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ROBINS REV-UP

January 11, 2013 Vol. 58 No.1

461st ACW receives first Meritorious Unit Award

BY JENNY GORDON
jenny.gordon@robins.af.mil

The 461st Air Control Wing has received its first ever Meritorious Unit Award. The award is particularly notable since the 461st ACW just stood up Oct. 1, 2011.

The award recognizes active duty, Reserve and Guard organizations for outstanding achievement or service in direct support of combat operations. A

formal presentation was made Dec. 21.

Col. Dean Worley, 461st ACW commander, pointed out that during the award period, Team Joint STARS not only maintained readiness at home with training, but also supported five different combatant commands across the globe.

"The real interesting part is this all took place during the highest ops tempo in JSTARS history," said Worley. "This again shows you the national asset nature of JSTARS."

The Air Force's E-8C Joint Surveillance Target Attack Radar System is an airborne battle management, command and control, intelligence, surveillance and reconnaissance platform whose primary mission is to provide ground surveillance and targeting in support of attack operations.

The wing, working in partnership with the 116th Air Control Wing, has a

► see **AWARD**, 6

NEWS

YOU CAN USE

EO refresher training

Equal Opportunity refresher training for employees will be conducted in the Heritage Club Ballroom Jan. 23 from 9 to 11:30 a.m. and 1 to 3:30 p.m., and Jan. 24 from 9 to 11:30 a.m. and 1 to 3:30 p.m.

EO refresher training for supervisors will be Jan. 22 in the ballroom from 9 to 11:30 a.m. and 1 to 3:30 p.m., and on Jan. 24 from 9 to 11:30 a.m.

The EO office will be closed Jan. 22 through 24 for the training. The office will re-open Jan. 25.

For more information, call Susan Carey or Jeanette Draughorne at 497-2131.

Restricted Area Badges

The Satellite Visitor Control Center, located in Bldg. 767/Smith Center, now operates by appointments for Restricted Area Badges.

If an appointment is needed, contact the Visitor Control Center at 472-1969 or 468-4208. Appointments for badges can be made for the following days and times:

Mondays, Wednesdays, and Fridays from 1 to 3 p.m.

In addition, DBIDS registration is no longer provided at the Smith Center. DBIDS registration now occurs at the installation gates.

Also, the Restricted Area Badge operation will be moving to the Visitor Control Center within the next 45 days, though the exact timing of the move is subject to change.

For more information, call Tech. Sgt. Jeffrey Smith at 472-1972 or Master Sgt. Brian Dozier at 472-8132.

Commissary reset

The Robins Commissary will close at 4 p.m. Jan. 27 while it undergoes a "reset" as part of the Defense Commissary Agency's ongoing effort to enhance the shopping experience.

To make the changes easier for customers, stores have added layout maps as well as generic item locators available on their Web pages.

Store web pages are under the locations link at <http://www.commissaries.com>, along with store hours, contact information, store news and special customer service features.



U.S. Air Force photos by MASTER SGT. ROGER PARSONS

Installation continues to grow recycling program

BY JENNY GORDON
jenny.gordon@robins.af.mil

Everyone can play a part when it comes to recycling materials.

The Qualified Recycling Program at Robins has three sources of income – those generated from the Happy Hour Service Center in Warner Robins, QRP scrap metal operations and the Defense Logistics Agency Disposition Service.

In fiscal 2012, the program recycled more than 892 tons of scrap metal, three tons of used oil and 58 tons of batteries. The scrap metal recycling yard was opened in 2010, providing scrap metal drop-off and collection services to increase revenue. Scrap metal collection in fiscal 2012 was \$381,044, an increase of \$78,802 from fiscal 2011.

Happy Hour, which picks up items three days a week from various collection points on base, gathered 482 tons of cardboard, 429 tons of paper, 11 tons of aluminum, 49 tons of glass and 45 tons of plastics, generating revenue of \$162,823 last fiscal year. This was more than an \$11,000 increase from the previous fiscal year.

"The whole idea is to divert what we can out of the landfill and recycle or reuse it," said Darryl Mercer, QRP operations manager with the 78th Civil Engineer Group.

Another key element that contributes to the success of the QRP is the partnership with DLA-DS. QRP-eligible materials, such as aluminum, copper wire, iron, steel and small arms brass that are turned into DLA-DS, are sold and the proceeds are deposited into a QRP Suspense account. Through these efforts \$436,000 of revenue was generated in 2012.

The program's goal is in line with the Department of Defense Strategic Sustainability Performance Plan, which has established the solid waste diversion rate goal of 55 percent by the end of fiscal 2015. A goal of 65 percent must be met by the end of fiscal 2020.

The recycling center, which opened in summer 2012, includes a 2,700-square-foot facility located behind the Base Exchange and Auto Hobby Shop.

► see **QRP**, 8

Dangerous Duty

116th bomb technician awarded Purple Heart

Above, Donna Duffield glances at her husband, Tech. Sgt. Barry Duffield, 116th Civil Engineering Squadron, Explosive Ordnance Disposal Flight team leader, while he is applauded by Maj. Gen. Jim Butterworth, Georgia National Guard adjutant general, and other Georgia Guard leaders and members of Team Joint STARS. Duffield received the Purple Heart Medal from Gen. Mike Hothage III, Air Combat Command commander, during a ceremony here Monday. Duffield received the medal for injuries sustained from an Improvised Explosive Device while deployed to Afghanistan in 2011.

At right, Duffield stands at attention after receiving the Purple Heart Medal. The ceremony comes seven months after he was awarded his second bronze star and the Air Force Combat Action Medal for service during the same deployment. His first Bronze Star Medal was awarded in 2007 for service in Iraq.



