

The Air Force RECRUITER

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USAF Recruiting Service, Randolph AFB, Texas

March 1981

Blue Suit challenge offered

Recruiters throughout the country are being offered an opportunity to travel to San Antonio, Texas, by winning the recently announced Blue Suit III competition.

The trip is provided to the winning flight of the five-month emphasis program which started February 1 and continues through June 30. This year's program is intended to increase production and enhance the quality of the Air Force NPS recruiting program.

In addition to the basic criteria of Net Reservations booked during the competition period, the 1981 program will also consider the number of high school graduates booked by the flight between Oct. 1, 1980 and the end of the program.

As in the past two competitions, the flight within Recruiting Service that has best supported the overall program will be recognized. Plans for the 1981 event call for the winning group of recruiters to visit San Antonio during the annual "Folklife Festival," an annual celebration held in the Alamo City. Although final details are not yet set, winning flights from Blue Suit I and II praised the local community for their "hospitality and friendship."

Prior to their departure from San Antonio, the winners of Blue Suit II, Flight 31A, proclaimed that "We'll be coming back next year (1981)."

This challenge was directed to all flights in Recruiting Service.

Particularly excited by the trip to San Antonio were the wives of past winning flights. "I work

hard at being an understanding wife," said Gloria Gray, wife of TSgt. James Gray, a member of the 1980 winning flight. "This trip has helped me tremendously, because I now see his job as a recruiter more clearly and I feel it will help me support him better."

Originally intended to boost production during the critical "Crunch Months" of February to May, Blue Suit I proved highly successful. Blue Suit II was initiated to help with those months and added Net Reservations for the fourth quarter of 1980. This year, Blue Suit III will address not only production, but will enhance the quality by placing more emphasis on high school graduate rates.

"We are looking forward to a marked increase in the number of high school graduates booked now that we've started the program," said Capt. Dave Doye, Recruiting Service project officer for Blue Suit III. "The support provided by the local Chamber of Commerce is nothing short of excellent. They are extremely anxious to provide our recruiters the time of their life while in San Antonio."

Operation Blue Suit is "one of the best" ways to recognize recruiters according to past winners, and this year should be no different.

MSgt. Williams is ATC's top NCO

MSgt. Maxie W. Williams III, 3533rd Recruiting Squadron, has been named one of the Outstanding NCOs of the Year for Air Training Command. Sergeant Williams was named along with TSgt. Anthony W. Bransford, Sheppard AFB, Texas; SSgt. George W. Hall Jr, Columbus AFB, Miss.; and SrA Sheri D. Lord, Lowry AFB, Colo, to represent ATC in the Air Force 12 Outstanding Airman of the Year Competition.

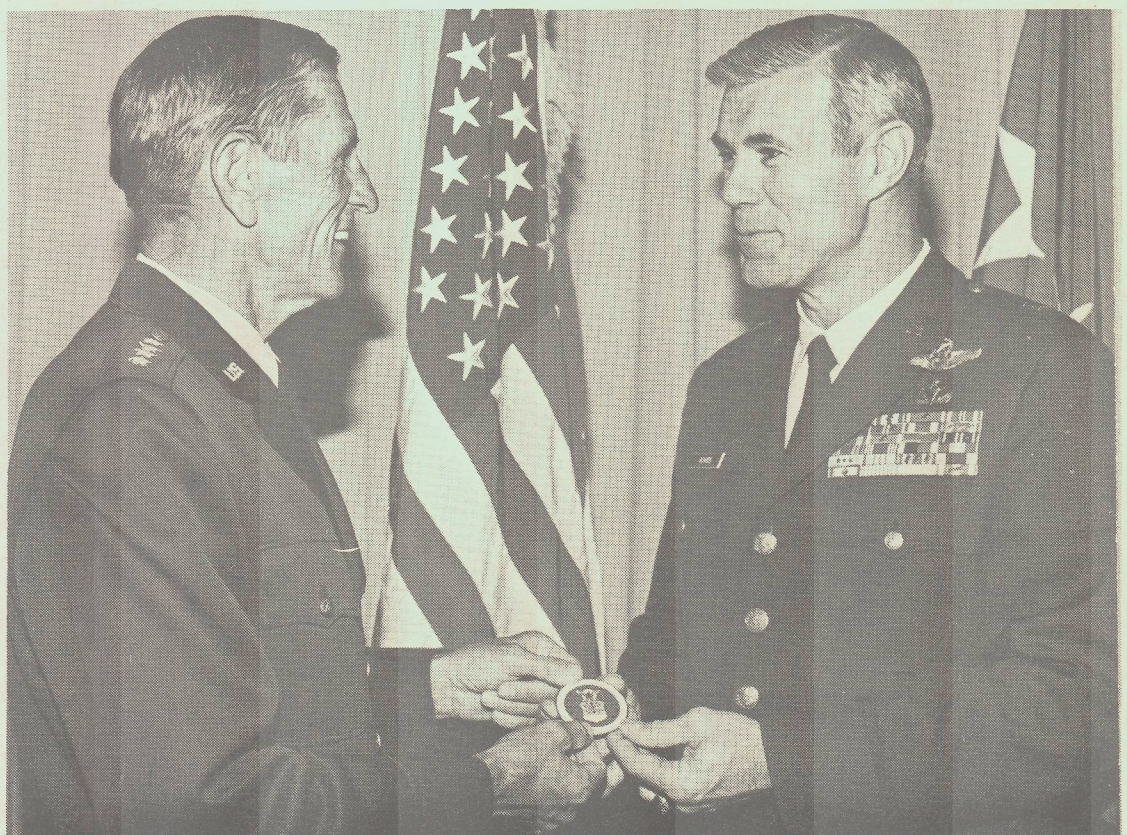
This is Sergeant Williams' third recognition for his recruiting success and involvement with the local community. He was also selected as a member of the Recruiting Team of the Year and was the Outstanding Recruiter in the command for 1980.

Winners from ATC are authorized to wear the Outstanding Airman of the Year ribbon, and will compete in the Air Force competition.

Brig. Gen. Thomas C. Richards takes command



Brig. Gen. Thomas C. Richards, (left photo) accepts the Recruiting Service flag from outgoing commander Brig. Gen. Keith D. McCartney, during the change of command held at Randolph AFB, Texas on Feb. 23. General Richards also received his recruiting badge during the ceremonies from Gen. Bennie L. Davis, Air Training Command commander (below).



Recruiter interview

Gen. Robert C. Mathis

Air Force Vice Chief of Staff

RANDOLPH AFB, Texas - "The major challenge to recruiters today is to keep the quality up, at all times, and make sure we're getting the right people," said Gen. Robert C. Mathis, vice chief of staff of the Air Force.

Speaking before a group of military news editors in San Antonio, recently, the general outlined how the shift in the nation's mood followed the 1979 takeover of the American embassy in Tehran, the Soviet invasion of Afghanistan, the tragedy of the aborted American rescue attempt in Iran and, finally, the return of 52 American hostages to freedom.

"I think there are many young people in this country today, if given the right opportunity, are willing to serve. That's one of the things coming out of this changing mood. People are starting to appreciate what the military is all about. It's up to the recruiter to be the judge in picking the right people - I think they will be able to recruit," the general said.

"The return of our people from Iran triggered a tremendous outpouring of emotion in this country," Mathis told the editors, adding that the new Reagan administration has emphasized that future incidents of international terrorism "...won't go unpunished."

He said the military has many forces available, including the rapid deployment force, which can discourage such incidents in the future and respond, if necessary, when they do occur.

"America has never depended on its armed forces more than it does today," Mathis

'Make sure

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the right

people ...'

"The Soviets must understand our willingness to maintain a strong deterrent capability," he said. He added that comparing other modernization priorities "...was like deciding what's more important -- breathing in or breathing out. Obviously, so many of them are important."

On the subject of the Air Force Recruiter Assistance Program the general said, "I think that's a super way to do it. I recall back in the 40s, there used to be an auto manufacturer who's motto was 'Ask a man who owns one.' If you want to find out about the Air Force, ask someone who is in it and they can tell you. I think that is where the recruiter should be able to get help."

Turning to personnel matters, Mathis said

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emphasized. "The dangers are very real. We've seen a steady buildup in Soviet military power ever since the Cuban missile crisis of 1962, and the Soviets have made it their business to project power."

To counter the Soviet threat, the four-star general said Air Force people must be professional in everything they do and maintain the necessary readiness to respond "...whenever the President calls on us."

Mathis singled out the M-X missile system as America's top force modernization priority.



Gen. Robert C. Mathis

many proposals are now before the 97th Congress to improve the quality of life for military members and their families.

Many others were enacted by the last Congress, he added. "One of the biggest things we fought for was the variable housing allowance. It's an expensive program but one we thought was very, very necessary."

Initiatives

Other recent initiatives include bonuses for those members serving in critical skills, upgrade projects for military housing and base morale, welfare and recreation facilities, and last October's 11.7 percent military pay raise.

"But we've got to recognize that the Air Force can never fully compete with private industry as far as pay and benefits are concerned," the general stressed. "We have to look on our profession as a calling. And we can be successful as long as we're viewed as an institution that takes care of its own."

