



ROBINS REV-UP

FEBRUARY 10, 2017

SUCCESS HERE = SUCCESS THERE!



Hitting the road

Team Robins Airmen load C-17 for recent deployment

NEWS UPDATE

Air Force releases Civilian Hiring Freeze info and FAQs

ROBINS REV-UP



SUCCESS HERE = SUCCESS THERE!

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ON THE COVER

Airmen from the 53rd Air Traffic Control Squadron and the 78th Logistics Readiness Squadron load equipment onto a C-17 Globemaster for deployment. Turn to page 4 for more. (U.S. Air Force photo by Tommie Horton)

COMMANDER'S ACTION LINE

ROBINS.ACTIONLINE@US.AF.MIL DSN 468-2886

The Commanders Action Line is an open-door program for Team Robins personnel to give kudos, ask questions or suggest ways to make Robins a better place to live, learn, work and play. The most efficient and effective way to resolve a problem or complaint is to directly contact the responsible organization.

That gives the organization a chance to help you, as well as a chance to improve its processes. If you do contact the Commanders Action Line, please fully explain whom it is you want to recognize and why, what you have a question about, or your suggestion. Discourteous or disrespectful submissions will not be processed. Commander's Action Line items of general interest to the Robins community will be printed in the Robins Rev-Up.

78th Comm Group First Response Center – 478-926-4357 or DSN 468-4357

78th Civil Engineer Service Call Desk – 478-327-7447 or DSN 497-7447

78th Force Support Squadron CC– 478-926-5023 or DSN 468-5023

78th Medical Group Patient Advocate – 478-327-8475 or DSN 497-8475

78th Security Forces Squadron CC – 478-926-3212 or DSN 468-3212

Civilian Personnel Customer Service – 478-222-0601 or DSN 472-0601

Comptroller Front Office – 478-926-4462 or DSN 468-4462

Family Housing – 478-926-3776 or DSN 468-3776

Equal Opportunity – 478-926-2131 or DSN 468-2131

Household Goods – 478-222-0114 or DSN 472-0114

Inspector General Complaints – 478-222-0818 or DSN 472-0818

Inspector General Inspections – 478-327-5523 or DSN 497-5523

Sexual Assault Response Coordinator (SARC) – 478-327-7272 or DSN 497-7272

Vehicle Dispatch (Transportation) – 478-926-3493 or DSN 468-3493

SUBMISSION GUIDELINES

Submissions must be received by 4 p.m. Wednesday, the week prior to the requested Friday publication. They should be emailed to 78abw.pa.office@us.af.mil

Submissions should be of broad interest to the base populace. For information, call 478-926-2137.

Contents of the Robins Rev-Up are not necessarily the official views of, nor endorsed by, the U.S. government, Department of Defense or Department of the Air Force.

The appearance of hyperlinks, does not constitute endorsement by the Department of Defense, Department of the Air Force.

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NEWS UPDATE

Air Force releases new guidance

Civilian Hiring Freeze

The Air Force has released additional guidance in regard to the federal civilian hiring freeze implemented

Jan. 23.

According to the official memorandum, the hiring freeze applies to all executive departments and agencies regardless of their operation and program funding.

Military personnel are excluded.

Some exemptions are permitted to meet national security mission and public safety responsibilities or to prevent essential services from interruption.

The Air Force recently released additional implementation procedures in support of a follow-on Feb. 1 memorandum outlining the implementation of the freeze.

According to the guidance, all requests for personnel action received by the Air Force Personnel Center by Feb 7, 2017, will continue to be announced, and referral certificates will continue to be issued.

If tentative job offers were given to selectees before Jan. 22, but with entry dates after Feb. 22, they will be notified of their pending status.

Also, as of Feb. 7, AFPC will not be accepting

recruit/fill actions without an approved hiring freeze exemption signed by the Secretary of the Air Force.

Official guidance also calls for the implementation of a long-term plan to reduce the size of the federal workforce through attrition.

The Office of Management and Budget, in coordination with the Office of Personnel Management, has been tasked to submit a plan by early May.

“The Air Force is dependent on a strong civilian workforce to carry out its global mission,” said Christine Armstrong, chief of the Civilian Sustainment and Transition Programs Division. “We will continue to work closely with Air Staff to ensure the entire Air Force team receives up-to-date guidance as it becomes available.”