New year rings in eight-hour shifts for 78th SFS

Quality of life plays major role in end to grueling work schedules

BY SENIOR MASTER SGT. ROBERT ROSE

78th Security Forces Squadron

If you listened closely on Jan. 2, you could hear 350 security forces Airmen take a deep breath.

While it had taken 13 years, the new year brought eight-hour shifts to the 78th Security Forces Squadron, allowing the ops-wear organization to bolster resiliency as well as meet the

150 hours of defender-centric required annual training.

Since prior to the attacks of Sept. 11, SF defenders across the world have been working what they call 12-hour shifts. In reality, the shifts actually equate to 14 hours once roll call, safety briefings, and changeover are complete. The grueling schedule at home station was flanked by 260-plus day deployments away from families.

The home station and deployed mission crushed defenders and their families in a vise, eliminating the ability to conduct physical fitness, take classes, meet family commitments, conduct routine appointments and otherwise maintain overall resiliency.

Based on directives from Headquarters Air Force, Air Base Wing, Mission Support Group and SFS leaders synergized their efforts to improve the quality of life for

BY THE NUMBERS

328,500 - miles patrolled in 2012

197,100 - hours worked

3.9 - million vehicles vetted annually through gates

defenders across the installation in the new year. The net result was the eight-hour shift.

Just like the 12s before them, the eight-hour shift is really a 10-plus hour shift. But, if you see gate guards, patrolmen, and security units with a little extra pep in their step, now you know why.

Maj. Amy Rivera, 78th SFS commander, put it best by saying, "Our defenders have carried a heavy load without complaint. They make great sacrifices for our nation at both a personal and professional level. We owed it to them to provide the conditions so they could reconnect with



U.S. Air Force file photo

The 78th Security Forces Squadron will move back to an 8-hour shift after more than a decade.

their families, complete some much needed training, and realize fitness and education goals."

Page Two

Road closure



U.S. Air Force photo by SUE SAPP

Warner Robins Street at Martin Luther King Jr. Boulevard will be closed Jan. 25 through 28. The closure will allow an electrical bank for the fire pump building to be installed. Signs will be posted to redirect traffic. For more information, contact Stefanie Dawson at 497-2948.

TSP withdrawal rules relaxed to help Hurricane Sandy victims

Washington, D.C. – The Federal Retirement Thrift Investment Board announced it has made temporary changes to the Thrift Savings Plan hardship withdrawal rules to help victims of Hurricane Sandy pursuant to the guidance issued by the Internal Revenue Service Nov. 16.

The TSP will treat any Financial Hardship In-Service Withdrawal Request (Form TSP-76) received until Jan. 25 as qualifying for a hardship withdrawal if the participant writes “Hurricane Sandy” at the top of the form and checks the block on the form for personal casualty.

The distributions must occur before Feb. 1 to qualify for this treatment.

WHAT TO KNOW

For more information on the temporary hardship withdrawal changes, visit <https://www.tsp.gov/whatsnew/plan/planNews.shtml>.

Additionally, the TSP will then waive the rule that prohibits a participant from making employee contributions for six months after taking a hardship withdrawal.

This will allow an employee to continue to make contributions to the TSP and receive the employer match (if eligible).

These temporary changes will not be effective retroactively.

The Department of Defense has released the 2013 Basic Allowance for Housing rates, which took effect Jan. 1. Overall rates increased an average of 3.8 percent this year.

Robins 2013 BAH Rates			Robins 2012 BAH Rates		
Grade	w/Dependent	wo/Dependent	Grade	w/Dependent	wo/Dependent
E - 1	1074	900	E - 1	1023	882
E - 2	1074	900	E - 2	1023	882
E - 3	1074	900	E - 3	1023	882
E - 4	1074	900	E - 4	1023	882
E - 5	1137	972	E - 5	1038	966
E - 6	1230	1017	E - 6	1122	1008
E - 7	1302	1077	E - 7	1290	1023
E - 8	1380	1158	E - 8	1470	1104
E - 9	1500	1185	E - 9	1617	1212
W - 1	1233	1050	W - 1	1128	1017
W - 2	1332	1155	W - 2	1362	1053
W - 3	1428	1188	W - 3	1587	1215
W - 4	1524	1248	W - 4	1629	1230
W - 5	1638	1320	W - 5	1677	1332
O - 1E	1317	1137	O - 1E	1326	1038
O - 2E	1416	1179	O - 2E	1554	1164
O - 3E	1542	1230	O - 3E	1635	1227
O - 1	1149	1008	O - 1	1047	1005
O - 2	1227	1116	O - 2	1119	1032
O - 3	1425	1197	O - 3	1578	1218
O - 4	1683	1311	O - 4	1698	1308
O - 5	1866	1398	O - 5	1779	1413
O - 6	1884	1428	O - 6	1797	1587
O - 7	1902	1458	O - 7	1815	1617

The majority of members will see an increase with the exception of the following ranks:

With Dependent Rate
 E-8 decreased by \$90
 E-9 decreased by \$117
 W-2 decreased by \$30
 W-4 decreased by \$105
 W-5 decreased by \$39
 O-1E decreased by \$9
 O-2E decreased by \$138
 O-3 E decreased by \$93
 O-3 decreased by \$153
 O-4 decreased by \$15

Without Dependent Rate
 E-9 decreased by \$27
 W-3 decreased by \$27
 W-5 decreased by \$12
 O-2 decreased by \$84
 O-3 decreased by \$21
 O-3 E decreased by \$93
 O-3 decreased by \$153
 O-4 decreased by \$15

Members who PCSed during 2012 whose rates show a decrease in 2013 will not be affected due to “save pay.” Those who PCSed on or after Jan. 1 of this year will automatically get the 2013 BAH rates. The only way BAH will reflect a 2013 change for those stationed here prior to Jan. 1 is if the service member gets promoted or demoted. Then his or her BAH will be changed to the 2013 rate – whether it’s an increase or decrease. For more information, call the Robins Housing Office at 468-3776.

