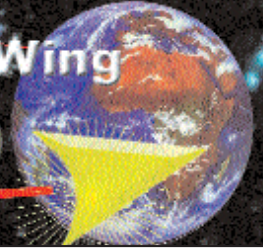


MISSILEER



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Not an option



Designated drivers, prevention key to not getting DUI
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Building careers



Civilian team charts course for success up to retirement
Page 10-11

Golf for CFC



CGOA drives for record donations to charity fund-raiser
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ISS/SSS, AFIT selections made

The following individuals were chosen for Intermediate Service School/Senior Service School and AFIT:

To Army War College
Lt. Col. Anthony J. Cotton
45th Operations Group

To Air Command and Staff College
Maj. Michael A. Reschke
Detachment 2, 605th Test Squadron

Maj. Robert V. Huckleberry
45th Operations Support Squadron

To Air Force Institute of Technology
Capt. Matthew J. Lupone
Detachment 1, 45th Mission Support Group



On your mark ...

Getting the jump on the new Air Force Fitness Test, members of the 45th Space Wing take part in Wednesday's early bird run. More than 200 wing members showed up at 6 a.m. to participate in the run at Patrick and another 225 at Cape Canaveral Air Force Station. New Air Force fitness standards take effect in January. (Photo by Airman 1st Class Shaun Emery)

Wing IG awarded Bronze Star for OIF

By 1st Lt. Warren Comer
45TH SW PUBLIC AFFAIRS

The 45th Space Wing Inspector General was awarded the Bronze Star for distinguishing himself by meritorious achievement as the 386th Expeditionary Mission Support Group deputy commander during Operation Iraqi Freedom.

Lt. Col. Frank Miles deployed in December before the buildup of forces in Southwest Asia and was responsible for ensuring that the contingency base was capable of supporting roughly 2,000 military personnel skyrocketing

to about 13,000 troops from all branches of service.

The Bronze Star is awarded to any person who, while serving in any capacity in or with the military of the United States, distinguishes himself or herself by heroic or meritorious achievement or service while engaged in an action against an enemy of the United States or while serving with friendly foreign forces engaged in an armed conflict against an opposing armed force in which the United States is not a belligerent party.

"The biggest mission we had was to provide air control operations for

Operation Southern Watch before the war started," said Lt. Col. Miles. "We also staged the Predator drones from there."

According to Lt. Col. Miles, his award was a direct result of all the people working with the bare minimum of supplies and resources that made their mission a success.

"The folks who were there did a terrific job handling the influx. We were probably the only base involved in OIF that could have three hot meals a day, even when operations commenced," he

See BRONZE, Page 5

START ... Get it!



By Brig. Gen. Greg Pavlovich
45TH SW COMMANDER

It's been another beautiful and busy week on the Space Coast. We started the week off the way I like - with word of another award winner here at the 45th Space Wing. Capt. Greg Milliman, 45th Operations Support Squadron, was selected as the United States Air Forces in Europe Airfield Operator of the Year. He earned this while serving as the deputy airfield operations flight commander at the 48th Fighter Wing at RAF Lakenheath, United Kingdom. As you can imagine, our airfields overseas are busy. The fact that Capt. Milliman was singled out over his counterparts is a tribute to his hard work. It also shows we've once again done a fine job of recruiting the best folks here. We're glad to have him as our airfield operations flight commander.

Similarly, we received more good news with the award of another Bronze Star medal. Our third recipient is Lt. Col. Frank Miles, 45th Space Wing inspector general. Lt. Col. Miles deployed as the deputy commander for the 386th Expeditionary Mission Support Group at Ali Al Salem Air Base in Kuwait. For six months he helped lead the wing through the challenges of a rapid beddown of 13,000 personnel and then the subsequent dismantling and closure of the base once major combat operations were over. What a warrior! Read the full story on his start-to-finish accomplishments in this week's front-page story.

Another accomplishment story you need to check out is on Page 10-11 - a feature on our Civilian Force Development Shark Team. This is a wing program I'm especially proud of since it was borne out of the feedback from last year's Air Force Climate Survey and the January wing-wide civilian survey. The team has been busy addressing issues and concerns voiced by our civilian workforce. Once you read about their progress I think you'll agree that this group of professionals is truly committed to making our wing a better place to work. I think you'll also understand why you need to take the time to voice your opinion in this year's survey. The survey theme is "Speak Today, Shape Tomorrow." I promise you, we pay attention to the results. Last year there were 600 pages of

comments and we went through them all. You have until Nov. 23 to participate, but why wait? Log on to <http://afclimatesurvey.af.mil/> and give me your feedback today.

Speaking of feedback, the reviews are in from last week's Company Grade Officers' Association Golf Tournament and they are all good. The tournament, sponsored in support of the Combined Federal Campaign, drew more than 100 golfers. The weather turned out just fine for the event and, as a result, the forecast is great for our youth programs, which will be on the receiving end of about \$800. Special thanks to CGOA president Capt. Assad Samad, golf tournament chair Capt. Bryan Ford and all of the company grade officers who helped pull this event together. These fundraising campaigns are the spirit of what CFC is all about. Another participation opportunity exists this weekend when the Commissary is supporting us with bagger positions. Call 494-8765 to get involved. Remember, the CFC campaign only runs through October. We're halfway through the campaign so if you've been meaning to participate, now is the time. Make contact with the key worker in your organization.

This week we participated in the Air Force-wide re-introduction of the 1.5-mile run as the new fitness test. About 425 airmen participated at Patrick and the Cape to show their commitment to this change. Hopefully this run found you in good shape. If not, you need to spend the next three months getting ready.

A good way to start off on the right foot - literally and figuratively - is to attend the Running Clinic sponsored by the Health and Wellness Center on Oct. 29. The class provides information on starting a running program, proper shoe selection, and injury prevention. It is going to be at the Cape in the E&L Bldg, Rm. 1525, from 9-11 a.m. Please call 494-2660 to register. There was a lot of good feedback from the previous session held at Patrick AFB, so don't let this opportunity pass you by ... January will be here before you know it. Be ready.

Some other folks starting off on the right foot this week were our First Term Airmen Center graduates who just completed their two-week Patrick AFB and Air Force orientation. Graduating from this month's class were Airmen 1st Class Gregory Clay and James Ravetta and Airmen Megan Byers, Cedrick Clicquot, and Trashelle Greer. Join me in welcoming them to the 45th Medical Group and Patrick AFB - what a great place for them to start their Air Force careers.

These airmen are coming to the base at an exciting time as we undergo some sweeping


changes in our organization. Next week we will - among other things - deactivate the 45th Maintenance Group and stand up a new 45th Launch Group. This will not only streamline and more appropriately align the squadrons in our operations and maintenance groups, but will more fully integrate our acquisition and development personnel under the 45th mission. While our Space and Missile Systems Center personnel have always been our mission partners, this transformation formalizes that relationship.

Gen. Lance Lord, commander of Air Force Space Command, will be the presiding officer at our transformation ceremony Thursday at 9 a.m. to mark these organizational changes, which are being implemented here and at Vandenberg AFB, Calif. Because these are historic times for the wing, numbered air force and command, we're holding the ceremony at the Air Force Space and Missile Museum at the Cape. We'll be running shuttle buses out to the event beginning at 7:15 a.m.

I hope you'll join us as we embark on this next chapter in our history. God bless!



