

HIGH ROLLER NEWS

A full-page photograph serves as the background. It depicts two soldiers in military gear, including helmets and tactical vests, sitting on the metal floor of a helicopter. They are positioned in the lower half of the frame, looking out over a vast landscape. The landscape features a wide, calm body of water that reflects the sky and the surrounding mountains. The mountains are rugged and partially covered in snow, stretching into the distance under a clear blue sky. The helicopter's interior structure, including metal beams and equipment, is visible in the foreground and upper right.

Vol. 83

APRIL 2022

April Drill Outlook

April 2022 Drill High Roller Café

Saturday

Lunch

1100-1230

Main Line Items:

BBQ Chicken
Italian Sausages
Peppers & Onions
Mac & Cheese
Peas & Carrots
Cheeseburgers
Chicken Wraps
Onion Rings

Additional Items:

Assorted Deserts
Fruit
Salad

Sunday

Lunch

1100-1230

Menu Items:

Spaghetti with Meat Sauce
Chicken Parmesan
Bread Sticks
Broccoli
Corn
Cheeseburgers
Chicken Wraps
Onion Rings

Additional Items:

Assorted Deserts
Fruit
Salad

IF YOU ARE ACTIVE GUARD RESERVE (AGR), ON ANY KIND OF ORDERS (ANNUAL TRAINING, STATE ACTIVE DUTY, MPA, TITLE 10), OR AN OFFICER YOU MUST PAY.

Lunch Meal Rate \$6.15

Weather

Fri



71°

43°

Sat



68°

40°

Upcoming Events

April 11-15: CERFP in Vegas

April 12: 74th Anniversary of NVANG

April 12: Key Spouses Meeting

April 15: Boss Lift

April 22: Earth Day

April 25-29: MAFFS Spring Training

May 14-15: May UTA

HIGH ROLLERS



MAKING WAVES: 152nd Airlift Wing Airmen vital to first iteration of Hawaiian Exercise

Story by: Senior Airman Thomas Cox,
152nd Airlift Wing Public Affairs

JOINT BASE PEARL HARBOR-HICKAM, Hawaii – The Nevada Air National Guard's 152nd Airlift Wing assisted in the successful execution of the Hawaii Air National Guard's Ho'ōikaika 22-1 exercise from March 3-6, 2022.

The exercise was designed to test the ability to mobilize and generate stealth airpower from three separate locations across multiple Hawaiian Islands, and to evaluate command and control decision making and actions using the Agile Combat Employment concept.

"There is no set playbook for the Agile Combat Employment (ACE) concept," said Col. Jeremy Ford, 152nd Airlift Wing commander. "Therefore, exercising ACE allows us and the U.S. Air Force to more effectively shape how ACE will be later defined both in doctrine and execution."

In order to rapidly disperse F-22 Raptor aircraft, the exercise required the airlift capabilities of two C-130 Hercules aircraft from Nevada and multiple C-17 Globemaster III aircraft assigned to the 15th Wing locally in Hawaii to deliver troops, equipment and fuel to forward-operating locations at Marine Corps Base Kaneohe Bay and Hilo International Airport.

Defenders from the 152nd Security Forces Squadron were responsible for providing airfield and aircraft security of the F-22's at Hilo International Airport in a simulated austere environment.

These Airmen not only exceeded expectations in

their duties throughout the exercise, but three security forces members also put themselves at risk responding to a structure fire while checking into their hotel after they got off-duty.

Staff. Sgt. Leslie Ryssman and Tech. Sgt. Timothy Glover, 152nd Security Forces Squadron members, were recognized alongside Senior Airman Kyle Martinez from the 154th Security Forces Squadron by Brig. Gen. Dann Carlson, 154th Wing commander, at the end of the exercise for their bravery and outstanding performance.

Meanwhile Airmen from the 192nd Airlift Squadron, 152nd Maintenance Group, and the 152nd Logistics Readiness Squadron (LRS) were tasked with turning Nevada C-130 Hercules aircraft from Joint Base Pearl Harbor-Hickam to provide troop, cargo and fuel transportation to ensure that airpower was being constantly generated.

"The exercise quickly presented challenges for cargo," said Ford. "With the dedication and highly regarded experience of our 'Port Dawgs' from Nevada who were augmenting our Hawaiian counterparts, the Airmen managed to process all of the cargo and keep the exercise moving forward."

"We are also especially proud of our own Tech. Sgt. Jack Sand from LRS for being recognized as a superior performer by the Pacific Air Forces' Inspector General," said Ford.

The exercise also successfully executed a process called “wet-wing defueling” from the C-130’s. This is the ability to keep the engines running and off-load fuel directly to a fuel truck that then supplied jet fuel to the F-22’s.

“Ho’oikaika is a new way of conducting exercises,” said the 154th Wing Inspector General. “Gently getting rid of as many simulations as we can by uniquely challenging the skillsets of our Airmen. We’ve never seen an exercise that is being challenged in multiple locations for a single organization.”



HIGH ROLLERS



SELFLESS SERVANTS: Off-Duty 152nd & 154th SFS Defenders Respond to Fire in Hilo

Story by: Senior Airman Thomas Cox,
152nd Airlift Wing Public Affairs

HILO, Hawaii – During the Hawaii Air National Guard's Ho'oiikaika 22-1 exercise, Airmen from the 152nd and 154th Security Forces Squadrons were in Hilo providing security to F-22 Raptors in a simulated austere environment from March 3-6, 2022.

