

SECAF honors airmen for heroism, valor

By Tech. Sgt. Andre Nicholson
Public Affairs

Twenty base airmen were honored at an awards ceremony Tuesday for their actions in support of the Global War on Terrorism, to include Operations Enduring Freedom and Iraqi Freedom.

The hour-long ceremony was held in the corrosion control facility, here, and was presided over by Secretary of the Air Force Dr. James Roche and Lt. Gen. Paul Hester, Air Force Special Operations Command commander.

The event provided an opportunity to recognize members of the AFSOC community, with the presentation of four Silver Stars, 15 Distinguished Flying Crosses and a Purple Heart.

As distinguished guests, families, friends and co-workers looked on, General Hester expressed the importance of the ceremony.

"It is important we recognize the heroic actions of these airmen on the field of battle, in defense of our great Nation," the general said. "For those of you that are here representing the greater AFSOC family, this ceremony is a tribute and a salute to the individual actions and collective efforts in Afghanistan and Iraq and in other battle fields around the world. No one sets out on the field of battle to earn medals.

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Photo by Airman Andy Kin

Secretary of the Air Force Dr. James Roche presents the Silver Star to a member of the 15th Special Operations Squadron, during an award ceremony in the corrosion control facility here, Tuesday.

Hurlburt Field gets glimpse of new uniforms

Airman 1st Class Heidi Davis
Public Affairs

Representatives from the uniform board in Washington D.C. recently arrived at Hurlburt Field to give the base an opportunity to view the proposed Air Force battle dress and physical training uniforms before the start of the wear test in March.

With the base theater packed during the three separate briefings – one held Jan. 23 for first sergeants and senior NCOs and two held Monday for all base personnel, Senior Master Sgt. Jacqueline Dean, chief of the Air Force uniform board, gave a concise description of the new uniforms and the purpose for the change.

"In early 2002, the chief of staff wanted a new uniform for the Air Force with certain criteria in mind," Sergeant Dean said. "The uniform needed to be Air Force distinctive, less expensive, easy to maintain and have a better fit."

With the help of three Hurlburt Field airmen who were wearing the tiger-print blue and gray BDU uniform and one in the recently approved PT gear, Sergeant Dean proceeded to give several details as to how the uniforms would meet the chief of staff's requirements.

"In order to provide an Air Force distinctive design," Sergeant Dean said, "the uniform board decided

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News

SECAF interview

Secretary of the Air Force speaks out on Air Force issues

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Hennessy 2004

Hurlburt Field welcomes the 2004 multiple-category John L. Hennessy evaluator team members:

- George Miller
- Chief Master Sgt. Steven Bedford
- Richard Shonquist

Sports

Soccer skunk

Commandos battle FWB Chivas

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Weather

Weekend forecast

Today – partly cloudy, scattered showers, High 60 Low 44

Saturday – Partly cloudy, High 59 Low 45

Sunday – isolated showers, High 64 Low 40

www.hurlburt.af.mil/milonly/weather/5day



Open Line

The Commander's Open Line is your direct line to me for questions or suggestions about subjects of concern to the Hurlburt Field community. I really appreciate your feedback.

To receive a response, leave your name, unit and telephone number. Open lines of general interest will be printed in the

COMMANDO. I'll answer the others by letter or phone call. Remember, the quickest and most efficient way to resolve a problem is to talk directly to the agency responsible. This gives them an opportunity to help you, and perhaps improve their process.

However, if you're not satisfied with the answer you receive, feel free to give me a call at 884-OPEN (6736), or e-mail your concerns to commando@hurlburt.af.mil.



Col. O.G. Mannon

Shifty speed limits

Comment: My concern is with the speed limits at the East Gate entrance that comes off of Martin Luther King Boulevard. The speed limit signs shortly after entering the gate say 25 mph, then turn to 35 mph and right back to 25 mph with no warning. I was wondering if it would be safer and easier for drivers to leave it at 25 mph until they pass the base exchange area.

Reply: Thanks for the input. A bit of explanation is required here. The speed limits are lowered and raised as you enter and exit the guard shack area to ensure the safety of security forces members working the gate as well as other motorists. The new section of road was designed for 35 mph traffic to help increase the flow of traffic. The section between the light at Loop Road (near the clinic) remains at 25 mph because at this time we're unable to afford improvements that would allow widening this portion of the roadway. Traffic there is heavy, so it needs to stay at 25 mph for safety reasons.

We are continuing to pursue the possibility of widening the road at this location and installing a traffic light near the Eglin Federal Credit Union area. In the meantime, please remain alert when traveling along this stretch of road until we can make these improvements.

Addressing parking woes

Comment: Has anyone mentioned any concerns about parking issues at the Reef dining facility? I know that, due to recent events and the need to make changes, parking has become an issue throughout the base. Our unit is located next to the Reef, and during certain times of the day, it's very difficult to find parking because of the dining facility patrons.

I have also noticed them having too park far away to get to the dining facility. I was wondering if there were any plans for the open field around the Reef and the possibility of using this area to extend/create more parking spots.

Reply: Your input is right on the mark – parking is in short supply throughout the base. To address this and other similar issues, we've created a Base Comprehensive Plan, which among other things calls for the "thinning" of the dorm area through eventual demolition to increase parking spaces in this area.

In the meantime, we ask that personnel not patronizing the Reef try and avoid parking in the area immediately adjacent to the dining facility area to provide convenient customer access.

Civilians keep mission going

Courtesy of the
Civilian Personnel Office

Especially in today's climate of high military deployments, civilian employees are an integral part of the work force to ensure the mission is accomplished without any delays.

Civilian employees work hand-in-hand with their military counterparts to make sure security measures are enforced, state of the art computer technology is in place, and numerous base construction projects are completed as scheduled. Through their efforts, Hurlburt Field civilian employees ensure the mission of the base doesn't suffer when military members deploy.

Often, questions arise concerning procedures to follow when civilian employees are required to perform their duties. When those questions arise, the answer can be found in the Hurlburt Field Civilian Personnel Office. The staff consists of the following members:

Tarlese Allen-Rountree, chief of

"Through their efforts, Hurlburt Field civilian employees ensure the mission of the base doesn't suffer when military members deploy."

