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THE READINESS REPORT

FOR INDIVIDUAL RESERVISTS

INSIDE THIS ISSUE:

- *HQ RIO announces 2016 IRs of the Year*
- *IMA earns Alaska community service medal*
- *Pay at the Port streamlines MilAir travel*
- *Active duty opportunities for enlisted Defenders*



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

Table of Contents

- 3 News Briefs
- 3 Did You Know? Career tips for Individual Reservists
- 4 HQ RIO announces 2016 Individual Reservists of the Year
- 5 IMA recognized for service to Alaska
- 6 Profiles in excellence
- 8 Active-duty opportunities for Air Force Reserve Defenders
- 8 Policy restricting AirBnB use during official travel expected
- 8 40+ opportunities to support EUCOM
- 9 Stopping sexual assault--not just in April

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LEADERSHIP



*Col. Carolyn Stickell
Commander*



*Chief Master Sgt. Dolores Colella
Group Superintendent*



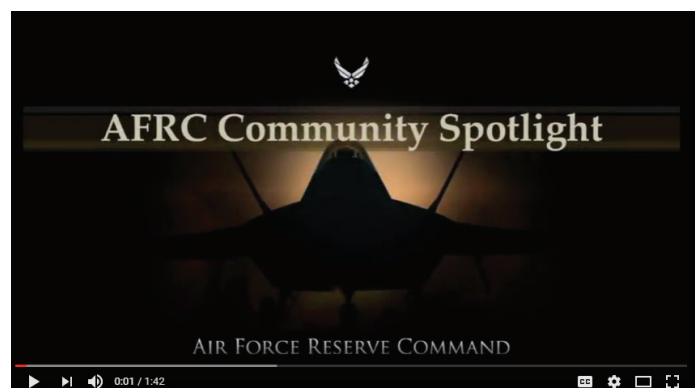
*Master Sgt. Wendy Barraza
First Sergeant*

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. Both IMAs and PIRRs augment active-component missions and are rated by active-component or government agency supervisors.

There are more than 2,700 enlisted members and more than 4,500 officers in the IR. IMAs and PIRRs support more than 50 major commands, combatant commanders and government agencies.



Watch >> the AFRC Community Spotlight of HQ RIO on YouTube:
https://youtu.be/SXGHTuLuB_k

NEWS BRIEFS

“Pay at the Port” streamlines travel expenses

Individual Reservists utilizing military air while traveling on official orders will soon begin using their Government Travel Charge Card when checking in at the passenger terminal.

The Pay at the Port program collects funds up front instead of using fund cites or a customer identification code.

The initiative streamlines the process of using military air travel by improving auditability, reducing Defense Finance and Accounting Service processing to collect travel funds, and collecting funds at the time of travel.

The launch of this program comes after Air Mobility Command successfully tested the program at Naval Station Norfolk, Virginia, Joint Base McGuire-Dix-Lakehurst, New Jersey, and Baltimore/Washington International Airport, Maryland. All AMC passenger terminals will utilize this program in the near future.

All Air Force travelers should activate their GTCC, know their PIN and increase their credit limits to cover all travel-related costs, which can be significant, especially when traveling overseas.

Individual Reservists with questions should contact the [IMA Travel Office](#).

Six-month wait for voluntary assignment actions enforced

The Air Force Reserve Command commander, the six-month requirement for voluntary assignment requests in AFI 36-2115, Assignments within the Reserve Components, will be enforced and wing commander or equivalent waiver authority is suspended, per a memo signed by Lt. Gen. Maryanne Miller.

This six-month wait period applies to voluntary and involuntary reassignments to the Individual Ready Reserves, voluntary and involuntary discharges, and retirements approved April 4 through Sept. 30, 2017.

For example, if a member was approved for retirement on April 4, their retirement date would be six months from that date, on Oct. 4.

The memo is part of an effort to maintain end-strength numbers through the end of the fiscal year. The six-month wait period is a long-standing policy and is not a stop-loss procedure.

