

# HQ INDIVIDUAL RESERVIST READINESS & INTEGRATION ORGANIZATION

## The Readiness Report

### Don't limit yourself

By Col. Christopher E. Cronce,

Deputy Director, Reserve  
Personnel

"A limit on what you WILL do puts a  
limit on what you CAN do."

- Anonymous



As you may have heard, I am headed back to the Pentagon to serve as the Deputy Director for Reserve Personnel (AF/REP). As I head east, I'm pleased to report that the reins of HQ RIO will be placed in the capable hands of Col. Carolyn Stickell, the current IMA to the ARPC vice commander. I know that the HQ RIO, Detachment, and Operating Location staffs will continue to mature under her leadership and will achieve even more in their efforts to support you, the Individual Reservist, and the rest of our customers.

As I prepared for this move, I've heard the question: "What—you're headed BACK to the Pentagon, are you crazy?" As I contemplate my answer, I think back to other times I've moved from one opportunity to the next in both my military and civilian careers. During those times, I remember folks asking me: "Why are you leaving this division and heading to that one? They're not profitable—it'll be a career killer!"; or "Why are you leaving your civilian career to go back to the Air Force full time?"; and a revised version of the question above, "Why are you heading to the Pentagon? I would never go there!"

Every time I'm asked these questions, I stop and reevaluate my decision to press forward with the opportunity. I think about how much I've learned and grown from the previous job, and I remind myself not to be too risk averse in making my decision. Now that I'm preparing to PCS again, maybe I am a bit crazy, but the Air Force Reserve is giving me another opportunity to learn, grow, and make a positive impact on our Air Force. How can I say "no" to that? So, I would ask you, as opportunities present themselves, not to put a limit on what you WILL do. Take a second or two and consider all of the pros and cons before you decide—you will be amazed at what you CAN do!

In closing, I can't thank you enough for the help and dedication you've given to me and the HQ RIO and Readiness Management Group team over the past two years as we've gone through this transition. If I've learned anything from my tenure as the commander of HQ RIO, it's that IMA truly stands for "I'm Amazing!" Please take care, stay safe, and I look forward to working with you in the future—Keep it RIO!



INCOMING! >> Col. Carolyn A. Stickell, the Individual Mobilization Augmentee to the HQ Air Reserve Personnel Center vice commander, is poised to assume command of HQ RIO, June 24. (U.S. Air Force photo/Master Sgt. Timm Huffman)

### HQ RIO leadership set to change hands

By Master Sgt. Timm Huffman

The leadership of the Headquarters Individual Reservist Readiness and Integration Organization will change hands following Col. Christopher E. Cronce's move to the Pentagon, where he is now the Deputy Director for Reserve Personnel.

Cronce hands the reins of leadership to Col. Carolyn A. Stickell, who currently serves as the Individual Mobilization Augmentee to the Headquarters Air Reserve Personnel Center vice commander.

Cronce became the first commander of HQ RIO following the transition of the Individual Reserve force from the Readiness Management Group, Robins AFB, Georgia, to Buckley Air Force Base, Colorado, in February 2014. In August 2013, prior to officially becoming the HQ RIO commander, he also served as Chief, Individual Reservist Integration and Transformation, overseeing the beginning stages of the RMG to HQ RIO transition.

"I know that the HQ RIO, Detachment, and Operating Location staffs will continue to mature under [Col. Stickell's] leadership and will achieve even more in their efforts to support the Individual Reservist and the rest of their customers," said Cronce.

Stickell served as the IMA to the ARPC vice commander since August 2013. In this role, she aided in leading the seven-directorate, 450-member center, directing approximately 150 programs to deliver total force support to generations of Airmen throughout their military careers. Prior to coming to ARPC, she served as an assistant professor of finance at the U.S. Air Force Academy, an acquisition program manager, resource manager, executive officer and manpower officer. She holds of Bachelor of Science degree in finance and a Master of Business Administration degree, both from the University of Colorado.

"I'm really excited to be coming on board as part of HQ RIO," said Stickell. "Having been an Individual Mobilization Augmentee for 15 years, I understand many of the challenges IRs face in their careers and the importance of supporting them and their active duty units."

Stickell will officially take the helm of HQ RIO during an assumption of command ceremony, June 24.

