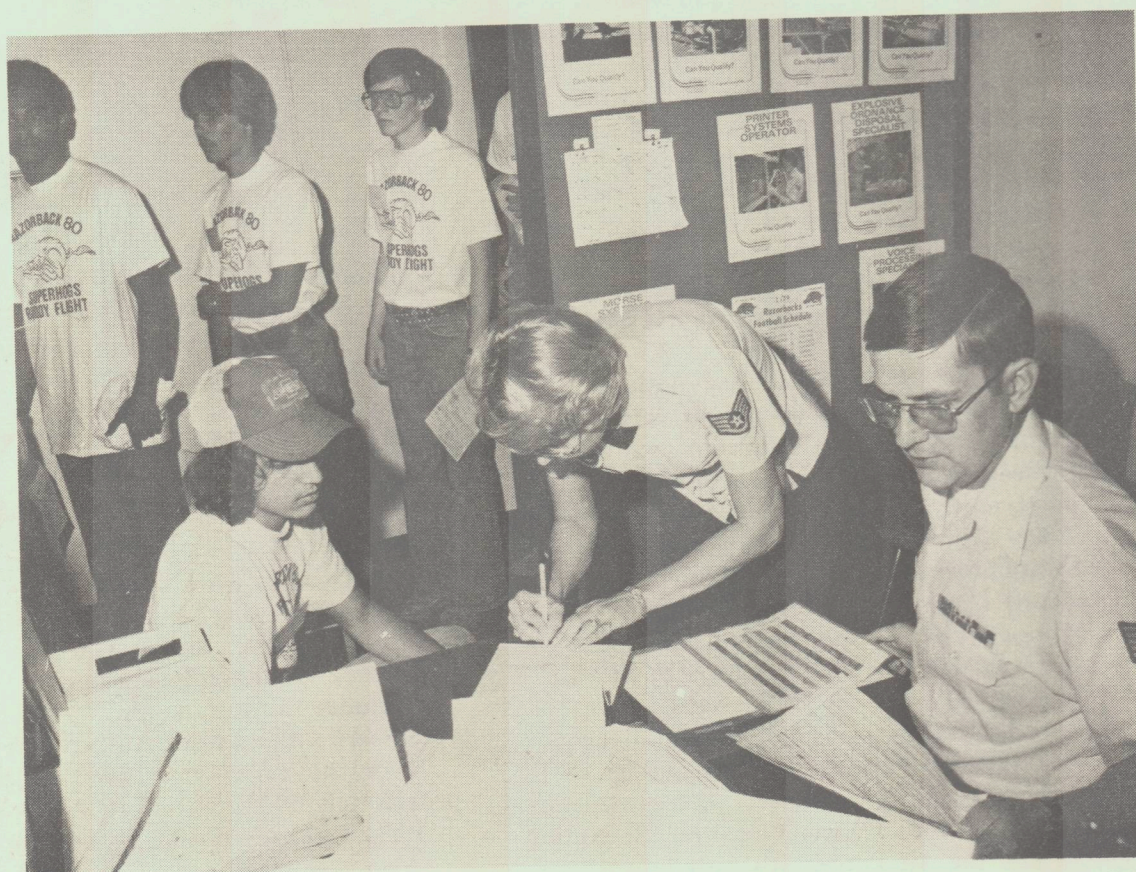
"It was incredible," remembers SSgt. Irv Keck, Mesa based recruiter. "She arrived after the plane was boarded and just jumped the

barrier and ran aboard." On the plane, Ms. Miller greeted every member of the flight and accomplished her wish, making it a memorable day for all the young men leaving on the plane.

For both parents and recruiter alike, the day is filled with a great deal of pride and not a little sorrow. "The feelings were building all day, and when the guys got on the plane, it was really tough seeing it end," remembers Sergeant Allen.

Buddy Flights mentioned in this article are just examples of the fine work throughout Recruiting Service during this past year. There were other flights in other parts of the country that provided the same visibility of the Air Force in their area, another example of the Air Force - Great Way of Life.

Photos by MSgt. Ed Gilbert, Capt. Vince Ricci and Capt. Bruce Fried



Last minute

There is plenty of paperwork for Air Force Liaison NCOs involved with the Razorback Flight in Arkansas. SSgt. Sandy Self, center, certifies a

DD Form 4, while TSgt. Ralph Hadden makes a final check of the case file, one more time.

Cancun trip to '46th recruiter



Sun

The gentle breezes and warm sun of Cancun, Mexico, await TSgt. Edgar G. McKenzie and his wife Lillian, following Sergeant McKenzie's selection as the top officer program recruiter. (Photo by Walt Weible)

RANDOLPH AFB, Texas - An Air Force recruiter in San Antonio, Texas, was honored Oct. 1 as the Top Officer Program Recruiter for 1980. TSgt. Edgar G. McKenzie received a seven-day, all-expense paid trip to Cancun, Mexico for himself and his wife, Lillian, courtesy of the Reserve Officers Association.

The nation-wide competition for this honor was announced earlier this year by Brig. Gen. Keith D. McCartney, commander, USAF Recruiting Service, to enhance the Air Force officer recruiting program. The trip, which was scheduled for Oct. 4-10, included air fare and accommodations at the Cancun vacation resort.

Located on the Gulf of Mexico, the resort offers swimming, skin diving, boating and plenty of fun. Also available are sightseeing trips to the ruins of the Mayan civilization in the Yucatan Peninsula area.

Sergeant McKenzie is a nurse recruiter assigned to the 3546th Recruiting Squadron, located in Houston. He is charged with recruiting

from the two nursing colleges located in San Antonio; the University of Texas and Incarnate Word College.

On the way to winning this honor, Sergeant McKenzie recruited a total of 20 nurses, which amounted to 286 percent of his assigned goal. Included in this number were 18 applicants with baccalaureate degrees in Nursing.

Sergeant McKenzie's selection was based on production statistics, professionalism and overall support of the Air Force officer recruiting effort.

In his nomination of Sergeant McKenzie, Col. George B. Lapham, commander of the 3504th Recruiting Group said, "His (Sergeant McKenzie's) outstanding performance was the major contributing factor to the 3546th Nurse Recruiting Team being first in the nation in production for fiscal year 1980. Sergeant McKenzie epitomizes the professional noncommissioned officer concept. His honest and professional approach to the recruiting mission has gained him superior centers of influence among military and community leaders."

Nurse team, dedicated to being the best

By MSgt. William Deboe
3552nd Recruiting Squadron

WRIGHT-PATTERSON AFB, Ohio — Finesse, commitment and dedication. Together they describe the best nurse team in the Midwest. Capt. Jim Roberts and SMSgt. Joe Wells, of the 3552nd Recruiting Squadron.

This untiring team has been tops in the 3505th Recruiting Group for the last two fiscal years. In FY 1979 they achieved 117 percent of their goals and they are 118 percent for FY80.

"I really enjoy giving an applicant the chance to practice in the Air Force," said Captain Roberts. "As a nurse, I realize the tremendous opportunity and growth potential available to an Air Force Nurse."

"Any nurse can get a job, but many of us want more than practicing our profession. Many

nurses haven't had the opportunity to see life outside the hospital. They haven't been able to be a leader or manager, and being an Air Force officer is quite exciting to them."