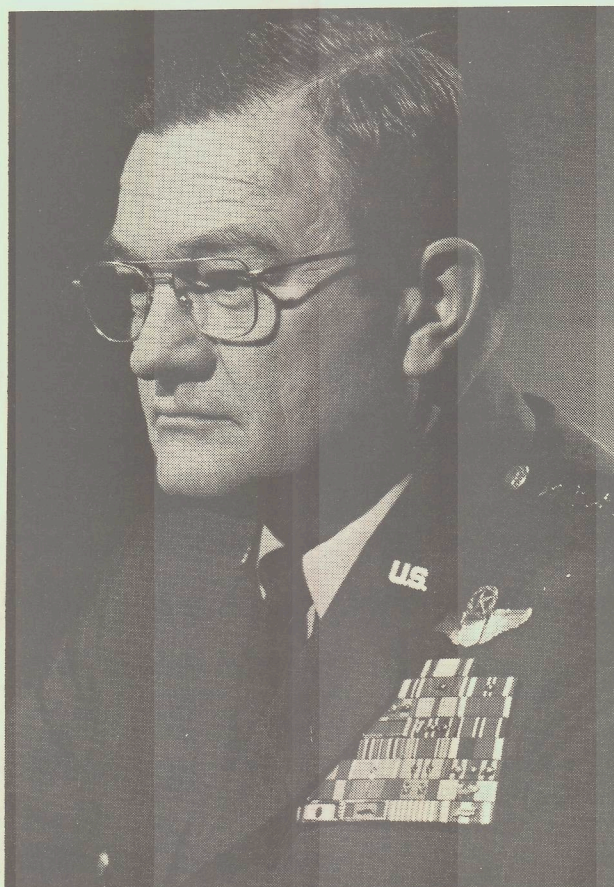
"At the same time," he added, "I want the people who are now serving to know they are never out of sight, out of mind. We recognize the sacrifices involved and the quality of their commitment."

'We have to

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Survey spotlights recruiting

The results of the Fourth Annual Personnel Survey taken late last year have been tabulated, and are providing Recruiting Service commanders an overview of the command.

The survey was mailed to 3,210 men and women in Recruiting Service and 70 percent were returned. The results of the survey show positive indicators in several key areas. Recruiting Service people generally feel:

They are kept informed of what is going on.

They receive sufficient training to do the job.

They would view a follow-on recruiting assignment as desirable.

They feel the supervision/leadership in Recruiting Service is better than other Air Force organizations.

The great majority "love their job."

The survey also included information which shows the "average" recruiter to be in the grades of staff sergeant, technical sergeant or master sergeant; is married; has 13 years in the Air

Force; and has been in recruiting for three years.

One new addition to the survey was a series of "job satisfaction" questions which showed significant results. Although there is no historical data on Recruiting Service, the Air Force norm of 17.86 on a scale of zero to 28 may be used for comparison. The recruiting score of 21.06 is graphic evidence of the positive management and communications effort underway.

In addition, some 40 percent of the returned surveys included written comments, complaints, and constructive criticism. Every comment was considered important and a panel of Recruiting Service officers and NCOs read, categorized, and evaluated them.

Many of the comments appeared to be repeats from previous surveys:

"Raise the maximum weight standards."

"Reduce minimum score requirements."

"Reduce paperwork."

"Relax moral waiver criteria."

"One vehicle per recruiter."

"CHAMPUS leaves a lot to be desired."

All comments were evaluated and some changes are already underway. However, there are good reasons for the current Air Force standards and our Recruiting Service system of checks and balances works. Many of these will be addressed in future articles in the RECRUITER.

"The findings of this survey show we are making progress in key areas and need more work in others," said Brig. Gen. Thomas C. Richards, Recruiting Service commander. "We are doing well in our training of recruiters and keeping them informed about the job, but we need to work on helping our people care for themselves and their families. Champus, housing, SDAPP increase, sponsorship and financial management are as important as any goals we can set. We will continue working these programs to our utmost."

Winning trio trades badge for bars

By Capt. Vince Ricci
3544th Recruiting Squadron

When a person attends college at night, gets a degree and applies for Officer Training School, the chances are slim that they will be chosen. So people are justifiably proud of their accomplishments if they do get accepted. And so is everyone from their unit. Just imagine how proud the 3544th Recruiting Squadron is to have TSgt. Larry Dobbs, and SSgts. Richard Adamson and Donald Shackelford swap their stripes for gold bars.

All three were winners in the national Blue Suit I competition in 1979. Sergeant Dobbs is a five year recruiting veteran. Initially he worked at the squadron level as a logistics NCO, then he recruited in Hurst, Texas, moved to the Dallas AFEES and is presently an Advertising &

Publicity NCO. He recently graduated from Columbia College with a Bachelor of Arts Degree in business administration. Sergeant Dobbs has been in the Air Force since 1966, except for a one year break in service.

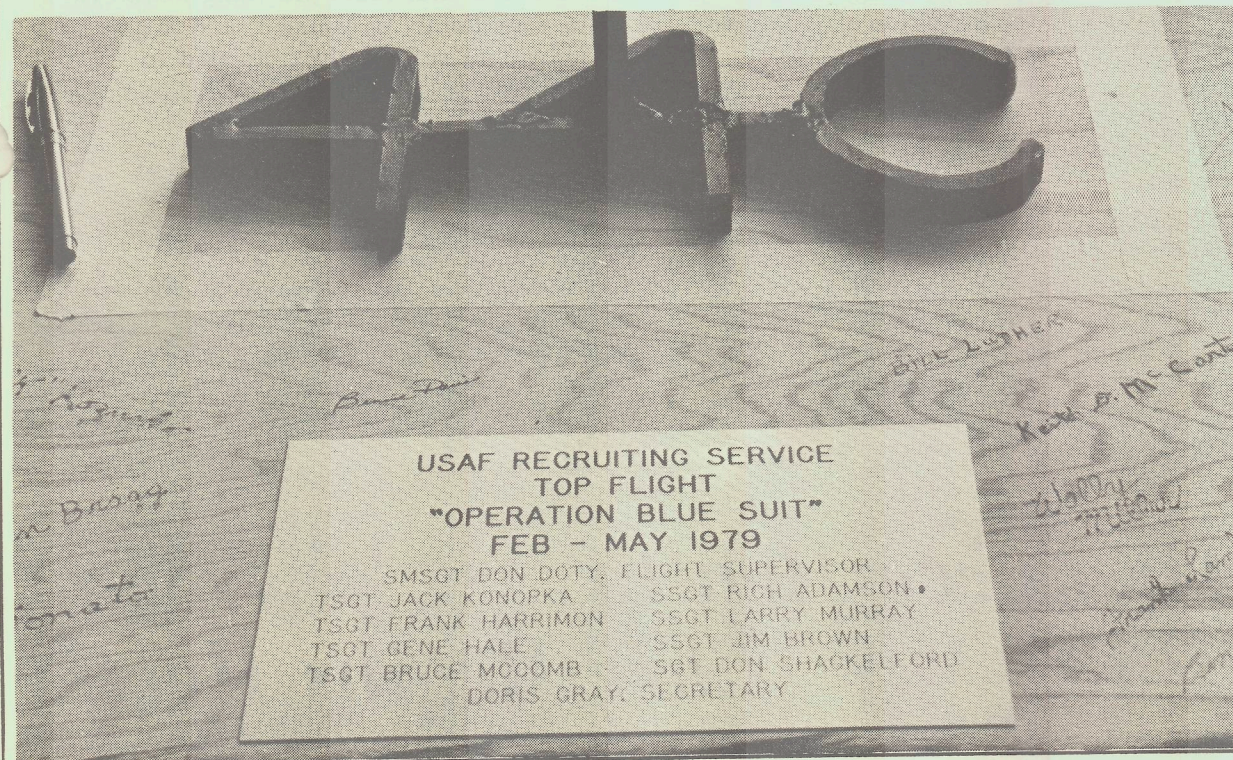
Sergeant Rich Adamson came to recruiting in August 1974 and also worked at the squadron. He began carrying the bag four years later in Fort Worth. He also graduated from Columbia College in December 1980 with a bachelor of individual studies degree. Adamson has been in the Air Force 12 years.

Sergeant Shackelford is the squadron training NCO. He has been in recruiting for three years and was a top producer in the flight for most of that time. He majored in business administration at Columbia College where he received a bachelor of arts degree. He has been in the Air Force since September 1974.

Blue Suit III runs til June

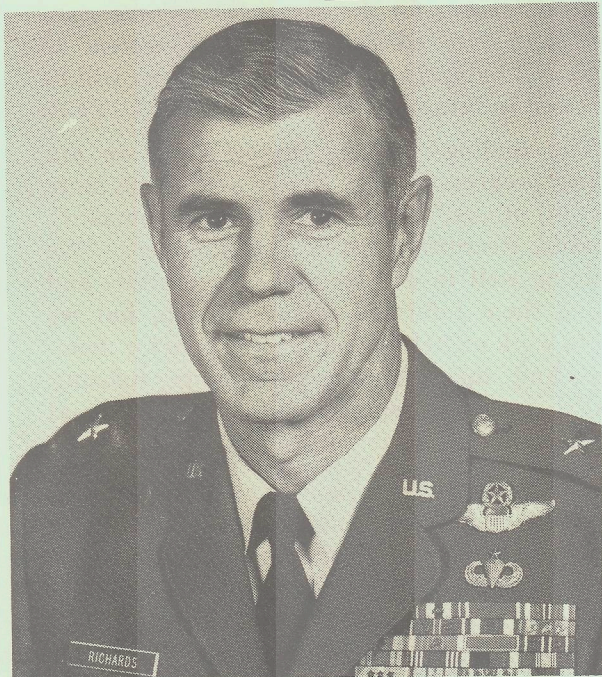
Memories of Blue Suit I and II show a part of what winning recruiters can look forward to during Blue Suit III. The top flight in Recruiting Service will be hosted to a week in San Antonio by the Chamber of Commerce along with various briefings and tours, highlighted by dinner on the river.

(Photos by TSgt. Buster Kellum)



VIEWPOINT

‘I’m proud ... you’re pros!’



I am very proud to take command of Recruiting Service. Your record speaks for itself. You have built a reputation as one of the most dedicated and professional outfits in the Air Force today. This is founded on an enormous amount of hard work and determination. This is as it must be, because recruiting is at the leading edge of the future for America and the Air Force.

Our efforts, each day, have a very real impact on our country - its safety and security. Recent world events have clearly underscored the necessity for the United States to be able to effectively meet its world commitments.