Hurlburt Field Civilian Personnel, 884-5219, has a highly skilled staff to assist commanders, managers and employees in employment-related matters.

Maurice Hughes, human resources specialist, 884-5214, provides guidance and assistance on position classification for position management, establishment/reviews of position and updates current employee experience.

Wanda Riley, human resources specialist, 884-4809, provides guidance and assistance on employee relation's issues, which include: conduct and discipline, performance management/awards, deployed civilians and disability retirement.

Patricia White, human resources specialist, 884-5212, provides guidance and assistance to managers and

employees on staffing and recruitment, benefits and entitlements, worker compensation and retirement.

Fabian Thomas, human resources assistant, 884-5215, provides assistance to employees for in-processing and out-processing, security clearances, and real estate claim packages for employees concerning the purchase and/or sale of a home in connection with a PCS move.

As downsizing and deployments continue to be a daily part of our existence, our civilian employees continue ready, willing and able to keep the mission going.

Your civilian personnel office will ensure that the needs of commanders, managers and employees are given the highest priority for all requests.



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Hurlburt Field DUI Tracker

Jan. 1 –
Jan. 29:
No DUIs

Total DUIs for
2003: 53

Days since last
DUI: 48

Total DUIs this
year to date: 0

**Airmen Against
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Drive.**

Call 884-8844
Potential saves
this year: 35

SECAF gives insight into AF issues

By Airman 1st Class Heidi Davis
Public Affairs

Secretary of the Air Force Dr. James Roche took a moment before the Air Force Special Operations Command ceremony here, Tuesday, to discuss current topics which impact the men and women of the Air Force and Hurlburt Field.

Q: How will investments in AFSOC modernization complement the Department of Defense transformation?

A: "The high operations tempo created by the Global War on Terrorism has strained not only our people, but our equipment. The Air Force and DOD are working hard to restore the health of our fleet and keep American technology and capability ahead of existing and emerging threats. Modernizing the AFSOC fleet will be a critical part of that initiative. AFSOC people and equipment bring our nation, and the joint warfighter, an invaluable asymmetrical capability. We will see to it that the aircraft our Air Commandos and Rescue Warriors fly into battle are as capable and lethal as the airmen that employ them."

Q: Hurlburt Field is in the beginning stages of a housing privatization project. What benefits and drawbacks do you see with this project?

A: "I think it's a very good concept. In fact, what it does is allow private industry to come in and build new homes much more quickly than we can. One advantage includes getting an increase in quality of housing much more quickly. I firmly believe in the Air Force's commitment to taking care of its airmen and their families. The families at Hurlburt Field deserve nothing less than what other families Air Force wide have found in privatized housing — safe, quality homes that add to their quality of life. I'm aware that housing at Hurlburt Field is in need of revitalization and I want to reassure families that privatization is the quickest, most cost effective way to achieve our goals in housing requirements. Making families' lives better; that's the most important benefit."

Q: What words of encouragement can you give to AFSOC members and their families, as they execute and maintain a high ops tempo in the Global War on Terrorism?

A: "The best thing I can do is be very



Photos by Airman Andy Kin

Secretary of the Air Force Dr. James Roche is presented a briefing about AC-130 Gunship weapon system operations by three gunner students, Tuesday. The secretary was here to present awards to Hurlburt Field airmen for their actions in the Global War on Terrorism.

honest with them. We are demanding enormous contributions from them, and they've been living up to those requirements and those demands. They're part of a larger Special Operations team, which has been at the cutting edge of the Global War on Terrorism. They continue to be, and are a magnificent example of total force - Guard, Reserve and active duty. The esprit that's among them is admirable. Their families deserve a special pat on the back because these members of our Air Force are more exposed to danger, going into harm's way proportionally more than any other part of our Air Force. So, the whole community is a very unique community which much is asked of, and of which much is given."

Q: Hurlburt Field is one of the bases testing the new Air Force uniform. What has been the response so far Air Force wide?

A: "The responses (to the new uniform) go from the humorous to the serious. The people who have seen the uniform in person have understood it. Where it has been negative, people haven't seen it. They've only seen pictures of it and not really thought through what the new uniform means to them, how much money we would save and how much easier it would be. Among the goals were to provide something that was comfortable, wash and wear and didn't require blousing. And last - but truly not least - we will finally have a uniform that's tailored for women

instead of having all our women being forced into men's clothing."

Q: How has progress been on people meeting the new Air Force fitness standards?

A: "It's early, but so far everyone seems to be at the fitness centers. We've at least made the fitness centers available - around the clock in many of our deployed areas. Sometimes, they're our newest buildings on bases. The Air Force has been honest in allowing time for airmen to get themselves into the shape General (John) Jumper would like them to be in. The fact that time is made available for this makes a big difference. Commands have got to ensure, as time goes on, that we keep faith with our airmen by making this part of their professional development."



Secretary of the Air Force Dr. James Roche takes time out of his schedule Tuesday for an interview with a Commando Staff Writer.

Hurlburt Field gets 11 new colonels



Spotlight on ...

Sol Rios-Montalvo

Rank/Duty Title: Senior airman/engineering specialist

Organization: 823rd RED HORSE Squadron

Hometown: Cabo Rojo, Puerto Rico

Hobbies: Volleyball, hiking, bike-riding, rollerblading and shopping

Contribution to the mission:

Newly assigned to the 823rd RHS, Airman Rios immediately deployed in support of Operations Enduring Freedom and Iraqi Freedom.

She displayed a great deal of enthusiasm and eagerness to take part in her unit's task of constructing the largest aircraft parking apron in the history of the squadron.

Her tasks included field surveying, identifying the location of the apron and adjoining taxiways, as well as updating project maps to reflect current, as-built conditions. Her can-do attitude and energy in performing these drafting and surveying tasks enabled construction forces to accomplish this momentous task with ease, and well within deadline.

(Editor's Note: The COMMANDO highlights airmen, junior NCOs, company grade officers, Department of Defense civilians and volunteers in units who do a great job, and should receive day-to-day recognition. Supervisors can call the 16th Special Operations Wing Public Affairs Office at 884-7464 for more information on nominating an individual for the "Spotlight on..." column.)