"One of our most successful tools is the COI," notes Captain Roberts. "We aim them at the nurse leaders in the area and also use tours of the hospital at Wright-Patterson. The tours give the prospective nurses an opportunity to see how Air Force nurses work and the types of leadership and management positions available. Our COIs bring us not only leads but also plenty of awareness in the nursing community."

Well on their way to a third consecutive win, the 3552nd Recruiting Squadron team has already commissioned four nurses for FY81.

Headquarters earns top AF award

RANDOLPH AFB, Texas - Recruiting Service Headquarters was presented the Air Force Organizational Excellence Award during ceremonies here on Sept. 30.

Under the command of Brig. Gen. Keith D. McCartney, Recruiting Service manages a force of some 3,200 recruiters and support personnel located in the 50 United States and at several overseas locations and is charged to recruit more than 90,000 volunteers during fiscal year 1981.

The headquarters received the award for having conducted a highly successful recruitment program in the Department of Defense between July 1, 1973, the advent of All-Volunteer Force (AVF) recruiting, and June 30, 1980. Maj. Gen. C. G. Cleveland, vice commander, Air Training Command, presented the award to General McCartney.

During the past seven years, according to officials, Air Force recruiters have enlisted nearly 485,000 volunteers without prior military service, achieving 100.4 percent of programmed objectives. This was accomplished despite many difficult challenges, said officials, including the loss of the G.I. Bill, a declining number of youth interested in military service, a more competitive civilian job market, and more stringent enlistment criteria.

Despite these challenges, officials said, management actions taken by the headquarters staff ensured the most successful implementation of the AVF.

Other recruiting accomplishments during the period included 9,413 prior service enlistments, 16,365 referral enlistments to the Air Force

Reserve and Air National Guard, and more than 24,000 officer commissionings.

Throughout the period the headquarters served as the focal point in continuously streamlining and otherwise improving the recruitment of new Air Force personnel, officials said.

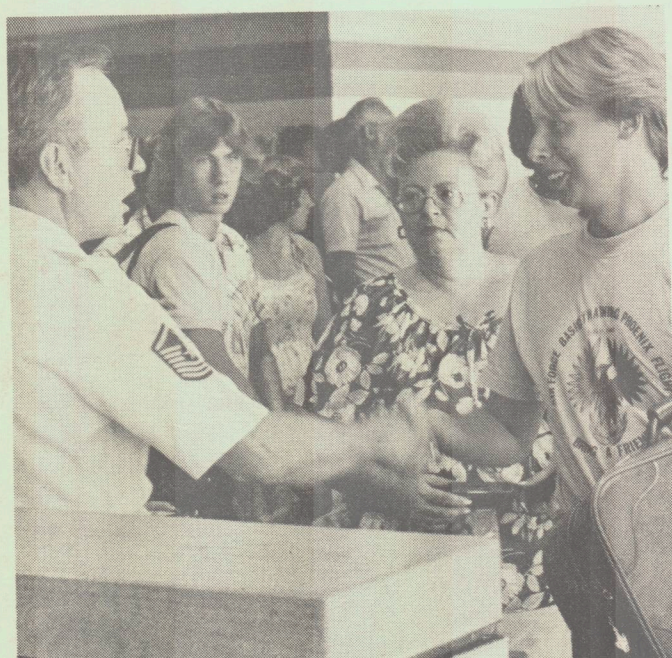
Key management initiatives included computerization of applicant processing systems and establishment of the Air Force Recruiter Assistance Program, whereby the entire Air Force population has become involved in helping recruiters locate and recruit qualified volunteers.



Thumbs up

All the men and women of Recruiting Service Headquarters, led by Brig. Gen. Keith D. McCartney, center, gather in front of the headquarters building to show their appreciation

to recruiters for their help in achieving the Air Force Organizational Excellence Award. (Photo by Walt Weible)



Bye

SMSgt. Jim Brown, 3562nd squadron operations superintendent, congratulates one of the 78 members of the Phoenix Flight upon departure for Lackland AFB, Texas.

viewpoint...

Vote, you do count

1980 marks a year when over two and one-half million military personnel and their dependents have the opportunity to make their voice heard in a General Election.

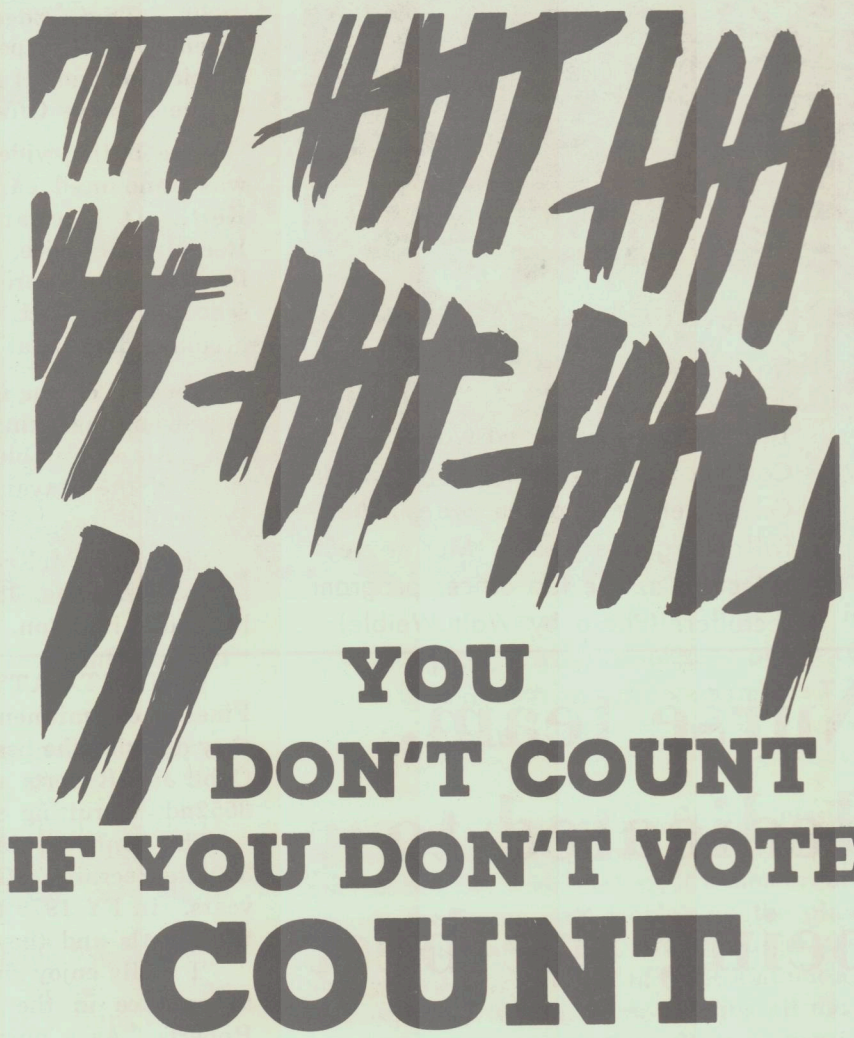
Thousands of public officials are running for office on the State, local, and Federal level. These officials make decisions affecting your way of life, your home, and your country.

For more than 200 years, members of our military have been ready to fight and have fought to defend our right and our freedom. As a member of the military and as a defender of America's freedom, you have a unique responsibility to exercise your right to vote. A representative democracy is what America stands for, and the vote is the most powerful tool we have to guarantee that democracy will not fail.

