

# Recruiters initiate RECAP

Air Force recruiters, oftentimes the lone military representatives in civilian communities throughout the United States, are appearing at Air Force installations more frequently as they become involved with operation RECAP—a Recruiter/Customer Awareness Program.

Designed as a measure to improve recruiting effectiveness and credibility, RECAP is a program implemented by Brigadier General Andrew P. Iosue, appointed in July as Air Force Recruiting Service commander.

"On numerous trips I've made to the field during the past year," explained the Air Force's top recruiter, "I have talked to hundreds of airmen about how they perceive the recruiting process—and how they look at their recruiter.

"While most are complimentary," he continued, "some still feel that the recruiter is the bad guy—a person who will resort to any means to make a mark on the wall. For those people, whether they be first-termers or Air Force middle managers with years of military experience, we are developing

an eyeball-to-eyeball briefing program to tell it like it is—RECAP."

When fully implemented, RECAP will find recruiter-salesmen across the country meeting with middle managers and explaining the "whys and wherefores" of Air Force recruiting efforts, and steps taken in the recruiting process to improve quality recruiting. The program will also allow for candid discussions about recruiting duty. Middle managers will hear the Recruiting Service story at management courses, leadership schools, noncommissioned officer

academies, and other internal military gatherings.

In a complementary effort, recruiters will meet with first-term airmen at military units. These meetings will be geared toward, but not limited to, Commanders Call programs, special "rap" sessions, flightline encounters, and anywhere the first-termers congregate.

"Through these visits," explained the general, "we hope to show our Air Force newcomers that recruiter interest does not stop once the enlistee is shipped to basic training. By meeting and talking with them

at their first duty assignment, we'll be able to get some first-hand information on recruiting problems, and areas we should improve in the recruiting process."

Air Force recruiters will use this informational feedback to improve the excellence of their recruiting. This will allow them to better "tell it like it is," to improve the credibility of their presentations to other Air Force prospects, and to provide more meaningful, current information to applicants. It will also pre-

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## The AIR FORCE RECRUITER

"There in spirit"

Vol. 21—No. 10 USAF Recruiting Service, Randolph AFB, Texas October 1975



PARTICIPATING IN THE 1975 Jerry Lewis Telethon in Little Rock, Ark. are Air Force Recruiting Detachment 405, recruiters Technical Sergeants, from left center, Jerry Rice and Jerry Exman. Story on Page 7. (Air Force Photo by TSgt. Ed Gilbert)

## One-stop process in effect at AFEES

Entry into the Air Force became a one-stop process for qualified enlistees this month at Armed Forces Examining and Entrance Stations (AFEES) throughout the United States, Recruiting Service officials here announced.

The one-stop process will allow fully qualified enlistees to be mentally and physically tested, assigned an Air Force job specialty or career area and enlisted into the Air Force's Delayed Enlistment Program (DEP) all during the initial visit to AFEES. The program is an interim phase-in to the Advanced Personnel Data System-Procurement Management Information System (APDS/PROMIS) scheduled to become fully operational Air Force-wide by mid-1976.

"Prior to one-stop," noted Chief Master Sergeant Thomas H. Foulds, Directorate of Recruiting Operations, "our appli-

cants were required to make at least two trips to the AFEES in their enlistment processing. They were initially mentally and physically qualified, then sent back to their recruiter to obtain an assignment for them through the Accession Control Center here. Once they had the assignment, they would have to return to the AFEES for enlistment into the DEP. With one-stop processing, this has been eliminated."

Previously, individual recruiters obtained assignments for applicants. Centralized job bookers at either the AFEES or recruiting detachment headquarters will now handle the task.

"The one-stop method of processing," said Brigadier General Andrew P. Iosue, Recruiting Service commander, "has several advantages. In addition to the obvious one of applicant convenience, it will also free re-

cruiters from obtaining assignments through the Accession Control Center, allowing them more time for seeking and screening other quality applicants. It should also result in a tremendous cost-savings to the Air Force in the expenditure of applicant lodging and travel funds."

When APDS-PROMIS moves into full swing, skilled job counselors at the AFEES will input individual applicant selection factors such as age, education, physical condition, aptitude and skill preferences into a computer "job bank", and within seconds provide the applicant with a list of available Air Force jobs which best match Air Force requirements with individual qualifications and preferences.

The modernizing recruiting method will involve a computer terminal link established at AFEES and tied to the Advanced Personnel Data System computer here.

## Center modifies release times

Accession Control Center (ACC) procedures for releasing new assignments have been refined to continue assurance that centralized bookers throughout the country get an equal opportunity to reserve a job of their applicant's choice.

Centralized bookers at each Armed Forces Examining and Entrance Station request applicant assignments from the ACC on behalf of their recruiters. All detachments were scheduled to begin using this system this month.

New nonprior service (NPS) men and women assignments are now being released at random daily from 9:30 to 11 a.m. and from 2 to 3:30 p.m. Randolph Air Force Base local time. This increases, by one hour a day, the total time during which new assignments are made available.

Half of the new jobs are being opened in the morning and half in the afternoon. Previously, two thirds were released in the morning and the rest in the afternoon.

"Together, these refinements will further insure that all units, regardless of their locations get a fair chance to obtain the most sought after assignments," explained Colonel Donald B. Wren, director of student resources, here.

"We studied the possibility of dividing the popular jobs among the groups, but after a thorough study, we found it would not be feasible because of small Air Force requirements for these jobs," said the colonel.

Other reservation procedures announced last month, and those for prior service openings and assignment cancellations are not affected by this refinement.

The following is a list of the NPS men jobs and NPS women assignments considered to be most popular.

### Air Force Specialty Codes

#### Men

23132	98130
32430	25130
30534	67231
11430	79130
90430	

#### Women

20230	64530
20530	64730
20630	67231
20731	67232
20732	70230
23132	73230
23330	81230
25130	90230
27230	90232
27630	90330
29130	90430
29333	90530
51130	90630
60230	90830
60530	91530
62230	92230
62231	98130

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# I love my AF wife

by Staff Sergeant Rick Racquer  
Scott AFB, Ill.

Being an Air Force wife is a truly demanding profession. If there was ever a classified ad for the position of an Air Force wife it would read something like this: Wanted, mature women to take care of children, home, pets. Must be able to cope with transient husband and be qualified in plumbing, auto and bicycle repair, yard care. Experience in packing and unpacking entire household helpful but not mandatory. On the job training provided.

It is definitely an occupation few can handle. It is a job which requires stamina, tenderness and unending patience. It is a profession that can lift you to the upper levels of joy and fulfillment, or lower you to the depths of boredom and despair.

The Air Force wife is envied by some, pitied by others. Her stories of far-flung travel bring envy to the hearts of many other women, while some women feel sorry for her because she must uproot her home so often.

The people who feel sorry for her seemingly unsettled life style fail to realize the Air Force wife has roots too. Like those of the giant oak tree, the roots of the Air Force wife reach out to faraway soil that is rich and full of other life-sustaining nutrients. Her far-reaching roots provide a strong foundation on which to grow.

Other women who come in contact with the Air Force wife find it hard to understand how she can cope with months of separation and letters to an Air Post Office. The civilian wife feels secure in knowing her husband will be home each evening. The Air Force wife feels secure and

proud that her husband is doing his part insuring Americans can conduct their lives in any manner they choose.

When a remote tour or an extended temporary duty comes along the Air Force wife becomes the sole manager of the household. She alone is responsible for the care and well being of the children and the upkeep of the home and car.

Dealing with the children is probably the most trying task. Kids have a keen sense of getting to the root of a situation with questions such as, "Where is Daddy? Why is he away? When will he be home? The questions are simple but the answers are difficult and usually accompanied by watery eyes and tear-streaked make-up.

She reads his letters to the children and shows them pictures he has sent from that far away place she never really learns how to pronounce. After the kids are asleep, she sits in his favorite chair reading the letters over and over again, trying to feel his warmth in the four-page letter folded six different ways.

Somehow the time passes. The long awaited day arrives and the Air Force wife feels the burden of responsibility ease off her shoulders. She knows that now all the places at the dinner table will be filled. She knows that now she can enjoy watching him kiss skinned elbows, hearing him praise coloring book masterpieces.

I don't know what secret ingredients go into the making of an Air Force wife but I'm sure glad they are there. It is the Air Force wife that makes the difference between a fulfilling career or just a 20-year job. Her stamina, tenderness and patience give the Air Force man the support he often needs.

I love my Air Force wife.

## Commander's comment

by

Andrew P. Iosue



Which game did you watch last weekend? You can't escape football season and whether it was a game on the tube, or even better, the local high school (better because you might get some recruiting prospects), football leads me to some thoughts about training, teamwork and winning.

We have all heard the old expression, "it doesn't matter whether you win or lose, it's how you play the game that counts."

The manner in which the team pulls together, with players abiding by the rules and exercising sportsmanlike concern for others is vitally important. However, winning is important too!

We aren't playing games in Recruiting Service but many lessons learned from athletics are applicable to our individual jobs.

For example, compare the teamwork of opposing teams. While the coach has an important job in preparing the team for the game and devising strategies, he can't be out on the field when the ball is snapped. He has to rely on the training the team has received, and it's teamwork that really counts.

Some teams are plain sloppy. Despite superstars, a \$100,000 per year coach and all the other factors that should go into the makeup of a winning team, they fall apart on the field. Teamwork again!

Penalty-prone players hurt the whole team. Teamwork!

Any coach who isn't out to win isn't earning his pay, and any player who isn't doing his best shouldn't be on the team.

And any team that's not working together shouldn't even suit up.

I'm sure you see my point. Training, abiding by the rules, simple respect for others and teamwork are as important for our recruiting effort as they are in anything else. Winning in our terms means getting productive recruits for our Air Force, and we aren't going to accept a second place to anyone in our league.

## Awoke with sniffles and killed himself

Bob woke up with the sniffles Friday morning, and killed himself and two other people Friday night. The only thing that tied these two events together were a couple of cold tablets, a few cocktails at a party, and the drive home that came to an abrupt end.

Bob and the two strangers he collided with at a combined speed of 120 miles per hour were the victims of the "synergistic" effect of drugs combined with alcohol. This means the joint action of drugs which, when taken together, increase each others' potency.

It is what made a normally conscientious driver like Bob, who never drank to excess, exhibit all the behavioral characteristics of the town drunk, and kill with a lethal weapon — his car.

It can happen to anyone who takes frequent doses of so called harmless drugs, usually for valid reasons and frequently under a

doctor's care. A person taking several types of medication for different ailments is even more of a risk. Add only a small amount of alcohol and the results can be tragic.

Such mind-affecting drugs as diet pills, tranquilizers, antiheartburns, barbiturates, and bromides can impair a driver's ability to function properly on the highway. Add even a moderate amount of alcohol, and the driver's perception of time and space is altered and his driving equilibrium is thrown off. Reflexes are slowed, speech is slurred, vision is impaired, and walking is affected.

Most medication container labels now caution the driver of the dangers of operating a vehicle after taking the medication. So, heed the warnings and use some common sense. Mixing martinis, medicine, and motor vehicles is not only dumb — it can be the kind of fatal mistake that killed Bob. (AFNS)

## The AIR FORCE RECRUITER

"There in spirit"

THE AIR FORCE RECRUITER is an official Class II Air Force newspaper published monthly on the 15th day of the month by and for personnel of U.S. Air Force Recruiting Service, Air Training Command with headquarters at Randolph AFB, Texas. Opinions expressed herein do not necessarily represent those of the USAF.

All photos are official Air Force photos unless otherwise indicated.

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# Enlistees face 'X'-factor rating

Air Force Recruiting Service here will add a new work capability measurement—the "X" factor—to its series of tests used to determine whether or not an individual is physically qualified for a specific Air Force vocation.

"The new rating system," explained Colonel Willis G. Womack, director of recruiting operations, "will be coupled with other existing standards of physical measurements to rate an applicant's capacity for physical labor against the requirements for an Air Force Specialty Code (AFSC). Although the main use of the factor will be in initially assigning enlistees into specific jobs, it will also be used for career individuals desiring to retrain into a new specialty."

Already added to the Air Force medical examinations and standards regulations, the "X"

factor has also been included by personnel officials in the airmen classification manuals.

"As with our other physical profile criteria," noted Col. Womack, "the new factor is determined and assigned to the individual during processing, without regard to sex. It's our contention that if the individual cannot do the work, he or she should not be enlisted in the AFSC."

Individual factors that will be considered under the "X" factor include strength, stamina, body structure, weight, height, vigor and energy, biological age, obesity, personal living habits and other related areas.

"Airmen who already hold 'X' factor rating," concluded Col. Womack, "will not automatically be in jeopardy of retraining out of their AFSC, as long as they continue to perform without difficulty."



CUTTING THE RIBBON officially signaling the grand opening of Air Force Recruiting Detachment 506, Kalamazoo, Mich., are from left, Brigadier General Andrew P. Iosue, Recruiting Service commander, Michigan State Senator John A. Welborn, Kalamazoo Mayor Francis P. Hamilton and Detachment Commander Captain J. J. Mannon.

# List to give job availability

Air Force recruiters will soon be gaining a better insight of the availability of specific job assignments under the Guaranteed Training Enlistee Program (GTEP).

The requirements branch of the Directorate of Student Resources, Headquarters Air Force Recruiting Service here, has developed an Average GTEP Procurement List.

"The list, which is being distributed to all Air Force recruiters, will assist

them in counselling nonprior service applicants as to job availability and their chances of obtaining the jobs they desire," said Major James V. Mollicone, chief of the requirements branch.

The list which is being provided to the field by Operations Distribution Letter, will be updated quarterly or as often as necessary, Recruiting officials say.