The procedure does not apply to the following: Reassignments, discharges and retirements approved by the approval authority prior to April 4, 2017; Transfer to any active-duty component; Transfer to any AGR or EAD tour; Transfer within the Unit or IMA program; Transfer between the Unit and IMA program; Transfer to the IRR based on elapsed ETS with remaining MSO; Separation or retirement at ETS, HYTD, MSD or age 60; Conditional release to transfer to the Air National Guard; General officers and colonels; AGRs; IADT discharge from BMT or technical school; Disability discharge/retirement; ART retirement in lieu of involuntary admin discharge for cause or physical disqualification; Discharge or involuntary assignment for cause or physical disqualification with ETS prior to the six-month established effective loss date. Effective loss date must be adjusted to one day prior to the member's ETS in order to properly characterize military service.

Questions should be directed to the member's servicing [HQ RIO Detachment](#) or HQ AFRC/A1KK at aftc.a1kk@us.af.mil.

Did You Know?**Career tips for Individual Reservists**

Did you know IRs who are injured during a physical fitness test must report the injury immediately and check the box on the scorecard (AF 4446) that asks if the member experienced an injury?

After checking the box, the Fitness Assessment Center staff must sign the scorecard acknowledging the injury. Do not sign the scorecard. The IR should then proceed to the local military treatment facility for evaluation. The MTF must

provide a diagnosis and memorandum to the FAC summarizing their findings (sample memo in [AFI 36-2905](#), A15.1). If this process is not complete within five days, the FAC will enter the test score on the sixth day. If the original assessment is invalidated, the member will have five days to reaccomplish the non-waived portions of the test. If an AF 469, Duty Limiting Condition, is required, an additional five days from the medical evaluation date will be allowed for the form to be provided. Refer to AFI 36-2905 for full details.

HQ RIO announces 2016 Individual Reservists of the Year

By Master Sgt. Timm Huffman, Headquarters RIO Public Affairs

The Headquarters Individual Reservist Readiness and Integration Organization announced the 2016 Individual Reservists of the Year, April 4.

The award program recognizes the accomplishments of the outstanding Airmen who augment active-duty forces and government agencies world-wide. A team of Airmen from the Headquarters Air Reserve Personnel Center evaluated the nomination packages and selected the winners.

"These awards recognize the contributions our Airmen have made over the past year to their active-component organizations and are well-deserved," said Col. Carolyn A. Stickell, the HQ RIO commander. "They are a shining example of what Individual Reservists can bring to the fight, and these members truly exemplify the excellence we expect from the IR force. Congratulations!"

Individual Reservists of the Year



Non-commissioned Officer of the Year: Tech. Sgt. Khrysallis M. Santos, HQ RIO Detachment 2, Headquarters U.S. Forces-Japan, Yokota Air Base, Japan



Senior NCO of the Year: Senior Master Sgt. Wallace E. Wood, HQ RIO Detachment 3, 39th Information Operations Squadron, Det 1, Joint Base San Antonio-Lackland, Texas. Wood was subsequently named the Air Force Reserve Command SNCO of the Year.



Field Grade Officer of the Year: Maj. Wesley A. Skenfield, HQ RIO Detachment 2, 613th Air Operations Center, Air Mobility Division, Joint Base Pearl Harbor-Hickam, Hawaii



Company Grade Officer of the Year: Capt. Oriana S. Mastro, HQ RIO Detachment 2, Headquarters Pacific Air Force, Joint Base Pearl Harbor-Hickam, Hawaii

Turn to [page 6](#) to learn more about each of this year's winners

IMA recognized for service to Alaska

By Master Sgt. Timm Huffman

Maj. Ryan Tilbury, an Individual Mobilization Augmentee exercise planner with U.S. Pacific Command, recently received the Alaska Community Service Medal.

The medal, awarded by the state's governor, recognized Tilbury's six years of service on the state's Veterans Advisory Council.

Alaska has the highest per capita veteran population of any state, with nearly one third being either a veteran or a family member. The council, which is made up of veterans from communities around the state, is tasked to listen to veterans in their communities and bring informed recommendations about their needs to the state Office of Veteran's Affairs and the governor.