Buckle up ... It's the Law



According to Air Force Instruction 91-207, all motorists and passengers must wear seat belts when operating or riding in a moving vehicle. Individuals found not wearing a seat belt in a moving vehicle may be issued a ticket by the 78th Security Forces Squadron.

AIR FORCE



Obama Signs Defense Authorization Act

President Barack Obama signed the \$633 billion fiscal 2013 National Defense Authorization Act into law last week.

The legislation, which cleared Congress last month, authorizes the defense department to act in any number of instances. "There are certain things that cannot be done without [the authorization act]," said a senior defense official speaking on background.

The act allows the department to institute pay raises, bonuses and incentive pay for personnel. "All military construction has to be authorized under this act," the official added.

To learn more, visit www.af.mil.

Raising awareness of, vigilance against human trafficking

To spark awareness and vigilance against a growing global human rights crisis, President Barack Obama has proclaimed January as National Slavery and Human Trafficking Prevention Month.

Linda Dixon, the Defense Department's program manager for combating trafficking in persons, told the Pentagon Channel and American Forces Press Service in a recent interview that DoD has strengthened training modules and reporting avenues to combat trafficking in persons – a criminal enterprise that generates roughly \$32 billion a year.

"That's the second-largest source of revenue for criminal enterprises, and it's growing," she said. "Trafficking is a zero-tolerance policy; it's not only immoral, but it's illegal."

The United Nations International Labor Organization estimates more than 12 million human trafficking victims worldwide, with an estimated 600,000 to 800,000 new victims each year.

Some victims are Americans, Dixon said, but most victims come from elsewhere.

"Source countries are usually areas that are poverty stricken," she said.

To learn more, visit www.af.mil.

A different type of music for troops in Afghanistan

As the group of musicians took to the stage in front of a large audience at Kandahar Airfield's popular boardwalk area on a cold December night, there was something distinctly different about the band.

With all members dressed in the same combat fatigues, it wasn't something that could be easily spotted by a casual observer. But there was a clue if one listened carefully to the music ... has a cover of

Tied up

Staff Sgts. Eric Braddock, left, and Ryan Onely prepare a wounded warrior for medical evacuation during training at Avon Park Air Force Range, Fla. Braddock and Onely are 38th Rescue Squadron pararescuemen.



U.S. Air Force photo by STAFF SGT. JAMAL SUTTER

Lady Gaga's "Poker Face" ever featured a trombone?

Audiences in Afghanistan now have heard one, courtesy of three Army bandmen currently performing with the AFCENT band "Total Force." The Soldiers' wind instruments – trombone, saxophone, and trumpet – were a welcome complement to the Air Force musicians' guitars, drums, bass, keyboards and vocals.

The joint endeavor is a first of its kind in the deployed environment.

To learn more, visit www.afrc.af.mil.

Air Force to provide dedicated legal counsel to sexual assault victims

A new Air Force pilot program designed to provide legal assistance to victims of sexual assault will begin later this month.

The Special Victims' Counsel Program will give sexual assault victims legal assistance and help them navigate the criminal justice system with lawyers trained to handle their unique needs.

"It takes a strong team to succeed in our mission to protect and defend the nation, and sexual assault undermines that," said Air Force Chief of Staff Gen. Mark Welsh III. "The Special Victims' Counsel will provide victims of sexual assault with a better understanding of the criminal process from an expert who is specially qualified to represent the victim. This program embodies what the Air Force is all about – taking care of our people."

To learn more, visit www.afmc.af.mil.



U.S. Air Force photo by SENIOR AIRMAN BRETT CLASHMAN

Wired

Airman 1st Class Bill Bossinger, a 757th Aircraft Maintenance Squadron electrical and environmental systems journeyman, tightens wiring underneath an F-15 Eagle during an exercise at Nellis Air Force Base, Nev.

Air Force Sustainment Center News

Speed, quality and safety is how AFSC 'does business'

BY MARTI RIBEIRO
Air Force Sustainment Center

The Air Force of tomorrow will be a smaller force, but needs to be just as lethal, agile and ready to engage in a full range of contingencies and threats.

The Air Force Sustainment Center plans to meet these new Air Force needs by focusing on speed, quality and safety as the business model for success.

"The products we deliver today could be in harm's way tomorrow protecting our men and women overseas," said Lt. Gen. Bruce Litchfield, Air Force Sustainment Center commander. "So, it's paramount that what we produce is of the highest quality possible, and that we get it to them quickly and without sacrificing anyone's safety."

Since the standup of AFSC, senior leaders within the organization are on the path to increasing success for its employees and customers. Part of that improvement is focusing attention on the tenants of speed, quality and safety. And, according to the commander, the organization has to balance these three tenants in order to be successful.

SPEED

Speed is one of the main catalysts for driving process improvement and achieving "art of the possible."

For external customers, they want to know when they'll have their aircraft

returned to the field, and fighter wings want to know when they'll have engines delivered. For internal customers, mechanics want to know when they'll have parts delivered or when a piece of equipment will be repaired.