For information concerning non-appropriated fund positions, contact afpc.svirf.humanresources@us.af.mil.

Local civilian personnel offices can also provide additional information.

Search “Hiring Freeze” on [myPers](https://mypers.af.mil/) at <https://mypers.af.mil/> for more info.

Editor’s Note: See Page 4 for a list of frequently asked questions.

Hiring Freeze

FAQs

Q. What impact will the freeze have on the force?

A. The impact of this freeze will likely be felt over time as personnel retire and separate from the Air Force. However, the Secretary of Defense has delegated limited authority to the Secretary of the Air Force to exempt some positions that meet criteria to uphold National Security or Public Safety. On Feb. 7, the Air Force released instructions to request exemptions for SecAF approval, and will work quickly to process to mitigate risk to readiness.

Q. Does the hiring freeze include all civilian positions within the Air Force, even NAF positions?

A. Yes, the Presidential Memorandum places limitations on the hiring of Federal civilian employees, and applies to all executive departments and agencies, including civilian employees across the Department of the Air Force. The Presidential Memorandum does not impact military personnel. The DoD guidance states that this "impacts all Department of Defense positions, regardless of funding source."

Q. How long is the hiring freeze in effect?

A. The President's memorandum states that the hiring freeze is in effect until implementation of a long-term plan to reduce the size of the Federal Government's workforce through attrition. OMB is required to submit a plan within 90 days by the OMB in coordination with OPM. There is no timeline yet on when the hiring freeze may be lifted.

Q. What's the size of the AF civilian workforce?

A. The Air Force has 188,226 civilian positions, which make up 26 percent of the total Air Force. 94 percent of the civilian workforce is in the field, conducting operations and providing vital mission support every day.

Q. How many vacant Air Force civilian positions were there when the freeze went into effect?

A. The civilian workforce is currently manned at 96 percent with 8,447 vacancies.

Q. How will the Air Force process civilian hires in the queue?

A. Individuals impacted will be notified by the AF Personnel Center. AFPC will hold all RPAs in the queue for 60 days to allow hiring organizations an opportunity to identify positions that meet exemption criteria. Those positions that warrant exemption will be processed for SecAF approval prior to continued hiring actions.

Q. What about those who are in the Priority Placement Program, are they exempt?

A. The same guidelines for approval apply to all vacancies. Standard PPP procedures apply to all

actions deemed exempt from the hiring freeze or in cases where it is determined recruitment shall continue up to the point of the job offer.

Q. Which jobs has the Air Force deemed exempt from the hiring freeze?

A. In accordance with the President's memorandum and DoD guidance, the Air Force has identified certain functions necessary to meet the Department's national security or public safety responsibilities that cannot afford to be impacted by the temporary hiring limitations, which are enumerated in the AF-specific guidance. However, all of these exempted positions will still require SecAF position-by-position review and approval which has not occurred yet.

Q. What DoD-delegated authorities has the Air Force been given to determine additional exemptions not specifically noted in the implementation guidance?

A. The Secretary of the Air Force may exempt any positions deemed necessary to meet national security or public safety responsibilities.

Q. How will dual-status military technicians be impacted?

A. These positions are exempt as they are required by law (Section C of DoD Implementation Memo). However, Secretary of the Air Force position-by-position review and approval is required.

Q. The President's memorandum states that "contracting outside the Government to circumvent the intent of this memorandum shall not be permitted." Does that mean we cannot issue new contracts for work? Can I use existing contracts or contractors that have already been awarded and funded to help with my agency's mission?

A. To ensure compliance with the President's direction, the Secretary of Defense has directed that no funds above established organizational baselines may be used to award new contracts or increase the scope of existing contracts without first certifying that such funds are for missions that are of the highest priority and that such funds are not used to perform work resulting from the civilian hiring freeze.

Q. Can the AF use volunteers to work in positions that cannot be filled during the freeze?

A. Pursuant to Department of Defense Instruction 1100.21, "Voluntary Services in the Department of Defense," volunteers may be used during the hiring freeze to maintain programs covered by the Instruction, including (as an exception to the restriction in the Instruction) volunteers for services previously provided by civilian employees whose positions cannot be filled due to the freeze.