During his two terms on the council, which ended in 2016, Tilbury championed a number of initiatives to improve the lives of the state's many veterans. He said he applied in 2010 and was appointed by then-governor Sean Parnell. Tilbury said service on the council included meeting several times each year as a group to discuss issues facing Alaskan veterans, as well as meetings with the governor and legislature to make recommendations for possible implementation.

"We have become a very visible group to our legislators who regularly seek our guidance when we meet with them during the legislative session," said Tilbury.

During his six years on the council, Tilbury was instrumental in the passage of a number of laws. According to Verdine Bowen, the state director of the Office of Veteran's Affairs, 30 percent of what went before the legislature during Tilbury's tenure was passed into law. Bowen said the Air Force Reservist was critical to passing several laws, including one allowing veterans to receive a special identifier on their driver's license and one that awards civilian college credit for training and experience gained in the military. Tilbury also lobbied for, and gained, a veterans seat on the Alaska Workforce Investment Board to represent the employment and training needs of veterans and transitioning military members.

"He's an all-around kind of guy and is the type of Reservist you want to have," praised Bowen.

Tilbury said he appreciated the opportunity to serve with the council's other veterans, whose service spanned conflicts back to the Korean War.

"Many of these Veterans participated in combat and rescue operations," he said. "Their stories and service are awe inspiring, as is their passion for improving the

lives of our veterans."

Supporting veteran's issues is not the only way the Minnesota native has fostered community well-being in the "Last Frontier" state. For the past 14 years, Tilbury has worked as a K-12 school guidance counselor in a rural school district that includes about nine interior villages, all but two of which are accessible only by plane, boat or snow machine. In that role, he also supports the many home school students in the state's Raven Homeschool Support Program.

Tilbury has also been very active in his Air Force career. He came to the IMA program from the Alaska Air National Guard in 2007 and first served with U.S. Forces Korea as a joint airlift officer supporting non-combatant evacuations of the Korean Peninsula. Today, as an exercise planner for PACOM, he supports multinational exercises Keen Edge, Key Resolve, Ulchi Focus Guardian and Cobra Gold.

Cobra Gold, which ran Feb. 13 to 24, was his most recent mission. Tilbury spent the two weeks working alongside his Thai counterpart in the exercise control group, or white cell. The white cell is responsible for injecting scenarios into the exercise that participants must navigate. He said that, in addition to being a great way to escape the long, dark and cold Alaskan winter for a couple weeks, the exercises are a great opportunity to collaborate with military members from partner nations. Cobra Gold, for example, is held in Thailand and also includes military forces from Indonesia, Singapore, Japan, Malaysia and the Republic of Korea.

Tilbury said the exercises allow the participants to share expertise, learn to solve problems together and build camaraderie across militaries. Cultural and language barriers present some challenges, he said, but they are nothing the team's singular focus doesn't overcome.

"The differences are smoothed over by a sense of team work and mission and everyone comes together under that," he said, adding that another benefit of the exercises is goodwill and friendships that form over time.

The IMA said he will continue working with some of the same partner nation officers in the coming months and years at planning events and exercises.

The flexibility of the IMA program is one of Tilbury's favorite benefits of the unique Reserve program. IMAs are part of the Individual Reserve, which also includes participating individual ready reservists. They are assigned to active-component organizations and government agencies all around the world. IMAs work with their assigned unit to develop a custom duty schedule that often accommodates both the reservist's and unit's needs. He has also enjoyed working in the joint environments at PACOM and USFK.

PROFILES IN EXCELLENCE

Meet the 2016 Individual Reservists of the Year

Maj. Wesley A. Skenfield, Field Grade Officer of the Year

Maj. Wesley A. Skenfield, the senior director at the 613th Air Operations Center, Air Mobility Division, Joint Base Pearl Harbor-Hickam, Hawaii, was named 2016 Individual Reservist Field Grade Officer of the Year.