"For us, speed involves meeting the demands of schedule," said Gary Krebsbach, 76th Maintenance Support Group commander. "We have an expected schedule to meet and in a lot of situations, it's not just about flow days. Speed equates to decreased cost."

For a large part of the organization, if a product or aircraft can be accomplished faster, it means a cost savings in work hours, resources, tools and possibly parts. So, getting it done faster can help us meet our cost-cutting goals, he explained.

"But, speed is not about cutting corners or simply working harder and faster," Litchfield said. "It's about our ability to quickly identify, elevate and eliminate constraints on the critical path."

That's where management is expected to step in.

"We want employees doing their jobs and allowing management to knock down barriers for them," Krebsbach said. "It's about building an environment where people feel comfortable telling the boss about their challenges and letting the supervisors work those issues at their level."

Speed will increase as barriers are reduced and employees are allowed to do their jobs.

SAFETY

But, constraint elimination and process speed isn't of any value to the organization if it comes at the expense of the health and safety of AFSC's employees.

"It is our first priority as managers to keep our employees safe and ensure there aren't any injuries," Krebsbach said.

The commander has echoed those comments regularly that he wants all AFSC employees to return home after work with the "same number of fingers and toes and limbs as they started work with."

AFSC deploys programs like the Wingman and Voluntary Protection Programs to address employee's physical and emotional safety. The Wingman program asks AFSC employees to reach out to each other in times of need, to ensure people are healthy and happy, and VPP engages the workforce in keeping their areas physically safe.

"Safety is about taking care of our people and ensuring their work environment and processes keep them safe at all times," Litchfield said. "Keeping the most valued members of our team safe is critical to the success of our organization."

QUALITY

After our people are safe and we meet our deadlines, it comes down to quality, and most will agree with the commander that "quality is our credibility."

"Defects in our products have the

potential for disastrous effects on our warfighter," the general said.

Last year, AFSC conducted programmed depot maintenance on 991 aircraft and 383 engines. The organization produced 223,160 commodity exchangeables, delivered 417 software products and saw almost three million items flow through the supply chain.

"At a bare minimum, our warfighter expects every single piece that we touch to be of the highest quality possible, and I expect leaders to reinforce the mandate for quality and take the necessary steps to ensure it is guaranteed," the general said.

AFSC has the tools to identify problems and correct them before the product ever reaches the customer, while working to prevent those quality defects in the future.

"We know what our customers expect on quality and our management shouldn't be shy about taking immediate action to address quality issues," Krebsbach said.

So, while AFSC adjusts to budget and manpower changes, the organization plans to not only survive in this uncertain environment, but thrive, according to the commander.

"We're looking to sustain the Air Force of tomorrow and we know how to do that – it's by focusing on speed, safety and quality," he said. "Our business is to sustain our ability to defend our Nation, as well as fight and win the next war, and this is how we do it."

ROBINS REV-UP

COMMANDER
Col. Mitchel Butikofer

HOW TO CONTACT US

Robins Public Affairs
620 Ninth Street, Bldg. 905
Robins AFB, GA 31098
468-2137
Fax 468-9597

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They should be e-mailed to lanorris.askew@robins.af.mil and vance.janes@robins.af.mil

Submissions should be of broad interest to the base populace. For information, call Lanorris Askew at 472-0806.

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To report delivery issues, call 472-0802.

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INTERNAL INFORMATION CHIEF
Geoff Janes

EDITOR
Lanorris Askew

PHOTOGRAPHERS
Sue Sapp
Tommie Horton
Ed Aspera
Misuzu Allen

STAFF WRITERS
Jenny Gordon
Holly Logan-Arrington

On the Fly

Base Tax Center to open Jan. 28

It's tax time, and the Robins Tax Center is preparing to help service members and their eligible family members file 2012 returns.

The center will be open Monday through Thursday from 8 to 11 a.m. and 1 to 4 p.m. from Jan. 28 to April 16. The center is in Bldg. 995 – a trailer next to the old Robins Elementary School.

The center provides free tax preparation and electronic filing services to active duty personnel, reservists, National Guardsmen, retirees and eligible family members.

Reserve and National Guard members must be on Title 10 Orders in order to receive tax assistance (that applies to their eligible dependents as well).

Services will be provided on a first-come, first-served basis.

Those interested in having their taxes prepared should arrive at the tax center at 8 a.m. to attend a requirements briefing. Taxpayers who have all required documents on hand will be assigned an appointment; those who don't will be asked to come back at a later time.

Taxpayers should arrive at least 15 minutes prior to their appointed time to complete the client questionnaire.

The center will also offer a drop-off service for the 2012 filing season. Those who have all required documents to prepare their taxes may drop off paperwork at the tax center, and notification will be sent when the return has been completed.

If the taxpayer is deployed to a combat zone – Persian Gulf, hazardous duty area of the Federal Republic of Yugoslavia, Albania, the Adriatic Sea and the Ionian Sea north of 39th parallel, or Afghanistan – they have 180 days from the last day they were in the combat zone, or the last day of continuous qualified hospitalization for injury

WHAT TO KNOW

Military OneSource and H&R Block have also joined forces again to provide a free online tax preparation service for service members. Call 1-800-342-9647 or visit MilitaryOneSource.mil for details.

from the combat zone, to file a return.

Tax preparers are not permitted to prepare returns for taxpayers who received a 1099 Miscellaneous Business Income or Royalties, had Health Savings Account Deductions, or whose tax returns will include Schedule C (Profit or Loss from Business), Complicated & Advanced Schedule D (Capital Gains & Losses), Schedule E (Supplemental Income and Loss from Rental Real Estate) or Schedule F (Farm Income or Loss).