AF introduces two new medals

Air Force members can now be eligible to receive either the Air and Space Campaign Medal or the Air Force Expeditionary Service Medal for their service in deployed locations.

The ASCM is awarded to members of the U.S. Air Force who supported a significant military operation on or after March 24, 1999.

Military operations that qualify for the ASCM are Operations Allied Force, Joint Guardian, Allied Harbor, Sustain/Shining Hope, Noble Anvil, Kosovo Task Force Hawk, Saber, Falcon and Hunter.

Members must have provided direct support for 30 consecutive or 60 nonconsecutive days to qualify for the ASCM.

Members who are eligible should report to the awards and decorations unit in the military personnel flight with supporting documentation.

Documentation needed for verification can be travel vouchers, orders, enlisted performance reports/officer performance reports or decorations.

The AFESM is awarded to Air Force active-duty, Reserve and Guard personnel who completed a

contingency deployment on or after Oct. 1, 1999.

To qualify for the AFESM, individuals must have deployed for 45 consecutive days or 90 non-consecutive days. An AFESM is awarded for every consecutive 45 days.

Upon completing a contingency deployment, members should report to their commander's support staff with supporting documentation to validate their entitlement.

An AF Form 104 will be completed for inclusion into the members' records in April 2004, which is when a code for Military Personnel Data System will be available for the AFESM.

Commander support staffs are asked to hold documentation in suspense copies of the AF Form 104 to use for update at that time.

The new medals are available for purchase at clothing sales even though there is no update capability at this time. Members are authorized to wear both medals now if the AF Form 104 is in their military records.

For more information, call Arcia Whitfield, awards and decorations unit, at 884-5401.

New civilian program educates AF civilians

The Air Force Civilian Competitive Development Program provides future Air Force civilian leaders with the education and training required to move into positions of higher grade and responsibility.

Candidates must be willing to relocate based on the needs of the Air Force.

CCDP programs fall into three broad categories:

■Professional Military Education – Air Command and Staff College, Air Force Legislative Fellows Program, Air War College, National War College, Industrial College of the Armed Forces and RAND Fellows

■Academic Programs – such as attending Princeton, Harvard or Stanford University; MIT; AFIT or the Sandia Nuclear Weapons Fellowship Program

■Experiential Programs – such as the Department of Defense Executive Leadership Development Program and the Council for Excellence in Government

Each program includes a follow-on assignment.

AFSOC CE sponsors conference

The 2004 Headquarters Air Force Special Operations Command Civil Engineer Conference was held here, Jan. 20-22.

The annual event provides AFSOC civil engineer units a forum to discuss issues affecting construction, environmental, readiness, operations and maintenance.

This year's conference featured U.S. Special Operations Command and AFSOC CE directorate initiatives, missions and facility issues.

"More than 126 CE personnel attended

the conference," said Col. Ed Keith, AFSOC director of civil engineer."

Along with an award ceremony, conferees also were shown a demonstration of the new CE Air Rapid Response Kit, known as AARK, and the command's initiatives in geographic information systems.

Maj. Gen. Dean Fox, Headquarters Air Force Air Force Civil Engineer, and Paul Parker, director of the Air Force Center for Environmental Excellence, were guests at the awards ceremony.

Continued veteran's benefits for widows

One of the main benefits of H.R. 2297, the Veterans Benefits Act of 2003, is that it authorizes continuation of the VA survivor annuity for qualifying widows who remarry at age 57 or older. More information to come at a later date through the Air Force Retiree News Service.

Look who's talking:

What do you like about being a civilian employee?

"I enjoy utilizing all the facilities on base that the Air Force offers."

"I'm entitled to a lot of privileges, such as, health-care, use of facilities and holidays off."

"We can assist the military indirectly – especially during a time where so much is going on."

News Briefs

NCOA meeting

Hurlburt Field's Noncommissioned Officer Association chapter holds its monthly meeting Saturday in J.R. Rockers' Daytona Room. Each member is requested to attend and bring a friend or another member.

Topics to be discussed include: upcoming base/community events, chapter elections, and other general discussions concerning membership and the chapter focus. The chapter is also undergoing a membership recall for all past and local current members. For more information, call Master Sgt. Bob Love at 884-4995 or Master Sgt. Charles Glotzbach at 884-7964.

Asset accountability criteria

The Organization Visibility List (R15) won't accept details for assets valued below \$2,500. It's recommended that the R15 be used to account for assets with the following criteria:

■Activity code P purchased using the Government Purchase Card

■Expendability/Recoverability/Reparability/Cost Designator code equal to NF1

■Budget code equal to 9

■Dollar value equal to \$2,500 or more

Note: Pilferable items don't have a minimum dollar threshold.

For more information, call 884-7316.

PA Air National Guard

The 193rd Special Operations Wing of the Pennsylvania Air National Guard has the following enlisted Guard positions available: 2A6X2, 3C0X1, 3C1X1, 2A5X1, 2R1X1, 3A0X1, 4N0X1, 4A2X1, 4A1X1, 1C3X1, 2A6X5, 2A7X4, 2A7X1, 2A6X1B, 2A5X3A, 2E1X3, 2A5X3C, 2E3X1, 3E7X1, 3E0X2, 3E3X1, 3E4X1, 3E4X2, 2T0X1, 2F0X1, 2T3X1, 2T3X4, 2T3X5, 2T1X1, 3V0X3, 2E1X1, 3E3X1, 3E2X1, and 2E6X2. The following officer

Guard positions are also available: 14N3, 12R3D, 33S3, 12R3C, 11R3C, 86P0, 32E3G and 14N3.

The 193rd SOW is currently accepting applications for pilot, EWO and navigator positions from prior service enlisted members. For more information, call DSN 423-2254.