I have directed commanders to insure that all eligible personnel have an opportunity to exercise their right to vote.

Make your voice heard this year and vote.

Harold Brown
Secretary of Defense



New look shows how helpers work

(Editor's Note: The following letter from a former Recruiter Helper who worked in the 3541st Recruiting Squadron provides a refreshing look at how the program affects both recruiters and their helpers.)

I would like to express my gratitude for allowing me to be a part of the Recruiter Assistance Program. It was very beneficial to me in the aspects that I am more aware of my purpose in the Air Force and it strengthened my attitude toward my career.

The atmosphere in the office was very

receptive and SSgts. Christopher Osterberg and Donald Childress made my duty there most enjoyable. They gave me a lot of opportunities to talk with the applicants and answer their questions. Also, the activities I participated in were very well planned and gave me the confidence to help the recruiters.

Again, I express my thanks and wish the 3541st Recruiting Squadron much success.

Sincerely,
Ann M. Kenfield, A1C, USAF

CFC is ATB

The 1981 Combined Federal Campaign has topped the 100 percent mark at Recruiting Service Headquarters as well as at various recruiting groups and squadrons throughout the country.

According to Recruiting Service project officer, Lt. Col. Roger Campbell, the campaign surpassed the headquarter's goal of \$12,378, collecting more than \$14,600.

"People in the headquarters have been supporting during this year's

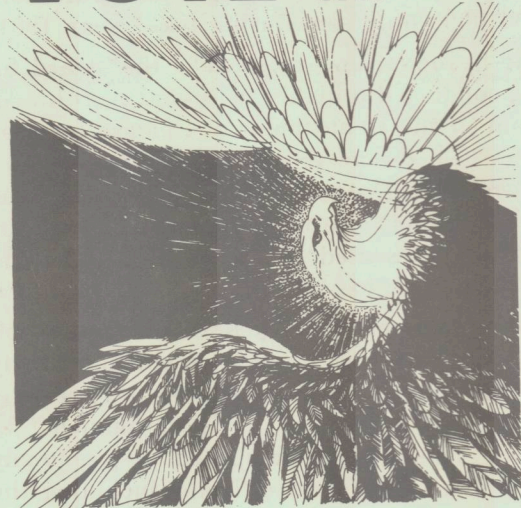
contributions began arriving even before the start of the campaign."

As in past CFC campaigns, recruiters in the field were asked to contribute through their squadrons to the nearest support base or government facility. Although there is no reporting required to the headquarters, Colonel Campbell urged that significant individual squadron contributions be reported so that it might be publicized in the RECRUITER.

The 1981 fund raising event began Sept. 8 and runs through Oct. 17 in support of various international service organizations such as CARE and Project Hope as well as United Way groups, which assist in the various local communities.

As one of only two annual fund raising events, the other being the Air Force Assistance Fund Campaign, the CFC provides assistance to people both in and out of the Air Force. "Through their generous giving, the men and women of Recruiting Service have demonstrated their concern for the needs of people."

VOTE NOVEMBER 4TH



The Air Force Recruiter is an official Class III Air Force newspaper published monthly on or about the 24th day by and for personnel of U.S. Air Force Recruiting Service, Air Training Command with headquarters at Randolph AFB, Texas.

commander's dial 3425

Commander's DIAL (Direct Information Action Line) is designed to provide Air Force Recruiting Service personnel with a direct line to the commander. If you have a question, call Autovan 487-3425, Federal Telephone System, (512) 748-3425 or commercial (512) 652-3425. Callers are urged to include their name and telephone number to speed responses.

New assignment

COMMENT: I am calling from the Recruiting School. My original assignment preference was to Ft. Collins, Colorado, and I received an assignment to Utica, New York. The guy in my class who was scheduled to go to Colorado just dropped out and I was wondering if it was possible to get that assignment. Thank you.

REPLY: As we all know, the needs of the Air Force are of the highest priority, but when there is a chance to combine those needs with the individual, we make every effort to do so. Your new assignment is to Ft. Collins, Colorado. Good luck and good recruiting.

Here's the answer

REPLY: Recently we received a comment from a "fictitious recruiter" in the state of New York concerning that state's Youthful Offenders Statue. This recruiter says he is having problems getting information on dispositions from local officials on ATC Form 1419. He also says he walked into a local judge's court one night and was lectured on the military trying to obtain information that was sealed. Since we haven't been able to find this recruiter here is the answer. Your fellow recruiters say they are having no problems locally. I would like to point out to all Recruiting Service personnel that we are prohibited from involving ourselves beyond the normal

requests for information such as the DD Form 369 or ATC Form 1419. If disposition of an admitted offense is required but unavailable to the recruiter through normal channels, then the burden of proof falls on the applicant. Recruiters are also expressly prohibited from taking any direct or indirect

action which influences law enforcement agencies to release individuals from any form of restraint. In addition, they are prohibited from providing law enforcement officials with an applicant's enlistment qualifications which could in any way

influence their actions or decisions in regard to the individual. It is of the utmost importance that recruiters observe these rules in order to continue the integrity we have built up in the past.

Close the loop

COMMENT: I was wondering why we have to put an ATC Form 1349 in every case file even when they don't have a discrepancy. Thank you.

REPLY: This form is used by the Liaison NCO "At their discretion or in accordance

multipurpose and may be used by the LNCO to return unacceptable case files, to report on the disposition of an applicant, to notify recruiters of additional police checks required or comment on applicant preparation. This form "closes the loop" on applicant flow of the AFEES and provides both positive and negative feedback to recruiters, flight supervisors, and squadron operations. It was developed through several surveys taken at AFEES nationwide.

It's no problem

COMMENT: I have an applicant who was involved in a community drug bust at his place of employment. Upon going to court the individual's charges were dismissed. I've talked with the squadron and my supervisor and they both say there should be a waiver because of the drug-related situation. The applicant is concerned because he wants to be an Air Force security policeman and because of the waiver it may affect his Personnel Reliability Program (PRP) eligibility. Is there anything we can do? Thank you.

REPLY: Since we agree that the waiver must be run it is important to know this type of waiver is not used as a negative factor in determining PRP codes. See ATCR 33-2, table 2-4. Provided your applicant is otherwise qualified, this type of waiver will not keep him from GTEP AFSC 81130 or 81132, if they are available.

Good news

COMMENT: This is TSgt Periera, 3569th Squadron Operations Supervisor, I just wanted to thank you for the Prior Service recruiting leads that I received yesterday. The package was great, the leads are fabulous and the information that is contained on the leads that we can verify is absolutely outstanding. I appreciate a product like this and I am sure it will help our total mission in recruiting.

REPLY: Thanks for the call. It's good to hear some of the good news over the DIAL line and I'm sure those leads are going to

help. Because of increased Prior Service recruiting goals each squadron has been sent a master listing of all Air Force separatees for the past two years, with a forwarding address in that squadron's area. Included in the listing are the individual's RE Code, test scores, grade, and other pertinent data with concurrent authority to use the listing as a verification document. This is an important step, in that much of this information had recently been deleted from the DD Form 214. Quarterly follow-up listings will be sent to each squadron to provide continued assistance for the Prior Service Program. Keep charging.

