

### Personnel Reliability Program Awareness Day is Sept. 28

The 377th Air Base Wing Personnel Reliability Program Awareness Day is Sept. 28.

The mandatory briefings on PRP for all personnel are scheduled at 8 and 11 a.m., 2 p.m. and 4 p.m. at the Theater. Attendance will be taken.

An additional briefing at 7 p.m. will accommodate the 377th Security Forces Squadron and the 898th Munitions Squadron shift workers.

Each briefing includes essential program information in areas of medical, personnel and safety, as well as the spirit and intent of the program.

Call Staff Sgt. Jamielyn Hobbs at 846-2263.

### Wyoming Boulevard lane closure scheduled

The Housing Privatization Project Office is providing notification of the northbound lane closure on Wyoming Boulevard, Sept. 22-Oct. 15, each day 6 a.m.-3 p.m.

The lane closure supports construction of the utility infrastructure servicing the privatized housing area.

To minimize impact on traffic, two in-bound lanes will be maintained during the morning rush hours and two out-bound lanes will be maintained during the afternoon rush hours.

Contact Joseph Lujan at 846-6703 if you have questions or need additional information on closure.

### Balloon Fiesta volunteers needed

The 2004 Albuquerque International Balloon Fiesta is Oct. 1-10. A cadre of volunteers has formed to help escort chase crews onto Kirtland AFB in the event that a hot air balloon lands inside the installation. However, more volunteers are needed. Volunteers would need to be stationed at the Gibson gate during periods when the balloons are in flight.

Balloon ascensions are scheduled:

Oct. 1 at 5 p.m.

Oct. 2 at 5:45 a.m. and 5 p.m.

Oct. 3-10 at 5:45 a.m.

If you would like to volunteer for one or more of 11 volunteer slots, contact 2nd Lt. Peter Howard at peter.howard@kirtland.af.mil.

### See next week's Nucleus for the final installment of the three part Phillips Site/AFRL series.

# CAREER FOCUS

## Sharing the facts - critical to our ability to retain the best!

BY MASTER SGT.  
DAVID HALVORSON  
TEAM KIRTLAND  
career assistance advisor

Air Force retention issues are still a topic of concern among Air Force leaders today. Retention rates are monitored, analyzed, collated, and briefed at almost every Air Force level. We look to our congressional leaders and Air Force staff agencies to aid us in retaining Air Force personnel, but it is the leaders at wing, squadron and unit level that set the tone for their managers and supervisors to influence and inform our Airmen about Air Force benefits.

We all know our benefits, entitlements, and pay are developed and approved by Congress and higher headquarters; however, many retention issues can (and should) be addressed at the wing, group and squadron level.

Our Airmen depend on us as leaders to provide them direction, performance feedback, on the job training, recognition, information about Air Force benefits and career broadening opportunities. We must be careful and not assume that they have all the answers because they don't.

It is our responsibility to provide Airmen the opportunity to make an educated and informed decision about making the Air Force a career!

Below are the results from the latest Career Intention Survey the Air Force conducted. I'm highlighting this to reemphasize the top ten reasons why enlisted personnel choose to stay or leave the Air Force.

#### Top ten reasons why enlisted stay

- Availability of medical care
- Education and training
- Dependent medical care
- Job security
- Dental care
- Say in base of assignment
- Choice of job assignment
- Overall job satisfaction
- Dependent dental care
- Retirement program

#### Top ten reasons why enlisted leave

- Pay and allowances
- Leadership at the unit level
- Retirement program
- Availability of civilian jobs
- Recognition of one's efforts
- Overall job satisfaction
- Base of assignment

- Promotion opportunity
- Choice of job assignment
- Evaluation system

Note that six of the top ten reasons enlisted troops elect to separate are very much within our area of influence. We need to ask ourselves if we're doing our part to convey accurate information to our personnel, and if we're providing a work environment that encourages Airmen to want to stay.

The Air Force has historically aimed for first term reenlistment rates of 55 percent, second term reenlistment rates of 75 percent, and our career reenlistments at 95 percent. Do you know what the reenlistment rates are for your group, squadron, work center, or specific Air Force specialty codes of your work sections?

Regarding the survey results above, it's evident that the Air Force continues to address some of our more tangible concerns by the sweeping changes we're seeing to date.