3650th BMT reunion

Sampson Air Force Base Veteran's Association, Inc. is looking for all 3650th Basic Military Training Wing veterans, permanent party personnel, Women's Air Force personnel, and basic and special school trainees from 1950 through 1956, for the 2004 reunion to be held Sept. 9-12 at the former Sampson AFB location – now known as Sampson State Park – on Seneca Lake in Romulus, N.Y. For more information, e-mail Chip Phillips at chip34@aol.com or write to:

P.O. Box 331

Williamsville, N.Y. 14231-0331

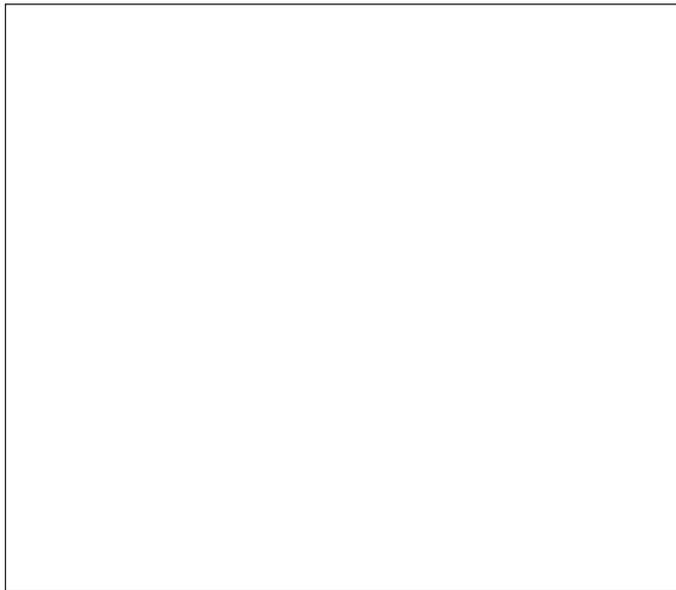


Photo by Senior Airman Sam Taylor

Lean, mean cleaning machine

Senior Airman Daniel Rivas (foreground) and Tech. Sgt. Bill Manns, both with the 16th Special Operations Wing Manpower Office, pick up trash during a base-wide cleanup Jan. 23. People from units all over Hurlburt Field helped out by picking up trash, debris and cigarette butts around their buildings and streets. The cleanups are held to keep the base community clean and beautiful.

February is National Children's Dental Health Month

People from the 16th Medical Operations Squadron dental services flight will visit several Hurlburt Field groups as part of National Children's Dental Health Month, February:

- Tuesday and Wednesday, 10 a.m., at the family support center – Moms, Pops and Tots
- Feb. 10, 8 to 9 a.m., at the youth center
- Feb. 17 and 18, 9 to 11:30 a.m., at the child development center
- Feb. 26, 10 to 11 a.m., at the base library – Story Hour

Also, during February, the dental health clinic will be conducting a coloring contest. Children may pick up a coloring sheet at any of the events listed above or at the dental clinic.

Recycling center now accepts old cellular phones

The Hurlburt Field Recycling Center now accepts old cellular phones.

People can drop their old cell phones into any blue recycling bin, battery and all. Each phone turned in earns \$1.50 for Hurlburt Field, the first base in the Air Force to participate in the program.

In 2003 the recycling center earned more than

\$150,000, with more than \$20,000 going back into quality of life programs.

Through recycling revenue, swimming pool access was free, fireworks for the Sound of Independence celebration were purchased, and funds were raised for Family Fest, Fall Fest and other celebrations. For more information on the recycling program, call 884-7577.

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Retiree news

New medicare bill information

In addition to some civilian pharmacy benefits, the Medicare Prescription Drug Improvement and Modernization Act of 2003, will do the following for medicare-eligible retirees and their families:

- Replace a planned 4.5 percent cut in medicare payments to doctors with a 1.5 percent increase in 2004 and 2005.
- Eliminate late penalties for those who enroll in Part B during a special enrollment in 2004 that runs through Dec. 31.
- Eliminate late penalties for Medicare-eligibles who enrolled in Medicare Part B in 2001, 2002 or 2003 in order to be covered by Tricare for Life.
- Eliminate annual \$1500 cap on the Medicare physical therapy payments.
- Establish a means to test for Medicare Part B participation, creating higher premiums beginning at the \$80,000 annual income level.

To view a Medicare prescription drug cost calculator, visit www.aier.org.



AADD

Airmen Against Drunk Driving is a 24 hours, seven days a week alternative to drinking and driving. This program offers a free, confidential ride home. Call 884-8844.

UNIFORMS, Continued from Page 1

upon the tiger-print camouflage. The pattern proved in preliminary testing to provide better camouflage coverage."

With the development of the new uniforms, cost was a factor. To cut back on unnecessary spending, the new uniforms won't display unit/squadron patches, with possible exceptions for medical, fire and security forces personnel, Sergeant Dean said.

Airmen will also save money on dry cleaning due to the uniforms permanent press material.

"Airmen can wash the uniform, pull it out of the dryer and slip it on without the use of an iron or dry cleaning," Sergeant Dean said. "The uniforms would be issued with a crease in the shirt and pants that will keep even after washing."

One of the biggest complaints about the current uniform is the fit quality.

"To overcome the difference in the uniform fit between men and women," Sergeant Dean said, "the new uniform will include both men's and women's sizes to make them more body specific, and in turn, provide a better fit."

After giving reasons for the major changes, Sergeant Dean gave detailed descriptions of the added uniform features for the BDUs and PT gear.

Some of the proposed ideas for the BDUs include:

- Deeper side pockets on the pants with extra compartments for pens, tools and maps
- Suede or leather "no-shine" boots
- Five pattern design choices for BDU covers
- Durable utility belt
- Black Henley shirts with the airman's name and U.S. Air Force sewn on the front to be worn under the BDUs

"Once the wear test is completed," Sergeant Dean said, "the chief of staff will decide if the uniforms will be approved or disapproved based on his opinion and the opinions of the Air Force population. If the uniforms are

HONORS, Continued from Page 1

These airmen rose to unique challenges and displayed courage, skill and an action that comes from a belief larger than themselves."

Upon presenting the awards, Secretary Roche commented on the bravery of the recipients.

"Today we honor the warriors who serve on the front line in the war on terrorism," said Secretary Roche. "Brave airmen who's selfless devotion to duty have delivered victory in a time of conflict. We reward their gallantry and heroic service to our nation."