Who's next

COMMENT: I have a question concerning the PROMIS system at the AFEES. With the flow of applicants as it is at present and the availability of guaranteed jobs almost nonexistent for quick shipment, my suggestion is that the computer be programmed to accept a waiting list for job cancellations. This would allow the computer to do all of the looking for jobs and free AFEES personnel from the task of running each applicant's 1371 through the CRT unit two or three times a day looking for job cancellations. This would also give the applicants a better chance of leaving earlier for basic training.

REPLY: As our committed applicant bank grows larger, it is all the more important that new applicants are booked into the first available jobs on the PROMIS job bank, even if they are several months in the future. Placing qualified applicants on a "waiting list" is counter-productive to Air Force needs and is a disservice to the applicant, as they cannot enlist in the DEP until committed for a specific job. AFEES Liaison NCOs are trained in filling the first available Air Force requirement. The only near-term jobs currently available are restored cancellations as they occur, and are very random.

Adult responsibility

COMMENT: I have a question concerning figures 1-3 and 1-4 in ATC Regulation 33-2. In California, a person is considered an adult at 18 for everything except buying alcoholic beverages. I have an applicant who altered his drivers license at age 19 so he could buy beer, and according to the regulation, he would be considered an adult and, therefore, require a headquarters waiver. I think it should be considered under 1-3, squadron level approval. Thanks for your time.

REPLY: Altering a drivers license as a juvenile is a squadron level waivable infraction; however, once the individual becomes an adult, it requires Headquarters Recruiting Service approval or disapproval. Prior to June 1979, all cases such as this were considered "forgery" and, therefore, required a Recruiting Service waiver. Since that date, we worked a change to allow "juvenile alteration" of licenses to be approved by the squadron. When a citizen "comes of age," there are no degrees of responsibility. It is impractical to write procedures or standards to accommodate state or local laws on issues that vary widely. Citizens are adults when they turn 18 - the age of majority - the age at which full civil rights and responsibility are accorded. Our applicants must meet the highest quality if the Air Force is to remain the best. We cannot justify treating an adult as a juvenile for committing a sometimes juvenile act.

The number is!

	Sept.	Oct.	Nov.	Dec.
50th	154	113	116	115
51st	126	106	109	100
52nd	105	116	127	121
53rd	121	115	113	119
54th	102	112	118	127
55th	109	114	113	135
55th	116	113	116	118
RS	98	106	104	102

The numbers within the box shown above, are the September, October, November and December percentages of net reservation goal accomplished by the six squadrons of the 3505th Recruiting Group and their total percentage for that period. Each squadron and the group as a whole are all above 100 percent for the first quarter of fiscal year 1981. The line of numbers located below the box are the overall average for Recruiting

Advertising and Planning Calendar for Fiscal Year 1981

Publications	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.
General Support and NPS Ads												
DECCA	NPS											
Boy's Life									NPS			
Ebony												
Exploring												NPS
Hot Rod												
Jet		20										
National Future Farmer							13					21
People		17			6							
Popular Mechanics												
Popular Science												4
Reader's Digest												
Regional												
Pacific and LA Metro								NPS 1				NPS
Senior Scholastic		14		23			3					
Sport					4		18		6			
TV Guide						NPS						
VICA												
OTS Ads							10					
Graduating Engineer		8										
IEEE Spectrum												
Time-College Edition												
The Graduate												
Omni												
Minority Engineer												
Women Engineer												
Health Professions Ads												
Journal of the AMA		28			27				12		14	
New England Journal of Medicine		13				12		14		16		17
Journal of the American Dental Association												
Dental Management												
Diversions												
Journal of Oral Surgery												
Journal of Prosthetics												
New Physician												
Oral Surgery												
Resident and Staff												
Nurse Ads												
American Journal of Nursing												
Imprint												
Nursing Opportunities Annual												
Nursing '80 ('81)												
RN												
Education Ads												
College Outlook and Career Opportunities					ROTC							
American School Board Journal												
Community and Jr College Journal												
Industrial Education												
Personnel and Guidance Journal												
Scholastic Coach												
School Shop												
Today's Catholic Teacher												
Today's Education												
Vocational Education												
Radio	JRAP Radio	AF Radio			AF Radio		JRAP Radio AF Radio	AF Radio	JRAP Radio AF Radio	AF Radio	JRAP Radio AF Radio	AF Radio
Television	JRAP Television					JRAP Television		JRAP Television				JRAP Television
Direct Mail	College Srs Engineers Jrs BSN Dental Spec Physician Spec	Engineer Srs			Resident/Interns Nurse Spec	Hospital Admin	Working Eng. (4) Physician Spec HS Jrs (ROTC) HS Counselors(ROTC) H.S. Jr, AF Academy			ASVAB HS Jrs	Male 1981 college Grad (Navigators)	HS Seniors Physician Spec

honor roll

Twelve or More Club

Name	EAD	Sq/Flt
TSgt. Louis L. Kawasaki	21	62D
TSgt. Terrance A. Nichols	19	13C
SSgt. Richard E. Henderson	18	51C
TSgt. Kevin S. Oslin	18	31A
SSgt. Thomas D. Willis	17	13F
MSgt. James R. Meyer	17	45B
TSgt. Jimmy D. Tice	17	31A
TSgt. Carl W. Turnquist, Jr.	15	14F
Sgt. Linda A. Kennedy	15	19A
TSgt. Jimmie E. Johnson	15	52D
SSgt. Paul G. Kukla, Jr.	15	52A
MSgt. George W. Richards	15	31C
SSgt. Paul D. Godleski	15	35A
SSgt. Peter Cieslak	14	13B
TSgt. James J. Besmer	14	54B
TSgt. Robert L. Sims	14	41B
TSgt. George P. Helms	14	31A
SSgt. Donald G. Harrell	14	41D
SSgt. Gary A. Haines	14	68C
TSgt. James R. Harris	14	31E
TSgt. Charles R. Reynolds	14	37D
MSgt. Michael W. Twaroski	13	13F
TSgt. Geraldine R. Griffin	13	19F
SSgt. Richard S. Smith	13	18A
TSgt. James D. Vennen	13	52D
TSgt. James M. Riggs	13	45D
SSgt. Irving C. Keck	13	62D
SSgt. Martha A. Payne	13	62D
SSgt. Marie L. K. McIntosh	13	62D
TSgt. Walton K. Lydic	12	14F
SSgt. Robert T. Hiatt	12	46E
TSgt. Charles E. Johnson	12	31C
SSgt. Melvin B. Cooper	12	32E
SSgt. Charles H. Roberts	12	32E
TSgt. Kenneth A. Waters	12	37D
TSgt. Jeffrey C. Kampion	12	61G

