

CIVILIAN HUMAN RESOURCES OFFICE ISSUE #54

CIVILIAN CONNECTION

JANUARY 2014

NG-J1
Civilian Human Resources Office
29423 George Ave, Bldg 304
Selfridge ANGB, MI 48045-5249

The Civilian Connection is published by NG-CHRO. Your comments and questions are welcome. Please address them to Sandra Barber at Sandra.Sharple@us.af.mil

Ethnic and Special Observances:

- *Martin Luther King's Birthday: 20 January "Remember! Celebrate! Act! A Day On, Not A Day Off!"*
- *African American/Black History Month: 1-28 February "Civil Rights in America"*
- *President's Day: 17 February*
- *Women's History Month: 1-31 March*



TAX SEASON IS APPROACHING QUICKLY

Did you know that myPay is the quickest way to get your 2013 W-2s? In fact, once it becomes available in myPay, you have the option to view, print, or save your W-2s in PDF format. Prior year tax statements are available as well. This will save you time in comparison to the U.S. Postal Service which will take approximately 7-10 business days for delivery.

myPay protects against identity theft and is more secure than regular mail by allowing you to access your tax statements securely online. Finally, myPay matches the industry standards for the highest level of encryption and security to protect all myPay users.

myPay also makes it convenient for you to switch from mail delivery to electronic. You can simply log into myPay and from the Main Menu select "Turn on/off Hard Copy of W-2" for civilians or "Turn on/off Hard Copy of W-2 and 1099-INT" for military, and answer "Yes" to switch from "Electronic and Hard Copy" to "Electronic Copy" for faster and safer electronic delivery.

SEXUAL HARASSMENT

Sexual Harassment is a form of gender discrimination that involves unwelcome sexual advances, request for sexual favors, and other verbal or physical conduct of a sexual nature (EEOC Title VII, Civil Rights Act of 1974, and ANGI 36-7).

A hostile environment includes unwelcome touching, unwelcome jokes, comments or conversations of a sexual nature, remarks of a sexual nature concerning a person's body or clothing, sexually explicit language that is used to describe a person, and displaying/circulating sexually oriented materials.

Sexual Harassment includes many things, not limited to: actual or attempted rape or sexual assault; unwanted pressure for sexual favors, deliberate touching, leading, pinching, etc., sexual looks or gestures; referring to an adult as a girl, hunk, doll, babe, honey, or sweetie; whistling at someone or cat calls; sexual comments; turning work towards sexual topics, asking about sexual fantasies, preferences or history; elevator eyes.

Whenever unlawful discrimination is found, the AF immediately eliminates it and neutralizes the effects. Commanders and supervisors who are aware of unlawful discrimination by subordinates but fail to take action, may be disciplined (AFI 36-704, Discipline and Adverse Actions).

Prevention is the best tool to eliminate sexual harassment in the work place. Employers are encouraged to take the necessary steps to prevent sexual harassment from occurring. They should clearly communicate to employees that sexual harassment will not be tolerated. They can do so by establishing an effective complaint or grievance process and taking immediate and appropriate action when an employee complains.

Questions regarding Sexual Harassment should be addressed to the EEO Office, Derrick Allen, DSN: 612-8350, Comm: 240-612-8350.

WEINGARTEN NOTICE

An exclusive representative of an appropriate unit in an agency shall be given the opportunity to be present at any examination of an employee in the unit by a representative of the agency in connection with an investigation if:

- the employee reasonably believes that the examination may result in disciplinary action against the employee, and;
- The employee request representation

This right is referred to as the "Weingarten" right, based on the U.S. Supreme Court's private sector labor decision in *NLRB vs J. Weingarten, Inc.*, 420 U.S. 251 (1975).

Upon request for union representation in this situation, management has some options:

- A. Grant the request, set another time/date and tell the employee to return with his/her representative or management notifies the union that a meeting to question a bargaining unit employee is going to take place and that the employee has requested union representation.
- B. Continue the investigation without interviewing the employee.
- C. Offer the employee a clear choice to either continue without representation or have no interview.