Capt. Bryan Ford drives a ball at Manatee Cove Golf Course Oct. 10 during the Company Grade Officers' Association Golf Tournament to benefit the Combined Federal Campaign. (Photo by 1st Lt. Warren Comer)

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AF unveils force development plan

By Tech Sgt. David Jablonski
AIR FORCE PRINT NEWS

WASHINGTON — Air Force leaders are launching a spread-the-word tour in November to explain force development, a new system that transforms how the service will train, educate and assign people to meet mission challenges.

Teams led by major command general officers will visit every base to explain the details of this initiative and to ensure officers understand the concept, policies and procedures.

Although the first phase of implementing force development targets processes affecting members of the officer corps, all elements — enlisted, civilian, Reserve and Air National Guard — will eventually benefit from the force development construct, said Air Force Chief of Staff Gen. John P. Jumper.

"Force development is all about getting the right people in the right job at the right time with the right skills to fight and win in support of our national security objectives, now and in the future," he said. "It will result in significant changes to our current program of officer progression."

As the chief of staff's "change agent" for force development, the Air Force Senior Leadership Management Office is leading this effort. AFSLMO officials are working with key Air Staff and Air Force Personnel Center leaders to reassess and transform how the Air Force educates, trains and assigns the total force.

Current and future phases of this transformation will include adjustments to officer academic and professional military education and professional development processes, enlisted

professional development and professional military education programs, management of senior enlisted leaders and development of Air Force civilian employees.

According to the AFSLMO director, Brig. Gen. Richard S. Hassan, force-development doctrine consists of three levels: tactical, operational and strategic.

At the tactical level, airmen will continue to concentrate on learning primary skills.

At the operational level, airmen begin developing complementary skills and an understanding of the broader Air Force perspective. They will learn how a wide variety of individual capabilities combine to complete an organization's mission as well as the Air Force's and its joint partners'.

At the strategic level, airmen combine skills and experiences to develop a knowledge base that extends beyond the Air Force into Defense Department, interagency and international arenas.

"This is a huge cultural shift for our institution," Brig. Gen. Hassan said. "Force development is about better development and better utilization of the total force. It also takes into account that all airmen will not necessarily need to be, or want to be developed through all

three levels. We need great tactical and operational leaders in our Air Force and as the chief said, we will value each and every one of them, at all levels."

Brig. Gen. Hassan compared the force development construct to the way the Air Force fights.

"When we've gone to war we (have) thought about it in terms of doctrine — how we would employ forces," Brig. Gen. Hassan said. "For example, you don't send an

“ Force development is all about getting the right people in the right job at the right time with the right skills to fight and win in support of our national security objectives, now and in the future. ”

Gen. John P. Jumper
AIR FORCE CHIEF OF STAFF

(Airborne Warning and Control System) or (Joint Surveillance Target Attack Radar System) over enemy territory uncovered. We deploy our assets in an integrated fashion, not one at a time. But we didn't do the same thing with our people. In the current system, we think about officers and everybody else all separately, and in some cases leave them uncovered."

It is all about taking care of the Air Force's most valuable resource, Brig. Gen. Hassan said.

"What force development does is recognize their value, consider their expectations and provide them with the right set of skills to help them be the best they can at what they do," he said.



Commander Q&A :

Q: What is the mission of the 45th Services Squadron?

A: To enhance readiness and well being by providing quality of life services to the 45th Space Wing community. Our motto is "Service Beyond Expectation."

Q: What impacts do quality of life improvements make on personnel morale and readiness?

A: Quality of life improvements are in essence a hidden force multiplier. When at a deployed location, we know our families are well taken care of allowing us to fully focus on getting the job done.

Q: What has been the biggest QoL improvement on base?

A: With the support of the wing and 45th Mission Support Group, the 45th SVS has

**Lt. Col. Jack Sproul
45th Services Squadron**

continually improved all of our 27 activities throughout the wing. We have spent more than \$2.1 million in appropriated and non-appropriated funds for new equipment and materials and upgrades to facilities. We serve people from the cradle to the grave and have the best team to accomplish our mission.

Q: Why is Services so important to the people of the 45th SW?

A: Services supports the Air Force and space launch mission by contributing to military readiness and improving productivity through programs promoting fitness, esprit de corps and quality of life. It is through these fundamentals, coupled with teamwork, positive attitudes and flexibility, that our total force capabilities are advanced as well as ensuring family member support.



Historic visit

Anne Bonne, clothed in period dress, views historical artifacts inside the Cape Canaveral Lighthouse on Cape Canaveral Air Force Station Oct. 9 during a tour visit. Ms. Bonne, a member of the United Daughters of the Confederacy, presented CCAFS officials with a certificate making the lighthouse a historical monument by their organization. (Photo by 1st Lt. Warren Comer)

Upgrades at CCAFS entrance protect guards, workers

By Airman 1st Class Shaun Emery
45TH SW PUBLIC AFFAIRS

Crews continue to work on construction at Cape Canaveral Air Force Station's South Gate.

Construction began Oct. 2. The interior of the guard building is being renovated and lightning protection is being installed. A 150-foot lane extension is being added to the southern most inbound lane for semi-truck inspection. Current construction will interfere with outbound lanes. Construction on inbound lanes is scheduled to begin in late November.

According to Laura Ulrich, 45th Civil Engineer Squadron projects manager, all construction should be completed by late February, at a cost of \$370,000.

"The original reason for this construction was for police officer protection from lightning," said Bob Davis, chief of range security. "We wanted our officers to be able to check incoming traffic without being subjected to the weather."

"We received force protection money and anti-terrorism money in addition to the funds for the renovations to make additional upgrades," Mr. Davis added.

"From a security standpoint, we want to improve the safety of our guards and police officers. They are our first line of defense against unauthorized entry at the Cape," said Ms. Ulrich.

"It's going to take an extra 10 minutes for commuters to get through the gate," said Mr. Davis. Cape security officials remind drivers to follow posted speed limits and watch for construction workers in the area. Those driving over the speed limit will receive a ticket.

**BRONZE, cont.
from Page 1**

said.

Lt. Col. Miles oversaw many programs that directly enhanced force protection and quality of life. Through his leadership, the 386th EMSG added 25 new dorms, added 840 additional billeting spaces and a recreation complex.

Once OIF kicked off, Lt. Col. Miles worked with many different organizations on the base to insure that everyone was in the proper Military Orientated Protection Posture during numerous declared Iraqi attacks.

"If I could slice up this award (Bronze Star) into 600 pieces, I'd give one to each person that helped out there," said Lt. Col. Miles.



Lt. Col. Frank Miles

"It was a total team effort."

Lt. Col. Miles also credits his family with being able to cope with not seeing him for almost six months

"It was absolutely great knowing that my family could deal with problems on their own, especially when one member is away," he said. "Whether by themselves or through other relatives, my family gave me the ability to focus on the job at hand."

Look-alike DFAS sites not official

Officials warn against hoax Web pages that target DoD employees

ARLINGTON, Va. (AFPN) — Officials here caution the 2 million military and civilian users of myPay to use only the official Web site when accessing pay account information.