For those eligible for assistance, it's imperative they bring the following documents and information:

- Military IDs and Social Security cards of taxpayer, spouse, and dependent children
 - W-2s
 - 1099s
 - 1098s
 - Legal documents
 - Divorce decree or Form 8332 that states entitlement to claim a dependent
 - Power of attorney if someone will be signing the return for you or your spouse
 - Death certificate if you are filing on behalf of a deceased person
 - Voided check for verification of your bank account and routing numbers.
 - Child care provider's name, address, tax identification (or Social Security) number, and the amount paid
 - Last year's tax return or any other useful documentation
- For more information, call the tax center at 468-1831.

Victim Advocate training planned

Those interested in providing support and care to victims of sexual assault may soon have the opportunity.

The Sexual Assault Prevention and Response Office is offering training here for new victim advocates.

The training is slated Jan. 28 through Feb. 1, and is open to active duty military personnel, reservists, National Guardsmen on active duty and DoD civilian employees.

"We are seeking volunteers who must possess the maturity and experience to assist in a very sensitive situation," said Jayne Bishop, sexual assault response coordinator assistant.

The 40-hour victim advocate course is intended to provide new VAs with information, processes, and resources which will enable them to assist victims of sexual assault. Trainees will be provided information on medical, psychological, legal and investigative information to enhance these response capabilities. However, they will be cautioned not to play the role of a clinician or specialist.

Anyone interested should plan to attend the entire training session, from 7:30 a.m. to 4 p.m. each day. To register, call 327-9398 or 327-7272. For more information, e-mail Bishop at jayne.bishop@robins.af.mil.

A Parent Advocates for Students and Schools parent education workshop will be Thursday from 11:30 a.m. to 1 p.m. at the Airman and Family Readiness Center.

The workshop will cover Individual Education Plans and 504 basics. The guest presenter will be the director of student services from the Houston County Board of Education student services department.

This class is designed for parents with basic questions in regards to screening, identification, and implementation of an IEP or 504 for their child.

For more information, call Renee Daughtry, at 497-5524.

Team Robins is invited to attend the installation's **Martin Luther King Jr. Day celebration** Thursday at 2 p.m. in the Base Chapel's Sanctuary. The theme is "Celebrating Diversity in the Legacy of

Dr. King," and will feature a viewing of the "I Have a Dream" speech.

For more information, call the Base Chapel at 468-2821.

A Total Force Command Chiefs Panel will be conducted Feb. 1 at 3 p.m. in the Heritage Club. Panel members will include Chief Master Sgt. Kathleen Buckner, Headquarters Air Force Reserve Command command chief; Sergeant Maj. Christopher Edmondson, senior enlisted leader of the Marine Light Attack Helicopter Squadron; First Sergeant Louis Brown III, senior enlisted leader in the 138th MI Company (JSTARS), and Chief Master Sgt. Patrick Bowen, Installation command chief.

The event is open to all enlisted members.

For more information, call Senior Master Sgt. Shon Barnwell at 497-

1935 or Master Sgt. Alena Lampkin at 472-8364.

The Airman's Attic is seeking volunteers for the following hours: Mondays and Fridays from 9 a.m. to noon and Tuesdays from 10 a.m. to 1 p.m.

For more information, call Diane Weeks at 816-550-8123.

The following leave recipients have been approved through the Voluntary Leave Transfer Program:

Christen Matthews of AFRC. POC is Jan Brister, who can be reached at 497-1323.

Ray Hunter of AFRC. POC is Jan Brister, who can be reached at 497-1323.

Karen Buckner of AEDC. POC is Sherri Lamas, who can be reached at 340-4314.

To have a leave recipient listed here, email lanorris.askew@robins.af.mil.

EEO Lessons Learned

A supervisory park ranger for the National Park Service alleged the agency subjected her to discrimination based on race, sex and reprisal.

The Equal Employment Opportunity Commission found the agency liable for harassment based on race. The EEOC pointed out that two coworkers admitted they were responsible for derogatory documents posted in the men's locker room, and management corroborated that a male ranger engaged in a confrontation with the ranger.

The commission determined the alleged actions were unwelcome, as reflected by their derogatory content and the ranger's immediate reporting and objection to them. It noted the ranger was the only African-American supervisor in her office and the only one targeted with the actions, and it concluded the ranger was targeted because of her race. It did not find the actions showed animus because of her sex or EEO activity.

The EEOC determined the agency improperly fragmented the ranger's complaint and that the complaint consisted of a single claim alleging various incidents of harassment. It found the ranger was subjected to open ridicule and intimidation that showed racial animus. Her commission was suspended, which undermined her ability to fully perform her duties. The EEOC concluded she was subjected to conduct that was sufficiently severe and pervasive to create a hostile work environment.

The agency knew about the locker room postings and began an investigation. Two coworkers admitted they were responsible for the postings. The Park Service proposed to suspend the coworkers, but it did not do so. It said one of the workers left the agency and the other received a verbal counseling. The EEOC found the agency's response was inadequate, explaining that the agency should have taken

prompt and immediate action, such as disciplining the coworkers and providing them with anti-harassment training.

It also said the agency's inadequate response emboldened other employees to show disrespect and intimidation.

The EEOC did not find that the agency suspended the ranger's commission because of retaliatory animus.

However, the harassment was linked to the agency's decision to revoke her commission. The EEOC said the agency had to remedy all consequences of its failure to properly respond to the racial harassment.

The commission ordered the agency to undergo a supplemental investigation on compensatory damages and provide EEO training to all management officials and non-management employees in the office.