As an AOC/AMD senior director, Skenfield is the focal point for command and control of all air mobility missions. He said he relies on his 13 years of active-duty operational experience when making critical decisions and recommendations to commanders. Some of the accomplishments that went towards earning Skenfield the annual award included supporting several presidential trips to the Pacific theater, coordinating five urgent air evacuations for life-saving care and, as one of the Air Force's only IMA pilots, flew more than 20 sorties and instructed more than 40 active-duty students in the C-17.

Skenfield has served as an Individual Mobilization Augmentee for the past two years. The rated aviator, who has over 600 hours of combat flying and 4,000 hours total, left active duty to focus on his family and professional career.

"After 13 years on active duty, it was time for my family to settle down for a while," said Skenfield, who just finished his first year as an Alaskan Airlines first officer. "The IMA program provided options to use my military expertise and to continue my professional development."

Skenfield said the active component also reaps benefits from the IMA program, such as the flexibility to bring someone in when there are personnel shortages due to TDYs, deployments, and other issues, as well as the continuity they bring to organizations where members are normally reassigned every couple of years.

"IMAs... are a very efficient method for augmenting Air Force personnel," he said.



Capt. Oriana S. Mastro, Company Grade Officer of the Year

Capt. Oriana S. Mastro, a political military affairs strategist at Pacific Air Force, Joint Base Pearl Harbor-Hickam, was named the 2016 Individual Reservist Company Grade Officer of the Year.

Mastro is an expert on the Chinese military and security policy. She holds a doctoral degree from Princeton University and is currently an assistant professor of security studies at Georgetown University and a Stanton Nuclear Fellow at the Council on Foreign Relations.

Her expertise on the Chinese military is widely recognized. She recently completed two years as the China Strategist on the Chief of Staff of

the Air Force's Strategic Studies Group. She is also a certified regional area strategist in China. Some of the accomplishments that contributed to Mastro earning the annual CGO award included work on top-level strategy meetings and plans, briefing top military leaders on regional affairs and serving as lead China strategist at the 2016 PACAF Warfighter Symposium.

Mastro's joined the Air Force as an IMA in 2009 after spending most of the preceding decade learning and training to be a China military specialist. She said joining the Air Force has taught her many things her civilian job as an academic hasn't, such as resiliency, leadership and a sense of service. She cited the camaraderie and ability to contribute to real-world strategy as top benefits of joining the service.

"I spend a lot of time researching and writing, and the fact that I can disseminate my knowledge directly to the people who care about security in the Asia-Pacific [theater] is personally rewarding," she said.

Mastro added that serving in the Air Force while also on a tenure track at Georgetown University is demanding but she feels that serving in the military lends her credibility and this award validates her efforts.

"This award makes me feel like I'm doing the right thing, that I belong in the Air Force," she said. "Also, the fact that my active-duty unit took so much time to put together my nomination package made me feel appreciated, like I am a valuable part of the team."

Continued on page 7

Profiles in excellence, continued

Senior Master Sgt. Wallace E. Wood, Senior Non-Commissioned Officer of the Year

Senior Master Sgt. Wallace E. Wood, the Individual Mobilization Augmentee to the fusion analyst superintendent at 24th Air Force, Joint Base San Antonio-Lackland, Texas, was named the 2016 Individual Reservist Senior Non-Commissioned Officer of the Year and was subsequently named Air Force Reserve Command SNCO of the Year.

Wood has served as an IMA since he left the Navy 12 years ago.

"I like to tell people that when I crossed over to the sky-blue service as an E-5, I was issued a first name, a place at the table and the freedom to voice my opinions and inferences," he said. "Even though I still twitch from time to time, I am thankful I made the switch."

In addition to having his insight and expertise recognized, Wood said he thinks the IMA program brings great flexibility to the active-component and that a well-managed reserve program is irreplaceable. He added that the program has allowed him to pursue multiple goals at once and to serve on long-term orders supporting a variety of projects that ultimately enhanced his career.