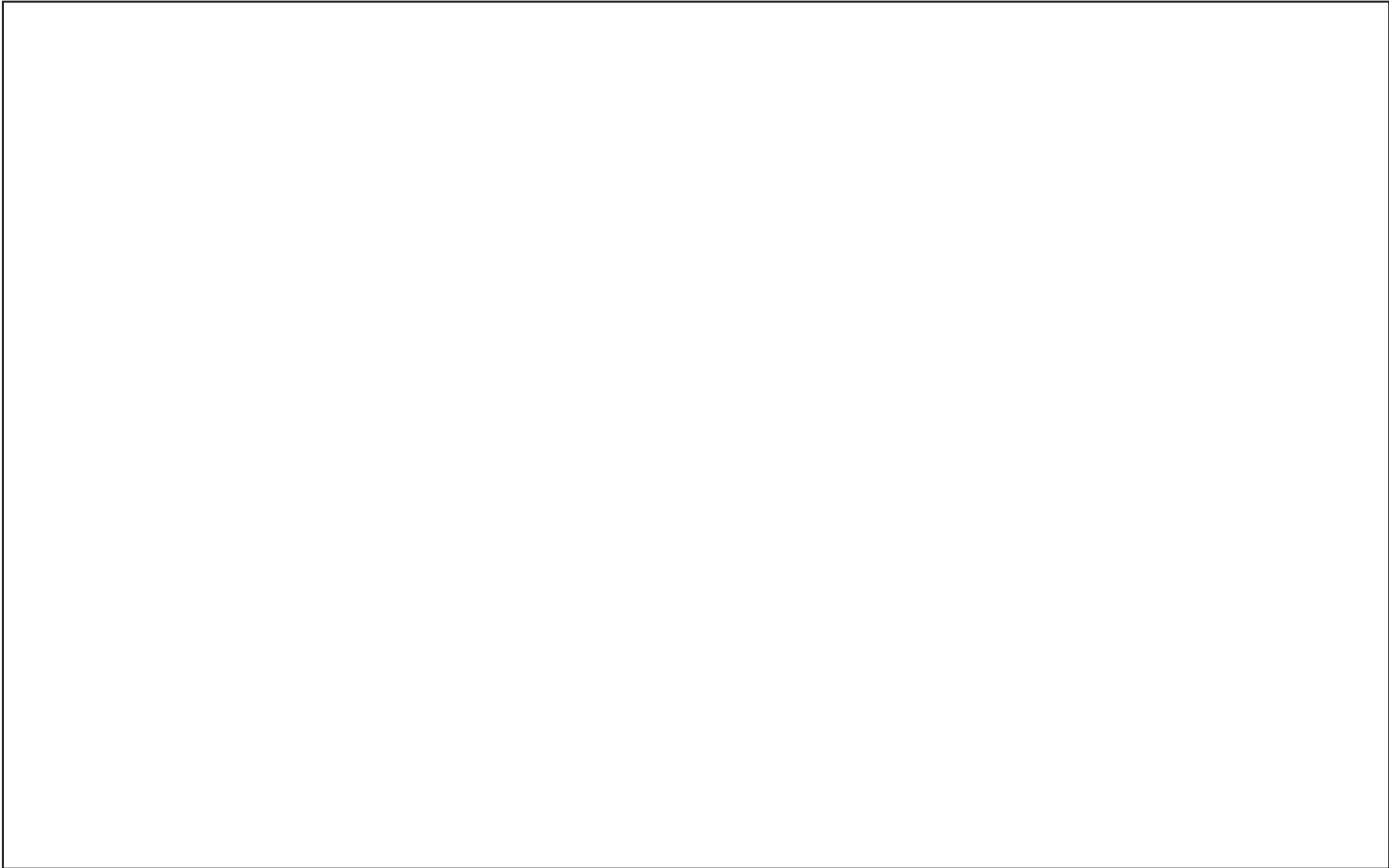
"Personal information is valuable and should be safeguarded," said Claudia L. Bogard, director of corpo-

rate communications for the Defense Finance and Accounting Service. "Don't provide your personal information to any Web site unless you know it can be trusted."

Look-alike sites have recently frustrated myPay customers who have been confused by accidentally finding their way to a commercial site that is in no way affiliated with DFAS or the Department of Defense.

MyPay is a secure, DFAS-operated Web site that lets active-duty, National Guard and Reserve servicemembers, civilian employees, and military retirees and annuitants take charge of their pay accounts online.

The DFAS myPay Web site is found at <https://my-pay.dfas.mil/>.



DUI: No excuses

By Ida Barry

45TH SW PUBLIC AFFAIRS

Many things in life are unavoidable, but getting a Drinking Under the Influence offense is one thing that is 100 percent preventable.

"Saving a career and possibly a life is smart - drinking and driving is not," said Bill James, 45th Ground Safety occupational safety supervisor. "The 45th Space Wing leadership and Safety Office continually stress the options available to personnel other than getting behind the wheel after drinking alcohol."

Every newcomer to the Space Coast is briefed on wing programs and alternatives to drinking and driving. According to Mr. James, information is constantly disseminated through whatever means possible to reach everyone on Patrick Air Force Base and Cape Canaveral Air Force Station.

"Each first sergeant is more than willing to go and get anyone, at anytime, with no questions asked," said Master Sgt. Michael McCrea, 45th Mission Support Squadron first sergeant. "I would rather give someone a ride home from a bar at 2:45 a.m. than pick them up from jail."

One of the best ways to avoid a DUI is having a plan prior to going out.

"Before a person takes that first sip of alcohol, a person needs to have a plan and stick with that plan - a way to get home plan," said Mr. James. "The risks will always be there when you get behind the wheel, but when you put something in your body that's going to impair your decision-making, the risk escalates."

Those services on base that serve alcoholic beverages such as the Manatee Cove Marina, Bowling Alley and Manatee Cove Golf Course have a designated driver program that serves the designated driver free non-alcoholic drinks all night.

The Officers' and NCO clubs offer the same program with a bonus to the designated driver of a Sunday brunch at the Officers' Club.

A drunk driver is considered lucky if a cop stops him instead of a head-on collision according to Maj. Lynden Skinner, 45th Security Forces commander.

"Although the legal consequences of the offenders' actions are severe to their ego, social life, career and financial status, they are not as severe as death or injury to the offender, passengers, or victims in another vehicle they may injure by their careless act," he said.

Designated drivers and other programs are there for personnel to utilize - from calling a friend, using the various internal squadron and first sergeant programs, or pocketing extra cash for a taxi.

"There is no reason why anyone should drink and drive," said Mr. James.

Mandatory call scheduled

There is a mandatory Officers' Call at the Officers' Club Friday at 3:30 p.m. GS-14s and 15s are encouraged to attend. A mandatory enlisted call is at the NCO Club Friday at 3:30 p.m.

Transformation ceremony scheduled

The 45th Space Wing's Transformation Ceremony is at the Air Force Space and Missile Museum on Cape Canaveral Air Force Station at 8 a.m. on Thursday.

Buses will be at the CCAFS Visitor's Center and Patrick Air Force Base's Theater to provide transportation to the ceremony for unbadged personnel. The buses will start operations at 7:15 a.m.

Closed for construction

Patrick's Pass and Registration Office, parking lot, at the Main Gate is closed due to construction. Temporary visitor parking is located in the base theater parking lot.

Water, air conditioning outage

The water and air conditioning units for Bldgs. 401, 402, 408, 423, 425, 431, 432, 439 and 440 will be turned off Saturday and Sunday as contractors replace water valves that control the loop to these facilities.

All water in these facilities will be non-potable from Saturday until further notice. For more information, call Staff Sgt. Aaron Lacey at 494-9226.