The ruling

The Department of the Interior subjected a ranger to a hostile work environment based on race and was ordered to undergo a supplemental investigation as to her entitlement to compensatory damages.

What it means

When employees admit to posting racist remarks about a coworker, an agency should take prompt and immediate corrective action, such as disciplining the employees and providing them with anti-harassment training.

**78th ABW/EO
706 Ninth Street
Bldg. 936**

**Robins AFB GA. 31098
Commercial: 926-2131
DSN: 468-2131**

— Courtesy
Robins Office of Equal Opportunity

AWARD

Continued from 1

workforce of more than 1,300 military members and civilians.

"It's also recognition that we didn't stand down to activate our wing, but kept right on going," he continued.

"Looking ahead, JSTARS will continue to have a tremendous ops tempo. As a weapons system, we have a truly unique capability, which is to

see large swaths of the earth in a great amount of detail, and direct joint forces to accomplish our military objectives."

There were a total of 92,000 man days down-range during the award period, with Joint STARS logging more than 80,000 hours in a combat environment over the last 10 years.

As the wing continues to conduct around-the-world operations on an unending basis, there will be continued emphasis on taking care

of families, as well as increasing opportunities for its Airmen for leadership, recognition and professional development.

This award truly signifies a team effort which will continue into the future.

"I'm very proud of this organization," Worley said. "Our Airmen's level of commitment is phenomenal. This level of recognition is uncommon – but their valor and drive is very common here."

**WINGMEN
WANTED
AIRMAN AGAINST
DRUNK DRIVING –
335-5218;
335-5236;
335-5238**

Tops in Blue



U.S. Air Force file photo by SUE SAPP

Tops in Blue members travel with, and set up, about 60,000 pounds of equipment.

Active duty music troupe hits stage Saturday

BY JENNY GORDON
jenny.gordon@robins.af.mil

Performers of the Air Force Tops in Blue will return to Warner Robins this weekend. The show begins Saturday at 7 p.m. in the Homer J. Walker Civic Center. Doors open at 6:30 p.m., and the free event is open to everyone.

This year's show, titled, "Listen," will invite the audience to listen to the music of life through the sounds we hear every day. It will feature rhythms of The Doobie Brothers; Earth, Wind & Fire; Whitney Houston and Maroon 5.

It will also showcase country music from Darius Rucker, Carrie

Underwood, Lady Antebellum and the Zac Brown Band, as well as patriotic music honoring our nation.

There will be 35 to 40 performers in this year's entertainment showcase, including vocalists, dancers, band and technical members.

Tops in Blue is an all-active duty unit made up of entertainers from across the Air Force, and is one of the oldest and most widely-traveled entertainment groups. They will travel throughout the U.S. and to more than 20 countries, conducting nearly 130 performances during a 10-month time-frame.

They not only perform for audiences across the globe, but are

DON'T MISS THE SHOW

WHAT: Tops in Blue

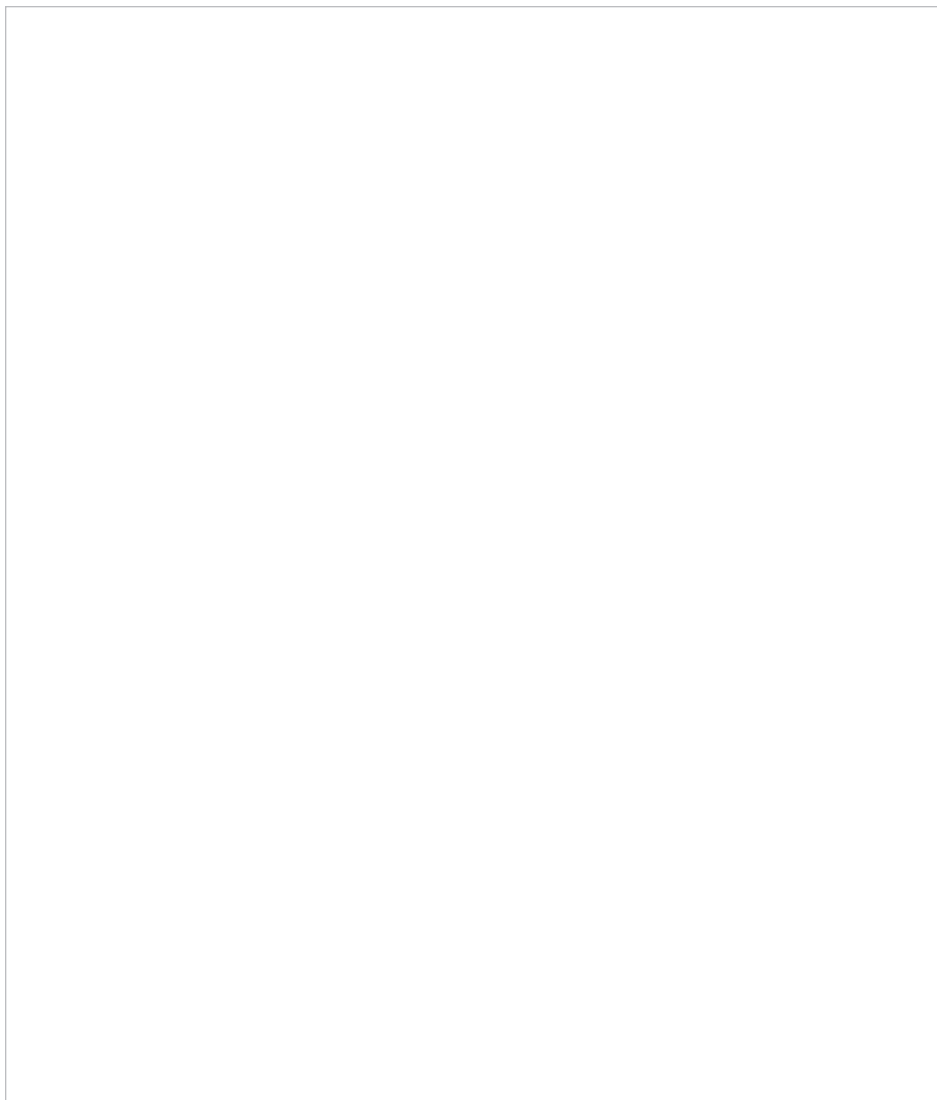
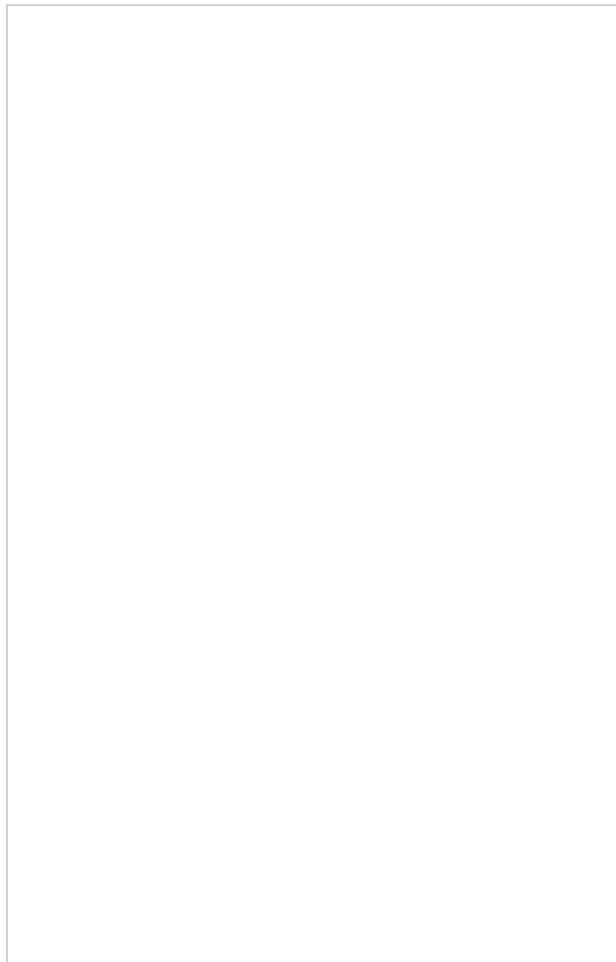
WHEN: Saturday at 7 p.m., Doors open 6:30 p.m.