The list follows:

Extremely Limited Flow Less Than 1/month	Extremely Low Flow 1-5/month	Low Flow 6-10/month	Average Flow 11-20/month	High Flow 21-50/month	Very High Flow 51 & Up
27430*	11430	20230	30333	20330	20731
34131	20430	20530	30430	20732	27230
44230	22130	20630	30534	25130	43131
69130*	23132	27130	30630	27630	43230
74131*	23330	27230	31631	29130	46130
	30230	29333	32632	30332	46230
	30631	30331	32930	30434	57130
	31632	30431	34230	30730	64530
	32131	31730	47231	31630	67232
	36134	32130	53134	32231	70230
	36232	32430	54130	32830	73230
	39130	32530	54231	32831	81130
	43130	32531	54530	32833	81230
	51131	32630	55130	32834	
	54430	32631	55230	42132	
	54730	36130	60231	42133	
	55131	36234	60330	42231	
	55234	36330	60530	42330	
	56630	42232	60531	44330	
	58230	42430	67231	46330	
	58231	46430	90330	47232	
	62130	53131	90430	51130	
	62231	53135	90630	53133	
	74130	54230	91530	54330	
	75330	54630	92230	62230	
	79130	55235	98130	63130	
	90130	56631		64730	
	91130	60230		90230	
		73231			
		90232			
		90530			
		90730			
		90830			
		98230			

\*No requirement thru FY 76.

# New unit holds grand opening

KALAMAZOO, Mich. — Air Force Recruiting Detachment 506 here had its official grand opening Sept. 18, the 28th anniversary of the Air Force as a separate military service.

Officiating at the ceremonies were Michigan State Senator John A. Welborn, Brigadier General Andrew P. Iosue, Recruiting Service commander, Kalamazoo Mayor Francis P. Hamilton and Captain J. J. Mannon, detachment commander.

Other local and state dignitaries participated in the event which included naming a street "Air Force Plaza" for the day, the traditional ribbon cutting ceremony, and receiving a

Michigan Senate resolution which designated Sept. 14 through 20th "Air Force Week" in Michigan.

Senator Welborn read the resolution officially recognizing the Air Force's anniversary and the Air Force's "many contributions to society."

In addition to the official ceremonies, Brig. Gen. Iosue met with local recruiters and was interviewed by WKZO-TV, Channel 3.

The newest detachment in Recruiting Service held its first annual training meeting the next day. Senior Master Sergeant John Donato, operations superintendent, presided.

A formal Dining-Out concluded the two day activities.

# RECAP implemented

(Continued from Page 1)

sent the Recruiting Service big picture to Air Force commanders and supervisors at all levels.

"Let's face it," continued Brig. Gen. Iosue, "our recruiters have long since been physically separated from the beginnings of an Air Force career, and many of them are not fully aware of what our newcomers face once they have completed the initial training portion of their enlistment. RECAP will put us back at the grassroots level and better enable the recruiting force to speak with more authority when talking to prospective applicants.

"Our meetings with supervisors and commanders throughout the Air Force," he continued, "will provide them a better understanding of our recruiting process, the quality checks we make before enlisting an airman, the problems we encounter, and some of the recruiting restrictions we operate under. After all, it's imperative that the Air Force continues to operate under a 'one-team' concept—from recruiting, through

training, to initial job assignment, and finally to the professional Air Force member. Interchange with Air Force supervisors will give us a better feel for field command problems and needs.

"My immediate concern, and basically the reason behind RECAP," noted Brig. Gen. Iosue, "lies with the Air Force first-termer who feels that his recruiter was less than honest with him. Person-to-person contact between him or her and the local recruiter will return enormous dividends we believe. The airman will know that we are interested in him, and in improving the process by which he or she was enlisted, and the recruiter will become aware of the airman's perception of his recruiter.

"After all," he concluded, "if the newcomer isn't satisfied, whatever the reason, it is in our interest to find out why, and correct it if at all possible. That's just good management."

It's also RECAP—Air Force Recruiting Service's Recruiter Customer Awareness Program



dial 3425 dial 3425 dial 3425 dial 3425 dial 3425

**Better "vehicles"**

COMMENT: I am concerned about the policy against having Air Force advertising on race cars. We are not sponsoring them in any way, shape or form, just advertising on them. What's the matter with doing it that way?

REPLY: I'm not really emotional about this issue, but you can bet that we will all get emotional if a car with Air Force advertising plows into the crowd and injures some people. We could explain and explain and explain, but the adverse publicity would probably still come out. The public doesn't see the fine print; all they see are the big letters spelling Air Force on the side of the car. And for what it's worth, suppose a car with Navy advertising wins the race. Will the public think the Navy is superior because they had advertising on the better car? I think we can find better vehicles (no pun intended) for our advertising.

**You got a gotcha**

COMMENT: I am in AFEEES liaison and I have a criteria question that I can't seem to get answered. It concerns AFSC 54530, Refrigeration and Air Conditioning, which according to 33-2 doesn't require normal color vision. However, paragraph 7-2d says normal color vision is necessary for all applicants desiring guaranteed training or AI in electronics. I have a specific case here and need a reading.

REPLY: That's a gotcha on us and we'll clarify the paragraph. Normal color vision is not required for that AFSC. Go get him.

**Carrier pigeon**

COMMENT: I have a problem with two waivers, both of which have been forwarded to your headquarters. Both have been delayed in the mail twice, and the applicants and their parents are extremely concerned.

REPLY: The pony express finally got through and the waivers arrived here right after you called.

**GI Bill alive**

COMMENT: I would like to know the status of legislation to end GI Bill educational benefits. The regional office of the Veterans Administration says that the program terminated June 30. Can you give us some word?

REPLY: Congress is looking at it but the GI Bill is currently alive and healthy. All active duty enlistees remain entitled to current benefits.

**And . . . ?**

COMMENT: Three things. One is the policy on youthful offenders. The guidelines say that we won't enlist unless the person admits it. Then the supervisor or someone has to make a decision. Youthful offender is just that—youthful offender—and should be kept that way. Another thing is quality—that is something arbitrary. A guy that has an M-40 job and he is an M-90, because he is more qualified he is going to have more trouble with morale and being bored.

REPLY: And? What's the third question? Call back and let me hear, and also give me a better feel for the point you were trying to make with your second comment. Regarding the first point, we've recently gone forward to Air Force headquarters to get guidance. I'll let you know as soon as anything is firm.

**Sorry, no way**

COMMENT: Are there any waivers concerning waiting one year before prior recruiters are eligible for P-3?

REPLY: Sorry, no way. You've probably read it already, but if you haven't, the reg (AFR 39-45) states, "airmen returning to recruiting duty must have 12 months creditable recruiting experience on their new tours to be eligible for award of the P-3, \$150 per month rate." It doesn't say anything about waivers.

**16 goin' on 17**

COMMENT: Last April I inadvertently tested a 16-year-old high school graduate. He has since turned 17 and I want to know whether or not the original test is valid.

REPLY: We review these cases on an individual basis through normal waiver procedures. As you probably know by now, your request for waiver was favorably considered and the test scores were validated.

**School for supers**

COMMENT: I recommend all sector supervisors attend the management course at Lackland AFB, especially those who have been out there a long time.

REPLY: Great idea. In fact, we were way ahead of you. Action has already been taken to increase the student load for courses in October, November and January, which means that all currently assigned sector supervisors will be enrolled. In addition, classes further down the road will be expanded to include other operations managers as well.

**I agree**

COMMENT: Regarding the September edition of DIAL, I'd like to express my complete support for the man who was concerned about lengthening the time involved with ASVAB administration. I don't understand what appeal the Army Classification Entry Battery will have to the high school counselors, especially when it increases the amount of time for the test.

REPLY: I agree and have recommended that it not be included. The decision will be made by higher authority, however, so all I can tell you is that I'll keep you posted on any developments.

**Garble**

COMMENT: Many units in the '05th have mailing problems—especially within the supervisory structure—sector supervisors specifically. How about a personnel request to each Group for volunteers for these types of jobs?

REPLY: Maybe our tape got garbled, but your question reminds me of a letter I once saw which read in part, "... In accordance with your instructions, I have given birth to twins in the enclosed envelope ..." Please call again with more specifics.

**Commander's****D I A L**

Commanders 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, suggestion, comment or complaint, call Autovon 487-3425 or Federal Telephone System/commercial (512) 652-3425.

**Dollars and sense**

COMMENT: I'd like to call your attention to the problem of people who are discharged because the Air Force cannot honor their enlistment contract or guaranteed job, and then they have to wait one year from date of separation before they are allowed reentry. I think these people are being penalized, and I also feel that the policy violates the USAF enlistment agreement clauses on Air Force Form 3007. It is a very traumatic experience for the young airman when he or she is informed of disqualification from a guaranteed job.

REPLY: Your point is well taken. I hate the idea of disappointing people but I can't argue against dollars and sense. The relatively small number of people who change their minds causes duplication in expenditure of transportation and processing funds. As I hope you are well aware, in circumstances where the Air Force cannot provide training guaranteed to the enlistee, we make a great deal of effort to come up with a substitute job that will be agreeable. And in their processing, the point must be stressed that while they have the option of separation, it will preclude reentry for a year. Putting it simply, we can't afford to be playing games with people who are shopping around.

**Privacy Act**

COMMENT: Are we violating the Privacy Act by using the DD form 369?

REPLY: Not if you follow the instructions contained in the letter that Colonel Don Binford, Recruiting vice commander, sent to all Recruiting Service personnel Sept. 19.

**DEP quota**

COMMENT: I'd like to know if all detachments and groups have a DEP quota, and if not—why does Detachment 307 have one?

REPLY: All don't, but many, like those in your group, do. Keep charging!

**Supercalifragilistic . . .**

COMMENT: Apparently the people who have to use the forms you produce for us are never consulted before they are printed. The latest example is Air Force form 3007, United States Air Force Enlistment Agreement for Nonprior Servicemen. In item E of this form the applicant has to enter in his own handwriting AFSC number and title. I had a case of a man who was enlisting for AFSC 30631, Electronics Mechanics Indications Equipment Systems Repairman, and there is no possible way for an applicant to enter this in the two and three-eighths inch space provided. When you are designing these forms, why don't you . . . (cut off).

REPLY: The fact that your call was cut off indicates that we even made mistakes in the time allocated for DIAL calls. For starters, we're revising the form so that any Electronics Mechanics Indications Equipment Systems Repairmen in the future can have space to write their job title. Unfortunately we reserve billboards for other purposes which means that applicants for that AFSC will still have to write small. We know that our forms aren't always the best, and for this reason ATC manual 33-2 (paragraph 2 of the cover page) invites you to forward your suggestions and comments to headquarters. You can also use the Air Force Suggestion Program.

**Some confusion**

COMMENT: (first portion not recorded) . . . the middle name at the end. They are certified by the state as a physical therapy assistant. I have been told that there is no way we can guarantee that he can perform his skill for the Air Force.

REPLY: Iosue, Andrew Philip. There's one they'll never confuse. One side of the DD form 369 stipulates last name, first name, middle name, while the other doesn't require a specific format for entry. In directing that both sides be identical, we are standardizing entries and, if anything, should relieve the confusion caused by some names.

**180 vs 270**

COMMENT: What are the possibilities of extending the DEP past the 180-day cutoff? If we had a Delayed Enlistment Program to coincide with ASVAB testing, that would put us on an equal basis with the other recruiting branches. I think it would.

REPLY: Your closing comments were cut off but we got the gist of your question. The 180-day AFSC/AI bank in the ACC is based on training requirements for that period. Since these change often, extending the period could result in a job we no longer need.

**GED results**

COMMENT: It is taking approximately four months to receive the certificate after the person has qualified under GED. What I suggest is that we just RAN the person, because it will be a four-month period before we could get an RAN assignment, but not allow him to enlist without a certificate.

REPLY: That's one approach. However, what if the person doesn't pass? Then we've made a commitment to an applicant who is disqualified. Rather than follow your suggestion, I am asking your detachment commander to get with your state's department of education to see why this delay is occurring.

**Not a matter of trust**

COMMENT: I am calling in regard to certification of birth certificates and high school diplomas by the AFEEES office. I feel it is unnecessary that the AFEEES liaison NCO receive these documents, because the recruiter has already seen them and verified on the Form 1422 that he's seen them. I think we should trust our recruiters.

REPLY: I trust you and I trust the other recruiters; if not you wouldn't be working for me—it's not a matter of trust. The way the system is set up, it PROTECTS the recruiter from suspicion or allegations of improper practices. This simple quality control measure is important—an error on eligibility can be very troublesome. If you don't believe me, ask a recruiter who has been accused.

**Down the tubes**

COMMENT: I cannot see how the Air Force can be so unresponsive in assigning women. I have six or seven sitting here waiting to go to Lackland and despite calling many times each day to ACC, I can't get them jobs. I think this program is going down the tubes, fast.

REPLY: Specific answers are difficult without more information such as desired enlistment dates, job choices, etc. Right now there are approximately 650 jobs available for women enlisting between October 1975, and March 1976. It may be another example of people wanting jobs in specialties we don't need at the times they want to enlist. I know it must be frustrating to have good potential enlistees waiting around, especially when we want you to keep charging and not let anything "go down the tubes."

dial 3425 dial 3425 dial 3425 dial 3425 dial 3425

**We could use him**

COMMENT: I'm calling from California, and I have a person who is qualified and certified by the state as a physical therapy assistant. I have been told that there is no way we can guarantee that he can perform his skill for the Air Force.

REPLY: Recruit him. Maybe he can do something about all the pain these DIAL calls are causing here at the headquarters. Actually, if you have an applicant with exceptional qualifications in a skill not on the GTEP list, request assignment through the Special Order System. If all else fails, work the problem through sector, det and group to the headquarters for a ruling. You must remember that GTEP is designed to encourage enlistment in hard-to-fill or "high flow" jobs. For a variety of reasons, Physical Therapy Assistants don't qualify for GTEP.

**RE code**

COMMENT: I'm having a problem obtaining an RE code on a prior service man. I requested the code from Accession Control several months ago, and I also wrote to my sector supervisor and detachment commander. I understand that a request has been forwarded to the Pentagon but I still don't have an answer and my applicant is no longer interested. This is a problem that deserves attention.

REPLY: This sort of thing crops up occasionally due to administrative errors made at the time the individual separated from active duty. Our fault within Recruiting was probably the fact that we tried to work it out, rather than going back to the applicant and having him initiate correspondence to get his records corrected. Procedures are being changed in that direction. Thanks for bringing the matter to my attention.