Thrift Shop closing in Dec.

The Patrick AFB Thrift Shop permanently closes on Dec. 18. It continues normal operating hours until closing - Wednesday 9 a.m. - 2 p.m., Thursday 9 a.m. - 6 p.m. and the first Saturday of every month from 10 a.m. - 2 p.m. For more information, call Lisa Trismen at 494-2457. The Airman's Attic will be moving to the Family Support Center, Bldg. 735, at that time as well.

FSC offers courses, orientation

On Tuesday, a Newcomer's Orientation will be held at the NCO Club from 7:30 - 11 a.m., an Employment Orientation is 9:30 a.m. - noon and a Veterans Affairs Benefits Briefing is 11:30 a.m. - 1 p.m.

On Thursday, a Pre-Separation Briefing is from 9:30 - 11:30 a.m., a Cooking Class covering "Healthy Vegetable Soup" is noon - 1 p.m. and a Single Parents Meeting is 5 - 6 p.m. A Thrift Savings Seminar is Friday from noon - 1 p.m.

All classes are in Bldg. 722, the Family Support Center, except when otherwise noted. For more information call Joel La Fuente at 494-5675.

Volunteers needed

A combat dining-in is Nov. 7. Volunteers are needed to act as designated drivers for the event. Anyone interested in volunteering should contact Senior Master Sgt. Mary Hagan at 494-8271.

Inbound traffic only

The Main Gate at Patrick Air Force Base will have one inbound and one outbound lane. The two current inbound lanes will be closed for construction. The northern most outbound lane will be used for inbound traffic down Jupiter St. O'Malley Rd. will be open to outbound traffic. For more information, contact 2nd Lt. Vivian Ryan at 494-9235.

BCC basketball has military day

The Brevard Community College basketball team gives all active duty, Guard, Reserve, retired military members and their guests free admittance for their military appreciation day Nov. 1 at the BCC Melbourne campus.

The women's game will be at 3 p.m. and the men's game is at 5 p.m. There will be music and door prizes throughout the event.

A military member is also needed to sing the national anthem.

For more information, call Tech Sgt. Jaini King at 494-9383 or Aimee Greenberg at 494-0842.

Base theater under construction

The catwalk in the Base Theater is under construction Nov. 8 - Jan. 5. Though the theater itself will still be available, it will be noisy while the contractors are working.

Keep this in mind while scheduling events in the theater.

For more details, call Mr. Mark Screen at 494-6590.

Pharmacy service expanded

Active duty military and their immediate family members have the option to have their prescriptions from civilian providers dispensed at either the Main or Clinic Pharmacies. For faster service, use Clinic Pharmacy. The Clinic Pharmacy is open Monday - Friday, 7:30 a.m. - 4:30 p.m. The clinics are closed the third Friday each month. Refills must be called in to the phone number on each prescription label and picked up at the Main Pharmacy located behind Burger King using the drive-thru lanes.



Cape cleanup

Master Sgt. Sean Denny and Tech. Sgt. J.B. Bowers, Detachment 8, Space and Missile Systems Center, pick up trash along Cape Canaveral Air Force Station's beach Oct. 9 as part of the Coastal Cleanup. Many organizations on CCAFS came together to help tidy the beach. (Photo by 1st Lt. Warren Comer)

Air Force announces Thrift Savings Plan open season

AIR FORCE PERSONNEL CENTER — Civilian and military employees can sign up for, or change, their Thrift Savings Plan contribution amounts during the "open season" Oct. 15 - Dec. 31.

"TSP is an easy, long-term retirement savings plan, that everyone should consider," said Senior Master Sgt. Felipe Ortiz, superintendent of the contact center here. "Current account holders might be interested, too, in transferring money from one fund to another — the TSP folks are set up to handle that."

"Either way it's a great supplement to military and civilian retirement plans," said Senior Master Sgt. Ortiz. "It's important to note that TSP is not limited to investing in stocks. People can choose safer government securities as well."

This open season applies only to regular TSP contributions. It does not include TSP catch-up contributions, as they are not tied to open seasons, said Janet Thomas of AFPC's civilian benefits and entitlements service team.

TSP offers investors the chance for lower taxes each year they contribute while not having to pay taxes on earnings until they reach retirement.

"Eligible employees can take out

loans and make in-service withdrawals from their TSP accounts," said Ms. Thomas. "And you can keep your account, even if you leave military or federal service."

Investment money is deposited directly from each paycheck "so you never have to think about it," said Senior Master Sgt. Ortiz. "That makes it easy to 'pay yourself first' while only investing what you deem appropriate."

The five TSP funds are: the Government Securities Investment (G) Fund; the Common Stock Index Investment (C) Fund; the Fixed Income Index Investment (F) Fund; the Small Capitalization Stock Index Investment (S) Fund; and the International Stock Index Investment (I) Fund.

"As with any individual retirement account, the sooner you begin contributing, the better," said Ms. Thomas.

Contribution elections/changes made between Oct. 15 and Dec. 13 will take effect Dec. 14, for both military and civilian personnel. Changes made after Dec. 14 will become effective at the beginning of the pay period following the pay period in which the election is made for civilians and the following month for military.

Education, action key to domestic violence prevention

By 2nd Lt. Elizabeth Krefit
45TH SW PUBLIC AFFAIRS

October is National Domestic Violence Prevention Month, and the 45th Space Wing is participating in this national campaign by raising awareness of programs available to any military member and their families.

One in four families is affected by domestic violence throughout the United States.

Capt. Wendyann Wyatt, chief of Family Advocacy for the 45th Space Wing, puts the problem into perspective, "Domestic violence is one crisis that is completely preventable." She made it clear that it is important to seek help early, and to ignore the fear of other social repercussions. "Above all, we want to make sure that people are aware of the programs that are in place to help them - and seeking help is never a weakness."

The 45th SW has several programs in place to assist families.

The Family Advocacy Center, Life Skills, Family Support Center, Health and Wellness Center and Chapel have the ability to assist with domestic violence issues.

"There are specific classes offered through these agencies tailored to different needs," Capt. Wyatt said. "Every family has needs that will change with time. We try to meet them at their point of need."

The Family Advocacy Center has many awareness programs to include a new mothers course to behavior management classes.

"Neighbors and coworkers are the first line of defense against reoccurring problems," said Larry Kelly, a Family Advocacy representative. "You might see someone

who could benefit from our family programs, but they simply can't see it because they are in the situation."

There are general signs that might indicate a coworker is having problems at home. Some of those signs may include significant changes in behavior such as showing up late, appearance, depression or signs of social isolation, according to Mr. Kelly.

For example, if a coworker starts taking more frequent telephone calls and acts strangely while on the phone or starts talking in a low voice to hide the conversation or, just the opposite, start yelling on the phone and slamming the receiver down.

It is most important to realize that going to the Family Advocacy or Life Skills classes are there to help families in trouble.

"We receive a lot of education on dealing with non-relatives and coworkers," said Capt. Wyatt, "But none in education with family affairs and we offer it for free here."

For more information contact the Family Advocacy Center in Bldg. 1370 behind the 45th Medical Group or call 494-8171.

Fast Facts

- Every 9 seconds a woman is battered in the United States.

- Domestic violence is the leading cause of injury to women.

- Women age 20-24 endure the highest rates of domestic violence.

- 47% of husbands who batter their wives do so three or more times each year.