Q. I received an offer for employment before 22 January, but did not have a firm start date established. Is my offer still valid?

A. An individual who has received a job offer/appointment prior to Jan. 22, 2017, and who has received documentation from the agency that specifies a confirmed start date on or before Feb.

22, 2017, should report to work on that date. However, if an individual has received a job offer/appointment prior to Jan. 22, 2017, and does not have a confirmed start date, these tentative job offers are being held in abeyance. The organization will review to determine if an exemption applies and if approved by SecAF, AFPC will contact selectees to notify them of the approval and set a start date.

Q. There may be hiring actions that are ongoing, but the positions are not exempted from the hiring freeze. Will those hiring actions continue?

A. As to positions that are determined not to be exempt, but for which hiring actions were initiated prior to Jan. 22, 2017, processing may proceed, provided that no new tentative or firm job offer is extended. For example, an organization may review resumes submitted and identify and interview qualified candidates. Or, if an individual was extended a tentative job offer before Jan. 22, 2017, required actions such as drug testing and security clearance investigation and adjudication may proceed. In all such cases, organizations will take great care to ensure and document that applicants are aware of the hiring freeze and communicate that the organization's decision to proceed with such required actions does not confer any rights or privileges.

Q. If an employee's term or temporary appointment expires during the hiring freeze, can it be renewed?

A. Yes, as determined by the SecAF, the term or temporary appointment of a current DoD employee may be extended to the maximum allowable time limit, consistent with the conditions and requirements of the legal authority originally used to appoint the employee. However, all extensions require SecAF position-by-position review and approval.

Q. Are there personnel actions that may be taken without an exemption but that require advance coordination within the Department?

A. Yes, as specified in Section E of the DoD guidance, certain actions require advance coordination with the Office of the Under Secretary of Defense for Personnel and Readiness. Instructions on how to accomplish coordination can be found in the Air Force Operational guidance.

Q. The Department recently published new procedures for reductions-in-force (RIF) and has been authorized to approve up to \$40,000 for voluntary separation incentive pay (VSIP). Does all this mean that a DoD RIF is imminent following the hiring freeze?

A. No. The publication of new RIF procedures is unrelated to the President's memorandum.

Q. What is the process for non-appropriated fund positions?

A. Since this hiring freeze applies to all civilian vacancies regardless of funding source, non-appropriated positions will require exemptions. Specific NAF instructions were provided in the AF Operational Guidance.

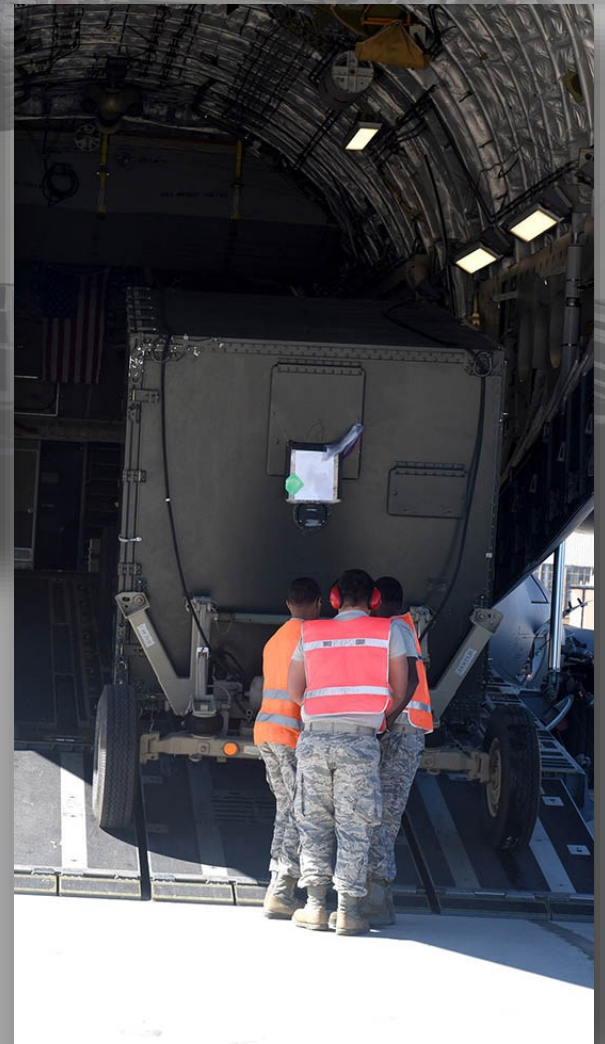


Load 'em up



& Ship 'em out!