Our role in that has never been more important. The Air Force must have the necessary human resources in order to perform its mission today and in the future.

As each of you is acutely aware, that job is getting tougher. It is extremely important that we meet our recruiting requirements with

quality people. To do that takes hard work, teamwork, and dedication to excellence. Our actions today will provide the leadership and management for the Air Force of tomorrow.

Each of you knows your job and understands your responsibilities. As I've said, you've proven that. During the coming months it will be my job to lead our efforts, to continue a proud tradition of an outstanding outfit. To do this I'll need all the support, cooperation, and enthusiasm each of you can muster.

Together we can succeed in our mission to meet the personnel requirements for the Air Force each and every month. I pledge my support in this effort and I ask that each of you rededicate yourselves to that task. To ourselves, to the Air Force, to our country, we owe no less. Together we can do it!

Shuman C. Richards

AFAF fund drive helps us all

Payday is right'round the corner and you've probably got plans for your check.

Don't forget the Air Force Assistance Fund.

"I've already contributed" is what we hope most Air Force people will say. And that includes retirees, members of the Air National Guard and Air Force Reserve.

Whether it's the first, second or umpteenth time, how about taking another look at the campaign and your budget to see what you can do.

AFAF needs you to Give a Helping Hand to support the Air Force Aid Society, the Air Force Enlisted Men's Widows and Dependents Home and the Air Force Village.

The campaign goal is \$3.2 million.

AFAF is the official emergency financial assistance organization of the Air Force. Eligible beneficiaries include active-duty and retired service members, their family members and surviving family members. The society furnishes emergency assistance either as a no-interest loan or an outright grant, depending on the particular circumstances. The society also provides non-emergency educational loans for family members to get an undergraduate degree or to attend vocational school after high school.

The Air Force RECRUITER

USAF Recruiting Service, Randolph AFB, Texas

Brig. Gen. Keith D. McCartney.....Commander
Lt. Col. Hubert C. Moore.....Director of Advertising and Publicity
Maj. Harry R. Sunderland.....Chief, Publicity
TSgt. Wayne W. Bryant.....Editor

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All photos are official Air Force photos unless other indicated.



Medics Corner



By CMSgt. Franklin Lamberth
Health Professions Recruiting

The American Heritage Dictionary defines "qualified" as competent, suited, or having met the requirements for a specific position or task. You, as a Health Professions Recruiter, have satisfied this definition and are therefore "qualified" to perform that task.

The task you are "qualified" to perform is to recruit health professionals for the Air Force Medical Service to insure all Air Force personnel and their dependents are provided quality medical care.

Determining whether an applicant is "qualified" is accomplished by gathering all the information necessary to satisfy application administrative requirements and the formation of your impressions of the applicant through personal contact. To determine if the applicant meets the definition of "qualified," answer the following questions:

- (1) Does the applicant meet the requirements for the position or task? Here you have definite guidelines to assist you such as: does the applicant possess the qualifying degree and experience, meet the physical and moral qualifications, and fall within the age limitations? Positive answers indicate that the applicant is minimally acceptable.
- (2) Is the applicant competent?

Recommendations from the applicant's superiors and peers will answer this question. Very few recommendations on good applicants don't say the individual is absolutely super! It is a tendency of one writing recommendations to exaggerate positively, so a neutral or non-committal recommendation should be considered as no recommendation at all.

(3) Is the applicant suited for the position or task? This question requires a judgment call on your part. If you have done a thorough job in obtaining in-depth information about the applicant, you are prepared to make a sound judgment. In doing so, ask yourself, would you want this individual providing health care to your family or yourself, and is this individual sufficiently motivated to successfully adapt to service life and project the desired image of an Air Force member?

If the applicant satisfies all portions of the definition, he or she is then "qualified" for the position or task desired. If not, you must decide whether that portion not satisfied renders the applicant "unqualified." Again, a judgment call. When making this judgment, consider the following phrase: Don't work to qualify applicants--Work qualified applicants."

Air Force Health Care Begins Here

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.

police checks with waivers for self-admitted drug use was implemented to give us more and better information concerning these people. Previously the policy of only requiring an AF form 2030 and 2031 did not allow our people at Recruiting Service Headquarters to make an effective evaluation using the "whole person concept." This type of evaluation is much more objective and DD 369s and police checks are an important part of this evaluation. The new policy requires the following documentation: character references, police check, education and testing information and all other involvement with law enforcement agencies. The quality of people we put in the Air Force is everyone's job. Thanks for doing your part.

necessary paperwork which could be eliminated. Thank you for your time.

REPLY: Your concern is understandable since it could involve only a three to ten dollar fine. If you forward a copy of a DD form 369 with an exact legal description attached, we'll take a look for possible changes. Thanks for bringing this to our attention.

He's got it

COMMENT: I have a question concerning Family Separation Allowance and one of my enlistees. The item was discussed in the Dec. 22, 1980 RSO Happenings.

REPLY: Your young man is now collecting Family Separation Allowance for his BMT and technical training time. It seems his final base of assignment had not received the change to their regulation that authorized FSA-II for airmen of all grades. Your call also prompted an article for the Accounting and Finance Worldwide Newsletter to ensure that all finance offices have the word. Thanks for the call.

Leased problems

COMMENT: I have a problem with my leased house. Over a year ago I leased a house temporarily until the government lease came through. When this happened, the landlord kept my \$300 deposit and \$300 advance rent and I can't get any action out of the squadron as far as help. They say it's my problem and suggest that I take the landlord to small claims court. I hope that we can get some resolution to this problem.

REPLY: According to the housing people at your squadron and the Corps of Engineers they have had little success in getting your money. As you are aware, anytime you enter a lease prior to the government taking it over, you must ensure that the agreement includes provisions for return of any monies you are required to pay. It is extremely important that anyone who leases a home read the Leased Housing Handout to make the process as easy as possible. Your squadron is still working the problem. If they are unsuccessful, in most states you can take legal action in the Small Claims Court for return of the deposit.

Where's the score

COMMENT: I would like to find out why it takes so long for our OTS applicants to have their scores computer-graded and get them back? This is causing a problem in so far as keeping these college graduates motivated. We can't do anything until we find out the scores and I was wondering if you could find out about this.

REPLY: You should have the scores in hand. There was a problem involved because the RIC codes were not included on the answer sheets. Without the codes, there was no way of determining the source of the tests. Hopefully, this problem will be resolved with some help from our people at the AFEES. Normal processing time between test date and notification of scores is less than 10 days. Problems do come up periodically and we work them as they appear.

Recognize everyone

COMMENT: I feel that offering Blue Suit III to recruiters without recognizing the AFEES that services the winning flight is unfair. The AFEES should receive some form of reward for their involvement.

REPLY: You're right. The men and women of Recruiting Service who work in the AFEES are an important part of any recruiter's success, as are the logistics folks, operations staff and advertising people. They are all important. However, due to the money involved it is just impossible to recognize everyone here in San Antonio. That's no reason why those people couldn't receive local recognition. Several means are available including plaques, 3-day passes, RECRUITER newspaper recognition or a group/squadron sponsored dinner. Everyone who is involved with the winning flight should receive some form of pat on the back . . . they deserve it!

Why the checks?

COMMENT: I was wondering why, under the new 33-2, a person who has only "experimented" with drugs is still required to have police checks, court records checked, a form 1415 . . . all of these things when there has been no police involvement.

REPLY: The new requirement to include

Small tickets

COMMENT: I have a question concerning an item in 33-2. In my state, when an individual is given a ticket but fails to pay, instead of issuing another ticket for failure to obey a summons, the person is cited for Contempt of Court. This requires a waiver (according to page 1-17) and many times it's only for running a red light and failing to pay the ticket. This seems to be un-



At the controls

Seated at the controls of the new KC-10 "Extender" aircraft at the McDonnell Douglas Aircraft Company in Long Beach, Calif., is Kathy Gillies, the first woman selected from the 3569th Recruiting Squadron, for pilot training. Ms. Gillies' recruiter, SSgt. Paul Quackenbush arranged for a special tour of the new aircraft as part of a publicity campaign that paid off with local media. (Air Force photo)

AFRAP is a part of every recruiter's daily effort

By TSgt. Wayne Bryant

Whether you recruit in a zone near an Air Force base or not, the Air Force Recruiter

Assistance Program (AFRAP) is probably part of your daily life in one way or another.

According to SSgt. Karla Unruh, 3566th

Recruiting Squadron, "My experience and information is limited because of my length of service and AFSC. However, the AFRAP program helps fill this void through its members. I always

talk with my AFRAP volunteers before and after each presentation. These discussions serve two purposes; to increase my knowledge and help build the confidence of the AFRAP people.

"I recently had 25 AFRAP volunteers help with my high school career days," said Sergeant Unruh. "The students were quite impressed because they received information in the best format (personal testimony). AFRAP volunteers

also help to erase many myths about the Air Force by providing timely, accurate and personal information. Today's young men and women appreciate our policy of telling it like it is."

As a part of their AFRAP efforts, bases are providing not only people, but tours, band support, airlift, speeches, colorguards, and transportation. Beyond that, recruiters are being included as a part of base community relations programs as well as a variety of special programs and projects.

A prime example of how bases are including recruiters in their programs is Lackland AFB, the 1980 AFRAP Base of the Year. "We really strive to include recruiters in all of our special activities," said Sgt. Clarence Reed, AFRAP NCO at Lackland. "We recognize the importance of recruiting and do our best to make the local recruiter a visible member of Lackland's effort. Whether its providing people to assist in mailouts or a piece of equipment for display, we'll do all we can to make recruiting work. One of our unique efforts was the AFRAP sponsored marathon held last year. It not only provided a spirit of cooperation with the local community, it brought Air Force awareness to the area."