Connect | 720-847-3RIO | [arpc.det1.rio@us.af.mil](mailto:arpc.det1.rio@us.af.mil) | [Website](#)





## HQ RIO Leadership



Col. Carolyn A. Stickell  
Commander



CMSgt. J. Seth Perron  
Superintendent



MSgt. Jerrod Kester  
First Sergeant

[Enlisted leader biographies](#)

## HQ RIO Quick Links

- [HQ RIO Website](#)
- [Detachment Directory](#)
- [The IR Guide](#)
- [IMA Travel Guide](#)
- [Wingman Toolkit](#)
- [CMSAF Roll Call](#)
- [www.Move.mil](#)
- [MyPers](#)
- [AROWS-R](#)
- [Defense Travel System](#)

## Share your story!

Have an incredible Air Force story? Tell it by contacting the HQ RIO Public Affairs office at 720-847-3787.

# HQ RIO releases third quarter commander's call video message

The Headquarters Individual Reservist Readiness and Integration Organization has released its fiscal year 2015, third quarter commander's call video messages.

In the video, Col. Christopher E. Cronce, former HQ RIO commander, now Deputy Director of Reserve Personnel, discusses the HQ RIO mobile iPhone app, the progress of the Integration Cell and his departure for the Pentagon.

The FY15, Q3 HQ RIO Commander's Call can also be viewed on the HQ RIO YouTube channel: <https://youtu.be/FI9ISDueQt4>.

# Monthly IR Refresher Trainings available

By Senior Master Sgt. Tammi Soto, Superintendent, Integration Cell

The Headquarters RIO Integration Cell offers monthly, online training sessions for Individual Reservists. These DCO courses cover topics such as readiness, career management and more.

Upcoming trainings are:

- Topic: AROWS; July 9\* and Aug. 13, 8:00 and 11:00 a.m. (MT)
- Topic: IR Retirement Process; Sept. 10 and Oct. 8, 8:00 and 11:00 a.m. (MT)
- Topic: Line of Duty Process; Oct. 8\* and Nov. 12, 8:00 and 11:00 a.m. (MT)

*\*additional 3:30 p.m. (MT) training session in July and October*

These training sessions are available via DCO and teleconference. Information on how to log-in to these trainings and how to obtain supporting training materials will be available on the HQ RIO Integration Cell public webpage the week prior at [www.arpc.afrc.af.mil/Home/HQRIO/IntegrationCell](http://www.arpc.afrc.af.mil/Home/HQRIO/IntegrationCell).

# UTAPSweb upgraded, June 10

On June 10, UTAPSweb was upgraded to include an interactive scheduling calendar for Individual Reservists, an overview calendar for supervisor roles, updated help files, and instructions on how to reactivate user accounts.

For assistance using UTAPSweb, log-in at <https://utapsweb.afrc.af.mil/utapsweb/>, select the "Help" tab and browse the tutorials.

To contact the UTAPSweb Help Desk, call 1-877-294-5822, option 2, or DSN 497-0166, option 2.

For the original SAMS message regarding these updates, view the .PDF message on the HQ RIO public web site at <http://www.arpc.afrc.af.mil/Portals/4/Documents/RIO/RIO-SAMS-UTAPS-15-003->

## Did you know? | Tips for the Individual Reservist

All Individual Reservists are mandated to utilize the Air Force Reserve Order Writing System (AROWS-R).

Per a memo from Maj. Gen. Richard S. Haddad, vice commander of Air Force Reserve Command, dated Jan. 23, 2015, AROWS-R must be used for all AF Form 938s, Requests and Authorizations for Active Duty/Active Tour Duty, and DD Form 1610, Request and Authorization for TDY Travel of DoD Personnel, for all Air Force Reserve personnel, including Individual Mobilization Augmentees.

Orders issued to an Individual Reservist using a system other than AROWS-R are not official.



# IMA swims, bikes, runs for AF triathlon team

By Master Sgt. Timm Huffman

Maj. Melissa Tallent, an Individual Mobilization Augmentee assigned to U.S. Pacific Command, represented the Air Force at the 2015 Armed Services triathlon, June 7.

Maj. Melissa Tallent, an Individual Mobilization Augmentee assigned to U.S. Pacific Command, represented the Air Force at the 2015 Armed Services triathlon, June 7.

The annual inter-service event was held in conjunction with Leon's Triathlon, in Wolf Lake Park, Hammond, Indiana. The Air Force Men's and Women's teams excelled, earning gold and silver, respectively.

Despite pouring rain, wind and a thunder storm, Tallent, who has represented the Air Force in the swim, bike and run event every year since 2010, finished 11<sup>th</sup> in the women's military race, with a total time of 2 hours, 23 minutes, 49 seconds.