**Dial DIAL  
... Comments  
... Complaints  
... Suggestions  
... Questions****Two-for-one**

COMMENT: Why is the Air Force the only service affected by the requirement for a reservist to have twice the amount of time in his reserve unit as he had on active duty? The other services only require a release to be eligible.

REPLY: The "two-for-one" time commitment, which applies only to the Air Force Reserve, helps stabilize Air Force Reserve manning and retention. Without it we'd be filling a Reserve unit with one hand, and depleting it with the other. It helps us provide the Reserve with real applicants, not temporary "fillers" awaiting active duty opportunities.

**Concerned about JROTC**

COMMENT: I'm concerned about the high school ROTC program. The other services give pay grade E-2 after the completion of two years and thus can give E-3 after three years. The Air Force mostly gives E-2. This could be a selling factor, and I wonder if we could have the same standards as the other services.

REPLY: Junior ROTC is an excellent program and it would be nice to offer higher grades. But we have to put it in the overall perspective of the advanced grade program, weighing the differential in advanced grades versus what we can expect in return. In this regard, we give the applicant for a six-year enlistment E-3 after completion of basic, and since the benefit for a six-year enlistment should be greater than for a four-year JROTC grad, we don't think it would be appropriate to grant equal grade.

**Please, no accidents**

COMMENT: I am a rural recruiter and there are times when I am 65 or 70 miles from home, driving my official vehicle, talking to prospects. If I make a mature decision to keep the car out after 10 p.m. and have a wreck, where am I now? Also, why is it that the Army, Navy and Marine Corps recruiters routinely drive their cars home and back daily and use them for personal business, which they say is authorized. Why is the Air Force taking such a hard line?

REPLY: The other recruiters may have a unique opportunity to use their cars for official business—enroute to Leavenworth. Federal Law (Title 31, U.S. Code annotated, Section 638C2) prohibits use of government owned or leased vehicles for anything other than official business. Regarding the potential accident, please don't have one. All accidents are investigated regardless of the time they occur. If you can prove that you were on official business at 10 p.m., it's no different than being on official business at 10 a.m.

**Waiver insurance**

COMMENT: My question concerns waivers required for a recruit who has a court order on guardianship. Why do we have to send for a waiver when we have the court order? Can't this be used as authority to enlist without going through all the paper work for a waiver? We could just put the court order in the enlistment kit and have AFEEES confirm it and go ahead with enlistment processing.

REPLY: Documents prepared by lawyers often require a lawyer to interpret. This is the reason for the policy of escalating the case to a higher level where legal assistance is available. I'm all for reducing paperwork, but waivers are like insurance policies—they protect you and the rest of Recruiting Service from allegations that we haven't done our jobs properly in the vital area of determining eligibility.

**Honest mistake**

COMMENT: The assignment for one of my enlistees was cancelled by mistake because his name is similar to another enlistee's. I've tried everything I can think of to get the assignment back but haven't been able to get it. Can you help me, or at least give me some sort of explanation?

REPLY: Glad to help. Your recruit should be at Lackland by now. It was an honest mistake. Considering the volume of business handled each day by the hardworking folks who man the Accession Control Center, we have a pretty good record.

**Speed of light**

COMMENT: How about coming out with an ODS letter on reckless driving, treating it as a minor violation if the fine is less than \$50.

REPLY: Two days after you called we published ODS letter 35 and made the change. How's that for responsiveness? Almost as fast as the speed of light.

**(deleted)**

COMMENT: I think it would be to your advantage if (deleted) of the (deleted) AFEEES was reassigned. I have a lot of complaints from recruits about him.

REPLY: Clean up your own act. The pretty lady who transcribes DIAL tapes is still blushing because of the language you used in the unedited version of this call. Regarding your buddy, (deleted), I am not going to take adverse action against anyone on the basis of undocumented anonymous allegations made via DIAL. Get some documentation such as sworn statements from recruits, and work through your detachment commander.

dial 3425 dial 3425 dial 3425 dial 3425 dial 3425

dial 3425 dial 3425 dial 3425 dial 3425 dial 3425



# RECAP in action

## Recruiters meet first-termers

Young men and women on their first tour of Air Force duty are helping refine Air Force Recruiting Service procedures with their candid recommendations to recruiters throughout the United States, officials here recently announced.

The eye-to-eye contact between recruiters and personnel on their initial enlistment is part of the Recruiter/Customer Awareness Program (RECAP). It was conceived and implemented earlier this year by Brigadier General Andrew P. Iosue, Recruiting Service commander. "It's my belief," said Brig. Gen. Iosue, "that we can gain a lot of good direction by listening to our newcomers. Our concern for their welfare doesn't stop the minute they leave for basic training, and our meetings with them show they mean a lot more to us than just a mark on the wall. The face-to-face contact allows us to further fine-tune an already outstanding recruiting effort."

A report recently filed by the 3505th Air Force Recruiting Group on the first in a series of visits with first-termers bears out the commander's comments. In conversations between first-termers from seven northern Air Force bases and area recruiters, the majority of newcomers were highly complimentary of their recruiters.

First-term members of a Port Austin, Mich., radar squadron expressed a desire to participate in high school presentations along with recruiting personnel. According to area recruiter Technical Sergeant Marcus K. Houston, "They seemed sincere in their desire to promote the Air Force and thought a tell-it-like-it-is from young enlistees would be of benefit."

A cross-section sampling of view points from members assigned to K. I. Sawyer Air Force Base on the upper Michigan peninsula revealed first-termers generally liked their assignment, were satisfied with their respective Air Force jobs, and would

do it "all over again," knowing what they know now. "Every participant," noted a Green Bay, Wis., supervisor, "was quite responsive and enthusiastically supported the purpose and continuance of our meetings with the first-termers. I guess their biggest complaint was that they did not have enough responsibility, but I explained that would come with promotions and experience."

Other first-termers expressed surprise that the recruiters were still interested in them, and a few said they wished their recruiter had told them more about the Air Force.

According to a Terre Haute, Ind., recruiter, "A few of the airmen felt that their recruiters should have provided more information about basic training. They realized, however, that the recruiters' lack of personal knowledge of basic training was caused in part by their long-time separation from it."

"A few of the newcomers," he continued, "think that Air Force job descriptions should be more realistic. One said that he enlisted as a 'corrosion control' specialist thinking that he would be working with metals. He said that 'painter' would be a more descriptive job title."

"Most of the airmen believe that the recruiters should 'tell-it-like-it-is,'" he concluded, "and not use flowery words in describing the Air Force. They feel the Air Force is attractive enough and that recruiters do not need to exaggerate in their sales pitches."

Senior Master Sergeant Kenneth I. Red Elk, a Michigan-based recruiter, reported that the first-termers he talked with needed more information on housing benefits, especially if they have dependents. Several questions were raised concerning recruiters' goals. The general impression seemed to be that if the recruiter became desperate because he was not meeting his goals, that he could or would enlist anyone.

"We outlined the recruiter's part in the enlistment process," noted SMSgt. Red Elk, "and the subsequent checks and balances under our quality control screening that were out of the recruiter's hands. I think that cleared up a lot of misconceptions."

Empire Air Force Station, Mich., first-termers told area recruiter Master Sergeant Howard P. Howard how their perceptions of recruiters could be improved. "None of the airmen," said MSgt. Howard, "felt their recruiters were dishonest—it was what the recruiter didn't tell them that irked them. It was lack of information on shift work, temporary duty, remote tours, extended duty hours, bases where facilities are limited, and the lack at some places of on-base or nearby resident college opportunities that turned them off."

"Contrary to some of the negative tones," remarked MSgt. Howard, "there were many favorable remarks made about recruiters. Based on my experience, I feel the Air Force recruiter must be sincere and forthright with his applicant. To do otherwise is glaring evidence of a recruiter's lack of salesmanship, for only then would he have to resort to false innuendoes. No amount of money can be spent that will equal the positive leads that a happy airman can bring to each recruiter."

"Similar reports are continuing to come in from the field," noted Brig. Gen. Iosue, "and all comments and suggestions will be seriously considered. Our recruiting force is now being informed almost daily of what the newcomer expects, and our Air Force middle managers and commanders are being told the Air Force Recruiting Service quality story at every forum. As the Air Force continues to become 'better-not-bigger,' it behooves us all to operate under the one-team concept—and this begins with our first-term personnel."

## Recruiters, T.I.'s gather for talks

A group of military training instructors (TIs) at Lackland Air Force Base, Tex., and several Air Force recruiters recently got together for informal discussions.

The contact was so successful, say Air Force Recruiting Service officials, that the meeting will be held monthly as part of their Recruiter/Customer Awareness Program (RECAP).

RECAP was established by Brigadier General Andrew P. Iosue, Air Force Recruiting Service commander, to improve recruiting effectiveness and credibility.

Chief Master Sergeant Thomas H. Foulds, noncommissioned officer (NCO) in charge of the production control division, Directorate of Recruiting Operations here, and several recruiters attending the Air Training Command NCO Academy, were invited to participate in a 3707th Basic Military Training Squadron training instructor's commander's call.

"We briefly brought the TIs up to date on what has been done within Recruiting Service to increase the quality of enlistees," explained CMSgt. Foulds. "We also briefed them on how complaints made by en-

listees against recruiters are checked out."

After the short presentation, there was a question and answer session in which both groups participated.

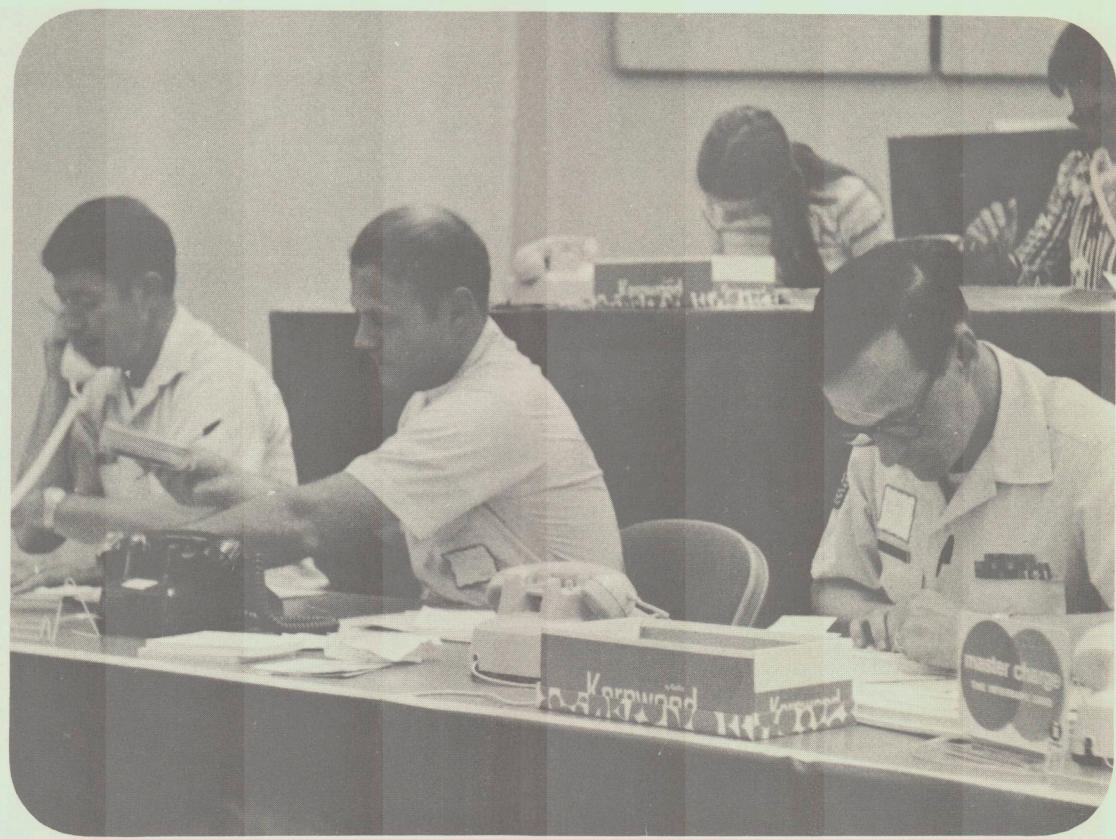
"This was extremely valuable. There was an exchange of ideas, and misconceptions on both sides were cleared up. We brought home several good suggestions, many of which we are now implementing," said the chief.

"For example, we brought back some information that is helping us improve our applicant handout which will enable the enlistee to arrive at basic training better prepared," he said.

Under the new program, members of the Headquarters Recruiting Service staff will be attending monthly commander's call for TIs at the various basic training squadrons.

"Recruiters attending the NCO Academy at Lackland will be invited to go with us whenever possible," said CMSgt. Foulds.

"During the meetings we will continue to tell the TIs what we are doing to provide them with only top quality young people and will seek an interchange of ideas," he concluded.



**TELETHON VOLUNTEERS**, members of Air Force Recruiting Detachment 505, Milwaukee, join other volunteers in accepting pledges during the 24-hour Jerry Lewis Muscular Dystrophy Telethon. The Air Force workers are, from left, Major Charles E. Jackson, commander; Captain Daniel J. Landis, operations officer and Master Sergeant Anthony F. Specht. (Air Force Photo by Staff Sergeant Jim Bryant)

## Volunteers help with Jerry Lewis Telethon

Members of two Air Force Recruiting detachments volunteered to answer telephones during the recent Jerry Lewis Muscular Dystrophy Telethon.

Det. 505 recruiters worked for six hours in Milwaukee, and Det. 405 volunteers answered phones for more than 21 hours in Little Rock, Ark.

Forming the telephone team from Det. 405, which helped bring in more than \$72,000 in pledges, were Senior Master Sergeant Harry Stringfellow, Sector F supervisor, his two teen-age daughters, Master Sergeant and Mrs. Richard Conrad, MSgt. Donald Scharber and Technical Sergeants Jerry Rice, Ed Comparon, Bernie Fite, Ed Gilbert and Jerry Exman.

Also on the team were Staff Sergeant John Vinson, Mrs. Susan Smith, Sector F secretary, and Federal Telephone System

operators, Ms. Edith Jones and Mrs. Shirley Duncan.