Twelve or More Net Reservations

Name	Net Res	Sq/Flt
TSgt. George H. Schaefer	28	61G
TSgt. Jeffrey C. Kampion	22	61G
TSgt. Ernest R. Daughtery Jr.	21	41C
TSgt. Thomas G. Davis	20	61C
SSgt. Charles H. Roberts	20	32E
SSgt. James L. Stone	19	61A
TSgt. Roger J. Smith	18	13C
TSgt. James N. Harris	18	52D
TSgt. Garlan L. Adams	18	61F
SSgt. Gerald S. Phillips Jr.	18	61D
TSgt. Charles E. Johnson	17	31C
MSgt. Patrick W. Coward	17	33D
SSgt. Virgil L. Francis Jr.	17	66B
SSgt. Franklyn T. Grant	16	14D
SSgt. Ronald B. Hughes	16	31C
TSgt. James A. Betha	16	31E
SSgt. Robert A. Schlemmer	16	32E
SSgt. Michael R. Zellner	15	16C
SSgt. Irving C. Keck	15	62D
TSgt. Howard W. Wright	15	69F
MSgt. Roger A. Routsong	15	61F
SSgt. Jack E. Rose Jr.	15	67D
TSgt. David Carter	15	31D
MSgt. Jeffery A. Shortell	15	37B
TSgt. Evan D. Edwards	15	43D
Sgt. Michael J. Black	14	13F
SSgt. Leonard R. Prather	14	53A
SSgt. Robert T. Hiatt	14	46E
SSgt. John E. Hoime	14	42A
TSgt. James F. Dacier	14	62A
SSgt. Richard B. Lant	14	69B
SSgt. Paul A. Quackenbush	14	69D
SSgt. Terrence A. Tracey	14	61F
SSgt. Robert Hunt	14	61C
SSgt. Donald L. Richards	14	67D
TSgt. Robert E. Warren	14	33D

SSgt. Allen J. Hutzulak	14	35D
TSgt. Geraldine R. Griffin	13	19F
TSgt. Michael E. Miller	13	11F
SSgt. Mark E. Linderman	13	13F
TSgt. James J. Besmer	13	54B
SSgt. Steven J. Beecher	13	61G
SSgt. Henry R. Daniels Jr.	13	66B
SSgt. Andrew C. Rocha	13	67E
TSgt. Michael C. Clare	13	67C
SSgt. Roy F. McCoy Jr.	13	31C
SSgt. Dennis A. Smith	13	33F
TSgt. Angel L. Santos-Morales	13	33X
TSgt. Warnell Rhett	13	37A
TSgt. Johnnie K. Reynolds	13	37E
TSgt. Domingo Trevino Jr.	13	39E
TSgt. Jay C. Kennedy	12	11D
TSgt. Charles S. Tache Jr.	12	13F
SSgt. Eddie Otero	12	14F
TSgt. Joseph R. Duffy	12	51E
TSgt. Alvan C. Buck	12	54E
SSgt. Clark E. Jarrett	12	45C
TSgt. James M. Riggs	12	45D
SSgt. Lonnie C. Morris	12	49D
SSgt. Mark J. Luc	12	61B
MSgt. Leonard R. Kaply	12	61B
TSgt. William C. Bradley III	12	67C
TSgt. Ronald E. Woodruff	12	32C
SSgt. Melvin B. Cooper	12	32E
SSgt. William C. Geeslin	12	33B
SSgt. Clarence L. Birdashaw Jr.	12	31D
TSgt. James D. Elliott	12	33D
MSgt. Grady F. Smith	12	33G
SSgt. Joseph R. Gohra	12	35D
TSgt. Gean E. Dettart	12	37B
TSgt. Kenneth A. Waters	12	37D
TSgt. Raymond Douglas	12	39A

One Hundred Fifty Percent Club

Name	Goal/Acc	Percent	Sq/Flt
SMSgt. Paul E. Pittman Jr.	49/100	204.1	33D
MSgt. Glen C. Craft	18/34	188.9	41D
TSgt. James C. Morris	18/34	188.9	41B
SMSgt. Raoul J. Girard Jr.	36/66	183.3	33C
MSgt. Bobby W. Edwards	47/86	183.0	31A
MSgt. William H. Stafford Jr.	39/67	171.8	44B
TSgt. George M. Durbin	26/44	169.2	43F
MSgt. Gary D. Roberts	31/51	164.5	53C
MSgt. Robert J. White	22/36	163.6	41C
MSgt. Jerry G. Siegel	51/79	154.9	46E
MSgt. Richard B. Crosby	48/74	154.2	33F
MSgt. Gerald M. Yochim	56/87	155.4	31C

Flight Net Res Club

Name	Goal/Acc	Percent	Sq/Flt
MSgt. Arthur E. Hanks Jr.	30/104	346.7	61G
MSgt. Michael K. Hendricks	25/67	268.0	61F
MSgt. Apolinar Pina Jr.	39/103	264.1	66B
MSgt. Ira J. Laney	33/86	260.6	32E
MSgt. Robert E. Jacques	28/72	257.1	13F
MSgt. George Eret Jr.	24/60	250.0	67C
MSgt. Robert J. White	26/59	226.9	41C
MSgt. Walter G. Jones	21/47	223.8	11D
MSgt. Raymond L. Beggs Jr.	26/57	219.2	69F
MSgt. John A. Lopus	41/89	217.0	61C
MSgt. Lowell H. Rollyson	20/43	215.0	11F
MSgt. Jerry B. Jones Jr.	27/58	214.8	61A
MSgt. Gerald M. Yochim	47/100	212.8	31C
MSgt. Gilbert C. Widner	35/74	211.4	67E
MSgt. Stephen W. Childers	20/42	210.0	68B
MSgt. David C. Synder Jr.	33/69	209.0	69D
MSgt. Joseph C. Lima	27/56	207.4	67F
MSgt. Sendalio D. Garcia	34/70	205.9	67D
MSgt. Brian M. Healey	32/64	200.0	51E
MSgt. Donald E. Long	26/51	196.2	66A
MSgt. Marziano P. Ragnone	43/83	193.0	54E
TSgt. James R. Rohl	21/40	190.5	50C
MSgt. John C. Newberry	33/62	187.9	43D
SMSgt. Robert G. Turpin	41/77	187.8	31D
MSgt. Leonard N. Spence	23/43	187.0	50A
MSgt. Norman L. Gaver	28/52	185.7	15C

Continued on next page

CHAMPUS:

(This is the sixth in a series of articles on the Uniformed Services Health Benefits Program. This article concludes the discussion on the process of submitting CHAMPUS claims and the restrictions of the Program in remitting payment to the beneficiary or the provider. Check with your CHAMPUS advisor for the latest information on specific CHAMPUS questions.)

In the previous article, it was stated that the claim form must be completed by the beneficiary if the provider is nonparticipating. A CHAMPUS beneficiary can receive medical care from either a participating or a nonparticipating provider. If the provider participates in CHAMPUS, the claim form must be completed by both the beneficiary and the provider. Instructions on the claim form should be followed. The benefits will be paid directly to a participating provider.

An individual provider agrees to participate in CHAMPUS by signing a CHAMPUS claim form. In other words, each time he signs a form, he agrees to accept payment of the CHAMPUS share plus the beneficiary's share of the allowable charge as payment in full for the services or supplies covered by that claim. It is important to remember that it is the provider's signature on a claim form that makes him a participant in the program. A verbal statement by a provider that "I will accept payment in full is not binding—it does not make him a participating provider.

You must prove your eligibility for CHAMPUS benefits to a participating provider by showing a Uniformed Services Identification Card. He must see the ID card before he takes care of you.

The claim process requires that you fill out the top part of the claim form. The participating provider fills out the bottom part, signs it, and sends it to the appropriate CHAMPUS contractor. The CHAMPUS contractor processes the claim and sends the CHAMPUS share of the allowable charge to the participating provider. You are responsible for paying your share directly to the provider. You as a beneficiary should receive a copy of the "CHAMPUS" Explanation of Benefits" explaining the claim determination.

The CHAMPUS contractor may require certain documents to be sent with the claim regardless of whether submitted by the beneficiary or the provider. For example, a nonavailability statement (DD Form 1251) is required if the claim is for nonemergency inpatient care and the beneficiary resides within a 40-mile radius of a Uniformed Services hospital. A copy of the

Finding a provider who works with the program is the easiest way

nonavailability statement must be attached to each claim related to the inpatient care episode.