Questions should be addressed to the Employee Relations (EMR) Branch, whose contact information can be found at the top of page 5.

STAFFING & RECRUITING

ISSUE #54

JANUARY 2014

I27WG.CHRORecOMB@ang.af.mil

Contacts:

- *Mary Hiller, DSN: 273-4083 or Mary.Hiller@us.af.mil*
- *Christine Ross, DSN: 273-6503 or Christine.Ross@us.af.mil*
- *Nicole Tringali, DSN: 273-4081 or Nicole.Tringali@us.af.mil*
- *Sandra Barber, DSN: 273-6501 or Sandra.Sharples@us.af.mil*



THE STRUCTURED INTERVIEW

It is important for Selecting Officials to be aware that as a result of the Presidential Hiring Reform Initiative, the process that we all once knew for developing interview questions has changed completely. We no longer develop the questions based on the Knowledge, Skills and Abilities (KSAs) from the Position Description (PD)/Core Document. Let's take a quick look at the newest concept.

Structured interview questions should be developed as an assessment method designed to measure 3-5 job-related competencies (Problem Solving, Teamwork, Influencing/Negotiating, etc.) of candidates by systematically inquiring about their behavior in past experiences and/or their proposed behavior in hypothetical situations. We continue to utilize the same scoring method with the use of Anchors (points of 5, 3, and 1).

Please keep in mind that Interview Questions should be developed before you receive your Selection Certificate.

For the most information about how to develop and conduct a structured interview, please view the Structured Interview Guide at: <http://www.opm.gov/policy-data-oversight/assessment-and-selection/structured-interviews/>

We at CHRO are always happy to assist—call your servicing Staffing Specialist.

EMPLOYMENT VERIFICATION

When proof of employment or income is needed, civilian employees can provide verification of employment through their MyBiz account:

1. Log into the DCPDS Portal
2. Select MyBiz, Employment Verification
3. Select your Details to Share, either Employment Information, or Employment and Salary Information
4. Enter Recipient e-mail information.
5. Enter (verify) your work e-mail address is included in Recipient "CC" field to receive a copy of e-mail.
6. Select continue to "Acknowledge and Submit" to send your information.
7. You will receive a separate e-mail containing the document password. It is your responsibility to provide that to the lending agency

CIVILIANS MUST CREATE OPM EOPF ACCOUNT TO ACCESS THEIR RECORDS

Air Force Personnel Center (AFPC) officials are reminding Air Force civilian employees that they need to create their Office of Personnel Management (OPM) electronic Official Personnel Folder (eOPF) account in order to access their personnel records.

The OPM eOPF application, which replaced the Air Force Civilian Electronic OPF, is a secure electronic personnel folder which contains civilian personnel documents, such as notifications of personnel actions for Federal appointment, awards, promotions, and the recent Furlough notice. It also includes documentation of benefits elections, such as Thrift Savings Plan contributions, life insurance and health benefits.

"This is an important tool in managing your career and ensuring your records are correct," said Chuck Zedek, eOPF program manager. "We highly urge employees to set up their new eOPF accounts and view their records sooner than later, because if there are delays or issues we can get them resolved now rather than at the last moment when an individual needs to have the information."

This self-service tool enables employees to electronically view and print OPF documents, and to update emergency data. Civilian employees will be prompted to change their password every 60 days.

For guidance on how to create an eOPF account, visit the myPers website at: <https://mypers.af.mil>. For additional assistance, contact the OPM eOPF help desk at: 866-275-8518 or email eopf_hd@telesishq.com. Employees with questions concerning specific personnel actions or documents should contact their servicing personnel office.