Answering telephones for Det. 505 were Sector A supervisor, MSgt. John S. Traeger and eight A Sector recruiters, MSgt. Anthony F. Specht; TSgts. Paul J. Krycho and Dennis F. Sinner; and SSgts. James M. Bryant, Richard A. Charison, Daniel L. Christofersen, Michael J. Gilly and Ronald T. Kohlmann.

Other members from Det. 505 participating were Major

Charles E. Jackson, commander; Captain Daniel J. Landis, operations officer; SMSgt. Peter S. Brezinski, operations superintendent; MSgt. Lawrence N. King, operations noncommissioned officer (NCO); TSgt. Raymond F. Wolf, medical recruiting NCO; SSgt. Prudencio G. Anderson, administrative NCO; and TSgt. Robert E. Miller, Air Force Entrance and Examination liaison NCO.

## Det. 412 joins Aquatennial

by Master Sergeant Thomas P. Crowley  
MINNEAPOLIS — Festivals come and festivals go, but one that will be remembered by Air Force recruiters here, was the Minneapolis Aquatennial.

For 10 days and nights visitors to the Twin Cities' festivities witnessed parades boasting 32 marching bands and precision drill teams including the prestigious Air Force Drill Team and the Strategic Air Command Band. There were also cultural exhibits, air shows, outdoor sports, and a boat race in which the recruiters participated.

Aquatennial officials estimated spectators viewing parades to be in excess of 800,000. An Air Force Recruiting Service F-4 mini-jet was a big attention-getter as it taxied its way along a parade route. Piloting the craft were Air Force Recruiting Detachment 412 recruiters Staff Sergeant David A. Besemeier and Sergeant Chris H. Flowers. Members of the Bloomington, Minn., office of Det. 412, had a near winning entry in the Milk Carton boat races on the final day of the festival.

As specified in the rules, the boat was hand-made, and used milk cartons for flotation.

Technical Sergeant David O'Connell, Staff Sergeants John Fasig and Darrell Moyer, and a

former Air Force member, Lee Prosser, constructed the craft.

Some 200 milk cartons, scrap lumber, and a lot of chewing gum and bailing wire provided the buoyant platform that carried the four exuberant "sailors" to near victory.

Although this festival is history, Det. 412 recruiters are already thinking about next year.

## Sergeant completes Academy

LACKLAND AFB, Tex. — A member of the 3504th Air Force Recruiting Group here recently was graduated from the Air Force Senior Noncommissioned Officer (NCO) Academy.

Senior Master Sergeant Donald A. McGlory, noncommissioned officer in charge of the Group's Minority Recruiting Branch was among the 241 students who completed the nine week course.

SMSgt. McGlory was due to depart the '04th Group this month for Air Force Recruiting Detachment 411, Des Moines, Iowa, where he'll assume duties as detachment operations superintendent.

## Six recruiting members receive AF recognition

Six members of Air Force Recruiting Service received Air Force awards.

Master Sergeant Jerome M. Joyce, a member of Air Force Recruiting Detachment 101 was presented the Meritorious Service Medal, by Lieutenant Colonel Kenneth T. Stehli, detachment commander, prior to the sergeant's retirement.

Four medals were awarded in the 3503rd Air Force Recruiting Group.

The Meritorious Service Medal was presented to Lt. Col. Glenn Eaton, deputy group commander, and Master Sergeant Bill Gilliam, noncommissioned offi-

cer (NCO) in charge of logistics for the group Both men retired last month.

MSgt. Gilliam's brother, Technical Sergeant Jim Gilliam, group safety NCO, who also retired, and the units new transportation NCO, MSgt. Charles F. Campbell, were awarded the Air Force Commendation Medal. Presentations were made by group Commander, Colonel Edward G. Bulka.

In Det. 506, Capt. Michael P. Smith, support officer received the Commendation Medal during ceremonies from Brigadier General Andrew P. Iosue, Recruiting Service commander.

## Three units earn AFOUA

One Air Force Recruiting group and two detachments are among 12 Air Training Command (ATC) units to receive the Air Force Outstanding Unit Award (AFOUA) for meritorious service.

They are the 3504th Air Force Recruiting Group, headquartered at Lackland Air Force Base,

Tex.; Det. 504 at Selfridge Air National Guard Base, Mich.; and Det. 701 (now 607) at Lowry AFB, Colo.

The '04th earned its award between July 1, 1973 and Dec. 31, 1974.

The citation accompanying the award reads in part, "Through aggressive pursuit of excellence in all standards and by develop-

ing and implementing innovations in the recruiting program, the 3504th United States Air Force Recruiting Group performed outstanding services for the Air Force and the nation in the procurement of people. These superb achievements contributed significantly to the elimination of the draft system."

The award to Det. 701 was

for the period July 1, 1973 to Jan. 1, 1975.

"During this extremely difficult period for recruiting, including the transition to a zero-draft environment, Det. 701 maintained an exceptionally high degree of professionalism and displayed a noteworthy spirit of teamwork and dedication to its mission while enlisting quality

individuals into the Air Force," the citation read in part.

Det. 504 earned its award between Jan. 1 and Dec. 31, 1974.

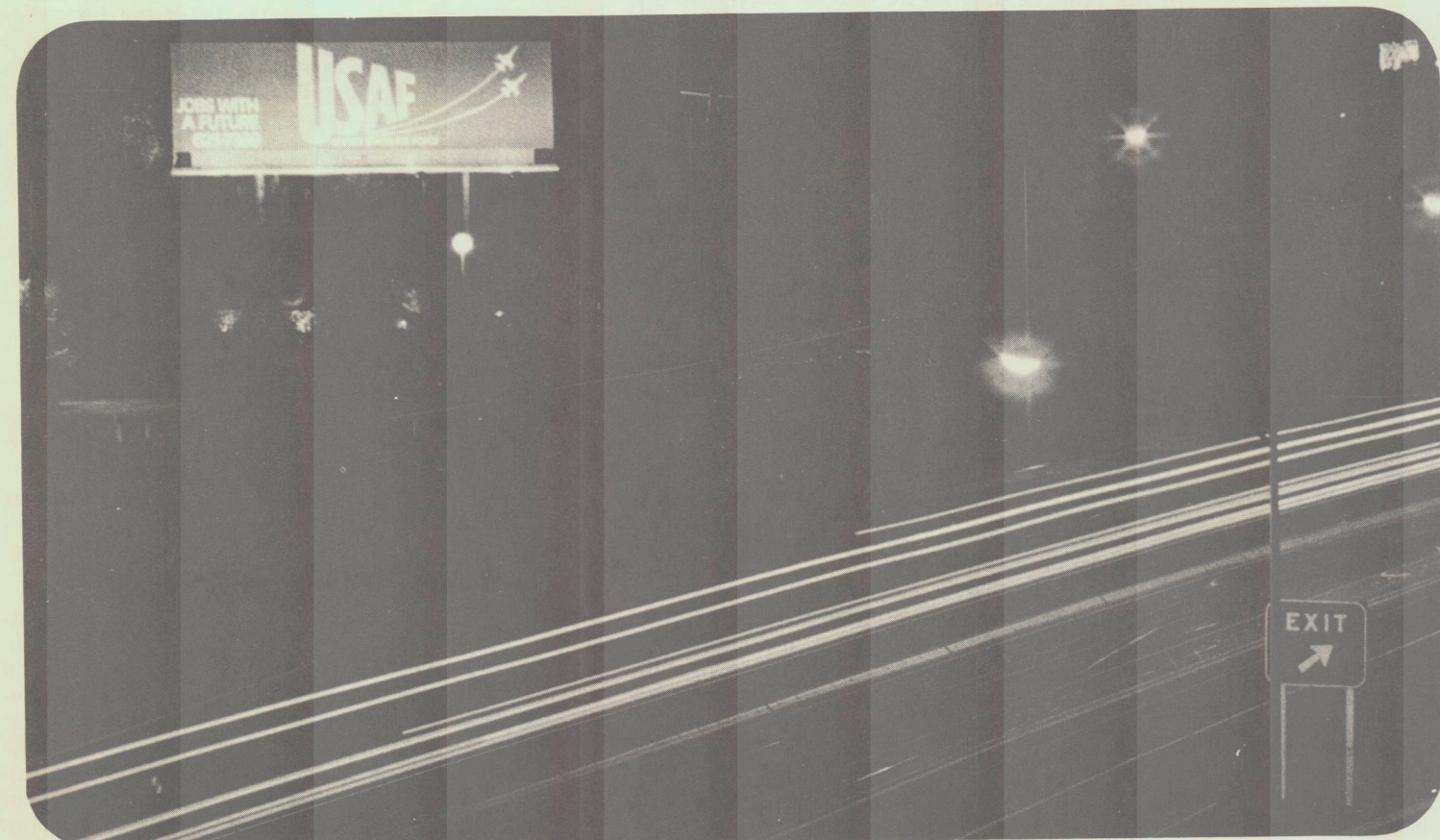
"During this period of extremely difficult recruiting, Det. 504 . . . demonstrated an outstanding degree of professional competence, creativity and effectiveness while adjusting to changing recruiting climates and production emphasis," said the citation.

Brigadier General Andrew P. Iosue, Air Force Recruiting Service commander, recently presented the AFOUA to Det. 504, during ceremonies at the 3505th Air Force Recruiting Group. Major Theodore R. Miller, detachment commander, accepted the award on behalf of the unit.

The other two units were scheduled to receive their awards later.

Other ATC units getting an AFOUA are: School of Applied Aerospace Sciences, Basic Military Training School, and Officer Training School, at Lackland AFB; 14th Flying Training Wing, Columbus AFB, Miss.; 3636th Combat Crew Training Wing, Fairchild AFB, Wash.; 3750th Air Base Group, Sheppard AFB, Tex.; 29th Supply Squadron, Craig AFB, Ala.; the 54th Flying Training Sq., Reese AFB, Tex., and the 505th Air Force Band, Chanute AFB, Ill.

Lieutenant General John W. Roberts, ATC commander, sent his congratulations in letters to each of the award winning units. He said that personnel assigned to these units "can be justifiably proud of this honor given in recognition of exceptional meritorious service."



**AIR FORCE** Recruiting Detachment 601's newly painted blue and white billboard is located close to the interstate highway near Seattle. Designed by retired Senior Master Sergeant Billy Ellison, a former detachment member, the billboard was produced by Foster and Kleiser and will remain here for two months, then be relocated for two more months. Approximately 42,000 commuters pass the Air Force ad each day. (Air Force Photo by Staff Sergeant Vickie M. Graham)



**VIKINGS OF OLD** were nearly as bold as Air Force Recruiting Detachment 412's recruiters. This "nautical nemesis" is the Bloomington, Minn. office's entry in the annual Milk Carton Races conducted during the Minneapolis Aquatennial celebrations. Beaching their craft are, from left, recruiters Staff Sergeant Darrell Moyer, Technical Sergeant David O'Connell, SSgt. John Fasig and former Air Force Sergeant Lee Prosser. (Air Force Photo by Master Sergeant Thomas Crowley)





## "We're recruiting now for Air Force leaders of the year 2000 . . ."

**Recruiter:** We've heard that you wanted the job of being the Air Force's top recruiter. Why?

Brigadier General Iosue: I've spent six out of the last nine years in the personnel business and have followed the recruiting function very closely. Recruiting seems to me to be one of the most important and challenging responsibilities in the Air Force and I felt that it was a job that I would like to tackle.

**Recruiter:** Why do you feel it's so important?

Brig. Gen. Iosue: It's a responsibility that is scrutinized by functional managers and commanders throughout the Air Force. Recruiting is the front end of the Air Force, and the job we do in attracting quality people will be a determining factor on how well the Air Force as a whole fulfills its mission. We're recruiting now for the Air Force leaders of the year 2000 and that's an awesome responsibility.

**Recruiter:** What was your initial impression of Recruiting Service when you first took over?

Brig. Gen. Iosue: I was amazed by the complexity and the diverse aspects of the command. I thought I knew a lot about it, but commanding an outfit that has five groups, 38 detachments, more than 200 sectors and, as a matter of fact, more than a thousand recruiting offices . . . it's impressive, to say the least.

**Recruiter:** Since the time you took over, what has become your top priority?

Brig. Gen. Iosue: I have established several goals, and, really, none of them are earthshaking. What I'm trying to do is fine-tune, rather than overhaul, a system that is already outstanding.

**Recruiter:** Could you discuss some of these goals in greater detail?

Brig. Gen. Iosue: For one, I want to change the traditional means of measuring recruiting achievements.

Prior to this time we have always looked at numbers we were trying to obtain, along with indicators of quality, and if we made the numbers, and had good quality, we felt that we were successful. What I want to do is add some measure of what actually happens to the recruit once he or she gets through the screening process, takes the oath; what happens at Basic Military Training, and tech school; what happens throughout the initial term of enlistment. In other words, we want to track the productivity of each individual we bring on board, find out why some succeed and some don't, and analyze our successes and failures.