WHERE: Homer J. Walker Civic Center

Free to the public

also responsible for setting up their own stage, special effects, equipment and lighting. They also videotape each performance.

Since their inception, they have travelled more than four million miles to military bases around the world, attended more than 100 state fairs and festivals and performed at air shows, military balls and other special events.



QRP

Continued from 1

Anyone can drive up to the front of the building, slide a window open for a particular item such as glass, aluminum or paper and cardboard, and drop recyclables into bins located inside.

As of first quarter fiscal 2013, the recycling center accumulated 245 tons of recyclables; in fiscal 2012, it collected 242 tons. This is encouraging as people learn about the new building and items that can

be dropped off.

“We need to continue to get the word out for people to know that we are here,” said Mercer. “We’re open 24 hours a day, seven days a week.”

There has also been the addition of print cartridge bins, located at the far end of the building.

“Looking ahead, we are looking into expanding our recycling program, and how we can capture items such as plastic bags and shrink wrap, for example, and meet our goal to divert items away from the landfill,” he said.

Recyclable Items

Clear and colored glass, beer/wine bottles and food jars/bottles; compact fluorescent light and fluorescent tube light bulbs; soda and drink cans, clean aluminum foil, clean pie pans; milk jugs, soda bottles, toys, plastics; mixed and/or white paper; newspapers w/inserts, magazines, catalogs, glossy paper, telephone books; cereal, shoe, paper and detergent boxes; grass/brush clippings, leaves/pine straw/small limbs/branches; car and lawnmower batteries, lead acid gel, rechargeable lead acid batteries; aluminum, steel, iron, brass, copper, metal roofing/siding, structural steel, wire, pipes, empty metal food cans; untreated lumber, framing lumber, plywood, broken pallets; used motor oils. Recycling of electronics such as personal computers, computer monitors, televisions, and cell phones occur annually on Robins E-Recycling Day at Happy Hour. To learn more about the Qualified Recycling Program, call 327-3976.



The Air Force has a new mascot to help fight against solid waste. CHUCK-IT targets children between the ages of 5 and 12 and is the latest addition to the “Win the War Against Waste” tool kit – designed specifically to support the Air Force's worldwide solid waste management objectives. For more, visit www.afcec.af.mil.

THINK OPSEC! PRACTICE IT AT WORK, HOME, EVERYWHERE.

FRI	SAT	SUN	MON	TUE	WED	THUR
11	12	13	14	15	16	17

EVENTS AND ACTIVITIES

UPCOMING

The Quick Turn Bldg. 2062

Beginning Monday open for breakfast Mondays through Fridays 6 to 9:30 a.m.
Lunch 10:30 a.m. to 1 p.m.
For details, call 468-6972.

Money & Credit Management Class

Monday 1 to 3 p.m.
Bldg. 794
For details, call 468-1256.

Red Head Pin Day

Monday 1 to 8 p.m.
Bowl a strike when red pin is in the No. 1 position and game is free.
For details, call 468-2112.

