

THE **READINESS REPORT**

FOR INDIVIDUAL RESERVISTS

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*The official publication of the
Headquarters Individual Reservist Readiness and Integration Organization*

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ABOUT HQ RIO

The Headquarters Individual Reservist Readiness and Integration Organization (HQ RIO) is located at Buckley Air Force Base, Colorado. Its mission is to seamlessly integrate wartime-ready Individual Reserve forces to meet Air Force and Combatant Commander requirements.

HQ RIO standardizes the processes for the Individual Reserve program. The IR force is comprised of Individual Mobilization Augmentees (IMAs), who are accountable to the Air Force Reserve Command and assigned to funded, active-component positions, and Participating Individual Ready Reservists (PIRRs), who participate for points towards retirement only. There are more than 2,700 enlisted members and more than 4,500 officers in the IR. IMAs and PIRR support more than 50 major commands, combatant commanders and government agencies.



Watch the "What is the Individual Reserve" video on YouTube:
<https://youtu.be/r0bMSNnYhUE>.

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NEWS BRIEFS

CY20 EDEB Invitation to Apply available online

The CY20 Air Force Reserve Enlisted Developmental Education Board (EDEB) will convene 14-18 May 2019, at the Air Reserve Personnel Center, Buckley Air Force Base, Colo. For further information go to <https://www.arpc.afrc.af.mil/News/Article-Display/Article/1748080/cy20-edeb-invitation-to-apply-available-online/>

Automated system combats Guard and Reserve evaluation backlog

Headquarters Air Reserve Personnel Center, Buckley Air Force Base, CO, has implemented an innovative new system to reduce the processing time for officer and enlisted performance reports. Since coming on-line in the fall of 2018, this automated system, created by developers from the Future Operations and Integration Directorate (DPX) at HQ ARPC, has processed nearly 20,000 officer and enlisted performance reports. For further information go to <https://www.arpc.afrc.af.mil/News/Article-Display/Article/1733463/automated-system-combats-guard-and-reserve-evaluation-backlog/>

AF Reserve strategic group looks to the future

The Air Force Reserve Future Force Framework, commonly referred to as AF3, is a year-long project directed by Lt. Gen. Richard Scobee, Air Force Reserve Command commander, to reform the organization's priorities. For further information go to <https://www.afrc.af.mil/News/Article-Display/Article/1743525/af-reserve-strategic-group-looks-to-the-future/>

\$40M available for start-ups, small businesses through Air Force Pitch Day

The Air Force is calling for submissions from start-ups and small businesses as it seeks to rapidly invest up to \$40 million at Air Force Pitch Day as part of a larger rapid contracting effort. Air Force Pitch Day is designed as a fast-track program to put companies on one-page contracts and same-day awards with the swipe of a government credit card. The opportunity affords small businesses access to the military market as well as non-dilutive capital, which is funding that does not require a company to share its ownership. For further information go to <https://www.afrc.af.mil/News/Article-Display/Article/1732303/40m-available-for-start-ups-small-businesses-through-air-force-pitch-day/>

IR Pay and Travel Reimbursement: Current and Future State Update

Headquarters Readiness and Integration Organization is showing significant progress reducing processing timelines for travel voucher processing. To see an update on our progress, go to <https://www.arpc.afrc.af.mil/News/Article-Display/Article/1752989/ir-pay-and-travel-reimbursement-current-and-future-state-update/>

Travel tips for Individual Reservists

did
you?
know

When submitting your myPers reimbursement incident you should use the links from the RIO website. (Travel: <https://www.arpc.afrc.af.mil/hqrio/IRTravel.aspx>; Pay: <https://www.arpc.afrc.af.mil/hqrio/IMA-RPO.aspx>) Do not mix different requests for pay and travel issues in a single myPers ticket as this will slow the processing time. Also, when requesting an update or adding information to a myPers incident, DO NOT open a new incident. Update the same incident you submitted previously.