**Recruiter:** We have also heard that a goal you've established is more tell-it-like-it-is. Can you comment on that?

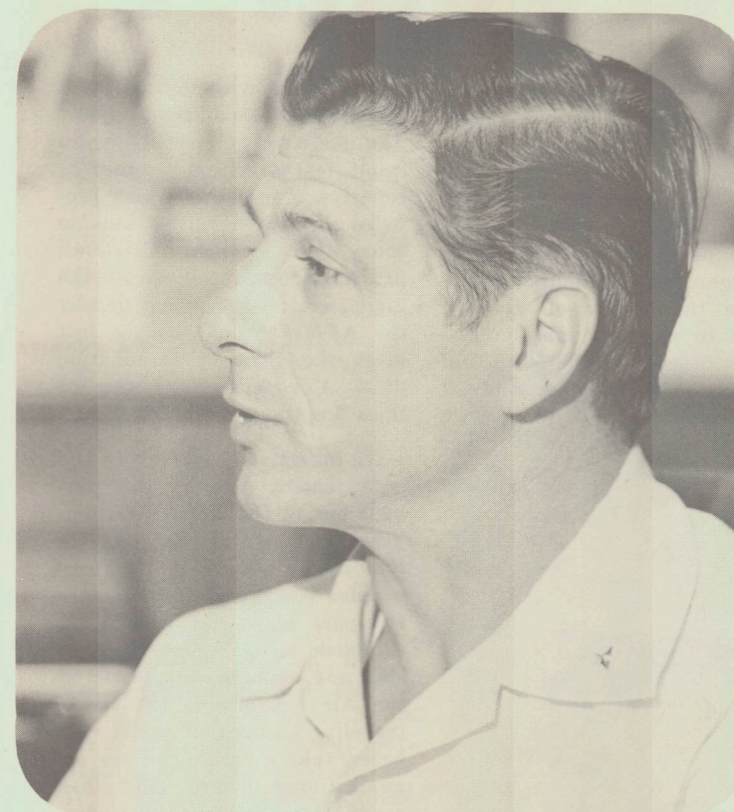
Brig. Gen. Iosue: During the past few years I've had many opportunities to visit bases and talk to first-termers, and I noted that some of them were dissatisfied with the recruiter information—what the recruiter told them. Some claimed their recruiter wasn't entirely honest and, in a few cases, claimed he downright lied. I want to improve recruit awareness and deglamorize our sales approach. I want the recruits to be realistically motivated—we should tell them the good and the bad, and if it's bad, the enlistees should be prepared to accept it as such.

## "The recruiter . . . is an amazing individual . . ."

**Recruiter:** Along these lines, you've developed goals that relate directly to the individual recruiter. Can you give us a brief rundown?

Brig. Gen. Iosue: The recruiter, first of all, is an amazing individual who has accepted one of the most challenging jobs in the Air Force. I want the Air Force

**Editor's Note:** "The Recruiter" recently had an opportunity to conduct an interview with our new Commander, Brig. Gen. Andrew P. Iosue. The general talked candidly about the recruiting mission. His forthright comments should provide an insight for all members of the Air Force Recruiting Service regarding Brig. Gen. Iosue's goals and objectives during his tenure as the top Air Force recruiter.



to become more aware of the quality we have in recruiting, the screened, trained, mature people who've volunteered for this duty. There are some factions that claim the recruiter is like a salesman, and all he's trying to do is make a mark on the wall, changing up one more number toward a quota. It's not true, but the perception is there and it's one of the things we must change. I intend to address every forum that I can, personally, and tell the recruiting story. My plans also include getting the message to senior Air Force officers through briefings at commanders conferences and through visits to their headquarters.

**Recruiter:** Can you lead this on down the chain to the individual recruiter?

Brig. Gen. Iosue: I expect them to get out and tell the recruiting story, too. The new program I've implemented is called RECAP, which stands for Recruiter/Customer Awareness Program. It's an eyeball-to-eyeball program, on a first-person basis, between individual recruiters and supervisors at the bases, or recruiters and first-termers. I want the recruiter to stand up in front of a group—perhaps a command call, or at a base NCO leadership school—and tell what he does, and see what kind of feedback he gets from these individuals. Two things will happen. They will have a better concept of recruiting, and the recruiter will become aware, immediately, of what their perception of him is. Through the give and take, the recruiter can adjust his mode of operating, the rest of the Air Force will understand us better—the result a better recruiting effort.

## "We need people who wear the recruiting badge with pride . . ."

**Recruiter:** How do you intend to improve Recruiting Service?

Brig. Gen. Iosue: We have a fine force now, but like any outfit, it can always become better. We have some areas we need to concentrate on. Attrition at Recruiting School is running fairly high, and we should probably do a better job of screening our volunteers. I intend to establish an interview process under which applicants will talk to a sector supervisor, detachment commander or group command, and be evaluated. I think we can increase the number of individuals looking for Recruiting Service jobs. Instead of the 130 applications per month for the four to five hundred recruiting jobs available each year, I'd like to see 400 applications monthly so that we can screen a large number of eligibles and pick nothing but the best.

**Recruiter:** Brig. Gen. Iosue, this Recruit-the-Recruiter campaign seems to be an important part of your overall program. Can you discuss it in greater detail?

Brig. Gen. Iosue: We need people who wear the recruiting badge with pride, so that people throughout

the Air Force who look upon that badge will envy them and realize that they represent the Air Force at its best. I think the most important quality they must possess is integrity. Other qualities to be desired are aggressiveness, an outgoing personality—perhaps we should say charisma—and, in general, a person who can get the job done. But I think integrity is the most important.

## "We are continually trying to cut overhead and increase the ratio of production recruiters."

**Recruiter:** Changing the subject, there is some talk about the possibility of the economic situation in the United States improving and thus having an adverse impact on our recruiting. How do you see the situation?

Brig. Gen. Iosue: That's an unknown and I can't really speculate. We have information from other services that indicates recruiting may be getting more difficult because the economy is warming up. To date, we haven't seen any such indication for the Air Force. I would say that the Air Force is looking for the types of individuals who are always in demand, regardless of the state of the economy. We may have to work harder, but I don't see it now as anything particularly significant.

**Recruiter:** Along the same line, we've heard that there are some budget cuts in the mill that may affect recruiting. What can you tell us about them?

Brig. Gen. Iosue: We expect some cuts. One area is in advertising, and I can't provide any accurate evaluation on how great it's going to be or what impact it will have. In the personnel area, we anticipated cuts and worked ahead to reorganize so as to lessen the impact.

**Recruiter:** Many of the reductions were support spaces. What are we doing to become more efficient?

Brig. Gen. Iosue: I'm sure you've heard of the more "tooth-to-tail" efforts. We are continuously trying to cut overhead and increase the ratio of production recruiters. A year from now, when we get into the PROMIS mechanized request system some of the overhead workload will be reduced. We need to cut redundancy, insuring that we don't have duplication at each level of responsibility, and through other efficiency measures. I think we can live with the reductions while sustaining the support needed by the production recruiter.

**Recruiter:** Obviously communication is becoming increasingly important. What are you doing to get the word out to the field and get feedback?

Brig. Gen. Iosue: I wish I could visit each recruiter personally. I'm on the road a couple of days each week trying to do that. And Colonel Don Binford, my deputy



commander, and other members of the headquarters staff are getting out to the field as much as possible. However, it's obviously impossible to get everywhere. Therefore, I've set up a direct line between myself and every person in the command—the DIAL system (Direct Information Action Line). It's a management technique not intended to bypass established chains of command. It helps me insure that our people are getting the straight ungarbled word. Some of the calls received so far have been amazing; they've revealed problems that should be surfaced and corrected. We need suggestions, as well as complaints. The recruiter is the individual who must implement the programs; if he or she doesn't understand, or has a better idea, we need to know about it so that changes can be made.

**Recruiter:** Sir, could you summarize some of the programs that you are establishing? You've touched on most of them.

Brig. Gen. Iosue: I can best summarize it by saying that I think we have the finest recruiting system in the Department of Defense. By any traditional measurements we use, we are bringing on board quality people. When I came here, I took a hard look and was pleased by what I saw. But, any good outfit can be made even better, so I established some goals to increase productivity. By this, I mean making sure that the recruit will hack it

## "The recruiter should be willing to bet that the individual . . . will successfully serve a four or six year term."

through training and the initial term of enlistment. The recruiter should be willing to bet that the individual he or she puts into the Air Force will get through BMT, tech training and will successfully serve a four or six year term. I want the enlistees to be well informed and come on board smiling, confident that they know what to expect and equally confident that we have given them a fair shake. I want a recruiting force that is credible and has the respect of everyone throughout the Air Force and in the communities they serve wherever our recruiters are stationed. Everyone must know that we are not just looking for marks on the wall—numbers—but are trying to find individuals who will serve constructively in a proud outfit. With that perspective, I think we can keep pushing hard to improve the Air Force Recruiting Service so that we can leave a great legacy of integrity and dedication for those who will succeed us in recruiting and throughout the Air Force.

Air Force Photos  
by  
Walt Weible



A look at the results

# AFMIG terminated Sept. 1

(Editor's note: This is the first of a two part article on the Air Force Management Improvement Group (AFMIG) which was terminated last month. The article takes a look at the reasons AFMIG was established and what it has accomplished.)

On March 25, 1975, an ad hoc group was established by the Air Force Chief of Staff. Known as Air Force Management Improvement Group (AFMIG) it had a charge to examine all aspects of the Air Force relating to or impacting on people—and a stated objective "to help make a good service better."

Establishment of the group was acknowledgment that the Air Force is a part of a dynamic, fast-moving society—one which places an increasingly higher premium on the human resource.

The AFMIG was the vehicle—a full-time effort on the part of 70 Air Force members—by which the Air Force examined its management of the human resource in totality. The formal portion of that effort is now complete. The AFMIG as a separate entity was terminated on Sept. 1, 1975.

Legitimate questions can now be asked concerning the AFMIG effort—what it accomplished, was it worth the effort, where is the AFMIG report, etc. Before attempting to answer these, it is important to review some of the parameters established by Lieutenant General (then Major General) K. L. Tallman, the AFMIG director.

Firstly, there was to be no massive end-of-study report—i.e., a 'blue ribbon report' to collect dust on a shelf. It was to be an action group, chartered to seek out and implement ways to make a better Air Force and to improve the quality of Air Force life.

Secondly, there was to be no ballyhoo concerning the AFMIG effort. Buzzwords, current management vogues, and instant panaceas for a variety of ailments were to be avoided. What the group was to do instead was to quietly go about its business, to dig into the issues, to

## Contest relates to Bicentennial

Air Force Recruiting Service personnel have an opportunity to express their thoughts on the Bicentennial celebration through the 1975 Freedoms Foundation letter writing contest.

The contest theme, "Human Goals—A Proud Heritage," is related to the Bicentennial and offers wide latitude for interpretation. Entries may be in letter, essay, or poetic form, 100 to 500 words in length.

Contest officials say literary excellence is not a major requirement. They are looking for themes which enhance appreciation of the Nation's heritage.

Entries may be sent to Freedoms Foundation, Valley Forge, Pa., 19481, along with full name, social security number, military address, service component, and home address.

Entries must reach the foundation by Oct. 31.

dust off ideas which had been previously rejected for any number of reasons, to delve into 'sacred cows' as necessary, and to serve as the change agent if change was needed. And thirdly, the accomplishments of the AFMIG would speak for themselves, rather than the AFMIG orchestrating a publicity program to sell them.

Not all of the AFMIG initiatives will be readily apparent; not all will be of sufficient impact to satisfy all Air Force members; and not all tasks have

been completed. What is important to realize is that while the AFMIG is terminated as an entity, the initiatives surfaced and the progress made by the AFMIG are not. The AFMIG was not an end in itself—it was a beginning. It not only surfaced issues that will continue to be worked by the appropriate Air Staff agencies, but it also created a climate—an environment—which will facilitate continuing effort and progress in the vitally important area of human resource development.

The focus of the AFMIG effort was threefold: human resource development; base-level management; and personnel policies and programs. Each was viewed from the two overlapping perspectives of people management—a resource to optimize the ability of the Air Force to meet its mission responsibilities—and the quality of Air Force life, both on and off the job. From this framework for action, the group surfaced and worked a large number of tasks.

In keeping with the approach of the AFMIG, no "final report" was published; this connotes an "end" to the effort. A progress report was prepared which provided a comprehensive status on some of the major initiatives, providing assurance that the high payoff issues identified by the AFMIG would not be lost after the Sept. 1 termination date. A concise discussion of these key tasks/efforts follows:

An initiative in leadership and management training was perhaps one of the more all-encompassing efforts of the group, in that it will affect all Air Force people. The AFMIG designed a five-part plan that would, (1) establish an Air Force leadership and management center at the Air University; (2) create traveling teams that would visit bases, take a reading of the organizational health, and then conduct locally tailored leadership and management training; (3) form local leadership and management centers on major bases that would pull together existing but dispersed education and training resources; (4) broaden noncommissioned officer (NCO) professional military education (PME); and (5) offer a program at base level that would improve human communication.

The development center and the traveling teams are the core of this initiative. The center would provide the focus for a common Air Force philosophy of leadership and management education, as well as offer resident courses, something not now being done. The traveling team idea would give base commanders, managers, and supervisors a means to offer onsite programs to improve leadership skills, communication between workers and supervisors, greater understanding of human behavior and skills in problem solving.

A second initiative is a re-vamping of the Air Force-wide sponsorship and orientation programs. The goal, which has been hard to achieve in the past, is to provide a smooth transition for Air Force people moving on a permanent change of station, some 32,000 per month. The first thing that's being done is to get a single manager for the two programs, previously split between personnel managers and information offices.

A new regulation is being written along with a program manager's handbook that combines the features of the best programs now running. The key to the new program—called IN-TRO (Individualized Newcomer Treatment and Orientation)—is local flexibility and a plan to consolidate other base level training into the program, if the commander desires.

Another initiative is in the area of commander identification, development, and selection. Toward that end, a workshop scheduled in September at Air Force Military Personnel Center was to look at determining command billets; how to identify potential commanders from O-3 through O-6; how to develop candidates; how one periodically reviews a candidate's progress; and how major commands might go about sharing selection of such people. (AFNS)



REVIEWING some of the numerous requests for the new DoD Military-Civilian Occupational Source Book, are Air Force Colonel Ralph S. Hoggatt, Armed Forces Vocational Testing Group commander, left, and Army Captain Robert M. Puchalski, source book editor.

## Requests running high for new Source Book

Requests are running high for the first edition of the Department of Defense Military - Civilian Occupational Source Book.

This new publication on occupations and career guidance is a compilation of job information from all five branches of the armed forces. The book lists some 3,000 different enlisted military jobs which have recognized civilian counterparts in 417 occupational areas. Included under each area is a common job description, as well as the prerequisites necessary for entering that field.

The source book is structured to match the fifteen career clusters identified by the U.S. Office of Education. It also uses the Department of Labor six digit job code system to identify the listed occupations. This combined system of job information should make the book a valuable tool for high school counselors and others interested in career guidance of young people. State employment counselors will utilize the book in the placement of veterans.

The Armed Forces Vocational Testing Group here started compiling the job information in September 1974. A working group consisting of classifiers from all of the services, and representatives of the Department of Labor, Texas Employment Commission, and the Department of Health, Education and Welfare pooled their talents to produce the publication. In addition to the actual job descriptions, the book also contains general information on military life, and an explanation of the volume's use and applicability.

