

MICHIGAN ARMY AND AIR NATIONAL GUARD

HUMAN RESOURCE NEWSLETTER

January 2013



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YEAR OF ENGAGEMENT

Happy New Year! I recently challenged the HRO team to a “Year of Engagement” by establishing priorities that meet current fiscal and resource constraints, yet continue to focus on our most valuable resource, our people.

Our mission continues to be to hire, train, develop and retain a highly skilled workforce by ensuring commitment to:

- Routinely meeting with senior leaders to maintain proper unit and directorate staffing levels;
- Meeting concrete timelines;
- Align our policies with federal and state employment laws;
- Ensure a safe environment within the workplace; and
- Streamline transactions to achieve efficiency and create a continuous improvement process.

The employees of the Human Resource Office strive to create a work environment where employees are enthusiastic about their work. We endeavor to find the right match between employee skills and job assignments. We encourage and facilitate upward mobility with diverse workforce capabilities and we will continue to strengthen employer-employee-team collaborations.

YEAR IN REVIEW

I am proud to share with you the HRO FY-12 Statistics (pages 9-11) and the demographics of the Michigan National Guard (page 12). But, of course, statistics don't make an organization, people do. We know that simply adhering to government regulation will not drive our team to “greatness.” We will assist you, to capitalize on all the strengths and diverse backgrounds you bring to this great organization. We will do this by understanding, appreciating, and embracing the “grandeur” in every person.

Here's to an enthusiastic work environment in 2013.

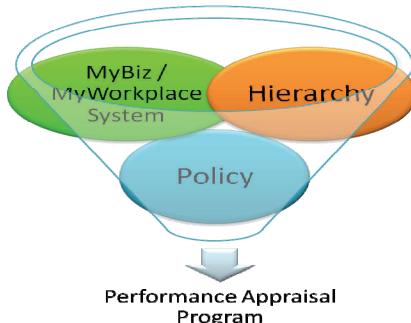
COL Tim Houchlei
Director, Human Resource Office

Navigating the Technician Performance Appraisal System

The current Technician Performance Appraisal Program was adopted by the National Guard Bureau in November 2009 and implemented in Michigan in November 2010. This relatively new program provides automation, tracking and accountability to the Technician Performance Appraisal process unlike any previous National Guard appraisal program.

Supervisors can take full advantage of the benefits offered through this automated system by understanding how to navigate through the program's three critical components:

1. Performance Appraisal Application (PAA) - My Biz / My Workplace System— Supervisors must have access to the PAA found in "My Workplace." Access is required in order to build performance plans, render interim reviews, closeout appraisals, or conduct annual appraisal ratings. Supervisors are encouraged to monitor their employee records in My Workplace and make the Human Resource Office aware of ANY discrepancies in their employee records. Step-by-step instructions are located on the HRO website:



PAA Step By Step

2. Organizational Hierarchy

Supervisors must also have access in the PAA system to all employees they supervise / rate. Access to employee's PAA is determined by an organization's position hierarchy. If supervisors are not properly coded or aligned within their organization's hierarchy, they will not be able to complete PAA functions for those employees. Supervisors and managers are encouraged to monitor their organizational hierarchy in the My Workplace system and make the Human Resource Office aware of ANY hierarchy changes as soon as they become aware.

3. Policy—The performance appraisal program rules, procedures and processes are located within the Technician Policy Letter 12-04, Technician Performance Appraisal Program. Information such as the state annual appraisal cycle, interim reviews, closeouts and performance improvement are outlined in the policy.

For more assistance:

- ◆ Accessing My Workplace
 - ◆ Viewing employees in PAA
 - ◆ Changes to Hierarchy
- Contact SSG Jackie Senyczko at: Jacque_lyn.senyczko.mil@mail.mil

- ◆ Trouble accessing a created Performance Plan or Appraisal
 - ◆ Trouble routing a created plan or appraisal
- Contact Lori Wright or SSG James Mazur:
- lori.m.wright2.civ@mail.mil
James.m.mazur2.mil@mail.mil

- ◆ Questions regarding PAA policies or procedures
 - ◆ Questions regarding unsatisfactory performance
- Contact our Labor and Employee Relations Branch at:
- (517) 481-7704 or 7707
ng.mi.miarnng.mbx.hro-benefits@mail.mil



"By working faithfully eight hours a day you may eventually get to be boss and work twelve hours a day."