Airmen from the 53rd Air Traffic Control Squadron and the 78th Logistics Readiness Squadron load ATC ground control approach equipment onto a C-17 Globemaster headed to the Middle East from Robins Air Force Base recently. The 53rd ATCS deployed there to setup airfield communication systems that provide robust support to forces there. (U.S. Air Force photos by Tommie Horton)





Full Steam Ahead ...

Steam pipes are being replaced on Kinsley Way in front of Bldg. 901. The project is scheduled to take two to three months for completion.

Also, starting March 4 through April 2, a project to replace and repair buried steam lines near Burger King will require 10th Street to be closed on the east side of the intersection of 10th Street and Robins Parkway. Motorists should plan accordingly.



Setting the standard

Robins Health Promotions earns awards for third consecutive year

By HOLLY LOGAN-ARRINGTON
Robins Public Affairs

Robins' Health Promotions Office prides itself on helping military and civilian Airmen be healthier by including more fruits and veggies in their diets, and helping them make lasting lifestyle changes.

Those efforts earned the team the title of "Fruits and Veggies-More Matters Role Model for 2016" by the Produce for Better Health Foundation. It's the third year they've earned the accolade.

The recognition is annually handed down to non-retail companies for outstanding support of the foundation's national public health campaign which focuses on getting people to eat more fruits and vegetables.

Robins is the only Department of Defense base to earn the award.

Marita Radloff, base registered dietitian nutritionist, was one of three recipients of the 2016 Supermarket Dietitian of the Year Award.

"The Produce for Better Health Foundation's main goal is to foster an environment where people include fruits and vegetables at each eating occasion," Radloff said.

Fruits & Veggies-More Matters is an initiative spearheaded by the Produce for Better Health Foundation in conjunction with the Centers for Disease Control & Prevention.

To earn the award, Robins had to meet specific criteria in several categories, such as promoting National Fruits & Veggies-More Matters month in September.

Radloff wrote articles for the Rev-Up on different seasonal vegetables and fruits and included recipes for Team Robins. She also hosted food demonstrations recipe tastings and monthly Commissary tours, among other efforts.

Robins is a proud supporter of Produce for Better Health and their campaign" said

Stuart Bapties, Robins Health Promotions Manager.

"There are numerous ways companies can support the campaign," he said. "For Robins that included the Health Promotions staff working with Public Affairs to highlight recipes and ways for the community to fit fruits and vegetables into their daily routine. We also supported the farmers market in Warner Robins by hosting cooking demos and taking the base CATCH Kids activities to the Market."

The Health Promotions Office also worked with the 78th Force Support Squadron and the Single Airman Ministry at the Base Chapel to highlight healthy eating and the importance of fruits and vegetables.

Bapties said his staff was fortunate to have found partners on Robins Air Force Base help spread the message

"This is truly a Robins Air Force Base Award, in addition to Marita's individual award because it took many entities on the base to help educate and support the healthy efforts of our base population," he said.

The awards will be presented at the Produce for Better Health Foundation's Annual Conference in Scottsdale, Ariz., in April.

"It's always a tremendous honor to help the military members, their families, and the civilians working at Robins to be a little healthier each day," Radloff said. "I enjoy working in the Commissary and providing information, demos and recipe tastings, because that's where people make the most nutrition decisions. It's working from the ground up, showing people how to make better choices in an uncomplicated manner."



(Shown teaching classes above and below) Marita Radloff, base registered dietitian nutritionist, was one of three recipients of the 2016 Supermarket Dietitian of the Year Award.



"This is truly a Robins Air Force Base Award, in addition to Marita's individual award because it took many entities on the base to help educate and support the healthy efforts of our base population."