EMPLOYEE DEVELOPMENT AND TRAINING

ISSUE #54

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127wg.chrotrnomb@ang.af.mil

Contact:

- Sandra Barber, DSN: 273-6501 or Sandra.Sharple@us.af.mil



NEW SUPERVISORY TRAINING-REFRESHER COURSE

The Code of Federal Regulations (5 CFR Part 412) requires that each agency provide for the initial and continuing development of individuals in supervisory positions. Air Force policy requires initial supervisory training within 180 days after assignment to a supervisory position and refresher training once every three years after completing initial training. To meet the initial and continuing development requirement, the AF uses the following courses to train personnel:

1. USAF Supervisors Course
2. USAF Civilian Personnel Management Course (CPMC)
3. USAF Military Personnel Management Course (MPMC)
4. USAF Advance Supervisors Course

In addition to the above mentioned course, in November 2013, the AF began offering an online USAF Supervisory Refresher Course. The USAF Supervisory Refresher Course is new and was phased in in 2013 as part of the mandatory courses. Following successful practices of incorporating student feedback, this course will evolve to more precision learning and course options for the students. Thus, every 3-years when students come back to take the course, it will feature greater precision learning, resulting in a more tailored experience to the students' needs.

Who should attend this course? The course is open to civilian supervisors who have completed the USAF Supervisor Course, the Advanced USAF Supervisor Course and Civilian Personnel Management Course (CPMC) and the Military Personnel Management Course (MPMC-if applicable) at least three years ago. Each class will be open to 200 students.

What do supervisors need to know about the course? This "on-line" course consists of 20 hours of material and runs over five consecutive days. Students will attend the class in Home Station Learning duty status similar to other blended eLearning formats like the USAF Supervisor's Courses. Live webinars will be hosted via Defense Connect Online (DCO) and other coursework (readings, videos, activities) will be completed in Blackboard Learning Management System. Students will be assigned to teams for group activities. You can expect to spend approximately 4 hours per day total on coursework. Students are required to coordinate class work, location, and scheduling prior to the class. Since the class is run on consecutive days, there is less flexibility for absences than in the initial supervisory courses.

Enrollment for the Supervisor Refresher Course is the same as for the initial supervisor courses. The registration site is housed on the Air University Portal. If students do not have an Air University Portal account, they must create one before viewing/registering for a course. To access the registration site, students should go to: <https://auportal.maxwell.af.mil/auportal/>.

CERTIFICATION/LICENSE UPDATE

Employees may update their certificate and/or licenses using MyBiz. This self-service tool allows you to view, add, or delete completed certifications/licenses in your personnel record. When adding certifications and/or license, you will be asked if you received training, and if so, to link the certification to the specific training entry. If, as a prerequisite to the award of the certification and/or license you received training, request you review your training history before adding the certification/license to ensure the training is on file.

Updates you make to your certification and/or license information using MyBiz will be immediately reflected in your personnel record for you and your supervisor to view. Changes will be reflected on your career brief the following day.

Note: Acquisition and information assurance certificates and warrants are EXCLUDED from this self-service application.

Defense Acquisition Workforce Implementation Act (DAWIA) verification must be done through your local Acquisition Professional Development Program (APDP) functional manager prior to verification in MyBiz. The APDP function manager will provide you with a verification letter which will then need to be submitted along with your certification.

Information assurance, acquisition certification, and contracting warrants cannot be updated in the MyBiz self-service module and must be submitted directly to Air Force Personnel Center (AFPC) for processing.

Certification and license information in MyBiz contains a column titled "Certifications/Licenses Other Update Source", this column identifies who input the training entry and whether or not your certification and license completion was verified. When you update your certificate and license information using MyBiz, the certifications/licenses other update source column will reflect "Self Certified". When the civilian personnel section updates your information, the update source column will reflect "Verified". All existing certification and license data previously updated prior to 20 December 2009, are considered verified and will have the other update source column source code displayed as "blank".

When you update your certification information via MyBiz, AFPC will contact you directly to request a copy of your certificate, verify the certification entry, and change the Certification Update Source column to "Verified".

EDUCATION UPDATES

Employees may update their own education record in Defense Civilian Personnel Data System (DCPDS) using the MyBiz self-service module. Any changes you make to your education information using MyBiz will update DCPDS and be immediately reflected in your personnel record. Changes will be reflected on your career brief the following day.