Wood's award recognizes the contributions he made supporting the 39th Information Operations Squadron on long-term orders. In this role, he stood up the training detachment which provides advanced cyber operations and intelligence training to over 350 personnel annually in the Air Force's only Information Operations and Cyber Formal Training Unit. In addition to establishing the detachment, Wood led the training of 382 cyber and intelligence Airmen in five courses and 19 classes, developed requirements for a \$12.7 million building upgrade and expanded the training staff by 300 percent. His efforts saved the Air Force \$1.9 million in annual travel requirements.

As an IMA at 24th Air Force, Wood advises and assists the director of intelligence, surveillance and reconnaissance (ISR) by developing and maintaining cyber intelligence requirements in support of combatant commanders and war contingency planning. In addition, he conducts combatant command operations plan analysis to determine intelligence gaps and also coordinates and directs the dissemination of intelligence reporting.

"An Individual Reservist can set and achieve goals, can lead, can form strong bonds with subordinates and superiors, and can advance his or her career just like the active component."

-Senior Master Sgt. Wallace Wood

Wood said the award is recognition and appreciation for the presence and support the reserve component provides.

"It's a reminder that a reservist isn't limited," he said. "An Individual Reservist can set and achieve goals, can lead, can form strong bonds with subordinates and superiors, and can advance his or her career just like the active component."

Tech. Sgt. Khrysallis M. Santos, Non-Commissioned Officer of the Year

Tech. Sgt. Khrysallis M. Santos, the non-commissioned officer in charge of the command center reports section at Headquarters, U.S. Forces Japan command center, Yokota Air Base, Japan, was named the 2016 Individual Reservist Non-Commissioned Officer of the Year.

Santos was a traditional reservist until she transferred into the IMA program in 2014 and enjoys the opportunities it has offered her to expand her career and work directly with the active component at locations around the world. She finished cross training into her current Air Force specialty about a year ago and hasn't wasted time making a name for herself.

In her current role with USFJ, she has a variety of responsibilities, including early missile warning, training personnel, keeping the commander apprised and assisting with writing policy. In addition to the 2016 IR NCO of the Year, she was also named the Air Force Reserve Command, Command and Control NCO of the Year and HQ USFJ NCO of the 4th Quarter.

Some of the accomplishments that contributed to Santos earning the annual IR NCO award included writing and implementing several new processes, coordinating rescue efforts for three downed aircraft, tracking 70 missile events and managing 22 situation reports for a 2016 presidential visit to Japan.

Santos said she had wanted to cross train for many years but wasn't able to until coming to the Individual Reserve. She said she's looking forward to opportunities to expand her career even further by pursuing positions in other parts of the world.

In addition to the many opportunities for career advancement in the IR, coming from the world of structured drill weekends and annual tours, Santos appreciates the flexibility in scheduling that comes with IMA jobs.

She said that the ability the program has given her to work side-by-side with the active duty has been an immersive learning opportunity.

Active-duty opportunities for Air Force Reserve Defenders

The Air Force is currently looking for Reserve Security Forces Airmen who are interested in returning to active duty.

This opportunity is for enlisted members of any grade and skill level but does not apply to officers. This is not the Voluntary Limited Period of Active Duty program in which a member receives a three-year order; VLPAD is for officers.

To initiate the process, visit an active duty recruiter. They will provide the DD Form 368, Request for Conditional Release, which the member must complete with their unit. Once processed, the member may enter the active-component of the Air Force with normal enlistment commitments.

High Year Tenure rules apply. For example, a senior airman with six years in service can only enlist for two years, as their HYT is eight years.

The member's unit commander is the release approval authority. Once that is obtained, the member will need to be accepted into REGAF service.

For more information about this opportunity, please contact Chief Master Sgt. Trevor Dettmer, 3P MAJCOM Functional Manager, 478-361-0107 (DSN 497), or trevor.dettmer.1@us.af.mil.