A deductible certification is required if the outpatient deductible of \$50 or family deductible of \$100 has been satisfied by a previous claim(s) filed with a CHAMPUS contractor other than the one with which the current claim is being filed. Failure to submit a copy of the deductible certificate under this circumstance may result in another deductible being charged.

Many of the CHAMPUS claim forms include instructions on filling out the form. This will

deadline or within 90 days of the date of the notice of the returned claim, whichever is later. The CHAMPUS Program encourages that claims be filed promptly—as soon as possible after the service or supply is provided. A beneficiary does not have to pay for care before filing a claim.

When a patient is receiving continuous medical care that can be expected to last more than 30 days, claims should be submitted at least every 30 days (monthly). They can be submitted more frequently if the beneficiary or provider wishes.

Act increases your coverage

Department of Defense officials announced that the 1981 DoD authorization Act, signed by the President on Sept. 9, 1980, provides for improved CHAMPUS benefits in two areas for eligible dependents of active duty service members.

The Act authorizes CHAMPUS to share the cost of "Well Baby Care" routine physical examinations and immunizations—for children of active duty service members, up to two (2) years of age.

Since Well Baby Care involves outpatient services, any active duty family may elect to go to a civilian physician to obtain such care for their child, whether or not they reside close to a Military facility.

Also included in the Act is a provision for increased financial assistance to active duty members for the care of a spouse or child who is seriously physically handicapped or

moderately or severely mentally retarded and receiving benefits under the CHAMPUS Program for the Handicapped (PFTH).

The monthly CHAMPUS share of covered expenses under the Program for the Handicapped was increased from a maximum of \$350 to \$1,000. The other provisions of the PFTH remain the same. The "up front" deductible, ranging from \$25 to \$250 per month depending upon the sponsor's rank, is still in effect. Also, any monthly costs beyond the initial deductible and the Government's \$1,000 benefit payment would still be the responsibility of the sponsor.

The Well Baby Care and Handicapped Program improvements are effective with services and supplies rendered on and after (Oct. 1) 1980--the beginning of Fiscal Year 1981.

assist in ensuring the form is filled out properly. Contact your CHAMPUS advisor or the CHAMPUS contractor to resolve any questions on completing the claim form.

All claims must be submitted to the appropriate CHAMPUS contractor not later than December 31 of the calendar year immediately following the calendar year in which the covered service or supply was received. Do not confuse the filing deadline which is based on the calendar year with the outpatient deductible period which is based on the fiscal year. For example, a claim for care received during Calendar Year 1979 must be filed not later than December 31, 1980. If a claim is returned for additional information, it must be resubmitted by the applicable filing

Many of the claims rejected are due to being improperly completed, and are returned for correction or disposition. This creates a delay in receiving payment under the CHAMPUS program. Follow the instructions of the form when provided or seek assistance from the CHAMPUS advisor or CHAMPUS contractor when expert help is needed. And don't forget to sign the claim form. Incomplete forms will be returned for completion. It is a good practice to keep a copy of the claim form and all attachments for your records.

This concludes the discussion on Claim Processing and the CHAMPUS Program. If further details are needed check with your CHAMPUS advisor/Health Benefits Advisor.

honor roll

TSgt. George A. Coleman	23/42	182.6	18G	MSgt. Jerry L. Stehman	28/47	167.9	61D
SMSgt. Delmer K. Best	33/60	181.8	37F	MSgt. Howard R. Dubiel	29/48	165.5	35D
MSgt. Harvey D. Clubb Jr.	36/65	180.6	37A	MSgt. Gary W. May	26/43	165.4	45C
MSgt. Fred J. Cook	25/45	180.0	32B	TSgt. William E. Armstrong	20/33	165.0	50F
SMSgt. William B. Patrick	33/59	178.8	35H	MSgt. Jerry P. Young	31/51	164.5	69B
MSgt. Allan A. Bain	60/107	178.3	52D	MSgt. Victor L. Collins	25/41	164.0	14A
TSgt. George M. Durbin	27/47	174.1	43F	MSgt. Ted R. Scheele	24/39	162.5	50D
SMSgt. Curtis W. Davis	23/40	173.9	45X	TSgt. Fred J. Heger Jr.	32/52	162.5	53A
TSgt. James C. Morris	23/40	173.9	41B	SMSgt. Charles R. Norman	42/68	161.9	31E
MSgt. Michael W. Troxell	33/57	172.7	49D	MSgt. Harold L. Dunkle	33/53	160.6	61B
MSgt. Bobby W. Edwards	39/67	171.8	31A	MSgt. Gregory E. Miller	39/62	159.0	37D
MSgt. Dennis E. Douglas	21/36	171.4	55D	SMSgt. Terry G. Simmons	36/57	158.3	32A
MSgt. Roy L. Vaughn	24/41	170.8	39C	MSgt. Kenneth J. Wellens	30/47	156.7	55A
MSgt. Albert C. Morcom	24/41	170.8	45B	MSgt. Edward D. Allen	48/74	154.2	62D
MSgt. Raymond M. Heflin	34/58	170.6	32D	MSgt. Peter N. Kyrimis	37/57	154.1	14C
MSgt. Charles L. Caldwell Jr.	37/63	170.3	31F	TSgt. Aaron Schomber Jr.	37/57	154.1	51C
MSgt. Clifford B. McDougald	20/34	170.0	39E	MSgt. Gary D. Roberts	28/43	153.6	53C
MSgt. John W. Hege	36/61	169.4	32C	MSgt. Edward L. Cooper	34/52	152.9	67A
MSgt. Lawrence D. Walters	36/61	169.4	54B	TSgt. Robbin L. McGregor	38/58	152.6	51D
MSgt. Clyde W. Kerr	25/42	168.0	39F	SMSgt. Sherman C. Lockard Sr.	29/54	151.7	32F
				MSgt. Milton D. Showalter	36/54	150.0	53E
				SMSgt. Royace R. Fanning	18/27	150.0	45F
				MSgt. John W. Fry	40/60	150.0	44C

crossfeed

Expenses receive boost

The Department of Defense Per Diem and Travel Committee announced approval of an increase of out of pocket expenses to recruiters from \$40 to \$60 per month. The change was announced in a message on Oct. 15 and is retroactive to Oct. 1. Another proposal which has not been approved, said Recruiting Service officials, would allow the payment of out-of-pocket expenses without filing a voucher. This proposal should be considered by the Congress when they return from the election recess, the officials said.

Association honored

Brig. Gen. Keith D. McCartney, Recruiting Service commander, recently honored the Air Force Association, along with the Nation's Capitol Chapter of the AFA, for their continuing support of Recruiting Service. During the group's annual convention in Washington, D.C., General McCartney presented Jack Reiter, president of the D.C. AFA Chapter, the chapter's award for their support of the 1979 Recruiting Team of the Year visit to the nation's capitol. General McCartney also announced plans to establish an annual award to the AFA member and AFA Chapter who contributes most to the Recruiting mission each year.

Three is great

MCGUIRE AFB, N.J.--"If one display is great," explained SSgt. Bill Gaines, 3515th Recruiting Squadron recruiter, "then we just figured three would be fantastic!"