The initial printing of 114,000 copies has been distributed to counselors throughout the country, and the demand for additional copies has been impressive. Educators have been highly complimentary in their evaluation of the new book. One head counselor said, "The book is fantastic. I want each counselor to have a copy in his or her office. We are trying to improve our career program, and certainly this will serve as a valuable aid." A typical evaluation came from a counselor in Virginia who wrote, "Just arrived and I'm delighted. It's something I've been hoping for."

Army Captain Robert M. Puchalski, the editor for the book, has seen the book through from concept to distribution. "I am astonished at the initial response," he said, "but my greatest satisfaction is knowing that more and more people will recognize that most military careers are not unique. We are a contributing job force just like our civilian co-workers, and we train people in skills that they can use later in civilian life. Now people will know that."

Air Force Colonel Ralph S. Hoggatt, commander of the Armed Forces Vocational Testing Group, the supervising agency for the source book's development stated, "I am confident that the source book will be a milestone in career guidance. With our educational society increasing its emphasis in the vocational training field, I believe the source book will be a valuable tool for educators and students in making career choices."

# Bandsmen tell why they joined

by Master Sergeant John Mahony

ANAHEIM, Calif. — In seeking qualified musicians to join Air Force bands, Air Force recruiters stress that young musicians who are accepted for the program will be getting one of a musician's most precious assets—experience.

Two former Air Force bandsmen who readily attest to that claim are Sanford Skinner, trumpet player with the swinging Harry James Band, and John Oslawski, baritone saxophone with the thundering Woody Herman Herd.

Both of these great bands recently concluded two-week summer engagements here at Disneyland.

"During the Korean War I was a young musician playing with an Air Force band at Nellis Air Force Base, Nevada," Mr. Skinner reflected between sets at Disneyland's Plaza Gardens bandstand. "It was just one great learning experience, to be sure."

"Too many young people think of jazz as complete freedom to do your own thing, to improvise as you please," the gifted bandsman continued. "Sure, that's part of jazz, but there is structure and discipline, too. You've got to have more than just basic musical training before you start to go off on your own; depth, experience is needed, too."

That's why I say I learned a great deal playing in an Air Force band.

If basic training at Lackland Air Force Base and auditioning with the 683rd Air Force Band at Nellis seems distant to Mr. Skinner, it is probably because of his world-wide travels during the past 20 years with such great bands as James, Stan Kenton, Les Brown, Charlie Barnett, Skinny Ennis, and the Ray Conniff organization. Not

bad for a man who got his first paying job as a hornman at the age of 11.

"In '68 I auditioned for the NORAD (North American Air Defense Command) Band while I was in college," said the 29-year-old good-looking bachelor, John Oslawski, a member of the Herman Band. "Well, I made it but there were no openings in the band at the time, so a week later I went with the Buddy Rich Band."

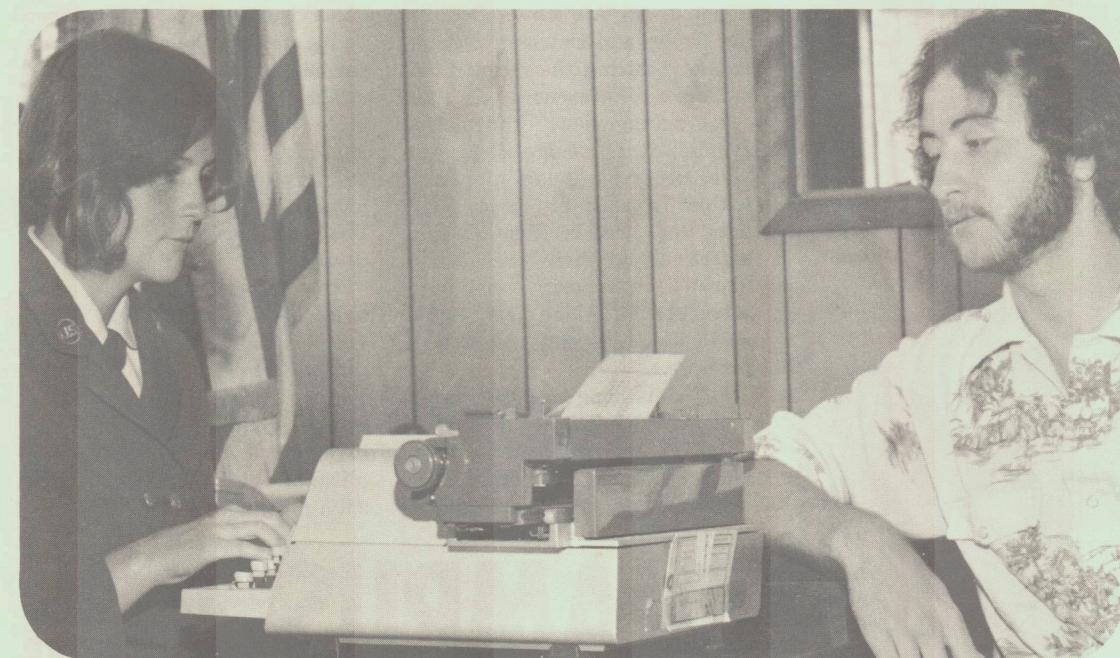
Just like that, he was soaring high alongside of the rest of that dynamic group of select Rich musicians.

Mr. Oslawski's flying high with Buddy's Band came to a halt upon returning from a European tour to find out the Army was set on drafting him.

"I immediately contacted the nearest Air Force Recruiting office in New York City," the bandsman continued. "The recruiter told me of the oppor-

tunities of playing with an Air Force band.

"I auditioned and was accepted," he continued. "So in November '68 I was off to Lackland for basic, then to Stewart for a year with the 579th Air Force Band. O.K., so it wasn't Buddy Rich, but it was still a fine year with a great bunch of young musicians."



PREPARING LAST MINUTE paperwork for Danny L. Tatum who was scheduled to enter the Air Force last month, is his sister, Air National Guard Airman Connie Phagan. Amn. Phagan gained on the job experience as an administrative specialist while working in the Gainesville, Ga., Air Force Recruiting office with Staff Sergeant Ed Kaylor. The sergeant is a member of Air Force Recruiting Detachment 304. (Air Force Photo by SSgt. Carl Jones)

## Bicentennial caravans

# Officials announce new van schedule

Air Force officials recently announced the schedules for the four Armed Forces Bicentennial Caravans from mid-October to mid-December. The caravans are now touring the country celebrating the Bicentennial year.

The Air Force, Army, Navy and Marine Corps are represented in each caravan with their own exhibit vans.

Air Force vans are mini-theaters, depicting the Air Force role in the development of aviation. More than 1,000 slides are flashed on five screens during a 16-minute program.

Each of the caravans is touring a separate part of the country.

Recruiters are urged to be present at display sites to answer questions from visitors, according to Air Force Recruiting Service officials. However, active recruiting will not be permitted.

Operating Location 1		
Date	Operating Location 1	Site
October		
16	Ripley, W.V.	
18-19	Charleston, W.V.	
20-21	Huntington, W.V.	
November		
10	Big Stone Gap, Va.	
11	Abingdon, Va.	
12-13	Pulaski, Va.	
14	Dobson, N.C.	
15-16	Statesville, N.C.	
19-20	Spartanburg, S.C.	
21-23	Greenville, S.C.	
25-26	Anderson, S.C.	
27	Tooca, Ga.	
28	Gainesville, Ga.	
29	Dahlonega, Ga.	
30	Rome, Ga.	
December		
1	Rome, Ga.	
3	Lafayette, Ga.	

Operating Location 2		
Date	Operating Location 2	Site
October		
17-19	Des Moines, Iowa	
21-22	Ames, Iowa	
23	Ottumwa, Iowa	
24	Mount Pleasant, Iowa	
25-27	Burlington, Iowa	
29-30	Iowa City	
31	Cedar Rapids, Iowa	
November		
1-2	Cedar Rapids, Iowa	
4-6	Davenport, Iowa	
8-10	Middletown, Ohio	
12-13	Bowling Green, Ohio	
14	Tiffin, Ohio	
December		
2-3	Elizabethtown, Ky.	
4-5	Owensboro, Ky.	
6-7	Madisonville, Ky.	
9	Fulton, Ky.	
10-11	Murray, Ky.	
12-14	Bowling Green, Ky.	
15-16	Glasgow, Ky.	

Operating Location 3		
Date	Operating Location 3	Site
November		
1-2	Air Force Academy, Colo.	
4	Adams County, Colo.	
5-6	Englewood, Colo.	
7	Denver, Colo.	
8	Limon, Colo.	
9-10	Burlington, Colo.	
27-29	Lamar, Colo.	
December		
1-2	La Junta, Colo.	
4-5	Pueblo, Colo.	
6	Trinidad, Colo.	
7	Guymon, Okla.	
10	Beaver, Okla.	
11		
13-14		

Operating Location 4		
Date	Operating Location 4	Site
October		
18		Anderson, Calif.
19		Willows, Calif.
20		Oroville, Calif.
21-22		Woodland, Calif.
24-25		Napa, Calif.
26-27		Fairfield, Calif.
28-29		Vacaville, Calif.
30		Auburn, Calif.
31		Lodi, Calif.
November		
1-2		Stockton, Calif.
4		Manteca, Calif.
5-6		Modesto, Calif.
7		Turlock, Calif.
8		Atwater, Calif.
9-10		Merced, Calif.
27-29		Fresno, Calif.

Operating Location 4		
Date	Operating Location 4	Site
November		
1-2		Stockton, Calif.
4		Manteca, Calif.
5-6		Modesto, Calif.
7		Turlock, Calif.
8		Atwater, Calif.
9-10		Merced, Calif.
27-29		Fresno, Calif.
December		
1-2		Barstow, Calif.
4-5		Clark County, Las Vegas, Nev.
6		North Las Vegas, Nev.
7		Las Vegas, Nev.
10		Henderson, Nev.
11		Boulder City, Nev.
13-14		San Bernardino, Calif.





AIR FORCE Recruiting Detachment 305 recruiter, Staff Sergeant Terrance Lyons admires a replica of a National Aeronautics and Space Administration capsule that he and SSgt. Orville Miller, also a recruiter, borrowed from the Hagerstown, Md., Board of Education for their display at the Maryland Hagerstown Fair. The exhibit also included the detachment advertising and publicity van, a homemade Air Force art display and a literature table. (Air Force Photo by Staff Sergeant William Madden)

## All enlistees eligible to take bypass exam

Any Air Force enlistee may voluntarily take a bypass test for a particular specialty during basic training. Passing the test, however, does not mean that the airman will be assigned that job.

Air Force Recruiting Service officials here recently clarified guidelines for bypass testing of nonprior service men and women.

The examination, an Apprentice Knowledge Test (AKT), measures an individual's knowledge of a particular job or skill. If the person passes the test, he or she is awarded the Air Force Specialty Code, (AFSC) at the apprentice level.

"It becomes his or her awarded AFSC to identify a skill possessed," said Colonel Donald B. Wren, director of student resources, headquarters Air Force Recruiting Service here. "However, the airman may be assigned to the job only if a valid requirement exists."

An airman enlisting under the Guaranteed Training Enlistment Program in one of eight critical AFSCs must remain in that AFSC whether or not he passes an AKT for another

specialty," emphasized the colonel.

The critically manned specialties are: Apprentice Morse Systems Operator, 20731; Apprentice Printer Systems Operator, 20732; Apprentice Munitions Maintenance Specialist, 46130; Apprentice Weapons Mechanic, 46230; Apprentice Fire Protection Specialist, 57130; Apprentice Vehicle Operator Dispatcher, 60330; Apprentice Cook, 62230; and Apprentice Security Specialist, 81130.



ENHANCING LOCAL Air Force community relations and helping Recruiting Service is the Lackland Air Force Base dog demonstration team which performed for San Antonio, Tex., Brewer baseball fans prior to a recent game.

# AF Chief praises feedback system

"Great! This is what we have been looking for."

That is what General David C. Jones, Chief of Staff of the Air Force, said about the Air Force Recruiting Service Data Feedback System (DFS) which became fully operational this spring.

A briefing on the system was given to all Air Force Recruiting Group and Detachment commanders during the recent Commander's Conference.

A management information system, it is designed to provide supervisors, at all levels within Recruiting Service, with data they need to function most effectively at their level. It will identify both positive and negative trends which will enable early detection and solution of problems.

Officials hope that the system will lead to improved recruiting practices and procedures, a reduction in attrition from basic training and technical training

schools, and the enlistment of the highest quality applicants from each area.

"The DFS is set up to aid in solution of problems at the lowest management level possible," said Captain Ronald Callen, chief of the plans branch, Directorate of Recruiting Operations here. "Therefore, the system is oriented primarily to the sector supervisor who is the expert in his geographic area," he continued.

The system provides two basic types of information. It generates Management Feedback Products, data designed to aid the supervisor, and Recruiter Feedback Products which are designed for the recruiter's use.

The information being made available to the sector supervisor includes data on the educational background, qualifying scores, discharges and technical school eliminations and mental category of nonprior service applicants his recruiters enlist. This is provided in numeric and

percentage data in 11 categories.

"It provides both historical and projected data which enables management to evaluate what they have done and where they are going," explained Capt. Callen. It also enables the supervisor to compare his area and recruiters with national percentages, other sectors, and his expectations.

The Recruiter Feedback portion provides the recruiter with data concerning enlistee attrition and success.

"As a result," said Capt. Callen, "each recruiter can evaluate his enlistments and identify any personal recruiting methods that are strong or weak. In addition, management receives the same information for their analysis and action."

"The DFS was set up to provide everyone — recruiters through top management—with information they can use to make an outstanding recruiting system better," concluded Capt. Callen.

## CHAMPUS claim filing deadline draws near

Beneficiaries of the Civilian Health and Medical Program of the Uniformed Services (CHAMPUS) should be aware that December 31, 1975 is the deadline for filing claims for medical care services and supplies provided during 1974 (Jan. 1-Dec. 31).