~Robert Frost

NEW—Federal Technician Retirement System Revised Annuity Employees (RAE)



*“The trouble
with
retirement is
that you never
get a day off.”*

~Abe Lemons

Public Law 112-96, Section 5001, the “Middle Class Tax Relief and Job Creation Act of 2012,” makes a significant change to the Federal Employees’ Retirement System (FERS).

Beginning in 2013, new employees (as designated in the statute) will have to pay 2.3% higher employee contributions.

Coverage Determination:

FERS-RAE coverage will generally apply to any individual who receives an appointment not excluded from FERS coverage on or after January 1, 2013, and who would normally be placed in FERS.

An individual will be excluded from FERS-RAE coverage if any of the following apply:

1. The individual was covered under FERS on Dec. 31, 2012.
2. On Dec. 31, 2012, the individual was performing civilian service that is creditable or potentially creditable service under FERS. For example the individual may

have been covered under another retirement system from which service credit may be transferred to FERS, such as CSRS, CSRS-Offset, Foreign Service, Federal Reserve, or CIARDS.

3. On Dec. 31, 2012, the individual was not covered under FERS, and was not performing civilian service that is creditable or potentially creditable service under FERS, but as of December 31, 2012 had performed at least five years of civilian service creditable or potentially creditable under FERS, including service subject to CSRS or CSRS-Offset.

Potentially Creditable Service

Certain categories of service become fully creditable only if the employee takes certain actions, such as applying to pay for the service by a deadline established in law or waiving rights to benefits under another retirement system for Federal employees. For example, service covered by the Foreign Service Pension System is potentially (but not fully) creditable until an employee has waived his or her rights to bene-

fits under that system and made the necessary deposit to OPM. In making coverage determinations count all creditable civilian service that is potentially creditable on the effective date of the personnel action requiring the coverage determination. The resulting coverage decision remains valid even though the employee may never ever take all the actions needed for the service to become fully creditable.

Break in Service of Three Days or Less that Spans December 31, 2012

If an individual leaves a FERS covered position immediately before December 31, 2012, and returns to a FERS covered position after a break of three days or less, the employee will continue to be covered under FERS even if the employee returns after December 31, 2012. A break in FERS coverage of three days or less is not considered to be a separation from service and the individual is considered to be covered under FERS on December 31, 2012.

(Continued on page 4)

**Got Technician Benefits?
Email your benefits questions to:**

ng.mi.miarnng.mbx.hro-benefits@mail.mil

NEW—Federal Technician Retirement System Revised Annuity Employees (RAE)

Continued from page 2

Receipt of Compensation Benefits While Separated from Service on December 31, 2012

When an individual returns to Federal service following a separation during which he or she was receiving compensation benefits under the Federal Employees' Compensation Act (FECA) from the Office of Workers' Compensation Programs, the individual is deemed, for service credit purposes, to have been on a leave of absence without pay for the period during which he or she was receiving the compensation benefits and that period is creditable service under FERS. If an individual is separated from Federal service on December 31, 2012, but is never-the-less entitled to service credit for that day because he or she was receiving FECA benefits, the individual is considered to have been performing civilian service creditable under FERS on December 31, 2012, and is excluded from FERS-RAE coverage.

Examples for Coverage Determination

1. Employee receives a FERS covered appointment effective January 14, 2013. This is a first hire – employee had no prior civilian service with the Federal government.

Employee is subject to FERS RAE coverage

2. Employee receives a FERS covered appointment effective January 2, 2013. Employee had one previous period of civilian service with the Federal government covered under FERS from September 14, 2008, to December 29, 2012.