A triathlon is a race where competitors must swim, bike and run (in that order) for a set distance, which varies depending on the event type. In a sprint event, the athlete swims 750 meters, bikes 20 kilometers and runs five kilometers. In an Olympic distance tri, participants swim 1.5 kilometers, bike 90 kilometers and run ten kilometers. In an Ironman distance event, the competitor swims 3.8 kilometers, bikes 180.2 kilometers and runs 42 kilometers.

Tallent said her strongest legs of this year's competition were the swim and the bike.

A strong swimmer who started in the second wave, Tallent powered through the first leg, transitioned to the bike and passed most of the athletes from the first wave. During the cycle portion, the weather deteriorated, with the wind picking up and thunder rolling in. She lost some time on her run to some strong runners but felt good about the race overall.

In recent years, the military triathlon has been held in Southern California, where the weather is always beautiful, said Tallent. This year's move to Indiana was definitely a shift, but the organizers treated the athletes very well and provided a lot of support, she added.

The masters-level triathlete got her start in sports in high school by running cross country. She picked up swimming during her college years and kept it up after. She got her start in triathlons when a Marine she was swimming with in a master's program offered to sell her a bike. Once she started riding, it wasn't long before friends pulled her into her first multi-stage competition.

She completed her first sprint triathlon in 2005, finishing in 1 hour, 30 minutes. That race was held in conjunction with an Olympic distance event and she recalled how she felt seeing the participants compete in the longer event.

"I remember watching the athletes doing the Olympic event and I was like 'Oh my goodness, I can't imagine being out there doing double that course.'"

But, she was hooked and over the next several years would experience

a shift in mindset, reconsidering her capabilities. By 2010 she completed an Ironman distance event in 11 hours. As her mindset shifted, so did her results. After she started competing in triathlons, it wasn't long before she began excelling in her age group and that gave her even more motivation.

"Once I started winning my age group, it encouraged me to want to do better, and I wanted to start placing overall," she said.

Her results got noticed. The same year she completed her Ironman, she was selected to participate on the Air Force triathlon team at the Armed Forces event.

To prepare for her races, Tallent dedicates up to 20 hours a week to ensuring her body is in peak physical condition. Her training routine regularly involves two workouts a day, often referred to as doubles, with a swim session in the morning and running or cycling in the afternoon.

When training for an Olympic distance event, such as the Armed Forces Triathlon, her first workout entails about an hour in the pool, about a two-mile swim. During her second workout, she'll complete up to a 10-mile run, and her cycling sessions range from 20 to 60 miles, depending on the day.

In addition to her training, Tallent also spends time at the chiropractor and physical therapist, as well as strength training and stretching.

Tallent's hard work pays dividends on race day. She is a regular age group and top-10 finisher in her triathlon events and, in 2014, USA

Triathlon named her an All-American in the master's division, which put

her in the top five percent of triathletes in the country and qualified her to compete at the Olympic-Distance National Championships. She has also excelled in cycling and, through a ranking system based on experience and results, recently moved from a Category 4 to Category 3 rider.

Her success has not come without setbacks. In the 2012 Armed Services Triathlon, Tallent was poised to advance to the international military triathlon, known as Conseil International du Sport Militaire. Running in sixth place with only two miles left to go, her calf muscle, where she'd experienced tightness that season, tore.

"It snapped like a rubber band," she said.

Instead of advancing to the CISM event, which was held in Switzerland that year, she went home on crutches.

But she didn't let her injury

slow her down. After recovering, she continued to work hard and has made the Air Force team every year since. She has also started riding with the U.S. Military Endurance Sports cycling team. The USMES is a nation-wide athletic club made up of current military members and veterans who compete in endurance sports, such as cycling and long-distance running.

She said the training and racing schedule can be hard to balance, with her boss often getting on her case to make up missed hours at work, but she said the reward she gets from competing makes it worth it. Tallent often asks herself why she continues to compete at such a high level, despite the difficulty balancing life, but she said a recent seventh place finish with the front pack at a large bike race highlighted the reason.

"The fact that I crossed the line with the pack, I was ecstatic," she said. "I was so happy after the race, and I was like, 'Oh, this is why I do this.' It's that sense of accomplishment you get when you do well at something."

The 2015 Armed Services Triathlon was recorded and will be

broadcast by NBC Sportsnet, July 4, 5, 9, 10, 13 and 19.