When you update your education information, the education entry will reflect “self-certified” in the education update source column. Air Force Personnel Center (AFPC) will contact you directly to request a copy of your official transcript, verify the education entry, and change the education update source column to “verified”. The “Instructional Program” field in MyBiz is not intended to capture your degree name, it is intended to capture the broader field of study. For example, if your degree was in Japanese History, the “Instructional Program” would be “Asian History”. **Note:** Only degrees from accredited institutions may be updated.

As you acquire additional education, you should make changes to your education information only when you obtain an additional degree or vocational certificate. For example, you have a bachelor’s degree and you have obtained a master’s degree. You can “update” self certified education entries containing a select or radio button. If the education update source column is blank or “V” for verified, human resources input the education entry and you cannot update it via self-service. You will then have to “add” a new entry to update additional education you obtain. Also, once you attain a vocational or occupations certificate or diploma, an associate’s degree, a bachelor’s degree, or post bachelor’s course work, DCPDS will gray out the education entry and you can no longer update it. If you obtain additional education you must “add” a new entry.

TRAINING UPDATES

Employees may update their training record in DCPDS using the MyBiz self-service module. This self-service tool allows employees to view, add, or delete completed training and professional military education (PME) in their personnel record.

The Air Force is required to track and report all completed training in the personnel data system that is mandatory or required by law, the Office of Personnel Management, the DoD, or AF policy. If you are a current civilian employee and you complete AF sponsored training or PME, your civilian personnel or education and training section will automatically update your training record. Therefore, we request you wait 30 days after completing training to allow the personnel data system to update. This is very important to avoid erroneous or duplicate training entries as they clutter your record, making it difficult for you and your supervisor to focus on your important training data and could cause supervisors to overlook vital training entries when considering you for future jobs. You may also add non-mandatory training you completed to your training record, for example, self-development courses that are applicable to your current job or for future career progression. We do not recommend you input completed training events that are not mandatory or required or are less than eight (8) hours unless they pertain to qualifications for current or future jobs. You may also update your PME that was completed before you entered civil service.

To view or update your training information in MyBiz, click on DCPDS Portal, MyBiz, and “Update My Information”. Select the “Training” tab to view, add or delete your training information. To add a completed training course, select the “Add” button and update the data fields, as required. When completed, the entry will reflect “Self-Certified” in the “Training Update Source” column. If you need to update or correct a “Self-Certified” entry, you must delete the entry and reenter the correction information using the “Add” feature. To delete the entry, select the radio button next to the specific training entry you wish to delete. Select the “Delete” button to complete the process. You may then reenter the correct information using the “Add” feature.

Any changes you make to your training information using MyBiz will update the personnel data system and be immediately reflected in your personnel record for you and your supervisor to view. Changes will be reflected on your Civilian Career Brief the following day.

Your training information in MyBiz contains a column titled “Training Update Source”, this column identifies who input the training entry and whether or not your training completion was verified. When you update your training information using MyBiz, the Training Update Source column will reflect “Self Certified”. When the civilian personnel or education and training section update your training information, the Training Update Source column will reflect “Verified”. All existing training data previously input in DCPDS prior to 28 June 2009 will have the Training Update Source codes displayed as “Verified”. If your civilian personnel or education and training section has a legal or regulatory requirement to verify a training entry you input, they will ask you to provide a completed training certificate, and upon review, will change the source column to “Verified”. You should only provide a completed training certificate or approved SF-182, Authorization, Agreement, and Certification of Training, when requested to do so by your civilian personnel or education and training section.

CLASSIFICATION

127wgchroclasomb@ang.af.mil

ISSUE #54

JANUARY 2014

Contacts:

- Debra Schuster, DSN: 273-6313 or Debra.Schuster@us.af.mil
- Dennis Haan, DSN: 273-6502 or Dennis.Haan@us.af.mil
- Stephanie Parks, DSN: 273-6832 or Stephanie.Parks@us.af.mil
- Penny Schornak, DSN: 273-4792 or Penny.Schornak@us.af.mil



WHAT IS “POSITION MANAGEMENT”?