CHAMPUS officials are concerned that many beneficiaries may not know about this deadline. They point out that a claim for services or supplies received during 1974 will not be considered if it is filed after the last day of 1975.

A similar deadline will be in effect in the future. It will be the last day of the calendar year following the calendar year in which the services and supplies are received. For example, claims for services and supplies received during 1975 (Jan. 1-Dec. 31) will have to be sent in no later than December 31, 1976.

Although CHAMPUS beneficiaries have until the end of this year to file claims for services and supplies provided during 1974, they are advised not to wait until then to get them in.

A CHAMPUS beneficiary who has received services or supplies during 1974 from a civilian source who has agreed to submit a claim directly to CHAMPUS should check with that source if he is not sure that a

claim has been submitted. The civilian source should be reminded about the Dec. 31, 1975 deadline, and if he cannot file the claim by that date, the beneficiary should make arrangements to file it himself.

## Reserves exceed fiscal year objectives

ROBBINS AFB—Air Force Reserve (AFRES) manning specialists and PALACE FRONT counselors topped their goal for fiscal year 1975 which ended July 1, by recruiting 12,107 personnel for AFRES units scattered throughout the nation. Goal for the recruiters had been 12,068.

Additionally, during the same period, AFRES entered 2,733 nonprior service personnel into basic military training at Lackland Air Force Base, Tex. against a goal of 2,712. This marked the first time since the beginning of the draft-free en-

vironment that this annual goal was achieved.

The AFRES retention program of personnel already in the reserve, also met considerable success during FY 1975.

Major Richard D. Sutton, AFRES director of retention and reserve recruiting, praised manning specialists and PALACE FRONT counselors throughout the command saying that despite inflationary pressures and the need to train additional recruiters, the actual cost of recruiting new people decreased during the year.

# Three groups get safety recognition

The 3504th Air Force Recruiting Group has earned the Air Force Recruiting Service Commander's Safety Certificate, and two other groups have been recognized by the National Safety Council.

They are the 3505th and the now deactivated 3502nd Groups.

The '04th accumulated 13,250 points to edge out the now deactivated 3507th Group for the Commander's award.

Points are based on the government and leased vehicle accident rate, number of military and civilian disabling injuries, and the number of private motor vehicle accidents within the organization.

In a letter to Colonel Edward D. Young, 3504th Group commander, Brigadier General Andrew P. Iosue, Recruiting Service commander said, "You may be justly proud of the safety record achieved by your group."

Your accomplishments reflect the positive influence of a truly professional team and have contributed immeasurably to the outstanding safety record of Recruiting Service."

The Safety Council awarded the 3505th a Certificate of Commendation, and the 3502nd Group a Certificate of Perfect Record.

The council awards are based on 1974 ground safety statistics.



BRENDA JONES, SECRETARY for Air Force Recruiting Detachment 304 in Atlanta, adjusts an Air Force recruiting bookcover which promotes a bicentennial theme. High school students throughout the detachment are among those receiving the bookcovers compliments of their Air Force recruiters. (Air Force Photo by Staff Sergeant Carl Jones)

## RS establishes medical recruiting officer training

A three-day training program has been established here for officers being assigned to Air Force medical recruiting teams.

The medical personnel recruiting division, Directorate of Recruiting Operations, will conduct the orientation. It will be a follow-on to the three-week officer recruiting course newly assigned Medical Service Corps officers attend at Lackland Air Force Base, Tex.

"During their stay, they will work with personnel who process applications for all medical recruiting programs," said Colonel Charles A. McAfee, chief of the medical personnel recruiting division. "They will take an in-depth look at processing, routing, handling, and reviewing of the different types of applications," he continued.

The orientation will include visits to the Air Force Mil-

itary Personnel Center surgeon's office, and the Air Training Command surgeon's office. The Medical Service Corps officers will also receive updated information on all medical recruiting programs, their objectives and the competition system.

Seventeen officers recently assigned to medical recruiting teams are scheduled to receive the orientation through February 1976.

## Detachment conducts youth safety contest

MILFORD, Conn. — Safety was the subject for a poster contest for the children of Air Force Recruiting Detachment 106 personnel.

The competition was part of the unit's annual picnic and awards presentation.

Twenty-three posters were entered in the competition, which was divided into three age categories.

Winner in the 3-6-years-old category, was Tony Genes, son of Master Sergeant and Mrs. Harry W. Genes. MSgt. Genes is a Det. 106 sector supervisor in Providence, R.I.

In the 7-11-years-old category, Barbie Cameron, daughter of Technical Sergeant and Mrs. James R. Cameron, was the winner. TSgt. Cameron is a recruiter in Bridgeport, Conn.

And in the 12-16-years-old category, Lynn Weaver, daughter of TSgt. and Mrs. Richard K. Weaver had the winning poster. TSgt. Weaver is an Armed Forces Examining and Entrance Station liaison noncommissioned officer in New Haven, Conn.

Captain Mary Joan Reasby, Det. 106 safety officer, organized the safety poster contest to encourage the youngsters to remember safety. Poster themes varied from safe driving to not smoking in bed. All the posters were kept by Capt. Reasby for display on the detachment bulletin board.

Capt. Reasby presented prizes to the winners.

## Recruiters now making Civil Service referrals

Air Force recruiters are now assisting local Civil Service agencies through a new referral program which was jointly developed by the Air Force Recruiting Service Operations Directorate and the Air Force Directorate of Civilian Personnel.

Applicants for Air Force duty are being referred by recruiters to Civil Service for employment, if no match can be found between their qualifications and current Air Force needs and if

the applicants are not interested or qualified for enlistment in the Air Force Reserve.

"Recruiters nationwide have been provided a list of appropriate job information centers," according to Colonel Willis G. Womack, director of recruiting operations, "and persons who possess the skills or potential needed by Civil Service are being directed to the proper agencies for possible employment."

## Coming soon

GS 75-38, Vehicle Decals: A set of Air Force red, white and blue vehicle decals to be placed on the left and right front doors of recruiting vehicles. The decals are of a polyvinyl, peel-and-stick type, and should be distributed late this month.

GS 74-47, Air Force Educational Opportunities Reference Book: A reference book which will outline all recruitment programs and explain the many

benefits of an Air Force career. The book will be three-hole punched and stapled. It can be placed in bookend binders if desired, and should be distributed to the field by mid-November.

GS 75-8, Awards Certificate: A series of framed civilian award certificates that will provide recruiters with appropriate awards to be presented in accordance with current regulations and policies. Units should receive them this month.



STAFF SERGEANT Tim Dannelly is an Air Force Recruiting School instructor during the week. He tapes shows for the 3504th Air Force Recruiting Group on Sundays. He records 11 shows each week for stations in the group's area.





**MINUTEMEN MEET MINUTEMEN** as the 3501st Air Force Recruiting Group motorized F-111 aircraft model makes its debut in historical Lexington Center, Mass. With the van are, from left, Ken Connors, Mike Lee, Master Sergeant H. C. Robertson, Airman Donald Spano, Ann Carroll and Staff Sergeant Richard Young. The noncommissioned officers are Air Force Recruiting Detachment 109 recruiters who invited the group of enlistees and prospective applicants to the debut. The F-111, painted to resemble a Thunderbird aircraft, is being used in parades and exhibits in the 3501st area.

## Sector supervisors graduated from class

**LACKLAND AFB, Tex.** — Fifteen Air Force Recruiting Service sector supervisors or those soon to become one were recently graduated from the three-week sector supervisor course here.

Graduated with honors was Master Sergeant James R. Battle, a member of Air Force Re-

cruiting Detachment 104, Carle Place, N.Y.

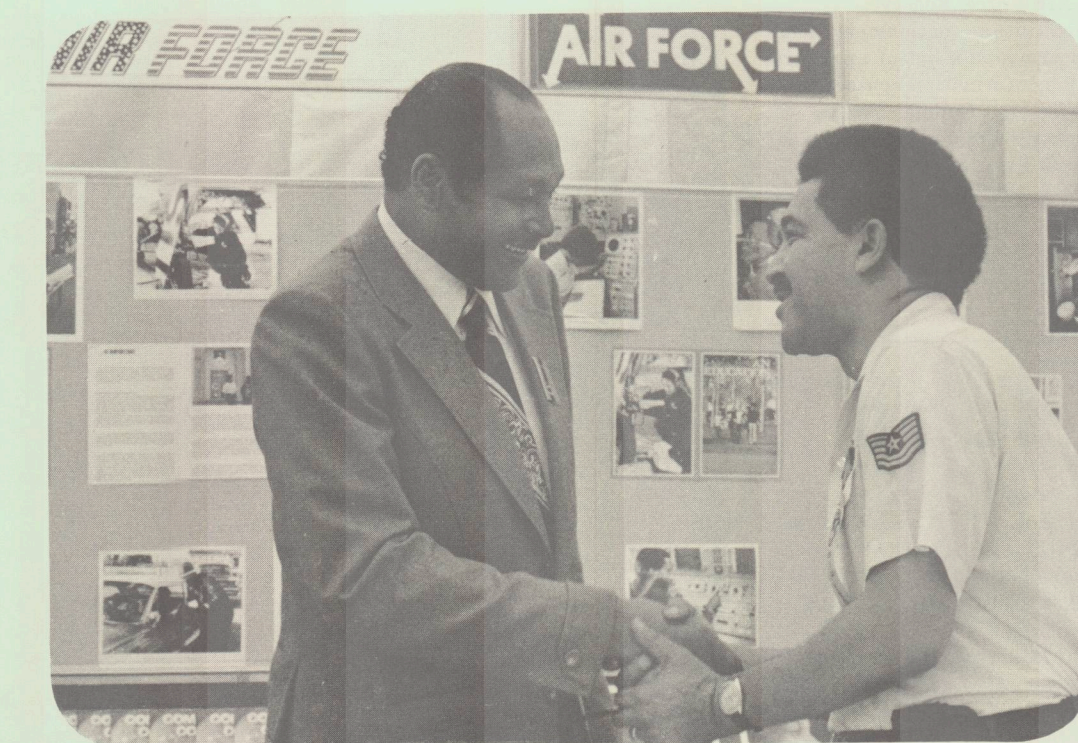
Other members of the class included MSgts. Ivy L. Armstrong, Det. 405, St. Louis; James I. Browning, Det. 514, Columbus, Ohio and Carlton M. Dalton, Det. 603, Sacramento, Calif.; Senior Master Sergeant Calvin E. Ford, Det. 504, Selfridge Air National Guard Base, Mich.; and Technical Sergeant Charles L. Ford, 3504th Air Force Recruiting Group, San Antonio.

Also graduated were SMSgts. Edison F. Fowler, Det. 307, Raleigh, N.C., and Henry V. Gilmore, Det. 303, Patrick Air Force Base, Fla.; and MSgts. William A. Moore, Det. 303 and John W. Muhleman, Det. 513, Cleveland.

Additional graduates were MSgt. John H. Myers, Det. 101, Pittsburgh; SMSgts. John D. Schmeltzer, Det. 603 and Claude E. Vanlandingham, Det. 609, Los Angeles; and MSgt. Charles H. York, Det. 406, Houston.

Also graduated from the three-week course was Capt. Anthony L. Batezel, advertising and publicity officer, Det. 104, Carle Place, N.Y.; Second Lieutenant Charles R. Bauer, medical recruiting officer, Det. 106, Milford, Conn.; Lieutenant Colonel Donald H. Black, the new director of the Department of Recruiter and Instructor Training, Lackland Air Force Base, Tex.; and First Lieutenant Barton L. Dannels, administrative and logistics officer, Det. 505, Milwaukee.

Other course graduates were Lt. Col. Benjamin E. Waller III, commander, Det. 303, Patrick AFB, Fla.; Major William J. Gates, commander, Det. 106; and Capt. David M. Gilbaugh, advertising and publicity, Det. 606, Alameda, Calif.; James W. Taylor, production control officer, 3506th Air Force Recruiting Group, Sacramento, Calif.; and Edward DeGrott III, production control officer, Headquarters Recruiting Service, Randolph AFB, Tex.



**VISITING WITH** Air Force Recruiting Detachment 609 recruiter, Technical Sergeant Ken Brown at the eighth annual Festival in Black in Los Angeles, is Los Angeles Mayor Tom Bradley. More than 175,000 people attended the festival, according to detachment officials.

## Recruiters trudge desert for Muscular Dystrophy

**NORTON AFB, Calif.**—Overcoming blistering heat, a sand storm and aching muscles, five Air Force and Army recruiters recently trudged out of Death Valley. They were wrapping up a six-day, 117-mile journey over ground where temperatures peaked at 198.6 degrees.

The trek was begun by the recruiters to raise funds for the Muscular Dystrophy Research Foundation. According to Air Force Staff Sergeant Bill Burr, a San Bernardino-based recruiter and team leader, the group was the eighth team to attempt the walk this year and the only one to make it. SSgt. Burr is a member of Air Force Recruiting Detachment 610.

Leaving the southeast corner of the Valley, the hikers traveled mostly at night and in the early morning hours. Each man drank almost four gallons of water as they averaged 18 miles a night.

A major barrier facing the men during the week was the

intense summer heat. Air temperatures ranged from 110-122 degrees during the day and seldom cooled below 100 at night.

"Our feet got kind of warm and after the first day everyone had a bunch of blisters," Sergeant Burr said. Blistered feet proved only one physical ailment for the men. Each soon experienced swollen ankles, sore feet and strained knees.

With SSgt. Burr on the desert were Army SSgts. Danny Landeros and Mike McCoy, Air Force SSgt. Jack Campbell and Major Robert Williams, Det. 610 commander.

The team officially presented the contributions their project earned to Jerry Lewis during his annual Muscular Dystrophy telethon over the Labor Day weekend.

## Awardees announced for fiscal year '75

**HANSCOM AFB, Mass.** — 3501st Air Force Recruiting Group Minutemen recently held a dining-in and recognized detachment personnel making the most significant contributions to the overall Recruiting Service mission in their assigned areas. Those garnering group annual honors are: Staff Sergeant Rich-

ard Goldin, Top Administration Technician, Air Force Recruiting Detachment 104; SSgt. Glen S. Mortensen, Top Personnel Technician, Det. 106; Master Sergeant Donald MacDonald, Top Logistics Technician, Det. 104; Technical Sergeant Ronald J. Belenski, Top Advertising and Publicity noncommissioned officer (NCO), Det. 103; MSgt. Frank Bratjan, Top Operations Supervisor, Det. 103.