The secretary said those gathered to witness the ceremony demonstrate the solidarity and cohesiveness of the community.

"The airmen and the community that supports them continues to teach me the true meaning of duty, honor, devotion to country and military service," the secretary said. "They teach me about the value of our Special Ops and provide visible examples of what it means to live life according to the dictates of war."

While the ceremony honored airmen who've returned from the war on terrorism, the secretary asked everyone to also remember those who didn't.

"Let us never forget all the fallen members from each of the services and their families," he said. "They made the ultimate sacrifice for freedom we Americans enjoy everyday. Our lost warriors are forever with us in spirit."

approved, there will be a two-year period for supply and a six-year period for phasing in the uniforms before making them mandatory."

All Hurlburt Field personnel were encouraged to attend the briefings in order to secure the base's slot as one of the uniform test bases since the base is scheduled to begin the wear test in March.

"Some bases that were initially selected for the uniform test didn't have a large turnout for the briefings so the uniform board isn't allowing them to test the uniforms," said Senior Master Sgt. Gregory Nabors, Hurlburt Field uniform test representative. "Therefore, it was important to pack as many people as we could into the base theater for the briefings."

Approximately 200 people from Hurlburt Field have been selected for the test, but there are only 50 uniforms available.

In order to narrow the list down, airmen will be chosen according to the uniform sizes available and the durability, visibility of their career field.

"Once the airmen are selected," Sergeant Nabors said, "they'll be issued two uniforms to wear at least four times a week for six months. The volunteers will also be going on bus trips around the area to give the people visibility and allow them to form a first-person opinion about the uniforms."

For more information about the new uniforms and Hurlburt Field's wear test, call Sergeant Nabors at 884-7374.

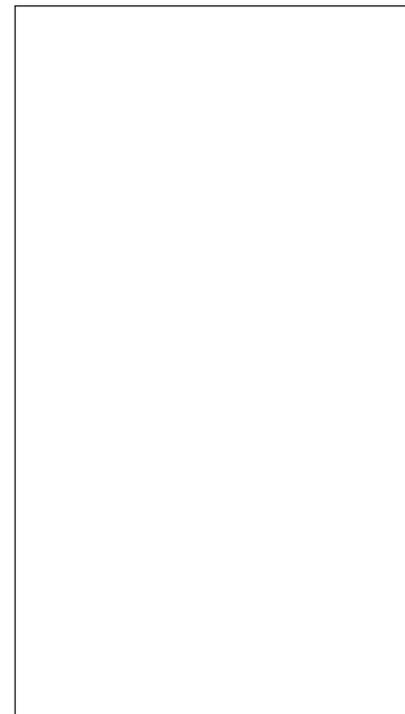


Photo by Senior Airman Ebony Pierre

A lieutenant with the 6th Mission Support Group, displays a prototype of the new Air Force uniform.

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Civilian feedback reports

What is it? Why is it important?

Performance feedback is accomplished when employees and supervisors communicate with one another pertaining to the employee's job performance.

This feedback is important because it provides employees and supervisors an understanding of how things are going within the workplace and helps eliminate misunderstandings.

In addition to day-to-day discussions, civilian performance feedback sessions are accomplished twice a year: (April 1 through July 31 time frame) held in August; and (Aug. 1 through Dec. 31 time frame) held in January.

These feedback sessions are documented with the AF Form 860B, Civilian Progress Review Worksheet. It's important for employees and supervisors to remember to use this form, in conjunction with the feedback discussion, to convey how the employee is performing during that respective quarter. The form identifies whether an employee needs significant or little to no improvement with respect to each performance element.

Additionally, the form provides space for comments, which should specifically address the employee's strong points and areas that need improvement. The comments area is what should be focused on, as it identifies the specific areas of accomplishment and concerns.

Remember, communication is the key to effective performance feedback.

For more information about performance feedback, call the human resources at 884-4809.

Bo knows how to party

By Army Sgt. 1st Class Doug Sample
American Forces Press Service

WASHINGTON – With 200,000 pounds of chicken wings, meatballs and his signature “Bo Burgers” on the menu, and the biggest game in sports on the tube, it’s safe to say that former two-sport star Bo Jackson knows more than football and baseball. Bo knows how to throw a Super Bowl party as well.

Jackson, who starred with the NFL’s Raiders and with the Royals, White Sox and Angels in major league baseball, left for Kuwait Wednesday to host what is believed to be the largest Super Bowl party ever to take place in the Middle East.

Super Bowl XXXVIII will feature the New England Patriots against the Carolina Panthers, Sunday.

“To be honest, I couldn’t think of a better way to spend Super Bowl weekend,” Jackson said by phone while waiting for a plane to London, where he’ll stop en route to Kuwait.

During his visit, Jackson said he plans to “see a lot of troops, talk to a lot of troops, laugh with a lot of troops and hug a lot of troops” to show his appreciation for their service.

Super Bowl parties are planned at several base camps, where Jackson will personally help prepare and serve food to give troops some time off, and a chance to “lay their weapons down and enjoy themselves.”

The people of the United States “care about what (troops) are doing and care about them as people,” said Jackson.

Be S.M.A.R.T when keeping fit

Start slow

Monitors

Available water

Ready cell phones



Photos by Senior Airman Sam Taylor

Commando’s goalie Yuhan Joseph, 16th Services Squadron (right), defends the goal as William Wojtas, 16th Aircraft Maintenance Squadron (center), blocks a kick by a Fort Walton Beach Chivas player (left).

Commandos take on Chivas

By Senior Airman Sam Taylor
Public Affairs

The Hurlburt Field Commandos varsity soccer team lost to the Fort Walton Beach Chivas 2-1 at the Jet Drive soccer field, Sunday.

After an icebreaker goal by the Chivas, the Commandos’ Adrian Hernandez, 16th Helicopter Maintenance Squadron, kicked home the team’s lone goal. He was assisted by Richard Bonsra, 16th Medical Support Squadron.

The teams held each other off in a stalemate through halftime, until a second Chivas goal gave them the edge. Repeated advances and near goals by the Commandos were all halted, and the Chivas clinched the victory.