Employee is subject to FERS

coverage. Although the employee was not employed by the government on December 31, 2012, the break between the end of the employee's FERS appointment (December 29, 2012), and the beginning of the next appointment (January 2, 2013) is only three days. The break is not considered to be a separation from service and the employee is considered to have been covered under FERS on December 31, 2012.

3. Employee receives a FERS covered appointment effective January 14, 2013. Employee had one previous period of civilian service with the Federal government covered under FERS from September 14, 2008, to December 29, 2012.

Employee is subject to FERS RAE coverage. The employee was not employed by the government on December 31, 2012, and the employee as of December 31, 2012, had performed less than five years of civilian service creditable or potentially creditable under FERS. In this case the break between the end of the employee's FERS appointment (December 29, 2012), and the beginning of the next appointment (January 14, 2013) is more than three days so the break is not creditable and the employee is not excluded from FERS-RAE.

4. Employee receives a FERS covered appointment effective April 29, 2014. Employee had one previous period of civilian service with the Federal government from September 14, 2008, to January 5, 2013. The employee was covered under FERS throughout that previous period of service.

Employee is subject to FERS coverage because the employee was employed in a civilian position subject to FERS on December 31, 2012.

(The fact that the employee had not yet completed 5 years of service as of December 31, 2012, is not a relevant consideration in this scenario because the employee was covered under FERS on December 31, 2012.)

5. Employee receives a FERS covered appointment effective May 5, 2013. Employee previously had civilian service that was covered under FERS from June 3, 2001, through June 21, 2008.

Employee is subject to FERS coverage on May 5, 2013. Although the employee was not employed with the Federal government on December 31, 2012, the employee had performed at least 5 years of creditable civilian service as of December 31, 2012.

6. Employee receives a FERS covered appointment effective June 16, 2013. Employee previously had performed Federal service under FERS from May 11, 2009, through June 22, 2011, when the employee separated from Federal service to enter active duty in the military. The individual performed active duty service with the military from June 23, 2011 through June 8, 2013, when he received an honorable discharge. He was reemployed by his former agency effective June 16, 2013, after exercising his reemployment rights under chapter 43 of title 38.

Employee is subject to FERS coverage. Although the employee was not a civilian employee of the Federal government on December 31, 2012, he returned to Federal service after exercising his reemployment rights under chapter 43 of title 38.

Questions may be directed to the L E R S S t a f f a t : n.g.m.i.m.i.a.r.n.g.m.b.x.h.r.o.-benefits@mail.mil

“The question isn't at what age I want to retire, it's at what income.”

~ George Foreman





*“Opposites
may attract,
but I
wouldn’t put
my money on
a relationship
of financial
opposites.”*

~Suze

Orman

Retirement Readiness Tips

People who have a retirement plan are more likely to feel their retirement savings are on schedule than those who do not have a plan. Seems obvious doesn't it? Yet the 2012 Retirement Confidence Survey conducted by the Employee Benefit Research Institute found many workers are unaware of how much they need to save for retirement. Less than half of workers (42 percent) report they and/or their spouse have tried to calculate how much money they will need to have saved so they can live comfortably in retirement.

Let's all make a New Year's Resolution to make a retirement savings plan—or review it if you already have a plan. Two tools that can help you get started are the Federal Ballpark Estimate and your Social Security Statement.

OPM developed the Federal Ballpark Estimate, a savings goal worksheet. You can use the Federal Ballpark Estimate to automatically calculate estimates of future Civil Service Retirement System (CSRS) or Federal Employees Retirement System (FERS) retirement benefits and Thrift Savings Plan account balances. It will also let you know how well you are doing in meeting your savings goal. The Federal Ballpark Estimate was developed in partnership with the American Savings Education Council (ASEC) of the Employee Benefits Research Institute.

<http://www.opm.gov/retire/tools/calculators/ballpark/BallparkIntro.asp>

Social Security statements are now available online. The online statement also provides estimates for disability and survivors benefits,

making the statement an important financial planning tool. In addition to helping with financial planning, the online statement also provides a convenient way to determine whether your earnings are accurately posted to your Social Security records. This feature is important because Social Security benefits are based on average earnings over a person's lifetime. If the earnings information is not accurate, you may not receive all the benefits to which you are entitled. The online statement also provides the opportunity to save or print the personalized statement for financial planning discussions with family or a financial planner.