Stuart Bapties
Health Promotions manager

send Us An anonymOUS mESsaGe

ROBINS PUBLIC AFFAIRS

If it's suspicious or wrong, report it.

There are three ways to report tips to Air Force Office of Special Investigations – by text, online or by using a smart phone application.

We understand the concerns facing today's military community. The AFOSI Tip Line provides service members and civilians a safe, discreet and anonymous option to report criminal information, counterintelligence indicators, or force protection concerns.

So, What happens when I contact the Tip Line?

When you contact the Tip Line via the Internet, by text or using your smart phone, you'll always communicate with a live operator. Once you submit your tip you will be given a unique tip number. You will never be asked your name or personal information. Do NOT share the tip number with anyone.

What do I do if I get more information?

If you have more information at a later time, contact the Tip Line again and provide your update.

How does the online submission process work?

When you submit a tip online, your form is sent using state of the art software through a secure socket connection. Tips submitted through the web are encrypted, confidential, anonymous and immediately and securely transferred directly to AFOSI.

After submitting your tip, you will be provided a unique tip number and afforded an opportunity to create a password you'll use when checking the status of your tip.

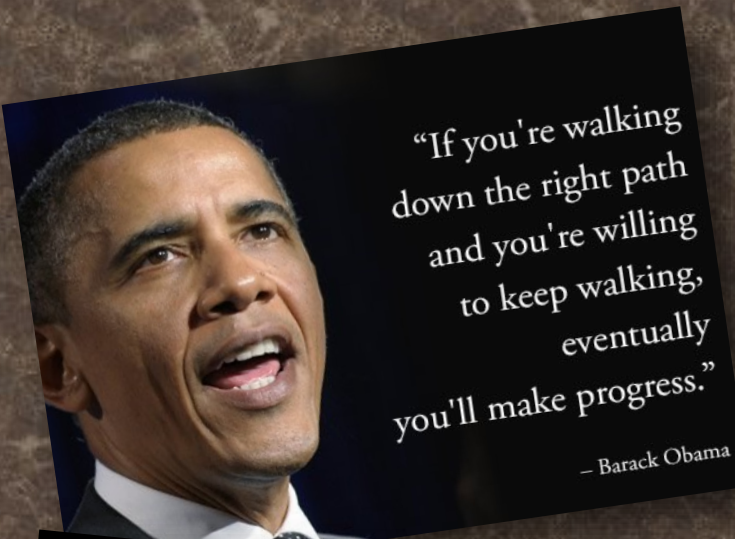
To submit a web tip, go to

<https://www.tipsubmit.com/WebTips.aspx?AgencyID=1111>

or the AFOSI webpage at <http://www.osi.af.mil>.

Text AFOSI and your tip to 274637 (CRIMES)





Robins celebrates Black History Month with focus on education

By Holly Logan-Arrington
ROBINS PUBLIC AFFAIRS

Cultural appreciation is more than skin deep. It's about acknowledging the past, celebrating accomplishments of today, and striving for a better tomorrow.

Robins Air Force Base is celebrating the achievements and contributions African Americans have made to society with numerous events throughout Black History Month. Kenneth Hubbard, Black History Observance Committee chairman and Team Robins Diversity Council Executive Board trustee, said it's a time to reflect.

"As we celebrate together, we soon learn that we are more alike than different," he said. "All should be judged and valued not by the color of their skin, but by the content of their character. It's impossible to get the best team from only one particular culture."

The observance kicked off with a proclamation signing at the Exchange Feb. 1.

Robins also hosted a "Youth Empowerment Day" in the Museum of Aviation Hangar One and picnic pavilion areas on Feb. 4. The free event featured motivational speakers, a museum tour and free food for all participating children.

"The Youth Empowerment Day goal was to motivate children to do well in school and display strong morals," Hubbard said.

Through Feb. 28, volunteers will read black history-themed books to Warner Robins students.

The month will wrap up with a Gospel Extravaganza at the Museum of Aviation's Century of Flight Hanger on Feb. 19, at 3 p.m., and a Black History Luncheon in the Heritage Club on Feb. 23, from 11 a.m. to 12:30 p.m.

Luncheon tickets are \$15 per person. Posters with POC information will be circulated in work areas.