AFRAP has also become a reliable source of good quality leads, "AFRAP leads are consistently age qualified," said SMSgt. Les Van Horn, NCOIC of the Lead Management Branch, Headquarters Recruiting Service. "People in the Air Force are providing us the names of young men and women who are exceptional prospects for today's all-volunteer force."

During fiscal year 1980, more than 33,000 young people were referred to recruiters for potential enlistment.

The program receives high visibility throughout the Air Force. In a recent letter to Air Force commanders, Gen. Lew Allen, Air Force chief of staff said, "I urge all wing/base commanders to work with area recruiters . . . The future of the Air Force depends on the quality of today's recruit. Recruiting is a responsibility of every Air Force member."

Air Force vice chief of staff, Gen. Robert C. Mathis, recently told a group of military news editors that AFRAP is a "super way of doing a job."



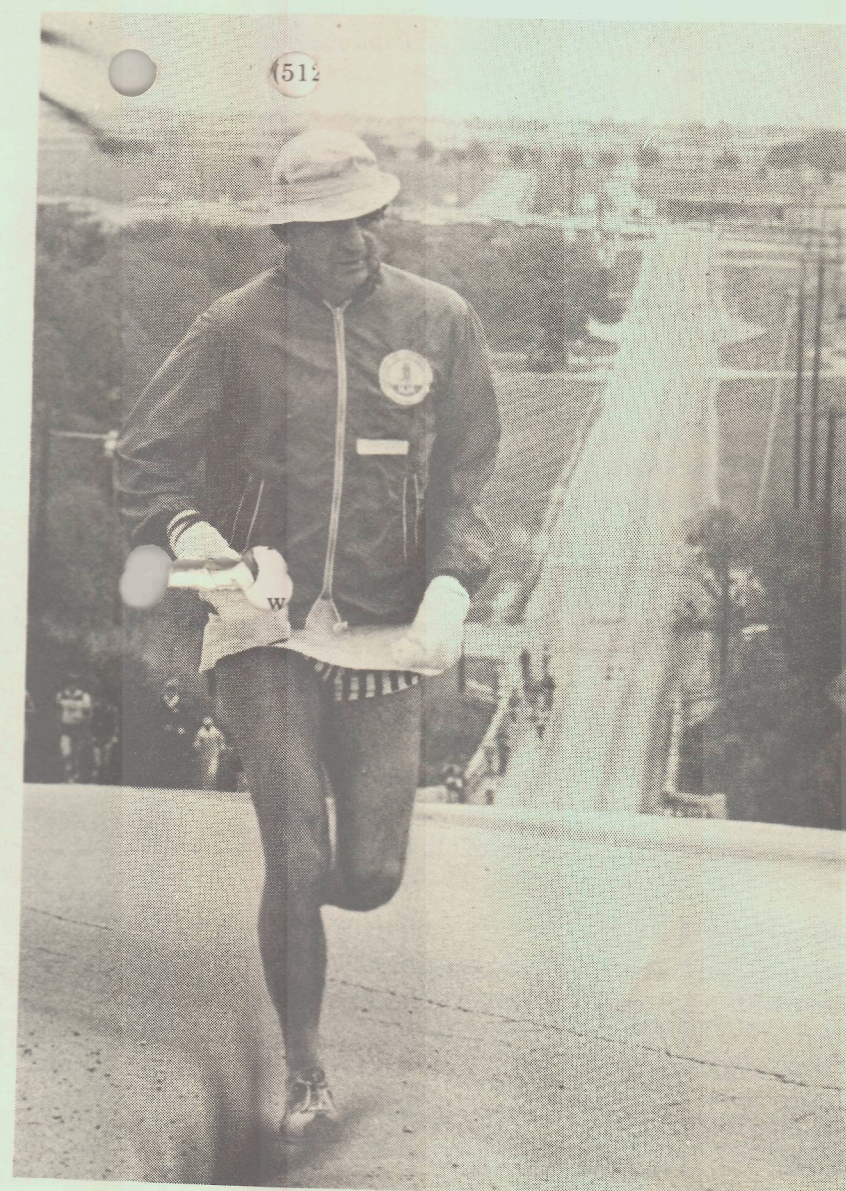
Phone power

Some bases have provided not only equipment and tours, but "telephone power" for reaching prospective Air Force applicants. This recruiter found a gold mine in the local base when they started a bank of phones to help talk to young people. Newspaper clippings from various base papers (below) also show how they are adding interest to the program through stories covering local activities. Whether its covering what the Chief of Staff is saying about AFRAP or a local airman's travels home to serve as a Recruiter Helper, each item brings AFRAP into the minds of Air Force people world-wide.



Tours

Static aircraft displays as well as base tours provide an early view of the Air Force for youngsters as part of the AFRAP program. Bases go all out to support recruiters whenever possible. (Air Force photos)

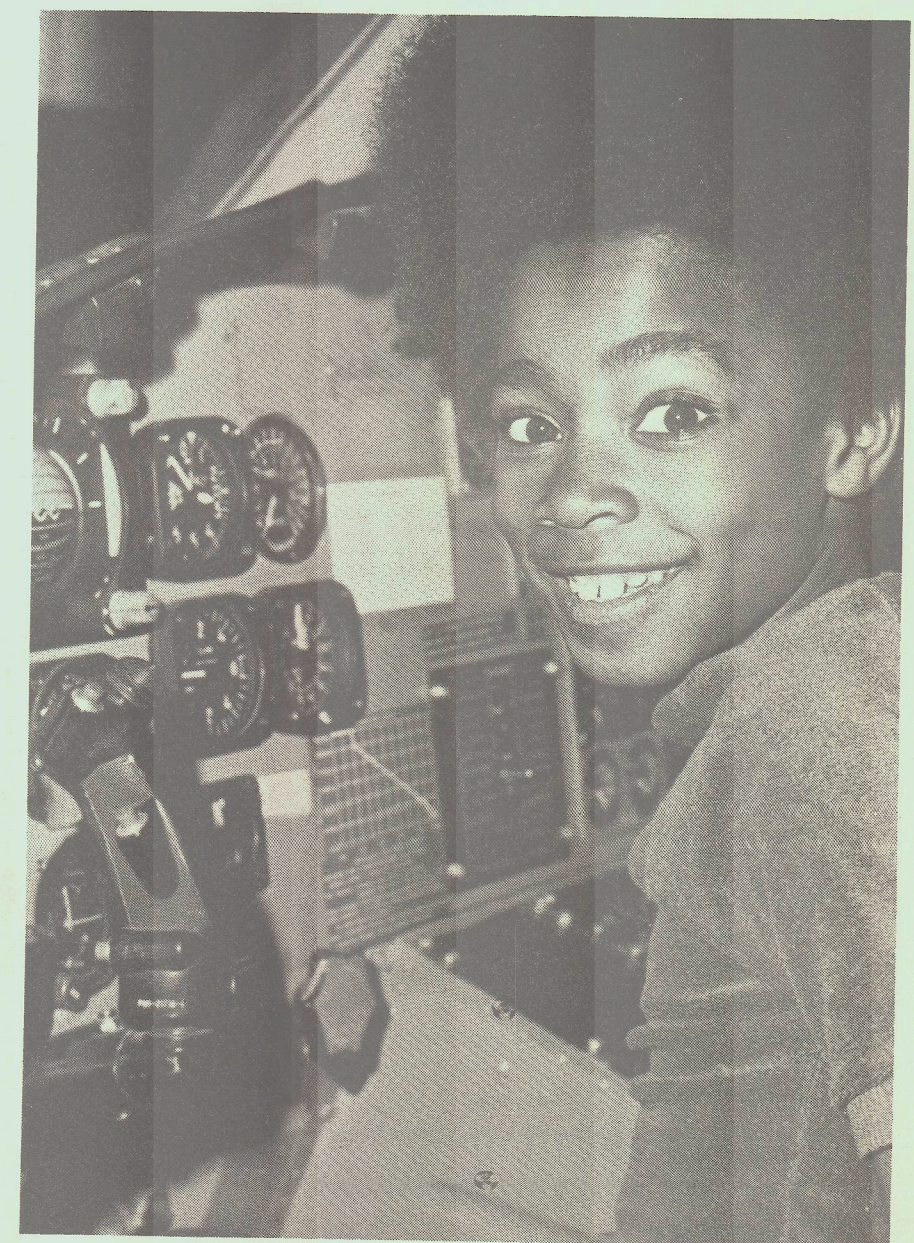


Running

Lackland AFB sponsored the 10,000 meter marathon during 1980 as part of their AFRAP program. Although the weather wasn't the best, it did add to Air Force awareness in the local area.

Aircraft

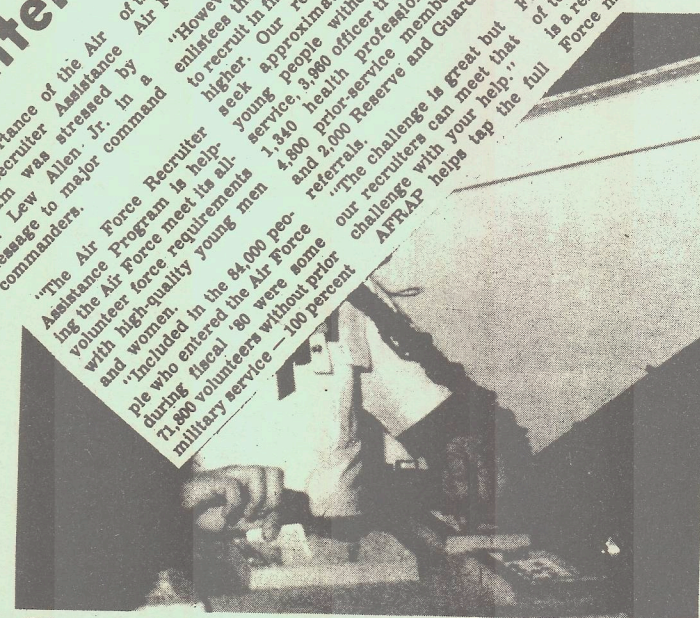
Working with local recruiters, some bases offer a unique opportunity to show college students what the Air Force has to offer, from officer opportunities in flying to science and engineering.