- There are 1,500 shelters for battered women in the United States and 3,800 animal shelters.

- No one has to tolerate violence at home or at work. If you're being abused, immediately call the Florida Domestic Violence Hotline at 1-800-500-1119. Florida Child Abuse Reporting Hotline is 1-800-96-ABUSE.

- Let someone know your being abused: Family Advocacy Program, Clergy, first sergeant/commander, friend or doctor.

- If you know someone is being abused, help him/her.

For more information or consultation, call the Family Advocacy Program at 494-8171.

Courtesy of 45th Space Wing Life Skills.

45th Space Wing builds steps for civilians to succeed

By Sue Walden
45TH SW PUBLIC AFFAIRS

The 45th Space Wing is making history. In the near future, civilians here will have a clear career-planning path laced with recognition, education and training opportunities to get them where they want to go along the ladder of success.

The new Civilian Force Development Shark Team is paving the way for this unprecedented milestone.

History

The team is a product of an evolutionary process that began with two surveys – the 2002 Air Force Chief of Staff Survey and a January 2003 wing-wide civilian survey. Twenty key concern areas, ranging from fair appraisals and adequate training to being appreciated more by the military and higher morale, were identified in the surveys for measurement and potential improvement actions.

To provide a steering mechanism and clearinghouse for issues raised, the Civilian Oversight Recommendation Executive Team, consisting of GS-15 and GS-14s, was chartered by Brig. Gen. Greg Pavlovich, 45th SW commander, to provide the civilians with advocacy for civilian workforce enhancement objectives.

The six-member team then categorized the 20 key concerns into six START Focus teams – Advancement Potential, Career Planning, Training Plans, Recognition, Military Understanding and Total Force.

The COR Executive Team then recruited 70 civilian volunteers to roll up their sleeves and work on each team. Each team consisted of 10 to 12 volunteers and one appointed executive member available as each team's resource contact.

For the last six months, the volunteers worked diligently on the START Focus Teams, taking time out each week from their regular duties to meet, dissect each issue piece by piece and make solid recommendations to the executive team and Brig. Gen. Pavlovich.

"The volunteers did one heck of a job and delivered rock-solid feedback, solutions and a guiding actionable plan

to wing leadership and then one week later to Air Force Space Command concerns, feedback and solutions," said Larry Hornback, Civilian Force Development Shark Team leader. "They are truly the shining stars of 2003 and have done yeo-

man's work."

As the START Focus Teams examined the tough issues, they found that many of the teams had similar issues and recommendations.

"So, we rolled three teams – Advancement Potential, Career Planning and Training Plans – together to make the Civilian Force Development Shark Team, taking two or three members from each of the three teams. Synchronizing actions was crucial in getting a viable product to the wing leadership," said Mr. Hornback.

Zeroing in on improvements

The new team has been studying the three areas and has already formulated an action plan to resolve program disconnects. "We originally had four goals – to improve methods of career planning, advancement opportunities, education and training, and garner resources for make it all happen," said Mr. Hornback, who has temporarily left his job as the 45th Services Squadron's chief of the Combat Support Flight to be the full-time CFD team leader until a permanent one is named. "The CFD Shark Team is the only bridge to the permanent solution. Based on feedback from our civilians, Gen. Pavlovich has funded a permanent civilian advocate position. Our boss isn't just talking the talk, he's walking the walk with his civilian airmen."

Career-planning

Active duty enlisted and officers know how to get promoted from day one of their career. They have a clear, well-defined career path with leaders and mentors along the way to make sure they have the education, training and career opportunities to boost them up the ladder.

Not quite so with civilians.

The team found that there are only 19 civilian career programs in the Air Force that have a deliberate beginning-to-end career path. "We found that 81 percent of the civilians here, that's 1,206 positions, were not covered in one of the career programs," he said.

"Seventy-five percent at Air Force Space



SUCCESS

Command aren't covered and 83 percent at Air Force aren't covered." To make it worse, many of the civilians covered in a career program don't know the tools to find out how to plan and enhance their careers ... and many of their supervisors don't know how to help them either, according to Mr. Hornback.

The team found that:

- ▲ Career planning isn't a standard business practice.
- ▲ There is no integrated process for career planning.
- ▲ There's a lack of awareness and accessibility to resources.
- ▲ There's limited career planning resources.
- ▲ There's no "cradle-to-grave" process.
- ▲ Roles aren't clear.

Goal: To improve career planning is to identify a process and resources to provide career-planning opportunities to all civilians.

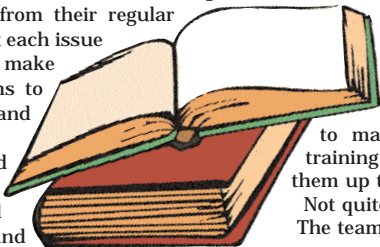
The strategies are:

- ▲ Develop a career-path planning process that all civilians can use and adapt to their individual needs. Simply put, every civilian and his/her supervisor in every career will have a "blueprint" of a career path to follow.
 - Develop a civilian force development guide that embraces career planning.
 - Establish and resource a formal civilian force development function with wing-level authority.
 - Institutionalize civilian force development planning. "In other words, it will be mandatory, and supervisors and their civilians will get together twice a year and map out the career path, where that person is now and how to get where they want to be," said Mr. Hornback.
 - Create civilian force development forms to guide planning and execution efforts. Conduct an annual survey to gauge success. Link planning to the appraisal cycle and give supervisors automatic alerts, like military system, when planning is up for review.

Advancement opportunities

In the AF Force Development Plan civilians are divided up – GS 1-8 (WG, 1-8, WL 1-8 and WS 1-4) are tactical, GS 9-15 (WG 9-15, WL 9-15 and

Continued on next page



WS 5-19) are operational and GM 15-SES are strategic.

The team found that there is little to no growth potential in tactical positions because none of these positions are under a career program. And, the wing has challenges for those civilians in the operational construct as more than two-thirds aren't covered. The team also found that again, in the advancement category, there wasn't a nurturing environment like their military counterparts have.

They found:

- ▲ Few developmental positions (those that have a target range, i.e., a GS-7 target 11).
- ▲ No central advocacy for civilian force development.
- ▲ Educational structure lacking to teach civilians what they need to know about career development.
- ▲ Development and growth training is largely unfunded.
- ▲ Individual training plans mostly not done or followed.
- ▲ Most employees and supervisors don't know what to do, when and how to do it and who to turn to.

Goal: Identify ways to enhance civilian advancement opportunities.

The strategies are:

- ▲ Identify mission areas of greatest need for force development consistent with the AF's Force Development Strategic Plan.
- ▲ Create developmental positions for positions not covered under a career program. When a position is vacated, there will be a review process to see if it has developmental potential. "We're already doing this," Mr. Hornback said.
- ▲ Explore wing total force mix for opportunities to improve advancement potential.
- ▲ Examine use of OPM policy on modifying qualifications to support force development.

"Every year we'll look at the force mix - civilian and military - to see if they are in the right places.

The first review will be in February/March 2004 when the AF Force Development Strategic Phase II will be released," he said.

Education and Training

The team identified that most civilians and supervisors don't know the answers to these questions: What kind of education and training are needed to get ahead? What military courses and schools can civilians attend? Can civilians take the military's Career Development Courses?

Goal: Identify ways to increase and resource education and

training opportunities for civilians.