Information and updates on Robins' Black History Observance Month events may be found via Base marquees, flyers, emails, Robins Rev-Up and from Team Robins Diversity Council and BHOM committee members. For more information, contact Kenneth Hubbard at 478-327-3522 or by email at kenneth.hubbard.1@us.af.mil.

Please join us in celebrating "A Night With The Stars"



78TH AIR BASE WING ANNUAL AWARDS BANQUET

HELP US HONOR OUR WING'S BEST!
FRIDAY, FEB. 17, AT 6 P.M.
MUSEUM OF AVIATION "CENTURY OF FLIGHT" HANGAR

RSVP by Monday by emailing: <https://invitations.afit.edu/inv/anim.cfm?i=327655&k=0163450F7E52>

Please direct any questions to the Committee Leadership Team:

- MSgt Amanda McCullough (78 MDG) amanda.mccullough.2@us.af.mil or MSgt Felipe Perez (78 SC) felipe.perez@us.af.mil

SERVICES

Base Camp

April 8 & 9
Register NLT March 10
Bldg. 984, Outdoor Rec. - 478-222-1107 or DSN 472-1107

DEERS/ID Card Appointments

If you need: A New ID Card, PIN Reset, DEERS Update, and Designated Agent Letter, save time – schedule an appointment at <https://rapids-appointments.dmdc.osd.mil/> on any computer or mobile device.

Base Library Hours

Tuesdays through Fridays
10:30 a.m. to 7 p.m.
Saturdays from
11 a.m. to 5 p.m.
Sundays, Mondays & Federal Holidays, closed
Base Library

478-327-8761 or
DSN 497-8761

Join the Armed Forces Vacation Club!

AFVC is free to join and open to all Active Duty, Reserve, Guard, DOD Civilian Employees and retired members of the armed forces. Stay at a resort or vacation in some of the best places worldwide for seven days. See IT&T representatives, or go directly to www.AFVClub.com today!

Fairways Grille

Get your Rise 'n Shine breakfast serving every day
Mondays through Sundays
7 to 10:30 a.m.
Pine Oaks Golf Course - 478-926-4103 or DSN 468-4103

Arts & Crafts

Arts & Crafts Gift Ideas Include custom matting and framing, balloons bouquets, personalized pen sets, mugs, plaques, flags and retirement boxes. For more info, call 478-926-5282 or DSN 468-5282

Legal Notice

Anyone with a claim for or against the estate of Staff Sgt. James W. Hamilton should contact 2nd Lt. Shawn Sacchi for settlement by email at shawn.sacchi.1@us.af.mil, or by phone at DSN 468-1721 or 478-926-1721.



NOTICE: “WEINGARTEN” REPRESENTATION RIGHTS

Section 7114, Civil Service Reform Act of 1978, provides certain rights to bargaining unit employees being questioned by management during an investigation.