<http://www.socialsecurity.gov/mystatement>

Federal Pay Adjustments—2013

Under section 114 of Public Law 112-175, pay adjustments for the General Schedule and other government wide pay systems are effective the first day of the first applicable pay period beginning after March 27, 2013 (April 7, 2013).

New pay tables will be posted on the OPM website before the April 7, 2013, effective date.



Employee Assistance Program (EAP) - Changes

Due to budget restrictions, services formerly provided to Michigan Army National Guard Technicians through the Employee Assistance Program (EAP) were curtailed in 2012.

Fortunately as a workaround, similar services may be accessed for dual status military technicians through Military OnceSource.

Military OneSource is a free service provided by the Department of Defense (DoD) that supports military members and their families with a broad range of services. Military OneSource addresses concerns like money management, spouse employment and education, parenting, relocation, deployment, and the concerns of families with special needs members. We can be especially helpful to those who live at a distance from installations. Military OneSource is available 24 hours a day, 7 days a week from any location in the world.

Eligibility

Individuals eligible for Military OneSource include the following:

- ◆ Active duty service members in the Army, Marine Corps, Navy, and Air Force and their immediate family members
- ◆ National Guard and Reserve members and their immediate family members (including members of the Individual Ready Reserve), regardless of activation status
- ◆ Anyone who has legal responsibility for a service member's children during deploy-

ment or separation from the family (the service requested must clearly benefit the child)

- ◆ Retired and separating service members and their immediate family members for up to six months following their end of tour of service, retirement date, or discharge date
- ◆ Others eligible for Military OneSource include extended family members when they are seeking assistance on behalf of their service member and certain qualified DoD civilians.

Call center and online support

Military OneSource has masters-level consultants available 24/7, by telephone and email, to provide you with practical suggestions and support for issues that nearly everyone faces-like locating resources for a child with special needs, handling a move, or nurturing a relationship with a deployed spouse.

Specialty consultations

Military OneSource offers specialty consultations for the following areas: Wounded Warrior; Special Needs, Adult, and Elder Care; Financial; Education; Adoption; and Health and Wellness Coaching. To schedule a consultation, call and ask for an appointment with the type of specialty consultant you need. Specialty consultations give you the chance to talk to a trained professional to assist in resolving your issue.

Personal non-medical counseling ([face-to-face](#), [telephone](#), [online](#))

For short-term, non-medical concerns such as handling stress, relationships, grief, and parenting issues, Military OneSource provides free counseling (up to twelve sessions per issue in a calendar year) with experienced, licensed counselors. Users can receive [face-to-face counseling](#) in the local community, [counseling by telephone](#), or [online counseling](#) using instant-messaging.

Financial services

Military OneSource provides short-term and solution-focused financial counseling in-person or by telephone. Users can receive up to twelve sessions with a financial service team of accredited financial counselors (AFCs). These counselors provide education, coaching, and referrals to military or community resources.

Contacting Military OneSource

Contacting Military OneSource is easy – whether you're in the United States or overseas. Military OneSource services are available 24 hours a day, 365 days a year.

1-800-342-9647 or

<http://www.militaryonesource.mil>

For more information contact the Labor and Employee Relations Branch at:

ng.mi.miarn.g.mbx.hro-benefits@mail.mil

*"The trouble
with always
trying to
preserve the
health of the
body is that it
is so difficult
to do without
destroying the
health of the
mind."*

~G.K.

Chesterton





**“Without
Labor
Nothing
Prosper.”**

~Sophocles

New Association of Civilian Technicians (ACT) Contract



The Association of Civilian Technicians (ACT) proudly represents approximately 500 of our Michigan Air National Guard Bargaining Unit Technicians located at ANG installations throughout the state.

ACT was granted exclusive recognition for all Michigan Air National Guard Bargaining Unit status Technicians in May 1969. Since then, Labor and Management have operated under various collective bargaining agreements, with a continued Labor-Management partnership.