Policy restricting AirBnB use during official travel expected soon

ARPC/FM has recommended Individual Reservists no longer utilize AirBnB (and similar lodging options) when traveling on orders as those locations are not

considered suitable or commercial. Forthcoming Air Force policy will likely disallow, or limit to the

on-base rate, lodging reimbursement to members who opt to utilize that service. Some active-component organizations have already begun denying reimbursements.

The policy will likely not contain a grace period to cover those using AirBnB.

As a reminder, all travelers are required to utilize the Defense Travel System (DTS) or Travel Management Company (TMC, formerly CTO) when making lodging arrangement. Not utilizing DTS or TMC may make lodging charges non-reimbursable. The TMC is CWT SATO Travel.

Questions and concerns should be directed to the [IMA Travel Office](#).

40+ opportunities to support EUCOM

There are currently more than 40 requests for reserve support in Europe, including several 180+ day opportunities.

To view these and many other volunteer opportunities, log into your ARCNet account via the [Air Force Portal](#), select the VRS tab and then Volunteer Opportunities. You can

search based on a number of fields, including AFSC, Grade and/or Location (country, major command, combatant command, etc.). Follow the posted instructions for each position to apply.

Reservists should coordinate with their regular, active-component supervisor throughout the volunteer process and must have their approval prior to accepting any voluntary tour offer.

Please direct any questions to your servicing [HQ RIO detachment](#).

**HOW TO FIND
VOLUNTEER
RESERVE
OPPORTUNITIES
IN VRS**

Stopping sexual assault--not just in April

By Chief Master Sgt. of the Air Force Kaleth O. Wright

The truth is, the vast majority of Airmen we serve alongside have never – and will never – sexually assault another person in their lifetime. Let me say it again for the people in the back – the vast majority of our Airmen HAVE NEVER and WILL NEVER harm another person. Hard stop.



Chief Master Sgt. of the Air Force Kaleth O. Wright

But the ability and the responsibility to stop sexual assault does not begin and end here. Every survivor, and every Airman who has ever served in a unit impacted by these acts, can tell you first hand it has the same effects as a natural disaster. It's very real, very devastating and leaves a trail of total destruction in its wake.

Airmen are the heart of our Air Force. With Airmen, the mission will never fail; without them, the mission will not succeed. And sexual assault deeply and severely impacts our ability to perform the mission.

Every Airman, on their own or together in a group, has the ability to stop this behavior in its tracks. April is Sexual Assault Awareness and Prevention Month, but putting an end to this devastation within our ranks requires each of us to be engaged, every day, all year round.

Every Airman who demands professionalism in their workplace and in their unit, who insists their fellow Airmen treat each other with dignity and respect, and who

enforces professionalism through their words and their deeds is taking action to eliminate assault. Every Airman who embodies our core values every day, on and off duty, in and out of uniform, is supporting a survivor, whether they realize it or not.

Our Airmen are the best the world has ever seen. They're the best at what they do – from fighting fires to calling in air strikes to defending our bases. Our Airmen are also our best asset for stopping a sexual assault before it happens. Their professionalism and dedication is what generates airpower and allows us to fly, fight and win. That same dedication, when applied to taking care of their fellow Airmen, is what will eliminate these damaging behaviors from our ranks.

People sometimes define integrity as “doing what's right when no one is looking.” Integrity is also doing what's right when EVERYONE is looking. Understanding how to recognize opportunities for intervention is what stops unsafe or unacceptable behaviors. That can be learned, and it's fairly easy. Speaking up when no one else has – that's the hard part.

But I promise you, when a situation arises that just doesn't “feel right” or when someone isn't doing what's right, there are other Airmen hoping someone will speak up. That someone is you. Your fellow Airmen are looking to you to have the courage to speak up, to do the right thing when no one else will.

The vast majority of Airmen will never sexually assault another person. But EVERY Airman can be the one to make sure it never happens within our ranks. Today, tomorrow and every day. I'm counting on you – and the Airmen to your left and right are counting on you – to be the one who puts an end to sexual assault in OUR Air Force. I have your back in this fight and I'm asking you to have mine ... not just in April.