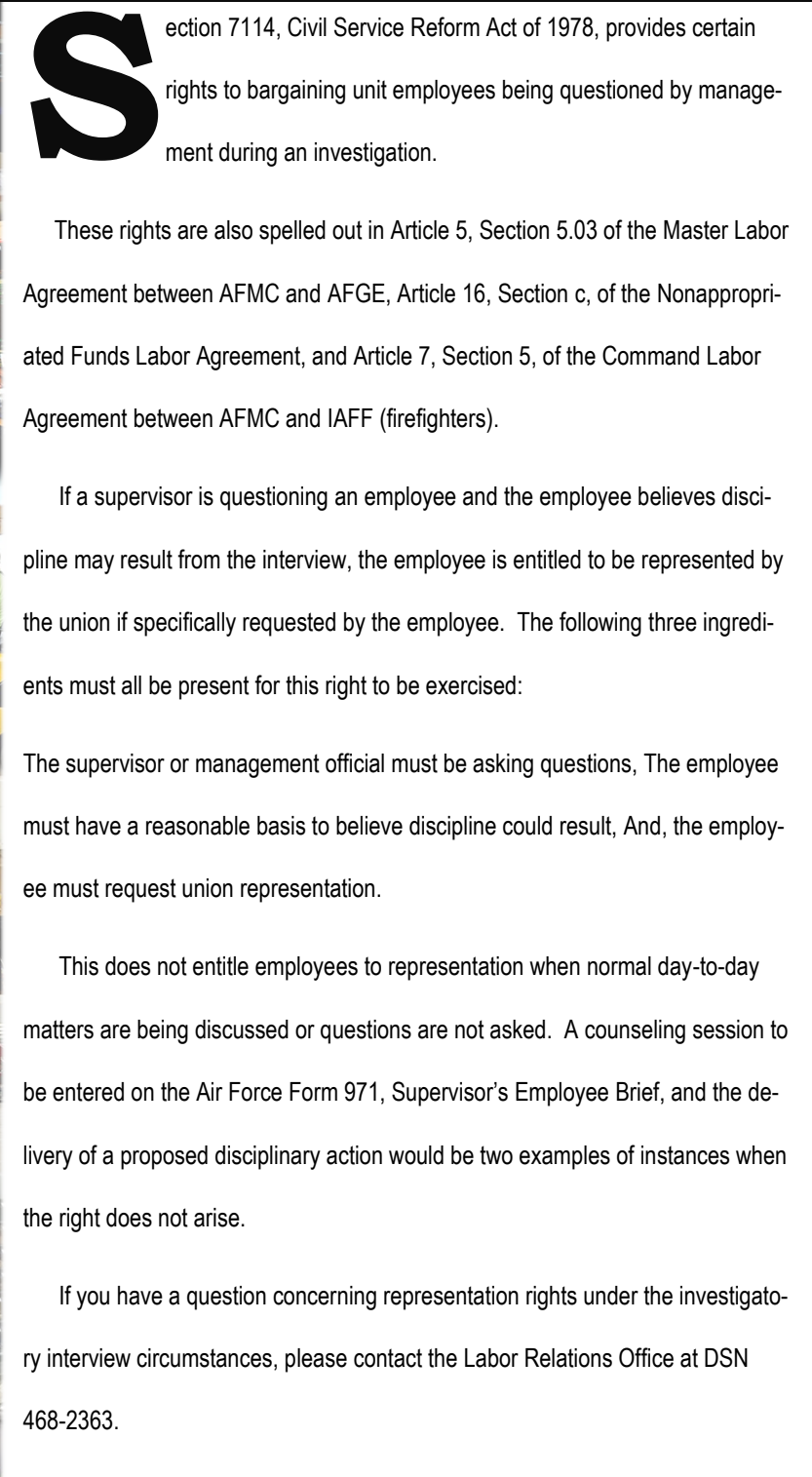
These rights are also spelled out in Article 5, Section 5.03 of the Master Labor Agreement between AFMC and AFGE, Article 16, Section c, of the Nonappropriated Funds Labor Agreement, and Article 7, Section 5, of the Command Labor Agreement between AFMC and IAFF (firefighters).