The 2005 Defense Authorization Bill will likely include a 3.5 percent pay raise, making this the sixth consecutive year that Congress will approve a pay raise larger than the level of private sector pay raises. Once implemented, this raise is expected to decrease the "pay gap" from 5.5 percent to 5.1 percent. In addition to the raise in basic pay, both the House and the Senate Armed Forces Committees also approved raising Basic Allowance for Housing to the point where it will pay 100 percent of the average housing costs. This concludes DOD's five-year plan to completely eliminate out-of-pocket housing expenses by Fiscal Year 2005 (average out-of-pocket housing expenses in Fiscal Year 2004 is 3.5 percent).

**Promotion rates on the decline?** Although promotions rates are declining, that decline is a relative thing and needs to be kept in perspective. Airmen can still take advantage of rates that are very favorable to those willing to make the effort - for reference, when I made Staff Sergeant (*many* years ago) the promotion rate had just increased to 13 percent, while the rate for 2004 remained above 40 percent. Gives you something to think about, hmmm?

We need to share the facts and encourage eligible Airmen to discipline themselves for success. Have them verify their study reference material with the unit WAPS Monitor, and then get them



Master Sgt. David Halvorson

studying - promotions are key to success.

Yet another bit of positive news is the fairly new (but poorly understood or promoted) Expanded First Term Airmen and Career Airmen Base of Preference Program that went into affect in Fiscal Year 2000. This program provides an excellent opportunity for first term and career Airmen to obtain an assignment to a base of their preference. The Military Personnel Flight has specifics on this excellent program.

Next year, hundreds of Airmen at Kirtland are scheduled to make important career decisions regarding reenlistment.

Each of these Airmen will make a choice to separate, extend or reenlist in the Air Force. Their decisions about next year's reenlistment are being formed today. Studies have shown that many Airmen make their career decision as many as 12 months before their separation date.

Right now, your subordinates are forming critical career decisions in your unit's work centers. Do you know who they are? Do they have the information they need to make an informed decision?

Our primary retention goal should be to provide all our Airmen, especially the Airmen scheduled to separate within the next year, with all the information they will need to make an informed career decision with the active advice from their supervisors, managers, and commanders.

Let's not wait to hear what career decisions have been made after the fact. Let's get the information to our Airmen well ahead of that 12-month window. Get involved daily and *early* in their career, and show your interest in their success.

The future of our Air Force lies in retention. Let's all do our part in shaping that future by making a difference today!

## COMMAND CHIEF'S CHOICE



Tech. Sgt. Chris Ringland is a MC-130H Combat Talon II evaluator loadmaster assigned to 58th Special Operations Wing; 58th Operations Group Standardization and Evaluation. His responsibilities are to set and enforce standards while instructing and evaluating loadmasters in the full spectrum of MC-

130H employment including low-level, airdrop and night vision goggle operations.

He also manages an aircrew examination program which is designed to maintain aircrew knowledge of normal and emergency procedures, threats and other information essential for the safe and effective operation of six weapon systems assigned to Kirtland AFB.

He is married to Danielle Ringland and they have a daughter named Kaileigh.

**What do you like best about this assignment?** I like having the opportunity to spend more time with my family and the ability to produce combat ready aviators to help our brothers and sisters in the field.

**What is the most memorable event in your Air Force career?** Flying combat missions to support and defend freedom (gung-ho side of me); Feb. 1, 2001 the day my wife gave us our beautiful daughter Kaileigh Grace.

**What will you take away from this assignment?** Many things; an education, a loving and supportive family, lifelong friendships and a keener understanding of what it takes to produce an air commando.

**What person do you consider a great influence in your life?** My mom! (Yeah, I'm a momma's boy) seriously though, she taught me honesty, loyalty, how to respect others and instilled in me the motivation that drives my life today.

**Where do you see yourself in 10 years?** Close to finishing an Air Force career, establishing some roots for our family and possibly starting a career as a golf teaching professional.

**What aspect of your life do you consider most important?** Family (to include my Air Force family); career and self. In that order.