AF Chief of Staff stresses recruiter program potential

The importance of the Air Force Recruiter Assistance Program was stressed in a message to major command commanders by Gen. Lew Allen, Jr., Chief of Staff, Air Force.

"The Air Force Recruiter Assistance Program is helping to recruit in areas that are high priority. One of the major reasons for the success of the program is the support of the Air Force in the form of equipment, personnel, and other resources. I urge all wing and base commanders to work with area recruiters to make the most of the program. The future of the Air Force depends on the quality of today's recruit. Recruiting is a responsibility of every Air Force member." (AF78B)



Diamond dilemma

A1C Harry Flatau demonstrates the "hypoxia disorientation" syndrome in the altitude chamber at Vance's physiological training unit. The idea is to match the cards with their respective suits - no mean trick after doing a little chamber time!

AFRAP seeks base support

by 2nd Lt. Timothy Hale

The Air Force Recruiter Assistance Program, started in 1971, was designed to get potential Air Force people involved in referring high-quality people to the Recruiting Service. In the past, the program has been proven to be a most effective aid in recruiting Air Force.

However, the recruiting environment has become increasingly challenging. The quality of the individual being sought has never been higher, and there are other attractive alternatives for young people in America.

Force recruiter will follow up on these. Remember, this is your chance to be sure of quality people in the upcoming years. As Gen. David C. Jones, chairman of the Joint Chiefs of Staff, has said, "Recruiting must become a fundamental part of every Air Force commander's responsibilities." The continued success of the program depends on the quality of today's recruit. Recruiting is a responsibility of every Air Force member." (AF78B)

Recruiter helper goes home; convinces three to join AF

One year of service has convinced a Vance airman that the Air Force is worthwhile, and that he should encourage other people from his hometown to join.

A1C Harry J. Flatau, an aerospace physiology technician, visited his home in St. Louis as part of the hometown recruiter assistance program. The Air Force funded two weeks of temporary duty for him as he helped the St. Louis recruiter talk to college and high school people about the Air Force.

Airman Flatau joined the Air Force a few weeks after he first talked to a recruiter.

"I was going to college and working at the same time, and not getting anywhere. The Air Force helped me get my feet back on the ground," he claims.

While he was home recently, Air-

man Flatau convinced three people that they should also join the Air Force.

"I've got a lot of friends there that are thinking about getting in the service, but are not sure which one they want to join. By being there with the recruiter, I could tell them what the work and living conditions are like for an Air Force enlisted person," he said.

Volunteers for the hometown recruiter assistance program must be recommended by their hometown recruiter, so applications should be made through them. Low funding vetoed several hometown visits in fiscal 1980. Anyone who applied through hometown recruiters and didn't get selected should re-apply.

To find out more about the program or to join AFRAP, call TSgt. John M. Bouse, Ext. 7311.

Who is that masked man, really?

By Capt Steve Knechtel
3511th Recruiting Squadron

For four months he was only a name on an office door -- a name without a face -- a name no one could pronounce.

He was the squadron's new A&P Officer, but that's about all anyone knew about him. They didn't get to see him much -- he was always gone. Doubts and suspicions soon arose. Did this guy really exist or was this just another one of those A&P jokes? And if he did exist -- where was he? Why wasn't he in his office?

Maybe he only came in at night after the sun went down. Imaginations were running rampant. Could there be a phantom of the squadron!

Officially assigned to the squadron in October, the alleged A&P Officer didn't emerge from the shadows and sit behind his desk until February

1981. After four months of speculation and mounting curiosity, the story behind the phantom came out.

After the tedious formalities of processing were completed in early October, the new captain was off to the Defense Information School (DINFOS) at Fort Benjamin Harrison in Indiana. There he completed the eight week Public Affairs Officer Course -- the first step in the making of an A&P Officer. After graduation in mid-December, the phantom returned to the squadron just in time for the Christmas holidays.

With the new year came another TDY -- the USAF Recruiting Officer School, the second step in the making of an A&P Officer. There in sunny San Antonio, the phantom was magically transformed into a "Boy, am I enthusiastic" A&P Officer. (He had to be enthusiastic -- what other reason would there be to leave 70 degree

temperatures in Texas to return to snowy, sub-zero weather in Pittsburgh.)

The transformation was almost complete. All that remained was the third step in the making of an A&P Officer -- field experience. And after three months of school, this phantom was more than anxious to hang up his phantom cape, emerge into the sunlight and start working as an A&P Officer.

The 3511th Squadron no longer has a phantom. Instead, they now have an anxious, enthusiastic A&P Officer who is glad to be aboard. He is looking forward to the challenges ahead and the opportunity to support the bag-carriers and the overall mission of Recruiting Service.

Unfortunately, he still has a name no one can pronounce. . .

HONOR ROLL

12 or More Club

This category recognizes those recruiters who enlisted 12 or more NPS on active duty for January.

NAME	EADs	SQ/FLT
MSgt. Patrick W. Coward	16	33D
SSgt. Ronald Laurent	15	54A
TSgt. Robert E. Warren	14	33D
SSgt. Clarence L. Birdashaw, Jr.	13	33D
SSgt. Roy F. McCoy, Jr.	13	31C
TSgt. James J. Besmer	12	54B
TSgt. Ernest R. Dougherty, Jr.	12	41C
TSgt. Troy F. Yaughn	12	31D
SSgt. Edward L. Murrell	12	15A
SST. Charles H. Roberts	12	32E

12 or More Net Reservations

This category recognizes those recruiters who obtained 12 or more NET Reservations for January.

NAME	NET RES	SQ/FLT
TSgt. Robert W. Barclay	17	15F
TSgt. James J. Besmer	16	54B
MSgt. Jack W. McDuffie	15	37C
MSgt. Charles S. Tache, Jr.	15	13F
SSgt. Thomas G. Penny	15	31A
TSgt. Dennis D. Burr	14	41C
TSgt. John J. Keigans	14	37F
SSgt. Alving R. Cain	14	54E
SSgt. Dwight O. Lankford	14	35G
SSgt. Edward L. Murrell	14	15A
SSgt. Robert W. Robb	14	61E
TSgt. Jackie L. Barnes	13	41C
TSgt. Domingo Trevino, Jr.	13	39E
SSgt. Philip W. Barnett	13	52D
SSgt. James C. Cheek	13	13F
SSgt. Mark E. Linderman	13	13F
SSgt. Michael L. Vickers	13	31A
MSgt. William G. Stolte	12	15G
TSgt. Doyle D. Dorsey	12	44D
TSgt. Evan D. Edwards	12	43D
TSgt. Eddie N. Harris, Jr.	12	15C
TSgt. George B. Helms	12	31A
SSgt. Anthony J. Caffalette, Jr.	12	13A
SSgt. Clarence W. Mabry	12	66B
SSgt. Charles H. Roberts	12	32E
SSgt. Alberto Segura, Jr.	12	67E
SSgt. Terrance A. Tracy	12	61F
Sgt. Isaiah N. House, Jr.	12	31D

150 Percent Club

This category recognizes flights and their supervisors who

met or exceeded 150 percent of their monthly EAD goal for January.

NAME	GOAL/ACC	PERCENT	SQ/FLT
MSgt. Robert J. White	26/46	177	41C
SMSgt. Paul E. Pittman, Jr.	33/56	170	33D
MSgt. Harvey L. Heard	40/67	168	31E
SMSgt. Raoul J. Girard, Jr.	40/62	155	33C
MSgt. Ira J. Laney	36/56	155	32E
MSgt. David O'Connell	22/34	155	42A

Flight Net Res Club

This category recognizes flights and their supervisors who met or exceeded 150 percent of their montly NET Reservation goal for January.