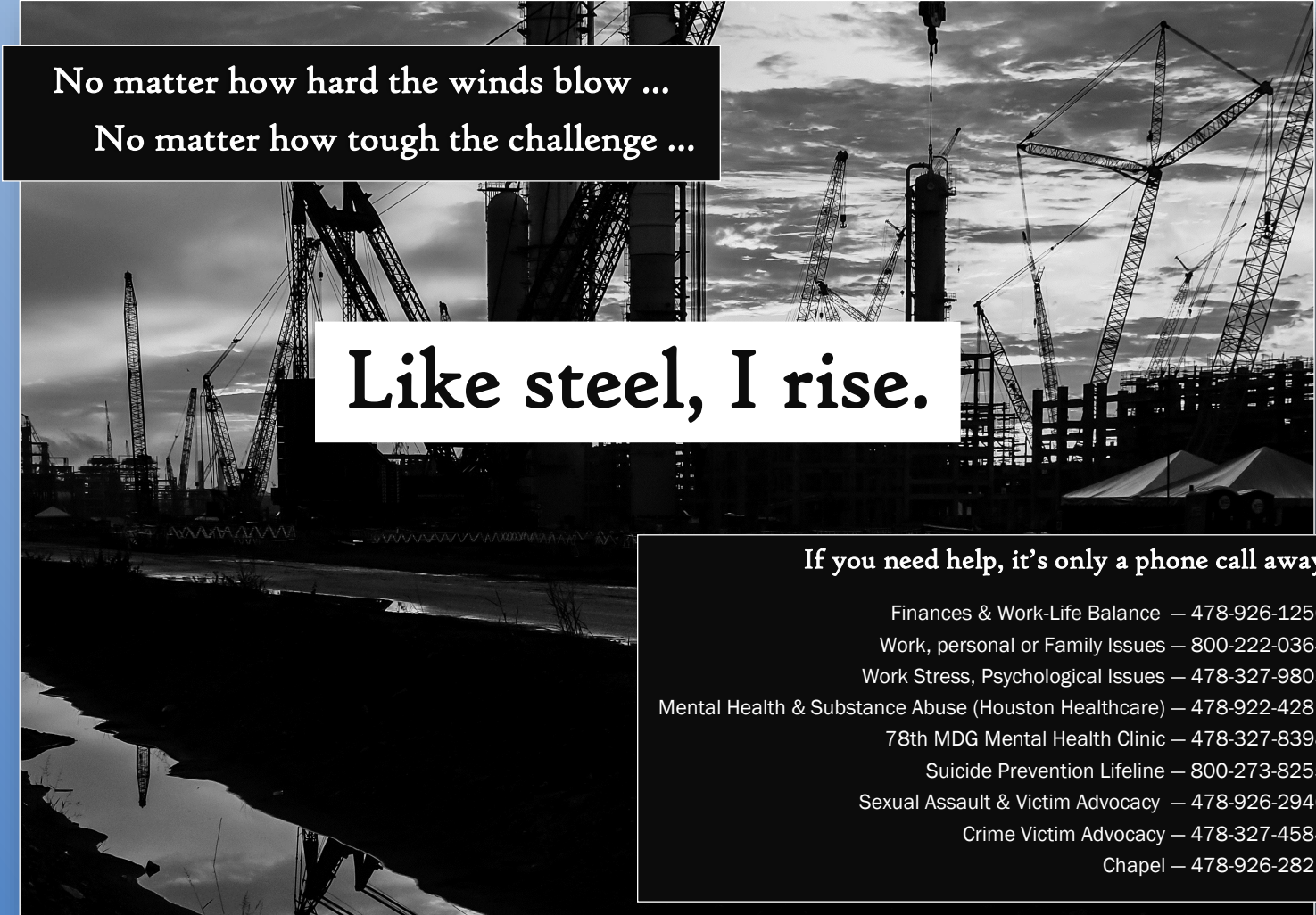
If a supervisor is questioning an employee and the employee believes discipline may result from the interview, the employee is entitled to be represented by the union if specifically requested by the employee. The following three ingredients must all be present for this right to be exercised:

The supervisor or management official must be asking questions, The employee must have a reasonable basis to believe discipline could result, And, the employee must request union representation.

This does not entitle employees to representation when normal day-to-day matters are being discussed or questions are not asked. A counseling session to be entered on the Air Force Form 971, Supervisor’s Employee Brief, and the delivery of a proposed disciplinary action would be two examples of instances when the right does not arise.

If you have a question concerning representation rights under the investigatory interview circumstances, please contact the Labor Relations Office at DSN 468-2363.





No matter how hard the winds blow ...
No matter how tough the challenge ...

Like steel, I rise.

If you need help, it's only a phone call away

Finances & Work-Life Balance — 478-926-1256
Work, personal or Family Issues — 800-222-0364
Work Stress, Psychological Issues — 478-327-9803
Mental Health & Substance Abuse (Houston Healthcare) — 478-922-4281
78th MDG Mental Health Clinic — 478-327-8398
Suicide Prevention Lifeline — 800-273-8255
Sexual Assault & Victim Advocacy — 478-926-2946
Crime Victim Advocacy — 478-327-4584
Chapel — 478-926-2821

(U.S. Air Force graphic by GEOFF JANES)



Parting Shots

More than 120 Team Robins members showed up to the Robins Blood Drive at the Fitness Annex conducted by the Armed Services Blood Program last week. The ASBP is the official blood collection, manufacturing and transfusion program for the U.S. military. (U.S. Air Force photos by Misuzu Allen)