“We played great,” said Commandos coach Luis Rodriguez, 16th Civil Engineer Squadron. “But we have new players who are getting in shape, and we need to practice a bit more.”

The Commandos are contenders in the

Northwest Florida Soccer Association league and play other league teams Sundays at the Jet Drive soccer field, off of Hollywood Boulevard, FWB.

“We finished second place last season,” said Rodriguez. “This is a new season, and hopefully we’ll do even better.”



Richard Bonsra, 16th Medical Support Squadron (left), dribbles the ball downfield to confront the Chivas’ goalie. (above) Jeff Elliott, 16th SVS, collides with a Chivas player.

Sports shorts

Intramural golf season

Intramural golf will begin early this year, kicking off April 1. The team captain’s meeting is at 3 p.m., Feb. 25, at Gator Lakes Golf Course. For more information on golf or other intramural sports programs, contact your unit sports representative.

Youth base/softball

Registration for youth baseball (age 5-14) and girls softball (age 7-14) is available at the youth center.

Cost is \$42 per player or \$84 for two or more family players. Please register weekdays from 6:30 a.m. to 5 p.m. Coaches are also needed for all age groups. Applications are available at the youth center. For more information, call 884-6355.

Fit Eagle Competition

The annual Fit Eagle Competition, a base-wide sports battle between squadrons, will be held Feb. 20. The first captain’s meeting is at 3 p.m. Wednesday, at

the Aderholt Fitness Center. Squadrons that wish to participate should submit their letters of intent as soon as possible.

Sports appreciation

The 16th Services Squadron presented an award of appreciation to Tech. Sgt. Chuck Shepherd, 16th Component Maintenance Squadron, at a sports council meeting Jan. 14. As volunteer coach for the men’s varsity softball team for the last three years, he was instrumental in getting

the program off the ground. The success of the team and the program relies heavily on his involvement and expertise, said Chris Myers, Hurlburt Field Sports Director.

Spring sports

Spring sports season begins in April. Kicking things off will be intramural, over-30 and women’s softball, volleyball, outdoor soccer and intramural golf. Coaches meetings are to be announced by your unit sports representative.

Community

LRS closure

The 16th Logistics Readiness Squadron mobility section will be closed today. For emergencies, call Master Sgt. Bradley Lindo or Tech. Sgt. Kevin Chambers at 884-1330 or call the standby phone at 368-5237.

Clinic closure

The 16th Medical Group will close at 11 a.m. Feb. 6 for wing training. The Eglin Air Force Base emergency room will be open for any emergency needs.

AutoPride closure

The AutoPride facility will close for approximately 11 hours beginning Feb. 8 at 7 p.m. in order to complete facility maintenance. The facility will reopen Feb. 9 at 6 a.m.

Traffic change

Drivers heading east from the housing area on McMillan Street may no longer go straight at the Cody Avenue intersection from the right lane. Those wishing to go straight at this intersection or turn left should travel in the left lane.

Black History Month events

The 919th Special Operations Wing at Duke Field kicks off Black History Month celebration events Feb. 7 and 8. For more information, call Tech. Sgt. Teresa Franklin at 883-6550 or 543-3647.

Bone marrow drive

A bone marrow donor registration drive will be held Feb. 13 from 9 a.m. to 3 p.m. between the base exchange and the commissary. For more information about the drive, call Airman 1st Class Nelson Gutierrez at 884-1975. To learn more about donating bone marrow, call C.W. Bill Young/Department of Defense Marrow Donor Program at (800) 627-7693 or visit <http://www.dodmarrow.com>.

Base tax assistance

The base tax center, located in Building 90229, is now available to assist all military personnel with filing their taxes. Hours of operation are as follows:

Monday and Friday, 8 a.m. to 3:30 p.m.

Wednesday, 8 a.m. to 2 p.m.

Tuesday and Thursday, 10 a.m. to 7 p.m.

1040EZ forms are completed on a walk-in basis – all other tax forms by appointment only. To make an appointment, call 884-7542/7544.

Items to bring for appointments:

Military identification card, all W-2 forms, interest and dividend information, names, birthdates and social security numbers for yourself and family members, bank routing and account numbers, power of attorney, childcare expenses, deduction receipts and any other tax-related items.

Valentine's Day banquet

The Hurlburt Field Chapel Protestant Parish hosts "God's Gift of Love," a Valentine's Day banquet at the Soundside Club Feb. 14 from 6 to 11 p.m. The cost is \$10 per person. The evening includes dinner, dancing, door prizes and special gifts for guests. The dinner choices are London broil or chicken. Guests may choose their entrée when purchasing tickets. Tickets are limited to the first 50 to

sign up and will be available Sunday through Feb. 9 at the chapel during Sunday services or throughout the week during normal duty hours. For more information, e-mail 2nd Lt. William Clayton at william.clayton@hurlburt.af.mil or BJ Davis at bj.davis@hurlburt.af.mil, or call the chapel at 884-7795.

Youth center reminder

Due to an overwhelming number of requests from military personnel, the youth center would like to remind all Hurlburt Field personnel that the soccer fields located next to J.R. Rockers are strictly for the use of the base youth sports program. For more information, call the youth center at 884-6355.

Soundside water repairs

Construction has begun to replace the water mains in the Soundside housing area. The work is scheduled to be completed in August. Residents will receive a letter with instructions on moving vehicles, driveway repair, etc. from the contractor a few days before construction is carried out in their respective yard. For more information, call Gary Ross at 884-7524.

2003 Annual Awards Banquet

In honor of military traditions, Hurlburt Field provides special recognition to individuals whose superior duty performance, dedication and efforts have led them to become top-notch professional military leaders.

The 2003 Annual Awards Banquet will be held Feb. 27, at 6 p.m., at the Okaloosa Island Convention Center. Cost is \$25; tickets can be purchased through the unit first sergeants. Dress for military is semi-formal or mess dress, and civilians should wear coat and tie attire. People are asked to reference AFI 36-2903, Dress and Personal Appearance of Air Force Personnel. For more information or to purchase tickets, contact your unit first sergeant.