Although minor adjustments and amendments were made to the previous ACT contract, full negotiations of the entire contract have not occurred since the mid-1990s.

With all the changes occurring since the last contract negotiation, to include our expanded role in combat operations, increased operations tempo and readiness, changes were necessary to align the document with current mission requirements and regulatory guidance.

Negotiations concluded in Octo-

ber 2012 after several months of review and discussion by both the Labor and Management negotiation teams. Both teams had the difficult task of taking all the needs and concerns of the organizations they represented and carefully crafting a document meeting the needs of each.

The new contract is currently under DoD Agency Head review and will expire in December 2015, under the terms of the agreement.

Congratulations to both teams on a successful partnership endeavor!

Annual Weingarten Notice (Representational Rights)

The Labor Relations Statute 5 USC section 7114(a)(3) requires each agency to "annually inform its employees of their rights under paragraph (2)(B) of this subsection." This right is commonly referred to as the "Weingarten" right, based on the U.S. Supreme Court's private sector labor decision in, *NLRB v. J. Weingarten, Inc.*, 420 U.S. 251 (1975).

This statutory right provides that when an agency representative questions a bargaining unit employee, and the employee reasonably believes the questioning may result in disciplinary action against that employee and the employee requests union representation, the employee is generally entitled to representation if the investigation continues.

Although the agency provides an annual notice to all full-time

support federal employees in January, supervisors are reminded to be aware of this right when questioning federal bargaining unit technicians in connection with an investigation that may lead to disciplinary action.

Questions may be directed to the Labor Relations Specialist at: jessica.s.ulrey.mil@mail.mil

Army AGR Supervisor/OIC Training, 20 March



The HRO-AGR Branch will conduct Supervisor/OIC Training on 20 March 2013, 0900 – 1530, in Lansing. This specialized training will focus on the specific issues that supervisors and OICs face with the management of the Army AGR force. Topics will include disciplinary actions, involuntary separations, tour extension requirements, conducting an AGR hiring board, AGR personnel authorizations vs. distributions, medical processes, and much, much more. Look for an MOI to be emailed in the coming weeks.

Fiscal Cliff Legislation affects Military, Civilian Paychecks

Was your paycheck smaller in January than normal? You can blame the fiscal cliff.

The legislation that President Barack Obama signed Jan. 2 postponed the fiscal cliff resulting in changes to military and civilian paychecks, according to Defense Finance and Accounting Service officials.

For more information, go to <http://www.nationalguard.mil/news/archives/2013/01/010713-Fiscal.aspx>.



ARMY AGR STATISTICAL SUMMARY

<i>Personnel Actions</i>		
	FY 11	FY 12
Hiring Actions		
Army AGR	69	81
Full Time NG Duty	68	68
Enlisted Promotion System	58	65
AGR Army Mobilizations	11	101
AGR Army Retirements	13	22
AGR Army Separations	21	21

<i>Years of Service</i>		
Years	# of Army AGRs	% of Army AGRs
0-5 Years	67	10
5-10 Years	204	31
10-15 Years	190	28
15-20 Years	128	19
Over 20 Years	83	12

<i>Pay and Allowance</i>		
	FY 11	FY 12
AGR Pay and Allowance	\$59,381,000	\$60,006,130
AGR Mission and Medical Travel	927,000	1,068,600
AGR Permanent Change of Station	123,000	189,100
Full Time Equivalency Pay and Allow- ance (Pre Mob)	3,438,000	1,179,300
Full Time Equivalency Pay and Allow- ance (Post Mob)	1,916,000	1,131,000
TOTAL	\$65,785,000	\$63,574,130

AIR AGR STATISTICAL SUMMARY

Personnel Actions

	FY 11	FY 12
Hiring Actions	37	33
AGR Air Mobilizations	56	16
AGR Air Retirements	15	16
AGR Air Separations or Resignations	9	12

Years of Service

Years	# of Air AGRs	% of Air AGRs
0-5 Years	37	11
5-10 Years	76	23
10-15 Years	95	28
15-20 Years	82	25
Over 20 Years	44	13