Organizational design, or position management, is the assignment of missions to organizations and duties to positions in a manner in which ensures the mission is legally and properly accomplished while making optimum use of manpower resources. This assignment of missions and duties is not an exact science. Each organization can be structured in many different ways, the key is to create the best design to meet all the organization’s needs. Each arrangement of positions should take into consideration available funding, promotion opportunities, career ladders, efficiency of work, empowerment of employees, retention of good employees, need for supervision and numerous other factors. Before working with an organization’s design, managers and supervisors need to understand the basics of position classification and the difference between **position classification** and **position management**.

Position classification is the analysis of duties and responsibilities of a position and the determination of proper pay plan, title, series and grade based on comparison with standards issued by OPM. **Position management** comes into play when managers and supervisors actually assign specific duties to each position within their organization. How they distribute the duties among the different positions is what will ultimately determine the pay plan, title, series and grade of a position.

When establishing the structure of an organization, management should seek an optimum balance among several competing factors:

- Economy
- Productivity
- Skills Utilization
- Employee Development
- Employee Motivation
- Accountability
- Span of Control

For more information, contact Mr. Dennis Haan or Mrs. Stephanie Parks.

CLASSIFICATION OF SUPERVISORY POSITIONS

An employee exercising authority for technical direction, coordination, and oversight of other workers in accomplishing trades and labor work does not necessarily make the position classification supervisory. To be considered a supervisor, an employee must meet all the criteria in the OPM General Schedule Supervisory Guide (GSSG). A GS or FWS supervisor must perform supervisory duties as a regular and recurring part of the job and on a substantially full-time and continuing basis. The requirement for supervision is paramount in the position in order to accomplish the primary duties and responsibilities of the job.

Establishment of supervisory positions in a very small work operation may have an adverse impact on the base level non-supervisory journeyman work supervised. The journeyman grades may be reduced due to the amount of supervision received (more supervision = lower grade!). The establishment of supervisory positions over small shops or small organizations of journeyman employees seriously inhibits the planning, judgment, decision making, and other aspects of the responsibility which are required at journeyman grade levels as well as creating additional layers of management. When considering good position management, remember AFPD 36-14 Position Management and Classification states in paragraph 1.1.3 “The largest number of employees will work for the smallest number of supervisors needed to carry out the mission effectively.”

An employee exercising authority for technical direction, coordination, and oversight of other workers in accomplishing trades and labor work but does not meet the minimum of 25% duty time on supervision can get credit for being a “CSRA” supervisor and coded with a supervisory level code of 4. This means that they are fully performing all supervisory functions, but they do not meet the 25% requirement in the GSSG.

The GSSG is available on the OPM website.

EMPLOYEE RELATIONS

ISSUE #54

JANUARY 2014

127wg.chrolemromb@ang.af.mil

Contacts:

- Debra Schuster, DSN: 273-6313, Debra.Schuster@us.af.mil
- Linda West, DSN: 273-4981 or Linda.West@us.af.mil
- Valerie Ward, DSN: 273-6315 or Valerie.Ward@us.af.mil
- Tristin Pilat, DSN: 273-4982 or Tristin.Pilat@us.af.mil



CIVILIAN SELF-SERVICE AWARDS

MyBiz has a tool, “Awards Update”, which allows you to have the option to update your non-monetary awards directly into DCPDS or have our office update your award. This self-service tool allows you to view awards and bonuses, and add or delete non-monetary awards in your personnel record. This does not include updating monetary awards such as Notable Achievement, Special Act or Service, and Time-Off awards. Prior to this initiative, you submitted requests for award updates to our office, as applicable via fax, e-mail, or in-person using an approved award certificate or other award documentation.

Any changes you make to your award information using MyBiz will update the personnel data system and be immediately reflected in your personnel record for you and your supervisor to view. Changes will be reflected on your Air Force Civilian Career Brief the following day. You can access your Air Force Career Brief by logging into the Common Access Card (CAC) enabled AFPC secure. You are strongly encouraged to review your inputs for accuracy before submitting them. Knowingly entering false or misleading information may result in a disciplinary action.