Bundles for Babies

Tuesday 8 a.m. to noon
Bldg. 794
To sign-up, call 497-9398.

Boss N' Buddy

Jan. 18 4 to 5 p.m.
Heritage Lounge
Members Free
Guests \$5
For details, call 472-7864.

Single Airman

Tandem Skydiving

Sign-up by Feb. 11
Event is Feb. 23
For details, call 468-4001.

Atlanta Rocks! Rock Climbing Trip

Sign up by Feb. 22
Event is March 9
\$55 per person
For details, call 468-4001.

ONGOING

Spring Soccer Registration

Ends Jan. 15
Youth Center
For details, call 468-2110.

Fairways Grille Breakfast Special

Every day in January: stuffed french toast with bacon or sausage and coffee or juice \$5.95
For details, call 923-1717.

Golf Twilight Special

Every day in January 2 to 4:30 p.m.
Golf Course
Pay \$20 and play 18 holes with cart
For details, call 468-4103.

Fit 2 Fight

Through Feb. 28

Mondays, Wednesdays and Fridays

11 a.m. to noon
Fitness Center
For details, call 468-2128.

Atlanta Hawks tickets on sale

February and March game tickets on sale at ITT
Prices depend on location and opponent
For details, call 468-2945.

MOA Marathon set for Jan. 19

The 17th Annual Museum of Aviation Foundation Marathon will be Jan. 19, beginning at the Century of Flight hangar.

The race committee is looking for volunteers.

Volunteers must have base access and will need to report to the volunteer desk in the hangar at 6:30 a.m. on race day. Volunteer parking will be located behind the same hangar. Volunteers will receive a free T-shirt for assisting with the event.

If interested, send your name to Pat Bartness, Museum Foundation

president by close of business Wednesday. For more information, call 923-6600 or email pbartness@museumofaviation.org.

Club Advisory meeting

The first meeting of the reassembled Club Advisory Committee will be Thursday.

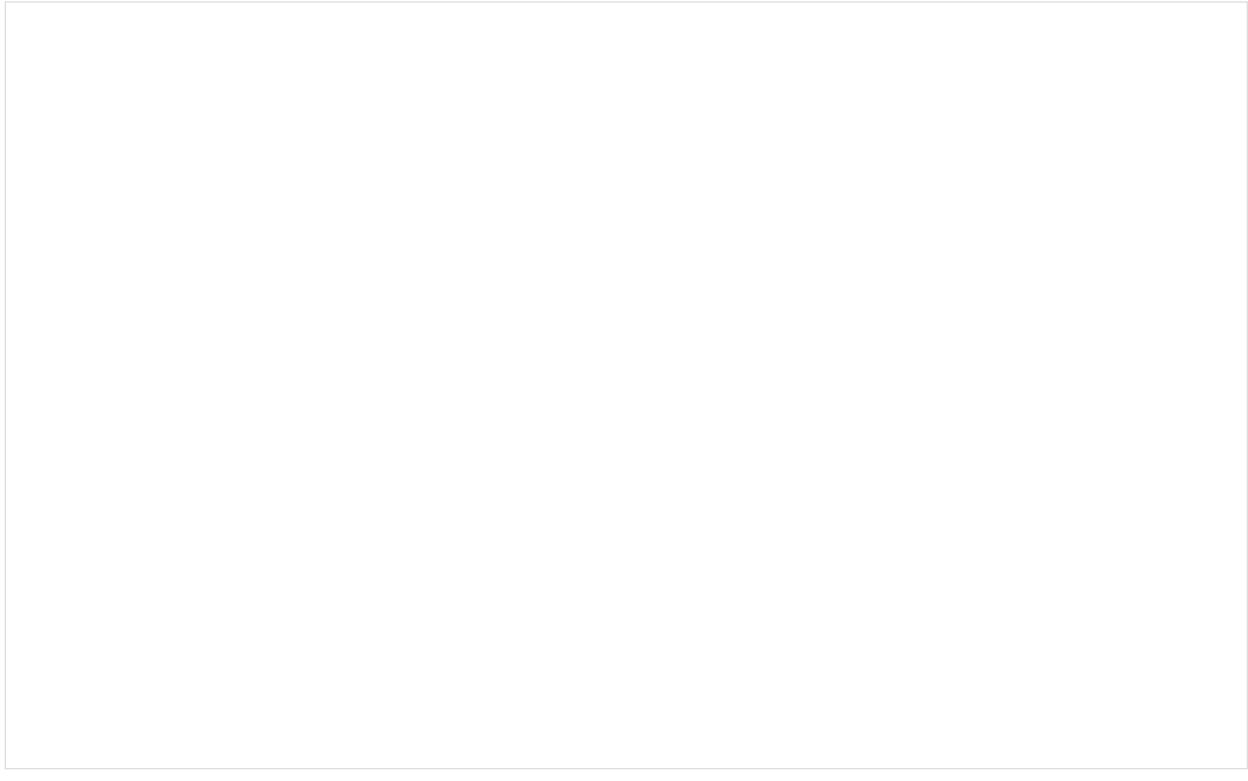
All committee members must be club members.

The committee advises club management on member satisfaction with club programs, products and services; advises management on the desires of members for

specific programs, products and services; and recommends house rules, hours of operation, local rules governing guest privileges and reinstatement or non-reinstatement of former members whose membership privileges were terminated for cause.

The committee also assists the club manager in conducting membership surveys and drives, and conducting special programs and events.

Club Advisory Committee meetings will be quarterly. Those interested in participating should contact Tina Bowen at 472-8037.



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