TECHNICIAN STATISTICAL SUMMARY

Personnel Actions

	FY 11	FY 12
Hiring Actions	130	183
Promotions	129	119
Demotions	25	45
Suspensions	5	6
Awards	437	715
Letter of Reprimand	11	4

DEMOCRAPHICS

DEMOCRAPHICS 2012



	MI ARMY GUARD	MI AIR GUARD	NGB
Caucasian	86.10%	83.60%	72.8%
African American	9.60%	8.60%	13.3%
Native American	0.70%	0.50%	0.9%
Asian	1.00%	1.00%	3.1%
Hispanic	2.10%	3.80%	8.9%
2+Races or other	0.60%	2.50%	1.0%
Males	85.80%	84.20%	85.0%
Females	14.20%	15.80%	15.0%

TRAINING CALENDAR

Course	Date	Location
Technician New Hire Orientation	14 January 2013	Lansing
AGR Inprocessing	15 January 2013	Lansing
DTS Training for Reviewers	23 January 2013	Camp Grayling
Technician New Hire Orientation	28 January 2013	Lansing
AGR Inprocessing	1 February 2013	Lansing
Technician New Hire Orientation	11 February 2013	Lansing
AGR Inprocessing	15 February 2013	Lansing
Fiscal Law	20-21 February	Fort Custer
Technician New Hire Orientation	25 February 2013	Lansing
AGR Inprocessing	1 March 2013	Lansing
Technician New Hire Orientation	11 March 2013	Lansing
PAA Refresher	14 March 2013	Lansing
AGR Inprocessing	15 March 2013	Lansing
AGR Supervisor/OIC Training	20 March 2013	Lansing
PAA Refresher	19-20 March 2013	Battle Creek
PAA Refresher	21 March 2013	Fort Custer
PAA Refresher	26-27 March 2013	Selfridge

For more information contact:

Roseanne Barner (517) 481-7693 or

SSG James Mazur (517) 481-7694

CONGRATULATIONS ON A JOB WELL DONE!***Technician Incentive Awards******October—December 2012***