When you view your award information in MyBiz, you will see a column titled “Award Update Source”. The Award Update Source identifies whether or not your award was verified. When you update your award information using MyBiz, the Award Update Source column will reflect “Self Certified”. When we update your information, the Award Update Source column will reflect “Verified”. All existing award data previously input in DCPDS prior to 23 June 2010, are considered verified and will have the Award Update Source column displayed as “Verified”. A summary of these codes follows:

- Self Certified—You input the entry through the DCPDS MyBiz Self-Service module. An Award Update Source code of self-certified is restricted to your updates only. Please note the pay period you made this entry and notify your HR of the date you made the entry.
- Verified—Our office has input and validated the entry with completed award documentation.

Supervisors, you may “view” your employees’ appointment, position, personal, salary, awards and bonuses, performance, personnel actions, emergency contact, education, training, and certification and license information using MyWorkplace in DCPDS. To view your employees’ award information in MyWorkplace, to the DCPDS Portal. After you have logged in, click on MyWorkplace, then click on “My Employee Information”. You will see a list of your employees assigned to you. Select the employee whose information you want to view, then select “Awards and Bonuses” tab. Scroll down and click on “View Awards Changes”. This screen will display the employee’s “Awards and Bonuses” information, but is view only. You may not update or change your employee’s information.

If you have problems with accessing MyBiz, contact the Personnel Systems Operations Control Center at DSN: 665-5004, Comm 210-565-5004, or toll free 1-800-525-0102, press 8, then 2.

AFFORDABLE CARE ACT

Effective 1 January 2011, several provisions of the Affordable Care Act (ACA), Public Law 111-149, were implemented for appropriated civilian employees. These provisions affect eligibility and benefits under the Federal Employees Health Benefits (FEHB) and Federal Flexible Spending Account (FSAFEDS) programs. The ACA does not affect or change the Federal Dental and Vision Programs (FEDVIP). Once the provisions of the ACA change, FEHB dependent eligibility rules allow children to remain covered under their parents’ FEHB plan until the age of 26. This includes married children; however, it does not include spouses and children of the married child. This provision also removes the residency and dependency requirements and allows children who currently have, or are eligible for, their own insurance to be placed on their parent’s FEHB plans.

For additional information: <https://gum.afpc.randolph.af.mil>, key word search: 14343. Employees who wish to add their eligible children should contact the Benefits and Entitlements Service Team (BEST) at 1-800-525-0102 for further information and procedures.

EMPLOYEE RELATIONS

ISSUE #54

JANUARY 2014

WHAT STEPS DO I NEED TO TAKE TO RETIRE?

The first step before retiring is to review retirement information via the AFPC website from the link provided: <https://gum.afpc.randolph.af.mil/cgi-bin/askafpc.cfg/php/enduser/home.php>

Once you have loaded the site click on the "Civilian" tab. Next, on the left side of the screen, click on "Benefits and Entitlements". Now, scroll down to the retirement section and click on the "Retirement FAQs". Under the heading "Where can I find general retirement information", click the link within the sentence. The link will help you plan for your retirement, give instructions on how to receive a retirement estimate, and how to apply for retirement, as well as, the forms. Estimates are obtained from the BEST automated phone system, 1-800-525-0102, or the Employee Benefits Information Systems (EBIS) web application (for instructions on how to access EBIS, please follow the link provided: https://gum.afpc.randolph.af.mil/cgi-bin/askafpc.cfg/php/enduser/ps_std_adp.php?p_faaid=4872&p_sid=6xP292mk&p_lva=13273&pid=3351&cid1=3368&cid2=3377). If you are a firefighter, air traffic controller, law enforcement officer, or retired military who is combining military and civilian service, it is recommended that you use the EBIS web application.