Women's History Month

March is Women's History Month. The military equal opportunity office invites volunteers to assist in organizing, preparing and supporting the observance period. Positions include: chairperson, vice chairperson and treasurer. For more information or to volunteer, call Staff Sgt. Natasha Hollomon at 884-8746.

AF enlisted village

The Air Force Enlisted Village is a home for enlisted widows, who are at least 55 years old and receive retirement benefits. Low-income widows may be eligible for rent subsidy. The village has two independent living facilities – Bob Hope and Teresa Villages – and will open a new assisted living facility in early 2005.

The AFEV is located one mile south of Eglin Air Force Base, Fort Walton Beach. For more information, call 651-9422 or (800) 258-1413, e-mail afef@afenlistedfoundation.org or visit www.afenlistedwidows.org.

Secret Story of Quilts

Come explore the tradition of quilting as it relates to the African American community during the Lunch Hour Book Club every Tuesday and Thursday during February from 11:30 a.m. to 12:30 p.m. in the base library conference room. For more information, call Jerrilyn Christopher at 884-5441.

Hurlburt Field Chapel



Catholic Mass
Saturday, 5:30 p.m.
Sunday, 7:15 and 10 a.m.
Confessions:
Saturday, 4:30 to 5 p.m., or by request.

Youth: 5 p.m. Sunday
Religious Education: September– May
Protestant Services
Sunday, 8:30 a.m. (praise & worship),
11:30 a.m. (traditional),
12:45 p.m. (Gospel)
Religious Education: August – May
Youth and Singles groups available
Jewish Services (882-2111)
Sabbath services: Friday, 7:30 p.m., Eglin Chapel Center
Havdallah services: next-to-the-last Saturday of each month, 7 p.m., Chapel annex
Muslim Services (882-2111), Eglin Chapel Center
Jumuah: Friday, 12:45 p.m.
Qur'an: Saturday, 6 p.m.

For more information, call 884-7795

At the movies



Prices are \$3 for adults and \$1.50 for children. Movies start at 7 p.m. unless otherwise indicated.

Hurlburt Field 884-7648

Friday and Saturday – (R) *The Last Samurai*, starring Timothy Spall and Billy Connolly – Tom Cruise plays a 19th-century American military officer, who travels to Japan to help organize and teach the emperor's troops during a time of feudal conflict on the island. As he learns more about the samurai – the traditional protectors of feudal lands – he comes to understand and appreciate the complicate system of honor under which they live.

Sunday – (PG-13) *Stuck On You*, starring Matt Damon and Greg Kinnear – Walt and Bob are conjoined twins, one of whom has dreams of making it big in Hollywood. When they arrive in town, they're cast on a television show starring Cher. She's bummed about being relegated to television until her show becomes a hit.

Eglin 882-1066

Friday – (PG-13) *Something's Gotta Give*, starring Jack Nicholson and Diane Keaton – Harry generally dates younger women. His world is turned upside-down when he has a heart attack while visiting his girlfriend's home. With his girlfriend having gone back to the city, Harry is left in the care of her mother, Erica and his doctor, but the two men soon find themselves competing with each other, as they both fall in love with Erica.

Saturday – (PG-13) *Paycheck*, starring Ben Affleck and Aaron Eckhart – Michael has his memory erased by his employer as a security precaution once he's completed special projects. After finishing his latest, he receives not his usual lucrative paycheck, but an envelop containing 19 items, including ticket stubs, bus tokens and other reminders he sent himself before the procedure. He's told he chose to forfeit any monetary compensation. The problem is, he can't remember a thing, since his brain was wiped clean.

Sunday – (PG-13) *Mona Lisa Smile*, starring Julia Roberts and Julia Stiles – 1953 America was a time ripe for change for women. When Katherine arrives to teach art history at Wellesley College, she finds the institution drowning in outdated mores. She takes on the establishment and, in doing so, deeply affects her students who in turn lead her to alter the course of her life forever.

(Editor's note: Movies are subject to change. Telephone numbers are provided for patrons to confirm scheduled playdates.)

Job Ready Class

The Boys and Girls Clubs of the Emerald Coast offers a Job Ready Class, open to all high school students every Thursday, beginning Feb. 19 through May 6 from 7 to 9 p.m. The class offers tips for finding a job, interviewing and developing a five-year plan. Space is limited to the first 25 registered. For more information, call Rita Cummins at 862-1332 or 862-1888.

Loadmaster gathering

All loadmasters are invited to attend the Professional Loadmaster Association's 2004

Gathering of Loadmasters May 23-27 at the Trump Taj Mahal Casino Resort in Atlantic City, N.J. For more information, call J.P. Salisbury at (609) 893-0363 or e-mail him at jpandbarb@comcast.com, or call Tom Kenny at (609) 754-4403 or e-mail him at thomas.kenny@mcguire.af.mil.

Classes

FSC classes

For more information on the following family

support center classes, call 884-5441.

All reservations will be made through the FSC, unless otherwise noted.

Employment Orientation – Monday, 9 a.m.; Wednesday, 1 p.m.; reservations required

Sponsorship Training – Monday, 1 p.m.; reservations required

Mapping Your Career – Monday, 1 p.m.; reservations required, call 884-6281.

Transition Assistance Program – Tuesday and Thursday, 7:20 a.m.; Wednesday, 7:30 a.m.

Moms, Pops and Tots – Tuesday, Wednesday, 10 a.m.

TRICARE Standard allows for civilian care

WASHINGTON – People covered by the TRICARE Standard military health care plan no longer need approval from their military treatment facility to seek inpatient care at civilian hospitals.

The need to get a non-availability statement before seeking civilian inpatient care expired Dec. 28 under a provision of the 2002 National Defense Authorization Act. A non-availability statement indicates that care isn't available from the military facility and authorizes care at a civilian facility.

An exception in the law continues the requirement for TRICARE Standard beneficiaries to get a non-availability statement before seeking non-emergency inpatient mental health care services.

However, officials said, this applies

only to beneficiaries who use TRICARE Standard or Extra, who aren't Medicare eligible, and who have no other health insurance that is primary to TRICARE. Department of Defense officials don't require preauthorization for TRICARE beneficiary inpatient mental health care when Medicare is the primary payer.