Employee Name	Awd Type	Employee Name	Awd Type
BAUTISTA, JOSEPHINE G	CASH AWARD	HARRINGTON, REBECCA D	TIME OFF AWARD
MAHONEY, SANDRA J	CASH AWARD	HENKEL, NATHAN R	TIME OFF AWARD
KRUEGER, KARL G	SUGGESTION AWARD	HERBERT, JOHN D	TIME OFF AWARD
VOGEL, JUSTIN	CASH AWARD	HERRICK, SEAN D	TIME OFF AWARD
ADAIR, CHRISTOPHER A	TIME OFF AWARD	HOLTZ, JONATHAN P.	TIME OFF AWARD
AGLE, JOEL	TIME OFF AWARD	HOWE, CHADWICK J	TIME OFF AWARD
ANDERSON, WILLIAM P	TIME OFF AWARD	IVEY, JAMES A	TIME OFF AWARD
ANDINO, JR, FELIX V	TIME OFF AWARD	JENKINS, DONALD C	TIME OFF AWARD
BAKER, II, VICTOR F	TIME OFF AWARD	KELLY, STEVEN M	TIME OFF AWARD
BATES, ERIC B	TIME OFF AWARD	KILBOURN, KYLE J	TIME OFF AWARD
BATES, TODD D	TIME OFF AWARD	KREITNER, JEFFREY A	TIME OFF AWARD
BAUTISTA, JOSEPHINE G	TIME OFF AWARD	KUEHNE, AARON C	TIME OFF AWARD
BOYD, KENNETH L	TIME OFF AWARD	LAKATOS, JEFFREY J.	TIME OFF AWARD
CADY, TYLER S	TIME OFF AWARD	LANCASTER, JAMES C	TIME OFF AWARD
CAIN, JONATHAN A	TIME OFF AWARD	LARRY, OWEN B	TIME OFF AWARD
CLIFTON, BRADLEY S	TIME OFF AWARD	LARSEN, CHRISTOPHER J	TIME OFF AWARD
COGNITORE, JOSEPH A	TIME OFF AWARD	LYTLE, ANDREW J	TIME OFF AWARD
COMBS, CHARLES C	TIME OFF AWARD	MACLAREN, TODD D	TIME OFF AWARD
DEMING, CASSANDRA DENISE	TIME OFF AWARD	MAIDENS, CYNTHIA A	TIME OFF AWARD
DOREN, TRENTEN C	TIME OFF AWARD	MAXON, DEREK S	TIME OFF AWARD
DOTY, AARON G	TIME OFF AWARD	MAYVILLE, ROBERT W	TIME OFF AWARD
EHRIG, PATRICK M	TIME OFF AWARD	MCCARTHY, III, JERRY E	TIME OFF AWARD
ELLIS, CHADWICK J	TIME OFF AWARD	MCCARTY, PATRICK J	TIME OFF AWARD
ELLIS, DALE T	TIME OFF AWARD	MCKINNEY, ROBERT J	TIME OFF AWARD
FORTNER, ANDREW J	TIME OFF AWARD	MELTON, JR, RUSSELL R	TIME OFF AWARD
FOURNIER, MELINDA J	TIME OFF AWARD	MERICE, JR, DAVID A	TIME OFF AWARD
GAY, MICHAEL T	TIME OFF AWARD	METZ, WARREN A	TIME OFF AWARD
GINZEL, MICHAEL G	TIME OFF AWARD	MEYERS, SCOTT L	TIME OFF AWARD
GRACE, BRANDON A	TIME OFF AWARD	MILLER, HELEN M	TIME OFF AWARD
HALL, CHARLES E	TIME OFF AWARD	MINIX, JONATHAN S	TIME OFF AWARD
HALL, JASON M	TIME OFF AWARD	MORSE, ERIK J	TIME OFF AWARD
HAMMOND, JOEL W	TIME OFF AWARD		

CONGRATULATIONS ON A JOB WELL DONE!

Technician Incentive Awards

October—December 2012

Employee Name	Awd Type	Employee Name	Awd Type
MUNSELL, NICHOLAS J	TIME OFF AWARD	SWANSON, MICHAEL J	TIME OFF AWARD
NASH, BRYON E	TIME OFF AWARD	SWIX, JEFFREY B	TIME OFF AWARD
ONEILL, DENNIS L	TIME OFF AWARD	THOBIAZ, EMANUEL R	TIME OFF AWARD
PETERSEN, JR, CHARLES J	TIME OFF AWARD	THORNSBERRY, RONALD L	TIME OFF AWARD
PICKETT, LAWRENCE R	TIME OFF AWARD	TORRES, JR, PEDRO J	TIME OFF AWARD
PITTS, KATHLEEN G	TIME OFF AWARD	TRUDGEON, PHILIP R	TIME OFF AWARD
POWELL, JESSE L	TIME OFF AWARD	TRYGSTAD, ERIKSEN D	TIME OFF AWARD
QUINTANO, MATTHEW N	TIME OFF AWARD	TYYNISMAA, CARL A	TIME OFF AWARD
RALSTON, PATRICK MICHAEL	TIME OFF AWARD	VAN-Y, MICHAEL J	TIME OFF AWARD
REMPALSKI, JR, RICHARD M	TIME OFF AWARD	VICKERY, KYLE A	TIME OFF AWARD
RENDON, ANTHONY	TIME OFF AWARD	VOORHEES, ANDREW L	TIME OFF AWARD
RODRIGUEZ, ANDREW M	TIME OFF AWARD	WALDORF, MATTHEW A	TIME OFF AWARD
ROE, MISTIEDELL J	TIME OFF AWARD	WELCH, JARED W	TIME OFF AWARD
ROGERS, JASON L	TIME OFF AWARD	WELSHEIMER, DOUGLAS A	TIME OFF AWARD
ROSKAMP, MITCHELL M	TIME OFF AWARD	WELSHEIMER, RONALD D	TIME OFF AWARD
SCOTT, CASEY A	TIME OFF AWARD	WHIPPLE, BRANDON S	TIME OFF AWARD
SEVER, JOHN P	TIME OFF AWARD	WHITENER, TATE L	TIME OFF AWARD
SHEEHAN, DAVID W	TIME OFF AWARD	WHITMOYER, DANIEL S	TIME OFF AWARD
SINCLAIR, CLINT W	TIME OFF AWARD	WHITTENBURG, WILLIAM B	TIME OFF AWARD
SKIDMORE, AMY M	TIME OFF AWARD	WICKENS, DAVID C	TIME OFF AWARD
SMITH, JONATHAN H	TIME OFF AWARD	WILDER, RICHARD L	TIME OFF AWARD
SMITH, ROBERT W.	TIME OFF AWARD	WILLOUGHBY, ERIC D	TIME OFF AWARD
SMOCK, JOSEPH L	TIME OFF AWARD	WILSON, RYAN D	TIME OFF AWARD
SPALDING, MICHAEL B	TIME OFF AWARD		
SPREEMAN, ERIK G	TIME OFF AWARD		
STANDIFER, III, MILTON	TIME OFF AWARD		
STEAVENS, ROBERT A	TIME OFF AWARD		
STIER, STACY M	TIME OFF AWARD		
STRONG, RANDY C	TIME OFF AWARD		