Refer a friend to the Air Force Reserves

The Get1Now Program is a great way to keep the Air Force Reserve strong. Reservists can refer people they believe will make a great addition to the Air Force Reserve. Once a referral is verified as a qualified lead, the Reservist becomes eligible for one of many prizes. Visit the Get1Now website for info on how to refer candidates and to see the various prizes available at www.Get1Now.us.

Air Force ends promotion testing for E-7 and above

By Secretary of the Air Force Public Affairs



Rate increases are still within per diem and the DoD requires official TDY travelers stay in DoD lodging facilities when performing any portion of their TDY mission at a DoD installation. Travelers who do not obtain the appropriate non-availability letter or confirmation number will receive limited reimbursement for their lodging accommodations. (Courtesy photo)

ARLINGTON, Va. (AFNS) -- The Air Force announced today it is removing the Weighted Airman Promotion System testing requirement for active-duty promotions to the grades of E-7 through E-9, beginning this fall with the 2019 E-9/chief master sergeant promotion cycle.

The memo, signed Jan. 31, removes the phase one requirement for senior noncommissioned officers to test for promotion, allowing promotion boards to identify the best qualified Airmen to promote into the senior noncommissioned officer corps.

Prior to the policy change, promotions were conducted through a two-phase process. Phase one consisted of a Promotion Fitness Exam and Specialty Knowledge Test, while phase two consisted of a central evaluation board.

“We continue to transform talent management across the force,” said Lt. Gen. Brian Kelly, Air Force deputy chief of staff for manpower, personnel and services. “This adjustment focuses on performance being the driving factor we consider when selecting our senior noncommissioned officers. It also continues our work toward increasing transparency and making our processes simple.”

The Air Force will use a promotion board process similar to the board process used by officers.

“We trust this board process will continue to give senior leaders and commanders the greatest level of confidence that the right individuals are being selected for promotion to the top enlisted ranks,” said Chief Master Sgt. of the Air Force Kaleth O. Wright.

“We found that removing the testing portion will eliminate any possibility that Airmen without the strongest leadership potential might test into promotion, while also ensuring that our strongest performers continue to earn the promotion they deserve.”

Promotion boards will continue to score records using the current scoring process, as well as reviewing the last five years of evaluations and all awards and decorations. Decoration points will no longer be utilized because the board will consider all decorations during its review and score records accordingly.

Additional guidance will be published in an upcoming Air Force guidance memorandum or revised Air Force instruction after the last evaluation board is completed.



Reserve Citizen Airmen from the 482nd Fighter Wing on Homestead Air Reserve Base, Florida, perform a foreign object damage walk. The Chief of Air Force Reserve recently approved changes to the Active Guard Reserve program which will grow the program by six percent in the next three fiscal years. (U.S. Air Force photo/Senior Airman Jaimi L. Upthegrove)

Chief of Air Force Reserve approves changes to the Active Guard Reserve program

By Headquarters Air Force Reserve Command Public Affairs

The Chief of Air Force Reserve approved changes to the Active Guard Reserve program recently.

The Human Capital Management Leadership Team briefed Lt. Gen. Richard W. Scobee, Chief of Air Force Reserve, Headquarters U.S. Air Force, Washington, D.C., and Commander, Air Force Reserve Command, Robins Air Force Base, Georgia, providing viable options to meet end-strength requirements, as well as ensure readiness and lethality. Implementation of these changes are expected to occur September 2019.

Over the next three fiscal years, the AGR program will grow from 20 percent of Reserve full-time support to 26 percent. Therefore,

RIO Connect IMA Mobile Wingman App



The [RIO Connect IMA Mobile Wingman App](#) is the official mobile app of the Headquarters Individual Reservist Readiness and Integration Organization (HQ RIO) and is designed for Individual Reservists.



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the Human Capital Management Leadership Team was tasked to review current laws, policies and processes of AGR management to support the growth of the program and provide parity and longevity of other full-time forces.