Maj. Melissa Tallent, an Individual Mobilization Augmentee assigned to Pacific Command and a member of the Air Force Triathlon team, on her tri-bike during the Armed Services Triathlon, June 1, 2013. Her aerohelmet and visor improve her aerodynamics, which increases speed over long distances. (Courtesy photo by Peter Custer)



# DOD notified of OPM cybersecurity incident

By DoD News, Defense Media Activity

**WASHINGTON (AFNS)** -- The U.S. Office of Personnel Management announced June 4 that a recent cybersecurity incident affecting its systems and data may have exposed the personal information of current and former federal employees. According to a Defense Department news release, OPM subsequently notified federal government departments and agencies, including the DOD.

OPM is notifying approximately 4 million individuals whose personally identifiable information may have been compromised, the release said. The notifications will be sent beginning June 8 and will continue through June 19 by email and U.S. mail.

OPM will offer affected individuals credit monitoring services and identity theft insurance through CSID, a company that specializes in identity theft protection and fraud resolution, the release said. This comprehensive, 18-month membership includes credit report access, credit monitoring, identity theft insurance and recovery services and is available immediately at no cost to affected individuals identified by OPM.

Employees whose information was affected will receive a notification directly from CSID, the release said. According to the release, DOD employees are encouraged to review the [OPM news release](#) for additional information regarding steps to mitigate fraud and identify theft.



Courtesy graphic

## Understanding the LOD determination process

By Master Sgt. Lindsay S. Estell, HQ RIO Medical Office

A Line of Duty determination is the process used to evaluate whether a service member is entitled to government benefits as the result of an illness, disease, injury or death caused or aggravated by their reserve military service. The LOD determines eligibility for medical benefits, incapacitation pay, medical continuation orders, and (for a disqualifying condition) disability retirement and/or severance pay through the Medical Evaluation Board (MEB) process.

A line of duty can be categorized into one of three types: Administrative, Informal (Initiated by the member's active duty medical treatment facility), or Formal (conducted for misconduct or questionable circumstances). Administrative LODs are for conditions such as an ankle sprain that would not require any additional medical treatment beyond the initial treatment at the MTF and would be documented in the member's medical records.

Informal LODs are for all conditions that would require follow-up treatment of an illness, disease or injury that was caused or aggravated by reserve military service. The Informal LOD is initiated at the active duty MTF by the military provider, using an AF Form 348. The military provider will fill out the first page of the AF 348 and either route the form to the member's active duty commander or give the member the form to take to his or her commander. The commander will then fill out blocks 13 – 17 on the second page of the AF 348. The member then sends the AF 348 along with the medical documentation, as well as proof of military status (i.e. orders or IDT print out) to their HQ RIO Detachment for processing. The HQ RIO Detachment will review the package for completeness and forward the package to the HQ RIO medical office (HQ RIO/IRM) for processing.

Formal LODs are for injuries that were sustained due to the member's own misconduct, or under questionable circumstances, and require an investigating officer to process. Formal LODs start as an Informal LOD and are accomplished by HQ RIO as needed.

## Top five answers viewed in the Financial Services Knowledge Base

Note: Links below are CaC enabled

1. **What are my PCS travel allowances?** [https://fmkb-crm.csd.disa.mil/app/answers/detail/a\\_id/16203](https://fmkb-crm.csd.disa.mil/app/answers/detail/a_id/16203)
2. **How does the advance pay process/request work?** [https://fmkb-crm.csd.disa.mil/app/answers/detail/a\\_id/16366/kw/16366](https://fmkb-crm.csd.disa.mil/app/answers/detail/a_id/16366/kw/16366)
3. **How many days of Temporary Lodging Expense (TLE) are authorized?** [https://fmkb-crm.csd.disa.mil/app/answers/detail/a\\_id/16400/kw/16400](https://fmkb-crm.csd.disa.mil/app/answers/detail/a_id/16400/kw/16400)
4. **How do I claim a secondary dependent for Basic Allowance for Housing (BAH)?** [https://fmkb-crm.csd.disa.mil/app/answers/detail/a\\_id/16407/kw/16407](https://fmkb-crm.csd.disa.mil/app/answers/detail/a_id/16407/kw/16407)
5. **Can I get my Dislocation Allowance (DLA) in advance?** [https://fmkb-crm.csd.disa.mil/app/answers/detail/a\\_id/16375/kw/16375](https://fmkb-crm.csd.disa.mil/app/answers/detail/a_id/16375/kw/16375)

The answers to these and other finance and travel related questions can be found online in the complete FSKB:

<https://fmkb-crm.csd.disa.mil/app/login/redirect/home>