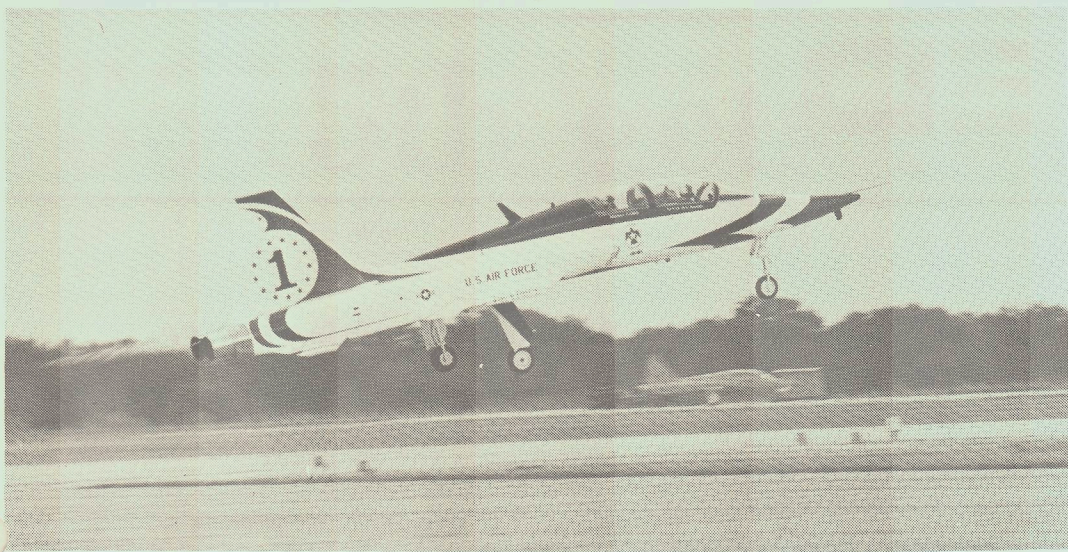
NAME	GOAL/ACC	PERCENT	SQ/FLT
MSgt. Robert E. Jacques	29/70	241	13F
MSgt. Dales A. Fritz	27/58	215	52D
MSgt. Robert J. White	26/56	215	41C
MSgt. Dale A. Eichacker	22/44	200	50D
MSgt. Stephen W. Childers	24/45	188	68B
MSgt. Lowell H. Rollyson	21/39	186	11F
SMSgt. Delmer K. Best	31/59	181	37F
MSgt. Apolinar Pina, Jr.	31/56	181	66B
MSgt. Marziano P. Ragnone	39/70	179	54E
MSgt. Edgar H. Eggleston, Jr.	34/60	176	16A
MSgt. Arthur R. Clark	20/35	175	42C
MSgt. Dennis E. Douglas	22/38	173	55D
SMSgt. Sherman C. Lockard, Sr.	30/61	170	32F
MSgt. John D. Tate	36/60	167	54D
MSgt. Lee Jarmon	47/78	166	15A
MSgt. Walter G. Jones	20/33	165	11D
MSgt. Michael B. Gorelick	32/52	163	61E
MSgt. Michael K. Hendricks	32/51	159	61F
MSgt. Ira J. Laney	38/60	158	32E
TSgt. Robert E. Weller, Jr.	31/49	158	53D
MSgt. Michael W. Troxell	37/58	157	49D
MSgt. Allan A. Bain	36/56	156	52D
TSgt. Fred J. Heger, Jr.	32/50	156	53A
SMSgt. Terry G. Simmons	33/51	155	32A
MSgt. Norman M. Partelow	26/40	154	68C
MSgt. Roy W. Leo	36/55	153	62B
SMSgt. Sidney D. Rogers	22/33	150	43E
MSgt. Brian M. Healey	34/51	150	52A
MSgt. Eugene E. Scandrol	24/36	150	11B
TSgt. James P. Purcell, Jr.	12/18	150	54G

The following names were inadvertently left out of the September Honor Roll.

200 Percent Recruiter Club

This category recognizes recruiters who met or exceeded 200 percent of their quarterly NPS NET Reservation goal for July - Sept. 1980.

NAME	GOAL/ACC	PERCENT	SQ/FLT
TSgt. John M. Bruner	6/15	250	35G
SSgt. Dwight O. Lankford	13/29	223	35G
MSgt. Allen K. Miller	9/20	222	32C



Mickey Gilley swaps jeans for Talon trip

By TSgt. Wayne W. Bryant

Dressed in jeans, boots and cowboy hat with feathered band, Mickey Gilley sat through the briefing that would lead to a flight in the back seat of one of the Air Force's best-looking aircraft.

As the "back-seater" in the T-38 Talon, Gilley would be seeing the world as an Air Force pilot sees it. Not only that, but he would be flying with one of the Air Force's best, the Thunderbirds.

As part of a Recruiting Service-hosted event, Mickey Gilley, country singer and owner of "Gilley's" in Pasadena, Texas, not only flew with the Thunderbirds, but added his name to those country personalities who are heard throughout the country speaking for the Air Force.

Prior to his flight Mickey Gilley visited Recruiting Service headquarters to cut spot announcements to be used in Air Force radio advertising.

Recruiters can request 30 and 60 second versions of Mickey Gilley's taped spots by calling the Local Spot Program, Recruiting Service Headquarters, Autovon 487-3808, or commercial (512) 652-3808. Make sure that the radio station has agreed to air the spots prior to ordering. Also available are a variety of spots on Air Force opportunities in various radio formats; rock, middle of the road and country.

Legislators eye CHAMPUS changes

Several proposals to improve coverage under the Civilian Health and Medical Program of the Uniformed Services, better known as CHAMPUS, are in the Department of Defense's legislative program for the 97th Congress

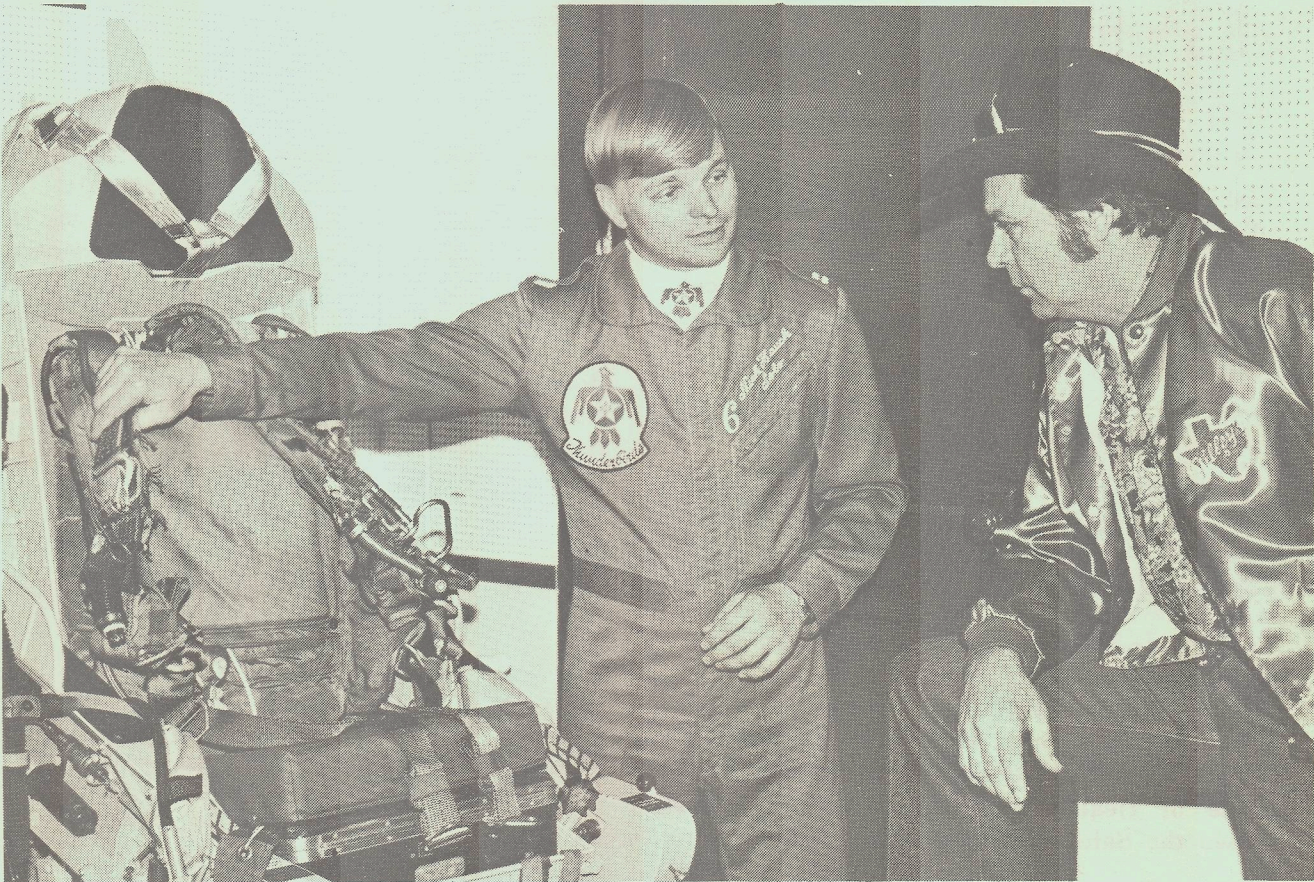
Legislative initiatives include those that would authorize additional benefits under CHAMPUS, reduce and limit liabilities and offer beneficiaries additional choices of health care delivery and financing.

Specifically, the legislation includes:

- * Eliminating the annual \$50 per person and \$100 per family deductible requirements for outpatient care received by dependents of active duty, retired and other sponsors.
- * Setting a \$1,000 family financial liability limit for covered services received during each calendar year. Presently there is no limit, and a family could incur severe financial hardship for medical bills CHAMPUS will not pay.
- * Allowing CHAMPUS to pay for eye examinations, refractions and prescriptions (but



Mickey Gilley takes off with Lt. Col. D. L. Smith, Thunderbird commander, (top left photo). Cutting spots with TSgt. Pete Franquet (above) at Recruiting Service Headquarters. Prior to the flight Gilley received ejection seat training with Capt. Nick Hauck, Thunderbird solo pilot. (Photos by TSgt. Buster Kellum)



not the corrective lenses or eyeglass frames) for active duty dependents.

- * Allowing beneficiaries who become eligible for Medicare to maintain their CHAMPUS eligibility. Present regulations specify that persons who become eligible for Medicare at age 65 lose their CHAMPUS eligibility. This change would also affect some disabled persons who become eligible for Medicare.
- * Authorizing the Department of Defense to conduct tests of alternate health insurance plans.

In addition to the proposed legislation, several recent changes to CHAMPUS regulations should have a favorable impact on both beneficiaries and health care providers.

One of the most important changes pertains to the new method of reimbursement which CHAMPUS adopted last July. Until that change went into effect, CHAMPUS claims were paid according to a rigid maximum allowable charge formula. These are now paid according to the

prevailing rate in specific geographic areas, bringing CHAMPUS more in line with the rest of the health insurance industry.

Another change involves new standards for CHAMPUS fiscal intermediaries, the insurance companies who contract with CHAMPUS to process and pay health care claims.

New standards require the contractors to process 75 percent of all claims within 21 working days after receipt. Financial incentives or penalties will be used, as appropriate, to ensure the companies meet those standards.

Contractors are also now being required to provide toll-free "800" telephone numbers for use by both beneficiaries and providers in all contract jurisdictions. These lines will be gradually phased in during the next few months.