Within one year of your retirement, it is highly encouraged to contact BEST and speak with a benefits counselor regarding the results of any estimate received from the automated systems. The counselor generated estimates are limited to certain types of services and are limited to once every three years; therefore, please verify your estimate before retirement. Next, 90 to 120 days in advance of your retirement date, send your completed retirement forms from the first link provided to BEST. The mailing address is provided below. Lastly, you will need to inform management of your retirement decision since management will need to initiate an electronic Request for Personnel Action (RPA).

The BEST mailing address is:

AFPC/DCIRB

550 C. Street West, Ste 57

Randolph AFB, TX 78150-4759

BEST Fax Number: DSN: 665-2936 or 210-565-2936

A retirement counselor can be reached at 1-800-525-0102

Hours: Sunday 3 p.m. to 11 p.m., Monday thru Thursday 7 a.m. to 11 p.m., and Friday 7 a.m. to 6 p.m. Central Time

CIVILIAN RETIREMENT WITH MILITARY DEPOSIT

Have you bought back your honorable military service for retirement credit? When you become retirement eligible, there are source documents that you will be required to include in your retirement application as proof that your military deposit was paid in full. Two of these source documents are the "In Lieu of OPM 1514" and the "SF-3100".

Effective February 28, 2011, the DFAS-Indianapolis civilian payroll office Retirement team will be handling Military Deposits. Due to this migration, the payroll office will no longer issue an "In Lieu of OPM 1514" after you have paid your military deposit in full. Instead, DFAS-Indianapolis will send you a "Paid in Full Letter" upon your request.

Depending on the date you paid your military deposit in full, your documents may include:

- A. In Lieu of OPM 1514
- B. SF-3100
- C. Paid in Full Letter

If you do not have A or B, you will need to request a copy of either from the Office of Personnel Management (OPM). You will need to fax a written request to OPM at 734-794-6633. Your request should include the following:

- Full name
- Date of Birth (DOB)
- Social Security Number (SSN)
- Periods of Military Service Paid
- Your mailing address and telephone number
- Your signature

If you do not have C, and you made your payment in full after February 28, 2011, your Customer Service Representative (CSR) can submit a remedy ticket under the title "Retirements" and request the Paid in Full Letter be mailed to you.

It is very important that when you receive a copy of either A, B, or C, that you keep it in a safe place so that you can submit a copy with your retirement application.

NEW COMERS



Welcome!

Steven Arora
Arlington, VA
Flora Barrett
Arlington, VA
John Bienia
Arlington, VA
Jay Cannon
Joint Base Andrews, MD
Rachel Dean
Selfridge ANGB, MI
Sandra DeVaney
Otis AGB, MA
Daniel Frick
Selfridge ANGB, MI
Eric Garner
Selfridge ANGB, MI
Janice Gruselle
Selfridge ANGB, MI
Clay Guillot
Alexandria, LA
James Hinds
Otis AGB, MA
Justin Joyce
Selfridge ANGB, MI
Luke Lavigne
Selfridge ANGB, MI
Bonnie Mingo
Arlington, VA
David Nagle
Otis AGB, MA
Donald Ulrich
Joint Base Andrews, MD

SPECIAL RECOGNITION

Retirements

Luis Bascas
Duluth, MN
Gregg Rodgers
Selfridge ANGB, MI
Michael Skelly
Pease, NH
Helen Sampson
Arlington, VA

Length of Service

10 Years

Bobbette Barber-Cabell
Marcel Brandy
Kelly Foster
Richard Heuertz
Edward Hirth
Stuart Ingersoll
Thomas Jones
Dale Keeney
Alan Ronald
Anthony Shreve
Andres Trillo

20 Years

Carren Christianson
John Gloria
Daniel Meinhard
Edward Morrison

30 Years

Ernest Adams
Altrus Campbell
David Hosch
Michael Maxwell
Jacqueline
Parker O'Malley
Donna Warren

40 Years

Charles Gross

Awards

AF Civilian Achievement Award

Eric McAlister
Tyndall AFB, FL

Moody Suter Individual Lifetime Achievement Award

Ronald Kornreich
Joint-Base Andrews,
MD

Congratulations!