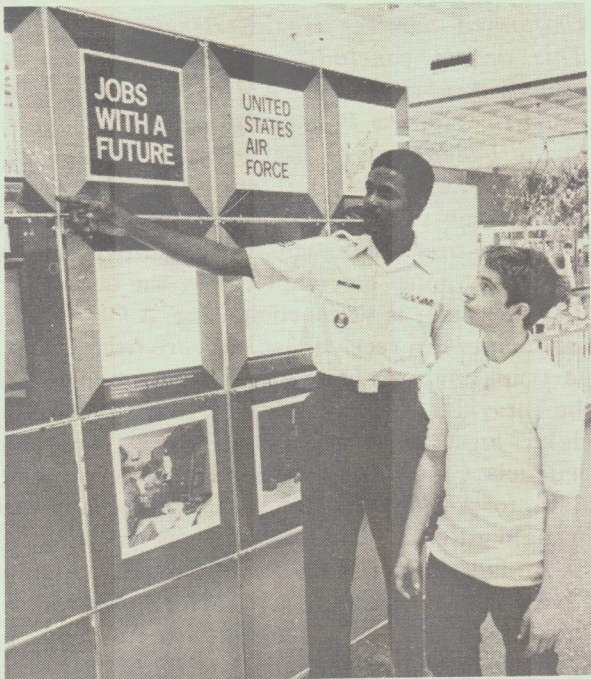
Sergeant Gaines and TSgt. John Lynch, his office partner, put action to their words when the Echelon Mall in Voorhees, N.J., requested an Air Force display. After arranging for the T-38 Air Force Orientation Group exhibit, the two innovative recruiters decided to augment the plane with an appearance of the "Band of the East" from McQuire AFB, N.J.

"The Show Band put on two concerts. They were just great, with people standing four and five deep to watch and listen," Sergeant Gaines continued. "And, just to top off the left-right-left combination, we had our squadron Advertising and Publicity Prestige Display, all lights and projectors flashing, overlooking the center court of the Mall. People came directly from the T-38 to the band to the display where we talked to them about the Air Force."

As a finishing touch to the triple play, Captain Charles Stiles, of the 18th Military Airlift Squadron at McGuire, came in answer to Sergeant Gaines' request and assisted the AFOG personnel at the T-38 exhibit.

"It was an extremely rewarding three days. John and I talked to dozens of people," Gaines explained. "There were more than 1,000 spectators to tour the T-38 exhibit alone! We picked up ten or twelve good leads. The Mall management was pleased with the professionalism displayed by all our Air Force people, including the AFOG representatives and our squadron A&P personnel. We've been invited back to do it all again next year!"

SSgt. Bill Gaines and TSgt. John Lynch believe firmly that three displays are better than one!



On display

SSgt. Bill Gaines, left, explains some of the many photos depicting Air Force life to Dave Jamison during the display in the Echelon Mall in Voorhees, N.J. Along with the Prestige Display, the recruiters set up for an AFOG T-38 and a performance by the Band of the East Show Band from McGuire AFB. (Photo by SSgt. Steven Van Wert)

The new-old look

TSgt. Ronald Kretzer, 3533rd Recruiting Squadron, has added a new dimension to the use of old calendar organizers after they have become outdated. The administrative NCO for the squadron's A&P shop, took a 1979 organizer and designed a new calendar insert to extend the product through 1980, '81 and '82. "I took the three year calendar and printed a place for important phone numbers," said Kretzer. "I added some Air Force literature on New Horizons on the plastic folder side and left enough space for a recruiter to place his business card." According to Lt. Col. William Britz, 3533rd squadron commander, "I am not surprised that Sergeant Kretzer came up with the new calendar concept idea. He has always been an extremely talented and creative person and fully supports our recruiting mission."

Mail the check

The 3537th Recruiting Squadron, Shaw AFB, S.C., recently passed the one-million dollar mark in documented public service time according to the squadron's A&P officer, Capt. Steve Arrington. The captain said that the secret to their success was, "Personal contact with members of the media and a sincere belief in the Air Force as a Great Way of Life." To mark the event, the squadron mailed a "non-negotiable" check in the amount of \$1,013,849.93 to Col. Walter D. Miller former director of Advertising and Publicity for Recruiting Service.

Oops

In a recent issue of the RECRUITER we mistakenly identified Capt. John R. Olsen as the Chief, Local Advertising Branch. Maj. John M Callen is actually the Chief of Local Adversiting and Captain Olsen is Chief, Lead Management Branch.

Base pay increase 11.7 percent

Commissioned Officers														EFFECTIVE 1 OCTOBER 1980	
MONTHLY BASIC PAY															
YEARS OF SERVICE															
PAY GRADE	under 2	2	3	4	6	8	10	12	14	16	18	20	22	26	
0-10	3942.90	4081.50	4081.50	4081.50	4081.50	4238.10	4238.10	4562.70	4562.70	4889.10	4889.10	5216.10	5216.10	5541.60	
0-9	3494.40	3586.20	3662.40	3662.40	3662.40	3755.70	3755.70	3911.70	3911.70	4238.10	4238.10	4562.70	4562.70	4889.10	
0-8	3165.00	3259.80	3337.20	3337.20	3337.20	3586.20	3586.20	3755.70	3755.70	3911.70	4081.50	4238.10	4407.90	4407.90	
0-7	2629.80	2808.90	2808.90	2808.90	2934.60	2934.60	3105.00	3105.00	3259.80	3586.20	3832.50	3832.50	3832.50	3832.50	
0-6	1949.40	2142.00	2281.80	2281.80	2281.80	2281.80	2281.80	2281.80	2359.20	2732.70	2872.50	2934.60	3105.00	3367.50	
0-5	1559.10	1830.90	1957.20	1957.20	1957.20	1957.20	2016.90	2124.90	2267.10	2436.90	2577.00	2654.70	2747.40	2747.50	
0-4	1314.30	1599.90	1707.00	1707.00	1738.20	1815.60	1939.20	2048.40	2142.00	2235.60	2297.70	2297.70	2297.70	2297.70	
0-3	1221.30	1365.30	1459.50	1614.90	1692.00	1753.20	1847.20	1939.20	1986.90	1986.90	1986.90	1986.90	1986.90	1986.90	
0-2	1064.70	1163.10	1397.10	1444.90	1474.00	1474.20	1474.20	1474.20	1474.20	1474.20	1474.20	1474.20	1474.20	1474.20	
0-1	924.30	962.10	1163.10	1163.10	1163.10	1163.10	1163.10	1163.10	1163.10	1163.10	1163.10	1163.10	1163.10	1163.10	

COMMISSIONED OFFICERS WITH OVER 4 YEARS ACTIVE SERVICE AS ENLISTED MEMBERS													
0-3	0.	0.	0.	1614.90	1692.00	1753.20	1847.40	1939.20	2016.90	2016.90	2016.90	2016.90	2016.90
0-2	0.	0.	0.	1444.20	1474.20	1521.00	1599.90	1661.40	1707.00	1707.00	1707.00	1707.00	1707.00
0-1	0.	0.	0.	1163.10	1242.30	1288.00	1334.70	1381.20	1444.20	1444.20	1444.20	1444.20	1444.20