CHAMPUS has also agreed to permit use of the new American Medical Association claim form for professional services. This action, designed to provide some degree of standardization within the civilian environment, may encourage more health practitioners to participate in the CHAMPUS program. (ATCNS)

CROSSFEED



Man of the year

Mr. James Craig, National Educational coordinator at Headquarters Recruiting Service, was honored recently as the Reserve Officers Association of the U.S. "Air Force Man of the Year". Craig received the award from Brig. Gen. William Basnett, National vice president for Air Force of ROA, during the annual Mid-winter Conference of the ROA in Washington D.C.. Several members of the Air Force Staff from the Pentagon were on hand for the presentation. (ROA Photo)

New pro pay scales

According to Air Force personnel officials in Washington, D. C. A proposed pro pay scale which would raise P-1 to \$100, P-2 to \$200 and P-3 to \$275, is in coordination with the other military services. The new package is estimated to be proposed to the legislature during the April/May 1981 time frame.

Officers graduate

LACKLAND AFB, Texas - Maj. Roy Survillas, now assigned to the 3501st Recruiting Group, Hanscom AFB, Mass.; and Capt. Ruth R. Rentzell, Headquarters Air Force Reserves, Robins AFB, Ga., were named honor graduates of the most recent class to graduate from the Recruiting Officer Course.

Major Survillas was also named as the winner of the Speech Award, while Maj. Frederick J. Beezer, Recruiting Service Headquarters, Directorate of Health Professions Recruiting, was named the Sales Award winner.

'01st Offers easy answer

By TSgt. Les Teahl
3501st Recruiting Group

Still trying to procure that high school list that the school board has said no to? One avenue to take could be using COI funds and have a "Senior COI Luncheon." The following is a checklist that the 3511th Recruiting Squadron is using:

SENIOR COI LUNCHEON INITIAL APPROACH

- * Contact principal or vice principal
- * Give broad overview
- * Assure administrator there will be no disruption to normal operations

- * Make appointment with principal and cafeteria supervisor

INITIAL APPOINTMENT

- * Sell the program
- * Give testimony from other district schools
- * Set a date compatible with seniors' schedule
- * Coordinate closely with cafeteria supervisor
- * Select menu popular with seniors
- * Get estimate on number of students
- * Get estimate on number of faculty

- * Get cost data
- * Cost per meal
- * To whom check is to be addressed

TICKETS

- * Printed by school print shop or squadron A&P

- * Should contain space for student's name and phone number

- * Presented by student at cafeteria, later counted and picked up by recruiter

PUBLICITY

- * School newspaper (advance) and coverage of event

- * Posters for school

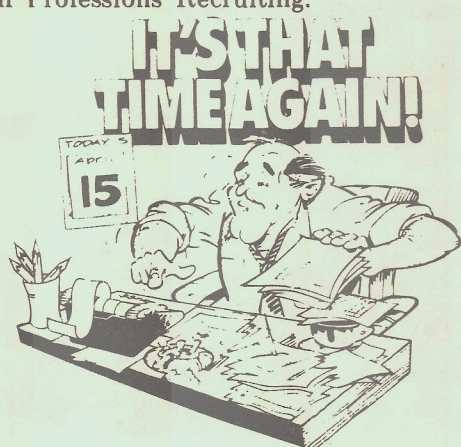
- * Tickets will have recruiters name and phone number

MISCELLANEOUS

- * If menu is ala carte, use maximum when estimating costs for A&P. Have cafeteria cashier place actual cost on each ticket.

- * Tickets issued by homeroom teachers. Tickets for faculty and staff issued by principal/secretary

Check with your Flight Supervisor and A&P shop. Not only will you get a list, you'll keep that ever important Air Force awareness going.



Airshow requests change

A new Department of Defense format change is affecting requests for aerial demonstration, aircraft flyovers and static displays. The new format is being distributed to Group and Squadron RSAs. The format change is being made because of per diem costs, Federal Aviation Administration restrictions and aerial demonstration requirements. Requests in the old format will be returned.

Slide/Tape show is set

One of the newest and most versatile projects in the field are the Slide/Tape briefings being distributed down to flight level by the Directorate of Advertising and Publicity. The programs are designed specifically for the new Kodak Ektographic Audio Viewer/Projector purchased during 1980 for use by recruiters.

The most recent addition to the new program is an OTS Slide/Tape program that should be arriving in the field. The program includes some 65 slides along with a taped audio track describing OTS and opportunities available to Air Force officers.

The cost of the program is approximately \$2,000 for each project and provides an economical, flexible and easily updated source of information for recruiters and applicants alike.

Slide/Tape briefings on various recruiting programs are due out in the near future covering: Science and Engineering, UPT, Physician and Nurse opportunities. An updated Navigator program is also being planned. The packages are being sent to each Group, Squadron and flight. For more information contact your flight supervisor or squadron A & P office.



3515th gets two for one

By SSgt. Steven VanWert
3515th Recruiting Squadron

MCGUIRE AFB, NJ--"The magic word is 'lead'," says Capt. Virginia Bossley, 3515th Recruiting Squadron Nurse recruiter. "We use the National Lead Program to help us stay in the 'lead' in the 01st Group!"

The 3515th has had one of the most consistently successful Nurse recruiting programs in Recruiting Service. One of their major ingredients for success is the National Lead Program. In fiscal year 1980, Captain Bossley and her fellow team members were 103.4 percent of their goal, with over 10 percent of their accessions originating on National Lead cards.

"The numbers really are more dramatic than that," points out the captain. "During fiscal year 1981, 12 of our first 60 applications came from National Leads, and five of our first 12 selectees!"

"The great thing about National Leads is that they help nearly everyone at one time or another. If we can't use them, we forward them to the OTS team or the NPS recruiters. National Leads support the total recruiting mission! We even use a lot of them as referral to the Reserves. Sometimes a good nurse lead will even perpetuate to another program."

A prime example of this truism is the case of Patricia Carney, recently commissioned as an Air Force Nurse by Captain Bossley. Pat, 25, a life-long resident of Woodbridge, NJ, received her three-year diploma nurse rating from the Charles E. Gregory School of Nursing in Perth Amboy, NJ. She has also earned a bachelor of Arts degree in Political Science from Upsala College in E. Orange, NJ. Her first love, though, has always been nursing.

"My first awareness of Air Force Nursing came in 1975, when I was at nursing school. An Air Force Nurse recruiter came and gave a talk at the school. In fact, I sent in a National Lead card at that time."

Captain Bossley agrees. "We sent her literature and talked to Pat on the phone, but she wasn't yet eligible. It wasn't until the middle of 1980 that we actually met Pat in person."

Pat met for nearly two hours with them MSgt. Dave Cobb, Nurse recruiter, at the Woodbridge, NJ, recruiting office. Accompanying her was her husband, Bill.

"Of course my interest in the Air Force really

began with all the literature Pat had received," explains Bill. "But I really wasn't prepared for an Air Force commitment. I just came along with Pat for moral support."

At the end of the interview, another was scheduled; this time for Bill with the local OTS recruiter.

"The benefits and programs that Sergeant Cobb described sounded good, so I thought the logical thing to do was to check into them further."

I met with TSgt. Greg Carroll a few days later and decided to apply for Officer Training School."

Bill, 26, received his Bachelor of Arts degree in Psychology from Rider College in Tenton, NJ and his Masters Degree in Applied Psychology from Steven Institute in Hoboken, NJ. After meeting the OTS board, Bill was selected as a 26XX, Scientific officer. He left for OTS as a member of class 8108B. Pat, Air Force Nurse, and Bill, Air Force officer, admit to being "very pleased with the whole process."

Capt. Virginia Bossley and the 3515th are equally pleased about the National Lead Program.



Benefits

MSgt. Dave Cobb, 3515th Recruiting Squadron nurse recruiter, left, explains Air Force benefits to Bill and Pat Carney, foreground, as Capt. Virginia Bossley looks on. Bill and

Pat are now both Air Force officers; Pat an Air Force nurse and Bill a scientific officer. (Photo by SSgt. Steven VanWert)

By SMSgt. Howard P. Howard
Directorate of Operations

"Everytime I call RSOEA on a criteria question, I get a different answer!"

Really? As the new guy on the block, I've heard this comment more times than I'd like. It's a little disconcerting to all of us in Special Actions who try to respond with the best possible answer. All too often though, it is only the best possible answer.

Why? It is very common for us to receive a call from an AFEES LNCO with a criteria question. Ten minutes later, squadron operations will call (quite often another person answers the phone) and they present the same problem only to receive a different answer. Many times, we will receive a third call from the Group RSO surfacing the same problem, and guess what, -- a different answer.

I know many of our people in the field ask, how can this happen? They are supposed to be the experts! Perhaps this is the time to discuss this issue, and present our views.