Strategies

- ▲ Educate employees, supervisors and wing leaders on civilian force development planning.
- ▲ Develop formal education strategies that embrace civilian force development.
- ▲ Create an AF culture change in civilian career development.
- ▲ Link PME to all levels of the civilian force: tactical - operational - strategic.

"If the Community College of the Air Force helps enlisted get their degree, our proposal is to open it up for civilians, and if they do their CDCs, they get college credit," said Mr. Hornback. The team is also working on the ability to have more opportunities for distance learning through non-resident military courses. "If more civilians attend these courses, the more they know about how the Air Force mission and this is a force multiplier."

Goal: Develop strategies to resource civilian force development goals.

Strategies

- ▲ Benchmark other locations to glean best practices and reduce program development timelines. The team will visit companies with approximately the same number of employees.
- ▲ Identify resources needed to provide education and training for civilian force development.

▲ Formalize and make available a "Resource Tool Kit" to assist employees and supervisors in the civilian development process.

▲ Create a catalog of existing resources that's easily accessible.

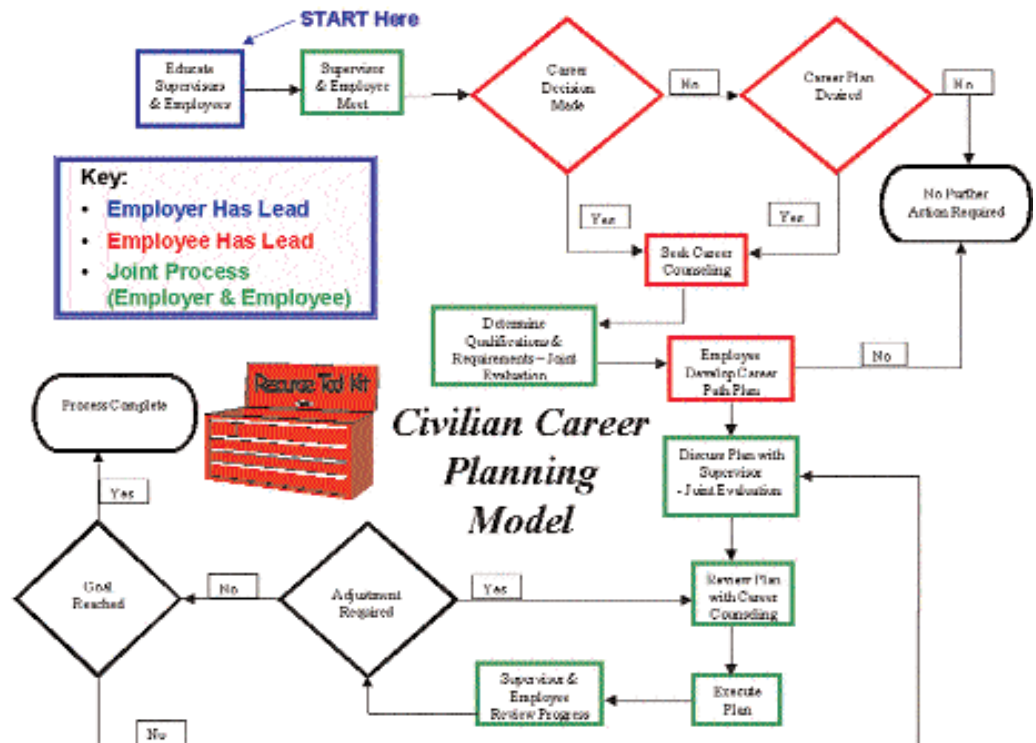
Making history, paving the way

When the team briefed Gen. Lance Lord, commander of Air Force Space Command, last month he was so impressed he invited the team to travel with him to other AFSPC bases. "He said each AFSPC base should have an advocate point of contact to come here and learn what we're doing," said Mr. Hornback.

"He's chartered us to go to the private sector to benchmark and has committed \$50,000 to help us achieve our goals. He also has invited us to the Pentagon to tell our wing story of what we're doing here - with the goal in mind to change the whole Air Force.

"We're doing exactly what Secretary Roche and Gen. Jumper expect. We need to prepare every member of our force with experience, assignments and broadening that will allow them to succeed when we ask them to do the worthy work of our service.

"After all, it is one team, one fight."



Civilian Career Planning Model



Sports Briefs

Change in Fitness Center hours

Due to a scheduled power outage, the Patrick Fitness Center will modify its hours of operation Saturday and Sunday. The Fitness Center will be open from 2-6 p.m. Saturday and 8 a.m. - 6 p.m. Sunday. For more information call 494-4947.

WarFit challenge update

Due to the overwhelming response for Warfit Challenge, the maximum number of teams/participants each group can submit is now unlimited with the exceptions of golf, bowling and tug-o-war. Squadron members may form their own teams within their representative groups if they wish to do so but must sign up through their competition POC. For more information contact Naomi Parish at 494-4534 or Ralph Robinson at 494-3187.

Cape running clinic

The Health and Wellness Center and Physical Therapy Clinic offers a running clinic class at the Cape Oct. 29 from 9-11 a.m. in Bldg. 1704, room 1525. This class provides education on starting a running program, proper shoe selection, injury prevention and preparing for the 1.5 mile Air Force fitness run. Call the HAWC at 494-2660 to register.

Another season of softball

The Patrick varsity softball team holds tryouts for the upcoming season. Try-outs are held Nov. 3-14 at the South Housing softball complex, Field 1 at 5:30 p.m. All players interested need to e-mail Tech. Sgt. John Howorth or Staff Sgt. Scott Harris. For more information, contact the Patrick Fitness Center at 494-4947.

Put up some weight

Patrick AFB sponsors its Annual Bench Press Competition Nov. 1 at 10 a.m.

Weigh-in at 9:30 a.m. in the Patrick AFB basketball gym. T-shirts will be given to all participants and trophies to Overall Best male and female lifter. This event is open to all 45th Space Wing personnel. For more information or to sign up, call the Fitness Center at 494-4947.

WarFit in the water

The Patrick Fitness Center is offering Waterfit classes. The classes will be held every Tuesday and Thursday from 9-10 a.m. at the Fitness Center Lap Pool. The classes are designed for all fitness levels. Aqua-joggers and waterbells will be supplied.

Basketball registration begin

Registration for youth winter basketball is Oct. 1-24 at the Youth Center Monday - Fridays from 1:30 - 6 p.m.

Family members ages 6 to 15 of active duty, retired military, DoD personnel, NAF employees and DoD contractors are eligible to participate. Youth must be between ages 6 and 16 between now and April 1 to be eligible. The cost is \$40 (members) or \$50 (non-members).

In accordance with Air Force Youth Programs AFI 34-249, youths participating in any youth sports program are required to have a sports physical to be kept on file for one year. Player assessments and team formations are Oct. 27-31.

Practice begins Nov. 3 and the season starts Dec. 1. For additional information, call 494-3770.

Patrick AFB has triathlons

An adult triathlon is Nov. 14 at 11 a.m. Participants need to be at the Lap Pool no later than 10:30 a.m. for a mandatory safety briefing. A children's triathlon is Nov. 15 at 8 a.m.

Participants must be at the Lap Pool no later than 7:30 a.m. for an informational briefing. For more information, contact the Fitness Center at 494-4947 or the Youth Center at 494-4747.