THANK YOU FOR YOUR DEDICATED SERVICE!
Technician Retirements
October—December 2012

Employee Name

ALTHEIDE, DOUGLAS E
ANDERSON, KEITH S
AUMANN, BRANDON C
BLASKIE, JR, JOHN C
BURTON, II, MICHAEL S
CHRISTIANSEN, ERIC J
COLLIER, PHILLIP A
DENT, ROBERT M

Employee Name

FAHEY, KRISTI E
JOHNSON, CYNTHIA R
MOHLMAN, BRIAN A
PANAS, DENNIS S
SCHOLZ, RICKLAND L
TALLANT, WILLIAM A
WALTZER, STEPHEN R

THANK YOU FOR YOUR DEDICATED SERVICE!
ARMY AGR Retirements
October—December 2012

Name
ANDERSON, CLYDE
BROOKS, TINA
PRISK, DENIS
BAKER, GARRETT
BONNEY, BRIAN
BAUER, JAMES D
EASTERLING, GARY D
KEITH, KENNETH R
PARKER, THARASA A
VANDERMOLEN, TAMMY
WILKINSON, TIMOTHY S



WELCOME ABOARD!
ARMY AGR New Hires
October—December 2012



ADAMS, RYAN	KIGER, STEVEN
BAILEY, BRADLEY	LANCZY, LUCAS
BARENDESE, JON	LINCOLN, DANIEL
BERG, JAMES	MCCORMIC, MICK
BYRD, CHRISTIAN	OTERO, ANGEL
COX, CHARLES	PRAGER, AARON
EICKELBERT, ETHAN	RADOSEVICH, THOMAS
FORTIER, CHRISTOPHER	RANDOLPH, STEPHANIE
GARY, LEE	RUNYAN, KIRT
HEIN, ZACHARY	SENN, RYAN
HERRING, KYLE	TERPSMA, BENJAMIN
HUDSON, TRESA	YEARSOVICH, THOMAS

THANK YOU FOR YOUR DEDICATED SERVICE!
AIR AGR Retirements
October—December 2012

Rank	Name	Unit
TSgt	Wagner, Richard	CRTC
SMSgt	Stone, Scott	CRTC
CMSgt	Lick, Dwain	CRTC
SMSgt	Devers, Mark	CRTC
MSgt	Brown, Sherry	CRTC



WELCOME ABOARD!
AIR AGR New Hires
October—December 2012



Rank	Name	Unit
Maj	Mitran, Mircea	110th DET 1
TSgt	Bartel, Brett	110th
SrA	Brunn, Jessica	127th
SSgt	Jimenez, Mario	127th
MSgt	Crocker, Joseph	127th
TSgt	Tarquinio, Christopher	127th