Brig. Gen. Anne Gunter, Office of Air Force Reserve Personnel Director, Washington, D.C., worked with her Human Capital Management Leadership Team to ensure reservists have AGR opportunities as well as to improve effective manning and meet end strength for the Air Force Reserve.

“The Human Capital Management Leadership Team is aggressively working every day removing barriers and easing transition between statuses,” Gunter said. “We have begun a comprehensive review of all AGR policies, processes and systems to ensure lethality and readiness to provide an agile, combat ready force.”

The comprehensive review involved a working group of 30 Reserve Command members, across multiple functional communities, conducted a comprehensive review of the all AGR policies, processes and systems. The group spent more than nine months conducting a continuous process improvement, mapping processes, identifying gaps, and finally recommending policy changes to the HCMLT. As a result, the group recommended four main changes to the program that Scobee approved.

The implementation of the new policy is expected to take place with the publishing of a new Air Force Instruction. “The changes are not drastic, but rather intended to streamline decision making and processes, have flexibility for different career field needs, attract and retain talent while developing those future senior leaders, both officer and enlisted,” said Lt. Col. Karen Coltrin, Human Resources Business Integration, Washington, D.C., during a briefing to Scobee.

“The AGR Program offers Reserve Citizen Airmen another choice to serve in the Air Force Reserve that could better suit their needs and still meets the mission requirements,” Coltrin said.

Details of all changes will be announced shortly, but Headquarters Air Reserve Personnel Center will send a message regarding changes to the AGR Review Board. Since Scobee approved suspending the current AGR Review Board scheduled for April, ARPC’s AGR management team will work to manage all pending career status applications.

Pending extension requests will not be impacted and will continue to route to the appropriate approval authority. ARPC will conduct an out-of-cycle AGR Review Board for members needing a career decision before new policies are implemented in September 2019.

Scobee’s strategic priorities include: prioritizing strategic depth and accelerating readiness, developing resilient leaders, and reforming the organization.

AF Reserve strategic group looks to the future

By Maj. Jonathan Lee



Air Force Reserve Future Force Framework (U.S. Air Force graphic/ Jonathan Migel)

Almost 50 members of the Air Force Reserve team gathered here in January to help develop a strategic framework for the Air Force Reserve.

The Air Force Reserve Future Force Framework, commonly referred to as AF3, is a year-long project directed by Lt. Gen. Richard Scobee, Air Force Reserve Command commander, to reform the organization’s priorities.

“When it comes to identifying the future Reserve, nothing is off the table,” said Maj. Gen. Ken Lewis, AFRC deputy commander. “This framework will give us a picture to aim at, helping shape current policy, planning and programming efforts. Developing AF3 is going to be difficult, but it’s important work.”

The AF3 working group was comprised of people from each AFRC numbered air force, the Air Reserve Personnel Center, all AFRC directorates and the Reserve headquarters staff. Members broke into three subgroups: recruiting and retention, readiness and utilization, and future environmental factors.

The group will look to challenge operational and organizational assumptions to determine the best way to leverage Citizen Airmen’s strengths and provide the best value to the nation in the profession of arms.

“AF3 will help balance considerations like the high operations tempo, the demand signal for Reserve capabilities and the need to create white space for our members to revitalize our squadrons,” said Lt. Col. Alison Hamel, intelligence and cyber branch chief, who led the overall effort to organize the working group.

“With no growing defense budget and a minimal projected AFR end strength growth, the Reserve needs AF3 to guide how we’ll prioritize to get after the NDS objectives and stay in sync with the Air Force,” added Col. Carl Magnussen, AFRC plans division chief.

The AF3 team will reconvene in the spring and fall. In November, the working group’s results will be briefed to AFRC senior leaders.

(Maj. Lee is assigned to the Headquarters Air Force Reserve Strategy and Planning Division.)