CGOA Golf Tournament raises money for CFC

By 1st Lt. Warren Comer
45TH SW PUBLIC AFFAIRS

People from all over the Space Coast descended on Manatee Cove Golf Course Oct. 10 to play in the first-ever Company Grade Officers' Association Golf



Adrianna Vorderbruggen approaches the green during the CGOA Golf Tournament Oct. 10.

Tournament to benefit the Combined Federal Campaign.

More than 100 people played in the shotgun tournament that raised more than \$800 for charity.

The CFC is an annual charity drive held throughout the federal government and is the largest workplace charity in the United States.

"The CGOA has truly made this effort possible," said Lt. Col. Marlene Abbott, CGOA advisor and 45th Medical Operations Squadron commander. "They came up with a base-wide event and were thoughtful enough to donate the profits to the CFC."

Capt. Bryan Ford, who set up the tournament said he wasn't expecting this many people to show up and play.

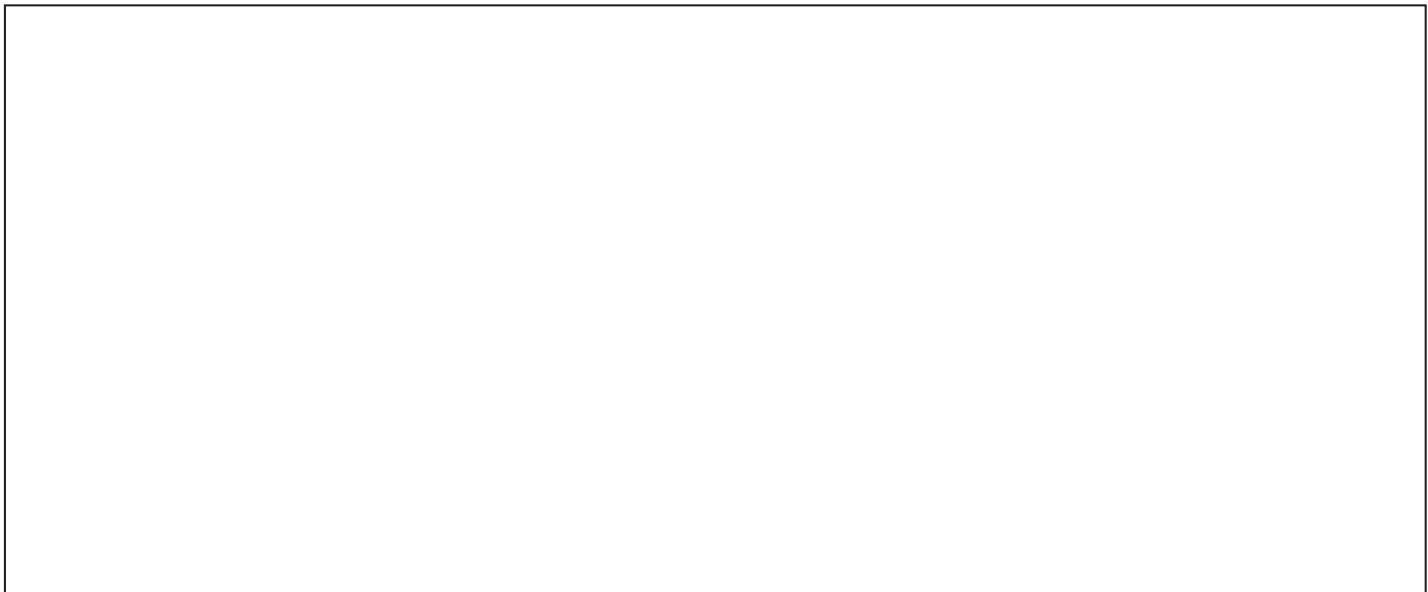
"I'm impressed with the support we've gotten, both to the CGOA and the CFC," said Capt. Ford. "People's money is being invested in a worthwhile program."

The CGOA's goal was to raise \$500 for the event, but beat their goal with a large turnout. With the success of this year's tournament, the CGOA is planning another tournament next year in hopes that this one will be as popular as the last.

"As an organization the CGOA is constantly looking at ways in which we can help our surrounding community," said Capt. Assad Samad, CGOA president. "Bottom line is that it was a fun event and at the same time we raised money for a good program."



Col. Ev Thomas, 45th Space Wing vice commander, uses an iron to place his golf ball on the green during the Company Grade Officers' Association Golf Tournament Oct. 10. The tournament raised more than \$800 for the Combined Federal Campaign. (Photos by 1st Lt. Warren Comer)



Club creates Fright Night

Halloween Fright Night is Friday at the NCO Club Haunted Beach House. A costume-optional dinner buffet features roast pig, garlic roast beef, chicken marsala, white fish in lemon butter wine sauce, mashed potatoes with gravy, herbed dressing, fall vegetable gratin, green beans with toasted walnuts and fruit cobbler.

The buffet is from 6-9 p.m. at \$17.95 per person. Show a club card for member discounts. Dance until 11 p.m. in the ballroom. Members who wear a costume receive a free beverage. The person with the best costume wins \$50.

Search for talent

The 2003 Air Force Worldwide Talent Contest and Family Talent Contest are under way. The 45th Services Squadron is videotaping participants of the family and teen contest and military members trying out for the Air Force Talent Contest at 6 p.m. on Nov. 5 in the Base Theater. Final winners of the Air Force Talent Contest

are selected for Tops In Blue.

Musical accompaniment/background music may be live or pre-recorded. Applicants are required to supply a quality cassette tape or CD of music. Videotaping reservations are required and must be made by Nov. 3. For more information or to make a reservation, call Tom Mount at 494-7442.

Library gets scary

Patrick Base Library's Halloween-themed Library Family Night is Oct. 30 at 5:30 p.m. Staff members will read spooky stories, make creepy crafts and provide scary snacks.

Call 494-6881 to register. If in the mood for a good story, call "Dial-a-Story" at 494-6882 anytime to hear a great tale.

Teens start reading program

"Teen Read Week" kicks off Saturday at 10:30 a.m. in the Patrick Base Library with their first Read-a-Thon. The reading timer

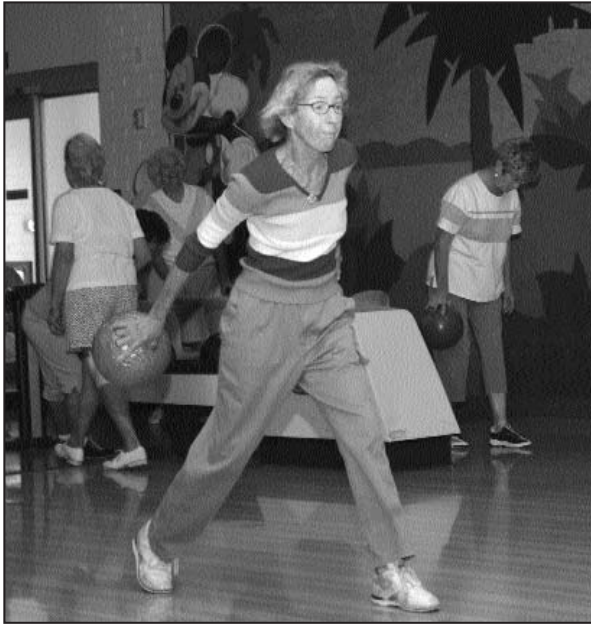
starts at 11 a.m. Participants are challenged to read from 11 a.m. - 4 p.m. Army and Air Force Exchange Service and Burger King will provide lunch to participants.