The Group Rookie Recruiter of the Year is SSgt. Victor Dorais of Det. 110 (now deactivated) and the Top Recruiter of the Year award went to Robert Jacques of Det. 109.

Senior Master Sergeant Norman Lomas is the Top Detachment Operations Superintendent of the Year for Det. 110 (now deactivated) and MSgt. Jimmy L. Moore is the Top Sector Supervisor of the Year for Det. 110 (now deactivated).

The annual Top Medical Recruiting Team Award went to Major Seymour Milstone, Second Lieutenant Herman R. Greenburg and MSgt. Arthur A. Benjamin in New York City, also of Det. 104.

Captain Maryjoan Reasby of Det. 106 accepted the annual individual safety award.

MSgt. Philip Winsor, MSgt. Roger Goodwin and TSgt. Earle C. Timmons make up the Top Specialized Nurse Recruiting Team.



**GENERAL DANIEL (CHAPPIE)** James Jr. (center), new commander in chief of the North American Air Defense Command and Aerospace Defense Command, receives his fourth star at Peterson Field, Colo. Doing the pinning honors are Air Force Chief of Staff, Gen. David C. Jones, and Mrs. James. Gen. James is the first Black to achieve four-star rank in the U.S. Armed Forces.

## Thirty-three end recruiter training

**LACKLAND AFB, Tex.** — Twenty-seven active duty Air Force members and six reservists were recently graduated from the recruiting school here.

Distinguished Honor Graduate for the six-week course was Staff Sergeant Patrick A. Cassidy, assigned to Air Force Recruiting Detachment 505, Milwaukee. Graduated with honors were SSgts. Gary A. Germano, Det. 513, Cleveland and James M. Riggs, Det. 405, St. Louis.

Newly assigned to the 3501st Air Force Recruiting Group were SSgt. Ronald O. Hardy, Det. 103, Hancock Field, N.Y.; SSgts. Hans J. E. Keyser, Michael D. McLean and James T. Sardo, Det. 104, Carle Place,

N.Y.; Technical Sergeant Herbert B. Osborne, Det. 105, McGuire AFB, N.J.; TSgt. Dennis Fitzpatrick and SSgt. Herbert M. Smaha, Det. 106, Milford, Conn.; and TSgt. John W. Gillis, Det. 109, Bedford, Mass.

Reporting to the 3503rd Group is Sergeant Terry J. Parker, Det. 304, Atlanta. Assigned to the 3504th Group are TSgt. Merle A. Lee, Det. 403, Omaha, Neb.; SSgt. Richard D. Urban Jr., Det. 404, Arlington, Tex.; TSgts. James P. Dawalt and Michael W. Troxell, Det. 405, St. Louis; and SSgt. Charlie H. McMullin, Det. 409, Oklahoma City.

Three graduates assigned to the 3505th Group included SSgts. Ronald I. Robertson, Det. 501, Chicago; Bobby L. Nor-

wood, Det. 504, Selfridge Air National Guard Base, Mich.; and George S. Thompson, Det. 513.

Going to the 3506th Group are TSgt. Manuel Mongaraz and SSgt. George H. Schaefer, Det. 603, Sacramento, Calif.; TSgt. William B. Curran and Sgt. Daniel B. Birdshaw, Det. 606, Alameda, Calif.; Master Sergeant Ernesto Herrera Jr. and TSgt. Gary A. Kiesow, Det. 607, Lowry AFB, Colo.; and SSgt. Robert T. Terjesen, Det. 609, Los Angeles.

The six reservists completing the course were MSgts. Kenneth E. Finch and Ernest C. Munson; Sgts. Cecil D. Roberts, Michael R. Sherman and Phillip B. Smith; and Airman Melba L. Smith.

## Det. 501 exhibits at 'largest' indoor mall

**ELWOOD, Ill.**—Thirteen Air Force displays were manned around the clock at Woodfield Mall in Schaumburg, Ill., during Armed Forces Week. It is the largest indoor shopping mall in the country, according to Air Force Recruiting Detachment 501 officials.

Highlighting nearly all available Air Force programs, the displays were arranged by detachment members.

At the mall entrance personnel from the Air Force Orientation Group set up a T-37 and T-38 aircraft static display. Recruiters from Sector A, Det. 501, positioned a prestige display near the T-37 aircraft. They arranged eight hall/wall displays in nearly every corridor and wing of the ground floor of the tri-level mall.

They also set up a multipurpose display in a position to attract shoppers into the area where the 505th Band from Chanhute Air Force Base performed during the week-long recruiting campaign.

According to one recruiter, Det. 501's five sets of "Historic

Flags of our Country" comprised the most popular display.

The event generated numerous leads and cost nothing but a little effort, according to Sergeant Alan Burrell, Sector A recruiter from nearby Elgin.

According to Sector A Supervisor, Master Sergeant Dewey Ballard, recruiters have noticed

an upsurge in potential applicants.

To man the displays around the clock, Sector A recruiters rotated between their recruiting offices and the shopping mall. Also assisting in manning the displays were testers, Air Force Reservists, and advertising and publicity personnel.

## Kentucky Fair aids recruiting

**LOUISVILLE, Ky.** — The Kentucky State Fair attracted more than a million visitors this year. On hand to tell many of them about Air Force enlistment opportunities were members of Air Force Recruiting Detachment 308.

Among the more than 500 participants at the largest fair in the state was Master Sergeant John Raney, Det. 308 Sector "A" supervisor and his team

of recruiter salesmen. Those manning the Air Force recruiting display during the 10-day event included Master Sergeant William O. Smith and Staff Sergeants Jerry Bagy, Edward Barnhill, Chuck Lundy and Rick Burkel.

Assisting the recruiters were members of the Air Force Reserve Officer Training Corps from the University of Louisville.

## Here 'n there in Recruiting

### Color guard

Representing Air Force Recruiting Detachment 505 recruiters during pre-game activities at the Green Bay Packers-New England Patriots football game was the color guard from Chanhute Air Force Base, Ill. The color guard performed before a packed house at County Stadium in Milwaukee and viewers on network television.

### Uncles Sam

A recruiter in Air Force Recruiting Detachment 109, Master Sergeant Ev Bisson acquired 28 leads at the four-day Action Fair in Portland, Maine. MSgt. Bisson dressed his 10-year-old daughter, Mary and 10-year-old nephew; Robert Fournier, in "Uncle Sam" suits and the children toured the fairgrounds with signs reading, "Did you see the Air Force booth?" At the booth MSgt. Bisson applied iron-on patches to tee-shirts.

### Flash

Air Force Recruiting Detachment 404 recently purchased a lighted advertisement aimed at attracting musicians for the Lackland Air Force Band of the West. For three days, a sign at Central Park Mall in San Antonio, Tex., flashed a message reading, "The Air Force Needs Musicians—Call 341-3941."

### Thank you

Senior Master Sergeant John A. Willis, Air Force Recruiting Detachment 601 "C" Sector supervisor, awarded Washington's lieutenant governor, the Honorable John A. Cherberg, a certificate for outstanding contribution to Recruiting Service. The lieutenant governor recently spoke to the Washington State "Spirit of '76" Buddy Flight prior to its departure for basic training.

### An even dozen

A member of Air Force Recruiting Detachment 412's medical recruiting team, Captain David W. Templeton, has already recruited 12 dentists for the first quarter of Fiscal Year 76.

### The sound of music

Air Force Recruiting Detachment 606 sponsored the Air Force Band of the Southwest from Luke Air Force Base at a concert in Union Square in San Francisco. More than 1,000 San Francisco white collar employees heard the 44-piece band. The unit also performed at the Weekend Open Houses at Travis and Hamilton AFBs.

### Air Force Week

Utah's Governor Calvin L. Rampton saluted the Air Forces 28th anniversary last month, when he presented a signed declaration designating an Air Force Week in Utah to Captain David J. Moss, commander of Air Force Recruiting Detachment 608.

### Swamped with applicants

Air Force Recruiting Detachment 513 recruiters, Staff Sergeants Rick Hundley and Ray Davis were swamped with applicants after three disc jockeys from a local radio station aired a five-hour live broadcast from Det. 513's office in Cleveland Heights, Ohio. During the broadcast, the recruiters presented Certificates of Appreciation to the announcers for donating their time and setting up the communications system in the office at their own cost.

### He earned it

Fourteen-year-old Lewis Brinkman of Carrollton, Ga., recently was awarded a certificate designating him an Honorary Recruiter for the Air Force. Lewis voluntarily worked daily at the Air Force Recruiting Detachment 304 office in Carrollton, Ga. during his summer recess from school.

### Controller of the Month

Airman First Class Ed H. Todd Jr., has been selected Accession Control Center's Controller of the Month. This is the second time A1C Todd has been named for the honor. The San Antonio resident was also the top controller for September 1974. An administrative specialist, he was chosen for the title for his motivation, loyalty and dedication to duty.

### Big help

Michael Donato, son of an Air Force Detachment 506 recruiter, recently was presented an Honorary Air Force Recruiter Certificate by Captain J. J. Mannion, Det. 506 commander, for his voluntary help in the detachment office.





**MEMBERS OF THE AIR FORCE** and other military services perform a pre-game ceremony at the 42nd Annual College All-Star Football game in Chicago. The Air Force participation was organized in part by Staff Sergeant LeRoy Brigham, a member of Air Force Recruiting Detachment 501. SSgt. Brigham arranged for the Chanute Air Force Base Band to participate in the pre-game activities with the Singing Sergeants and members from other services.

# Pay raise effective this month

**DENVER**—Air Force members will receive a five per cent pay increase in their midmonth October paychecks. The raise is effective Oct. 1 and comes in conjunction with a five per cent pay increase for civilian Government employees.

As with the 1974 pay raise, the 1975 hike will affect basic pay, basic allowance for quarters (BAQ), and basic allowance for subsistence (BAS). All three will be raised by five per cent. Previously, the pay increases went only into basic pay.

Personnel at the Air Force Accounting and Finance Center in Denver, Colo., have been preparing for the pay raise for weeks, awaiting only the decision by Congress on the rate of the increase. The final work was accomplished by computer, increasing all Air Force members' pay by five per cent. This was made possible by the sophisticated joint uniform military pay system, under which pay records of all Air Force members are centrally maintained in Denver.

The five per cent raise also applies to Reserve members who perform duty after Oct. 1 and to members who retire on or after Oct. 1.

Basic Allowances for Subsistence	
Officers (Monthly)	53.05
Enlisted (Daily)	2.53

Basic Allowance for Quarters					
Pay Grade	With Dep.	Without Dep.	Pay Grade	With Dep.	Without Dep.
E-9	204.00	144.90	0-10	319.20	255.30
E-8	190.80	135.00	0-9	319.20	255.30
E-7	178.80	115.80	0-8	319.20	255.30
E-6	166.20	106.20	0-7	319.20	255.30
E-5	153.60	102.60	0-6	286.20	234.60
E-4	134.40	90.30	0-5	264.60	219.60
E-3	116.10	80.10	0-4	238.80	198.00
E-2	116.10	70.80	0-3	216.60	175.50
E-1	116.10	66.10	0-2	194.70	153.60
			0-1	156.90	120.60

Officers														
Grade	2 or less	over 2	over 3	over 4	over 6	over 8	over 10	over 12	over 14	over 16	over 18	over 20	over 22	over 26
0-10	—	—	—	—	—	—	—	—	—	—	—	3150.00	—	3150.00
0-9	—	—	—	—	—	—	—	—	—	—	—	3150.00	—	3150.00
0-8	—	—	—	—	—	—	—	—	—	2818.20	2940.90	3053.70	3150.00	—
0-7	—	—	—	—	—	—	—	—	2349.00	2584.20	2761.80	—	—	—
0-6	—	—	—	—	—	—	—	—	1699.80	1968.90	2069.70	2114.40	2237.40	2426.10
0-5	—	—	—	—	—	—	1453.50	1530.90	1633.20	1755.90	1856.70	1912.50	1979.70	—
0-4	947.10	1152.60	1230.30	—	1252.50	1308.30	1397.10	1476.00	1543.50	1610.70	1655.40	—	—	—
0-3	880.20	983.70	1051.50	1163.70	1219.20	1263.30	1330.80	1397.10	1431.30	—	—	—	—	—
0-2	767.10	838.20	1006.80	1040.40	1062.30	—	—	—	—	—	—	—	—	—
0-1	666.00	693.30	838.20	—	—	—	—	—	—	—	—	—	—	—

Officers credited with over 4 years active service as Enlisted Members														
0-3	—	—	—	—	—	—	—	—	1453.50	—	—	—	—	—
0-2	—	—	—	—	—	1095.90	1152.60	1197.30	1230.30	—	—	—	—	—
0-1	—	—	—	—	894.90	928.20	961.80	995.40	1040.40	—	—	—	—	—

Enlisted														
E-9	—	—	—	—	—	—	1018.50	1041.60	1065.30	1089.90	1113.90	1135.80	1195.80	1311.60
E-8	—	—	—	—	—	854.70	878.40	901.80	925.50	949.50	971.70	995.70	1053.90	1171.80
E-7	596.70	643.80	667.80	691.20	715.20	737.40	760.80	784.80	820.20	843.30	867.00	878.40	937.50	1053.90
E-6	515.40	561.90	585.30	609.60	632.70	656.10	679.80	715.20	737.40	760.80	772.80	—	—	—
E-5	452.40	492.60	516.30	538.80	573.90	597.30	621.30	643.80	656.10	—	—	—	—	—
E-4	435.00	459.30	486.00	524.10	544.50	—	—	—	—	—	—	—	—	—
E-3	418.20	441.30	459.00	477.00	—	—	—	—	—	—	—	—	—	—
E-2	402.60	—	—	—	—	—	—	—	—	—	—	—	—	—
E-1	361.20	—	—	—	—	—	—	—	—	—	—	—	—	—