BASIC ALLOWANCE FOR QUARTERS RATES				BASIC ALLOWANCE FOR SUBSISTENCE RATES	
PAY GRADE	WITHOUT DEPENDENTS FULL RATE	PARTIAL RATE	WITH DEPENDENTS		
0-10	427.80	50.70	535.20		
0-9	427.80	50.70	535.20		
0-8	427.80	50.70	535.20		
0-7	427.80	50.70	535.20		
0-6	384.00	39.60	468.60		
0-5	354.00	33.00	426.30		
0-4	315.30	26.70	380.40		
0-3	277.20	22.20	342.00		
0-2	240.60	17.70	304.50		
0-1	187.80	13.20	244.50		
				Officers:	82.68 per month

Quarters, rations up the same

ENLISTED MEMBERS													
Monthly Basic Pay							Years Of Service						
Pay Grade	Under 2	2	3	4	6	8	10	12	14	16	18	20	22 26
E-9	0.	0.	0.	0.	0.	0.	1413.60	1445.70	1478.40	1512.60	1546.20	1576.20	1659.30 1820.40
E-8	0.	0.	0.	0.	0.	1185.90	1219.20	1251.60	1284.30	1317.90	1348.50	1381.50	1462.80 1626.00
E-7	828.00	893.70	927.00	959.10	992.10	1023.30	1056.30	1089.00	1138.20	1170.60	1203.60	1219.20	1301.10 1462.80
E-6	715.20	779.70	812.40	846.60	878.10	910.20	943.50	992.10	1023.30	1056.30	1072.20	1072.20	1072.20 1072.20
E-5	627.90	683.40	716.40	747.60	796.50	828.90	862.20	893.70	910.20	910.20	910.20	910.20	910.20 910.20
E-4	603.60	637.50	674.70	727.20	756.00	756.00	756.00	756.00	756.00	756.00	756.00	756.00	756.00 756.00
E-3	580.50	612.30	636.90	662.10	662.10	662.10	662.10	662.10	662.10	662.10	662.10	662.10	662.10 662.10
E-2	558.60	558.60	558.60	558.60	558.60	558.60	558.60	558.60	558.60	558.60	558.60	558.60	558.60 558.60
E-1	501.30	501.30	501.30	501.30	501.30	501.30	501.30	501.30	501.30	501.30	501.30	501.30	501.30 501.30

Basic Allowance For Quarters Rates				Basic Allowance For Subsistence Rates	
Pay Grade	Without Fullrate	Dependents Partialrate	With dependents		
E-9	229.20	18.60	322.50		
E-8	211.20	15.30	297.90		
E-7	179.70	12.00	277.20		
E-6	163.20	9.90	255.00		
E-5	156.90	8.70	234.30		
E-4	138.30	8.10	206.10		
E-3	123.60	7.80	179.70		
E-2	109.20	7.20	179.70		
E-1	103.20	6.90	179.70		
				Enlisted members:	
				When on leave or authorized to mess separately:	3.94 per day
				When rations in-kind are not available:	4.45 per day
				When assigned to duty under emergency conditions where no messing facilities of the United States are available:	5.89 per day

Survey provides youth outlook

A new government survey of 14 to 21 year olds, sponsored jointly by the Departments of Defense and Labor, may give recruiters greater insight into the attitudes of military and civilian youth. There were 12,693 young men and women interviewed plus 1,281 military members in the 18 to 21 year groups. This same cross section of young people will be interviewed annually for the next five years.

The attitude comparisons were made from data compiled by the 1979 National Longitudinal Survey of Youth. Analysts used the results not only to compare the attitudes of military and civilian youths, but to profile the all-volunteer force (AVF) against America's youth population. Some of the findings drawn from the survey should prove useful to recruiters and the recruiting effort. Copies of the first report were sent to all Recruiting Service groups and squadrons. Here are some of the major findings:

- The armed forces contain 6.7 percent of 8.24 million males (552,000) and 0.6 percent of 8.29 million females (49,000) in the U.S. between 18 and 21 years of age.

- Participation rates in the AVF vary among different demographic and social groupings with 9.7 percent of all blacks in that age group enlisting, 7.6 percent of all Hispanics, and 6.1 percent of all whites.

- High school graduates participate to a greater extent, 7.4 percent compared with 5.2 percent of all non-high school graduates.

- Married youths participate to a much greater extent, with 11.7 percent of all married persons between 18 and 21 years joining the AVF, compared to 5.8 percent of all those who have not married.

- AVF members are drawn more heavily from blue collar or government service families than from families with parents working as professionals, managers, or in sales.

- A disproportionately high number of black youths in the military come from households with relatively higher socioeconomic backgrounds. Black youths in the military also generally have better employment qualifications than their black civilian counterparts.

- Young males joining the military generally have backgrounds and abilities comparable to

their civilian counterparts, while women enlisting have better abilities than their civilian counterparts.

- Among the services, Army recruits are "somewhat less qualified" than their civilian peers employed full time, Marine Corps recruits are "as well qualified," and Air Force and Navy recruits are "significantly more qualified."

13,974 respond

to questions in

all-volunteer era

- About 1.2 million males and 0.6 million females (age 18-21) are interested in serving in the military. Interests are highest among those not expecting to go to college, unemployed youths, minorities, married, and those who have not attended college.

- Parents have the greatest influence on enlistment decision. They are mildly in favor of sons enlisting, but mildly opposed to daughters enlisting. The least supportive group is peers.

- Findings suggest that educational benefits in

the form of post service educational opportunities hold great promise as an enlistment incentive.

While the quality of military recruits may compare favorably with civilian counterparts, attitudes about their pay and working conditions do not. From the 18 job measures used, the report highlighted the following dissatisfactions.

- Military are clearly less satisfied than civilian counterparts.

- Military see fewer amenities, fewer motivating job aspects, and fewer job rewards (e.g. pay, opportunity to learn). However, they do see greater job security.

- Pay satisfaction showed the most significant difference between military and civilian counterparts. Other significant differences were job comfort, job challenge, job autonomy, and relations with co-workers.

- Military women see more favorable job aspects than men, but still less than civilians.

- Comparing Regular Military Compensation (RMC) pay of 18-21 year old military with comparable civilians, the survey finds military males are paid 12 percent below civilian counterparts, and military women are paid 18 percent above civilian counterparts.

- Perceived pay of military men and women is considerably less than the pay calculated using the RMC formula.

General opens new office

Brig. Gen. Keith D. McCartney, Recruiting Service commander, assisted recently in the opening of an Air Force Recruiting Office in Universal City, Texas, only a few miles from the command's headquarters at Randolph AFB.

The general assisted Universal City Mayor Bruce Bernard in the ribbon cutting which took place Sept. 10. Also attending were City Councilman Bob Cantu; Col. George Lapham, 3504th Recruiting Group commander; Lt. Col. Donald Wylie, 3546th Squadron commander; and CMSgt.

Lou Nickerson, 3504th operations superintendent.

General McCartney called the opening, "special because Universal City has been the home of Air Force Recruiting Service Headquarters since it was moved here from Wright-Patterson AFB, Ohio, in 1965. It's also special because this is the very first Air Force Recruiting Office to open in Universal City."

The recruiter assigned to work the new office is TSgt. Rick Catchings, a native of San Antonio.



Grand opening

Brig. Gen. Keith D. McCartney, Recruiting Service commander, addresses guests and news media present for the opening of the Air Force Recruiting Office in Universal City, Texas. Universal City has been the home of Recruiting Service since 1965 when it was moved to its present location at Randolph AFB. (Air Force photo)

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