The Read-a-Thon is open to youths ages 13-17. Participants are invited to read anything from the library collection or bring books from home. Call the library at 494-6881 to register or for more information.

Display creative treasures

Art and Photo Gallery exhibits for the new Air Force Art Gallery are on display through Oct. 30 at the Patrick Base Library. Entries can be submitted through Oct. 18 at the Skills Center in Bldg. 415. Judging takes place the week of Oct. 28. Items selected by the judges are digitally forwarded to Air Force Space Command. Each command selects art objects from several adult and youth categories to send to the new Air Force Gallery. Call Nancy Wilberg at 494-4270 for more information.





Let's bowl!

Lois Mitman bowls during Patrick Spouses' Club league play at the Patrick Bowling Center on Wednesday. (Photo by Airman 1st Class Shaun Emery)



Events

Saturday and Sunday, Melbourne Fall Art & Craft Festival in downtown historic Melbourne. More than 130 artists' booths, kids' corner with art projects, activities and food and refreshments for purchase. Event is free. Call 724-1741.

Saturday and Sunday, Fall Craft Fair in historic downtown Cocoa Village. More than 300 craft vendors, children's activities and food court. Free. Call 631-9075.

Oct. 25-26, Pumpkins In The Park at Riverfront Park in Cocoa Village. Family event, multicultural entertainment, arts and crafts, international food and amusement rides. Event is free. Call 453-5719.

Festivals

Thursday - Sunday, Space Coast Oktoberfest at Wickham Park Pavilion in Melbourne. Authentic German food, imported German beers, German music, dancing, local party bands and carnival with over 25 rides. Event is free. Call 633-4028.

Nov. 15, 9 a.m. - 4 p.m. 10th Annual Fox Lake Christmas Festival of Crafts at 4440 Fox Lake Road in Titusville. More than 200 crafters will have their handmade items for sale. Admission is free.



Friday *My Boss's Daughter* - When Tom's mean boss asks him to housesit he tries to use it as an opportunity to win the heart of his boss's daughter, Lisa, on whom he has long had a crush. What he doesn't plan on is the long line of other houseguests that come along in the meantime. Stars Ashton Kutcher, Tara Reid. Rated PG-13 (crude/sex-related humor, drug content, language) 101 min

Saturday *Dickie Roberts: Former Child Star* - Dickie, a 35-year old former child star, is now an out-of-work actor turned parking valet. Dickie is desperate to audition for a great role that could revitalize his career but the part requires him to play a "normal" guy. Problem is, Dickie is anything but normal. Stars David Spade, Mary McCormack. Rated PG-13 (rude/sex-related humor, language, drug references) 99 min

Sunday *Cabin Fever* - Five friends escape to a remote log cabin in the woods to enjoy some last days of decadence before entering the working world. Good times sour when a delirious stranger covered in bloody sores crashes their party. Soon one member of the circle gets ill. To protect themselves from further infection, they lock her in a shed. Trapped without working transportation or communication with the outside world, the friends become increasingly desperate, eventually turning on one another. Stars Jordan Ladd, James Debello. Rated R (strong violence/gore, sexuality, language, drug use) 94 min

Thursday *Cabin Fever* - See Sunday's synopsis

Movie times are 7:30 p.m. unless otherwise noted. Tickets for adults are \$2.50, children 11 and younger pay \$1.50.



Catholic

Daily Mass 11:30 a.m. in the Seaside Chapel.
 Saturday: 4 p.m. confession and 5 p.m. Mass in the South Patrick Chapel
 Sunday: 8:45 a.m. Mass in the South Patrick Chapel and 11:30 a.m. Mass in the Seaside Chapel.

Religious Education: 10:15 a.m. at the Education Center for pre-K - 6th grade, grades 7-12 Youth Ministry at 6 p.m. at South Patrick Chapel.

Protestant

Sunday: 8:30 a.m. Traditional Worship in the Seaside Chapel.

9:50 a.m. Adult Sunday School in Seaside Chapel

10 a.m. Grades K-12 at South Patrick Chapel. Van transportation provided for base children.

11 a.m. Contemporary Service in the South Patrick Chapel

Wednesday: 5:30 p.m. Fellowship dinner in the South Patrick Chapel.

Riverside Dining Menu

Saturday Brunch - Cajun meat loaf, *crispy-baked chicken, rib eye steak

Saturday Supper - *Fish amandine, pork chops with mushroom gravy, stir-fry chicken with broccoli

Sunday Brunch - Chicken Parmesan, sauerbraten, tuna and noodles

Sunday Supper - Fried shrimp,

*ginger barbecue chicken, *spinach lasagna

Monday Lunch - *Baked chicken, simmered knockwurst, Swiss steak with tomato sauce

Monday Dinner - Roast turkey, baked ham, fish and fries

Tuesday Lunch - Grilled Salisbury steak, onion lemon-baked fish, yakisoba

Tuesday Dinner - Barbecue beef cubes, *paprika beef, pork chop

suey
 Wednesday Lunch - Lasagna, spaghetti with meatballs, chicken cacciatore, Italian sausage, pasta primavera

Wednesday Dinner - Country-style steak, fried chicken, *pita pizzas

Thursday Lunch - Liver with onions, orange-spiced pork chops, tempura-fried fish

Thursday Dinner - Pepper

steak, *Mr. Z's finger lickin' chicken, ginger pot roast

Oct. 24 Lunch - Beef and corn pie, pea and pepper rice, *seafood Newburg, veal paprika steak

Oct. 24 Dinner - Yankee pot roast, *simmered corn beef, pineapple chicken

Menu's are subject to change. For more information, call dial-a-menu at 494-2845. (*) healthy choice.



Action Line: 494-6550

The Action Line is your direct link to me and provides a valuable source of information on ways we can work together to make Patrick Air Force Base and Cape Canaveral Air Force Station better places to work and live.

The best way to get something fixed is to identify the problem to supervisors and first sergeants.

If you can't get your problem resolved through the agencies, contact the Action Line: e-mail, Commander'sline@patrick.af.mil or click global at Commander's Line - Patrick AFB; recorded message, 494-6550; mail, 45SW/PA 1201 Edward H. White II St, Ste C-130, Patrick AFB FL 32925-3237; fax, 494-7302. Address all correspondence "Attn: Action Line."

When directing an issue to the Action Line, callers must indicate to whom they've previously addressed the issue.



**Brig. Gen.
Greg Pavlovich
45th SW
commander**

45th Mission Support Group

Col. Steve Werner
494-6607

45th Civil Engineer Squadron

Jack Gibson
494-4041

North and Central Housing

Caroline Jamba
494-2593

South Housing

Pam Brown
777-8282

45th Services Squadron

Lt. Col. John Sproul
494-8081

Military Personnel

Maj. Dianne Dzialo
494-2035

Commissary officer

Ronald Rogers
494-4060

AAFES

Mike Lovejoy
494-6455

Civilian Personnel

Robert Daniel
494-5238

Military Equal Opportunity

Capt. Marlon Johnson
494-6334

45th Security Forces Squadron

Maj. Lynden Skinner
494-6202

Financial Services

John Brett
494-7171

45th Medical Group

Col. Gilbert Hansen
494-8100

Ground Safety

Paul Compton 494-4023

Inspector General

Lt. Col. Frank Miles
494-2287