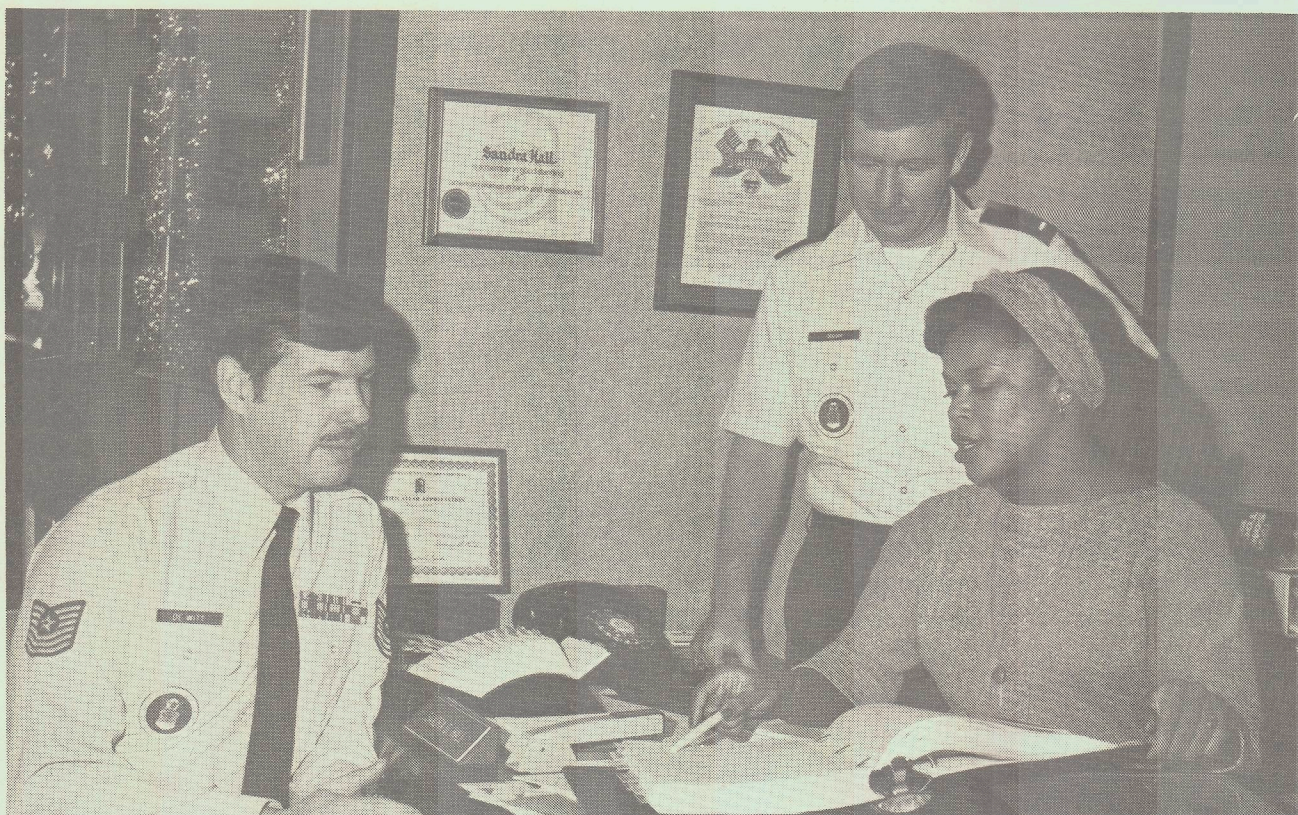
First of all, the problem does exist. Different determinations have been made on the same problem. Notice I used the word 'same' and not 'identical' and that is the problem. I'm sure many of you have seen or participated in a

communication skit where a series of directions are whispered to one person. This person in turn whispers the message to another, until it reaches the last person. That's right, the final contents of the message are totally unlike the original text.

The identical problem exists with information that is fed to us for a determination or, what goes in -- comes out. It is probably a human impossibility for more than one person to orally relate a story verbatim. The inability to do this, to which we all fall prey, causes chaos in attempting a sensible decision. An omission or addition of one key word, not to mention a phrase, can and usually does change the entire meaning of a charge, disposition, etc. It follows then, as the words change, so does the determination.

Is this something we must live with? Absolutely not! We have some very experienced and intelligent mid-level managers in the field who are quite capable of fixing this. By insisting that all inquiries are channeled thru a central agency (Squadron or Group Operations) and no echelon is bypassed. Additionally, when someone within the agency is assigned a problem, let that person carry it to its final conclusion. If you don't, you will have committed the very same error you are trying to prevent.

The
answer is
always
right ...
usually



Excellent help

Sandra Hall, public service director for WONE-WTUE Radio in Dayton, Ohio, discusses some of the factors involved with airing public service announcements with MSgt. Joe DeWitt, Dayton OTS recruiter, and 2nd Lt. Joe Graham, OTS officer for the 3552nd Recruiting Squadron. The two recruiters were on hand at the station to present Ms. Hall with a Certificate of Appreciation for her assistance to Air Force recruiting. She is the daughter of Brig. Gen. Titus C. Hall. (Photo by SSgt. Ronald L. Wellman)

General Duke packs 'em in

By Capt. Bruce McFadden
3541st Recruiting Squadron

KANSAS CITY, Mo - One of the primary concerns of a recruiting squadron is generating enough age-qualified leads to help make their goal. One of the best ways to help generate those leads is to invite former astronaut, Brig. Gen. Charles M. Duke Jr. to make a speaking tour of your high schools.

In two days last quarter, General Duke spoke to more than 2,500 high school seniors at six high schools in the Kansas City area. This concentrated effort on the part of General Duke resulted in 1,300 age-qualified leads for the 3541st.

Holding each audience on the edge of their seats with tales of his exploits as commander of the Apollo 16 lunar module, General Duke also had them rolling in the aisles with his repartee on the comedy of no-gravity living.

A highlight of his hour-long presentation is a twenty-minute silent film of the Apollo 16 mission. The general narrates this film relating

facts and revealing insights to the young audience that keeps them spellbound.

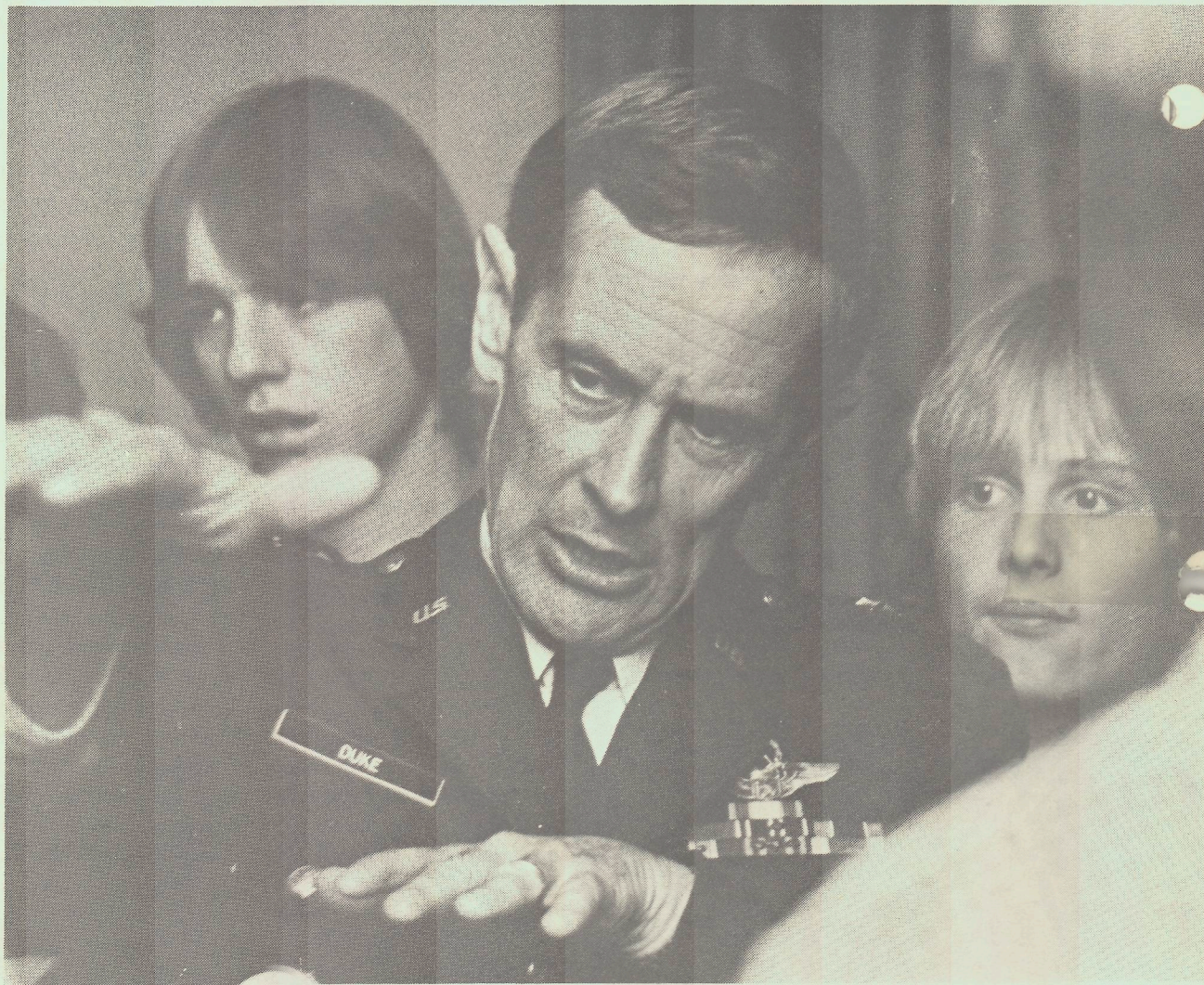
At the end of his presentation, the students are asked to fill out cards requesting an autographed picture of General Duke as the commander of Apollo 16, and indicating their interest in receiving information about the Air Force. More than 50 percent of the students responded in the Kansas City area.

Another facet of General Duke's value to the recruiting effort is his willingness to meet the press, and his ability to convey a positive, upbeat message to them. Through Mr. James Craig, the general's tour co-ordinator, General Duke took

the time to give interviews to two newspapers, two radio stations, and one television station. In addition to these taped interviews, General Duke was the guest on a live radio interview broadcast during the afternoon "drive-time."

This is the kind of dedication and concern that helps a squadron put the Air Force message in front of the public.

So the word is, if you want someone who will get you good leads, who will put in the time to meet with your local media and who will generally enhance the image of the Air Force in your area, invite former astronaut Brig. Gen. Charles M. Duke, Jr., on a speaking tour of your high school. The results will amaze you.



Pitch
right

Brig. Gen. Charles M. Duke, Jr., former astronaut, demonstrates the lunar lander docking maneuver to high school students in the Kansas

City area. More than 1,300 leads resulted from his speaking tour. (Photo by SSgt. Susan L. Keith)

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