**What is your main goal in life?** To be a good husband, father and friend.



Photo by Todd Berenger

## Celebrating the Air Force with Old Glory

Col. Bill Cleckner, 377th Air Base Wing vice commander, flanked by Capt. Damon Scott of 377th Judge Advocate Office and Chief Master Sgt. John Knutson of 377th Comptroller Squadron stand at attention during the retreat ceremony observing the 57th anniversary of the Air Force, Sept. 15 at Hardin Parade Field. Formations included the 377th Medical Group, 377th Mission Support Group and the 377th Maintenance Group.

## Combined Federal Campaign kickoff scheduled Sept. 28

The Combined Federal Campaign kicks off at the Rio Grande Community Center, Sept. 28 from 11 a.m. – 1 p.m. Along with food and prizes, there will be approximately 35 charities present, providing Team Kirtland members a first-hand opportunity to hear from those who benefit from the CFC.

The mission of the Combined Federal Campaign, the largest and most successful workplace fundraising model in the world, is to support and to promote philanthropy through a program that is employee-focused, cost-efficient and effective in providing all federal employees the opportunity to improve quality of life nationwide.

With a tradition of commitment to the community and through the selfless efforts of federal employees, the CFC has its roots in the many charitable campaigns of the early 1960's. Recognizing the need to focus the diversity of fundraising efforts, federal employees created the CFC, which centers on one campaign per year. By allowing employees to select from hundreds of causes in a single brochure, and to make their contributions through payroll deductions, the CFC streamlined opportunities for generosity.

The CFC is the only authorized solicitation of employees in the federal workplace on behalf of charitable organizations.

## Computer 'viral infection' serious business

BY SPECIAL AGENT SCOTT D. DAUGHTRY  
Air Force Office of Special Investigations, Det. 116

Has your home computer been running slower lately? Do you receive more SPAM e-mail than ever before? Do you experience a lot of pop-up windows while surfing the Internet? Does your Web browser software default home page keep changing on you? Have files mysteriously vanished from your hard drive?

If you've answered 'yes' to any of these scenarios, a virus, worm or malware (an acronym for "malicious software") may have infected your computer.

Computer viruses and worms are malicious programs that latch on to email attachments, data files, and sometimes Internet pop-up windows. They can be written to destroy specific data files (e.g. \*.DOC, \*.MP3), format hard drive partitions or use your e-mail address book to send bogus emails to everyone you know (and redistribute themselves to your friends).

Web browser pop-up/pop-under windows can contain applications hidden inside of graphic images. Aside from ruining your Web-surfing pleasure, these windows can be programmed to execute malicious code when the window is closed.

Malware applications are specifically designed to damage or disrupt a computer system. When executed they hide information in the Windows regis-

try or deposit files in your Windows operating system folder that can be extremely difficult to remove. Some malware programs are persistent enough to require a hard drive reformat to be removed.

Numerous applications exist to combat this ever-growing problem. The DOD license agreement with Symantec and McAfee enables all DOD employees to download and use their anti-virus products free of charge on their personally owned computer systems.

Contact your workgroup manager for assistance in obtaining the software. If you use Windows XP as your operating system, you can enable its integrated firewall to keep intruders at bay; other operating systems will require you to acquire a non-Microsoft software solution.

Anti-SPAM and anti-malware software is widely available in numerous formats (freeware, shareware and commercial). Even popular online e-mail providers (AOL, MSN, Yahoo, etc.) have integrated anti-SPAM tools into their services to combat the problem.

Protecting your computer system in today's environment is more important than ever. The Internet, computer magazines, and your local computer guru can help keep you informed on current trends, and help you decide on how best to protect your computer. Another hour that you delay may jeopardize the integrity of information you and your family value and depend upon – act now!



## Computer skills, career development goal of AF spouses course

In the first Air Force Aid Society funded computer and career development class for Air Force spouses, 11 people trained for six weeks on computers and for one week on marketing themselves for jobs. The spouse-students learned introductory, beginning and intermediate Word, Excel and Internet basics for business in the classes at the Distance Learning Center. Taught by instructors from Albuquerque Technical Vocational Institute, the classes began in May during Military Spouses Month. Students, left to right, in the back row are: Kim Whittington, Andrew Rossner, Daryl A. Harvala, Tracy Sampson and Deborah Crumpton. Left to right in the front row are: Tonia Warren, Michelle Mullins, Rosa Oliva, Deborah Jones and Pam Kandlbinder. Not present is Gloria Bower.

Photo by Lisa Gonzales