"With this change in policy, beneficiaries now have the freedom to choose a military treatment facility or a civilian facility, without any extra paperwork," said Dr. William Winkenwerder, assistant secretary of defense for health affairs. "However, I urge TRICARE beneficiaries to still look to the military health system as their first choice for health care because I believe the services we offer are second to none."

A military treatment facility may

request a departmental waiver of the new policy in certain specific, but limited circumstances. But those requests don't apply to maternity services, unless the affected beneficiary began her first prenatal visit before Dec. 28, officials said.

Any military treatment facility granted a waiver must publish a notice in the Federal Register that a non-availability statement is required for a certain procedure. Officials at the treatment facility, the services and the TRICARE Management Activity will notify the affected beneficiaries if this occurs, officials said.

Maternity patients should check with their local military treatment facility to compare maternity services there with those available in civilian facilities, said Military Health System officials.

A recently implemented "Family-Centered Care" program offers enhanced services and recognizes the unique needs of military families in today's climate of increasing deployments and high operations tempo, officials said.

Beneficiaries can review the enhanced military treatment facility maternity services online and with their military medical care provider.

Beneficiaries can check the TRICARE Web site at www.tricare.osd.mil if they are seeking an inpatient service and want to know if their nearby military treatment facility applied for a non-availability statement waiver.

They also may contact the local beneficiary counseling and assistance coordinator or health benefits adviser at 881-5177. **(AFPN)**

Civilian airmen

Ensuring Spec Ops Success

By 1st Lt. Gabe Johnson
Public Affairs

Gulf Coast residents automatically associate low-level flying, jumping from airplanes, gigantic helicopters and the sound of Gunship fire in the distance, with the uniformed men and women they occasionally see on the street.

They seldom realize the key role civilian employees play in accomplishing the Special Operations mission.

Every morning more than 700 civilian service employees report to work at Hurlburt Field to serve alongside airmen, bringing with them the unique capabilities civilians provide.

"The experience, continuity, expertise and stability that our civilians possess help support the mission and the airmen who carry it

upgrades that have been made on base since his retirement from active duty.

"This facility's excellent. I worked in the old tower when I was on active duty," said Mr. Holmes. "Here, we have equipment that the FAA didn't have until recently. Plus, the new tower is twice as high as the old one, giving us many advantages. Our antennas are higher, eliminating radio blind spots, and we have greater visibility that allows us to see over the larger hangars on base."

Mr. Holmes makes it very clear that he's still an airman at heart.

"At 16, I knew I wanted to be an air traffic controller," he said. "It's a great job, and I love it today as much as I did when I started out."

Patty Whiting, the 16th Mission Support Group commander's secretary, says she prefers civil service to the private sector.

"I've been in civil service a combined total of 12 years," Ms. Whiting said, "but I did work for seven years in the private sector as an executive assistant for health care and insurance company CEOs."

"It was a good experience for me," Ms. Whiting said, "but I'm very happy to be back in the Air

Force family."

Taking care of the MSG commander and deputy commander, Ms. Whiting spends a typical day arranging their calendars and handling correspondence via e-mail and telephone.

"To be the MSG commander's secretary, you have to be a magician because you have to be able to make someone appear in three places at once," said Col. Griff Griffin, MSG commander. "Patty manages to get us where we need to be on time, and she keeps this place running smoothly."

"On more hectic days, both colonels are packed full of meetings, the phones don't stop ringing, visitors drop by the office and the office gets pretty loud," said Ms. Whiting. "As a group commander, Colonel Griffin gets notified about any emergencies that arise – whether they are medical, fire department or police emergencies. He's all over the base."

out," said Col. O.G. Mannon, 16th Special Operations Wing commander.

One of four civilian air traffic controllers assigned to Hurlburt Field, Jim Holmes was the first civilian watch supervisor hired at the base after his retirement from the Air Force in 2001.

"The relationship between military and civilian air traffic controllers here is very good," said Mr. Holmes, 16th Operations Support Squadron. "They know we have experience, they trust us, we allow them to do their jobs and we ensure that training gets done."

According to Mr. Holmes, the Department of Defense has begun to man more towers with civilian air traffic controllers.

"With all the deployments going on, you have to have somebody to stay back home," he said.

After 22 years of military service, Mr. Holmes enjoys the many

Air traffic controllers survey the Hurlburt Field flightline, while talking to pilots approaching the base.

Photos by 1st Lt. Gabe Johnson

Ms. Whiting says she's honored to work alongside the active-duty members, since she's grown up around the Air Force her whole life.

"These people put their lives on the line protecting us daily," Ms. Whiting said. "I admire them tremendously. It's very rewarding knowing you work with the best the Air Force has to offer."

At the Hurlburt Field Fire Department, civilians work 24-hour shifts.

Of the 65 firefighters assigned to the operations department, 14 are civilians. They split into two shifts that alternate on a 24-hour shift schedule every other day; on one day, off the next.

The schedule is set in stone and doesn't break for holidays, birthdays or anniversaries.

"We work normal duty hours and we sleep here at the station in an on-call capacity," said Bill Haines, assistant chief of operations, 16th Civil Engineer Squadron fire department.

"We respond to in-flight emergencies, hazardous material emergencies, customer service calls – like car lockouts – and to off-base emergencies when possible," Mr. Haines said. "When we're not responding to an emergency, we're training for certification and to upgrade skill levels."

Mr. Haines spent his first eight years as an enlisted fire fighter in the Air Force. The 28-year government employee holds numerous certifications and is a Florida State certified firefighter.

He spent two years as a firefighter in a civilian fire department in Central Florida.

"I fought more fires in two years

with a civilian fire department than in 28 years at Air Force fire departments," Mr. Haines said. "That's because civilian fire departments have very little control over what happens in people's homes and businesses. On base, we spend much more time on prevention than on fighting fires."

"Civilians supply continuity to the unit when our firefighters deploy," Mr. Haines said, "and training for the firefighters while they're here. In the field, we bring expertise and experience."

It's that knowledge all Hurlburt Field civilians bring to the mission.

"I consider them valuable members of team Hurlburt and certainly as members of the Air Force family," Colonel Mannon said. "Their service should not go overlooked."