2,500 miles away from home, the defenders from Nevada and one from Hawaii were called beyond the line of duty while checking into their hotel after getting off shift.

At 2 a.m. local time on March 4, 2022, Tech. Sgt. Timothy Glover and Staff Sgt. Leslie Ryssman, defenders from the 152nd Security Forces Squadron, Nevada Air National Guard, along with Senior Airman Kyle Martinez, a defender from the 154th Security Forces Squadron, Hawaii Air National Guard, were in the lobby of their hotel checking into their rooms when a local civilian came in saying that the four-story vacant hotel next door was on fire.

Martinez, a former firefighter, then ran out of the lobby toward the burning building, closely followed by Ryssman and Glover.

Martinez and Ryssman both made the split-second decision to selflessly run into the burning building to ensure that there was no one left inside.

Glover stayed outside of the structure to secure the perimeter of the building until Hawaii County police

and fire personnel arrived on scene.

According to Captain Sandor Finkey of the Hawai'i Police Department, there was an estimated \$2,025,000 in damage to the structure with no injuries reported.

The cause of the fire also remains under investigation by Hawaiian authorities.

All three Airmen were recognized and applauded by Brig. Gen. Dann Carlson, 154th Wing commander, and the entire exercise planning team at the conclusion of the exercise.

Ryssman was also recognized by her supervisors throughout the exercise for volunteering for the first overnight shift to secure the resources, while also creating and posting a schedule that ensured adequate rest for security forces members. She also was responsible for accounting for all weapons and ammunition throughout the exercise.

"Our Airmen of the 152nd Airlift Wing continue to amaze and humble us almost every day and this is just one reason why," said Col. Jeremy Ford, 152nd Airlift Wing commander. "The selfless and brave actions of Tech. Sgt. Glover and Staff Sgt. Ryssman demonstrate their Airmen and Defender instincts to act without hesitation in order to protect others. I am incredibly amazed, humbled and appreciative of these two Airmen and their actions."

NEVADA

Air National Guard

**APRIL
12**

3 PM

**C-130
FLYOVER**

**CAKE
CUTTING**

≡ **74TH ANNIVERSARY** ≡

RSVP via QR Code or Email at:
152.AW.PA.PUBLIC.AFFAIRS@US.AF.MIL





Nevada National Guard learned key lessons from COVID fight

Story by: Scott Sonner,
Associated Press

RENO, Nev. (AP) — Nevada's National Guard leaders say they learned some valuable lessons from the more than 700 days guardsmen and women were activated to help combat COVID-19 — its largest and longest state activation ever in response to a domestic emergency.

“What haven't we learned is a better question,” said Col. Brett Compston, who served as Nevada's incident commander at the Division of Emergency Management and helped oversee the more than 1,400 troops who assisted in the effort over two years.

Among other things, Compston said the pandemic gave them new insight into ways to better integrate their operations with other state agencies and work hand-in-hand with local governments and organizations during a crisis. He told reporters this week he's confident the experience will make them better prepared to deal with future crises.

“This is probably the greatest crisis we have faced in the last 100 years other than World War II, if you exclude the current world situation,” Compston said. “In normal times, we would put on a crew of four or five and we'd go fight a fire and that was relatively easy.”

Nationally, more than 30,000 National Guard troops were activated to help fight COVID-19, initially primarily to help administer tests and later vaccinations as their involvement eventually grew to include a variety of tasks.

In New Mexico, they served as substitute teachers. They administered medications at Colorado hospitals, transported patients in Maryland and helped manufacture more than 2 million personal protective equipment items in Texas.

In Nevada, they directly administered more than 833,000 tests and 819,000 vaccinations, while offering support for a total of 2.5 million tests and 2.9 million vaccinations. Other missions included contact tracing, traffic control, meal delivery, laboratory support, warehousing and distribution of protective equipment.

The work was in addition to conducting seven federal deployments overseas, 1st Lt. Emerson Marcus said. It also included a summer of civil unrest and racial protests that involved the Guard protecting government buildings in Reno and Las Vegas and assisting in protection of the U.S. Capitol last year, he said.

“The National Guard has never been busier or more visible than it has the past two years,” Marcus said.

The activation to fight COVID-19 “fundamentally changed much of the Nevada Guard's role in the state,” he said.

Gov. Steve Sisolak ordered a reorganization of the Division of Emergency Management and Health and Human Services to fall under the Nevada Office of the Military during the early months of the pandemic. Last year, the Legislature made the move permanent.

“We’ve really become a part of the interagency team,” Compston said. “That integration piece is really one the things we really can’t lose. It just has to become part of the ways we do business moving forward.”

Above all, he said the experience reinforced the fact that Guard members are “citizen soldiers.”

“They are your doctors, your police officers,” Compston said. “It’s one of the great things about the Guard, you get to use the military skill set that was given to you for really a war-fighting mission. You get to apply that in your own community to help others.”

Even with the heavier workload that came with the pandemic, Compston said there were still more than enough volunteers willing to help.

“What we’ve learned is people step up when the call comes,” he said. “Every Guard member that was asked to step up did step up.”



HIGH ROLLERS

Nevada Air National Guard

1948
-
2023

75th Anniversary Yearbook

BE A
PART OF
HISTORY!

Looking for volunteers to represent
their groups and sections while creating the
yearbook!

To join the committee or for more information:

152.AW.PA.Public.Affairs@us.af.mil



First STARBASE Program takes off at Nevada Air National Guard Base

Story by: Senior Airman Thomas Cox,
152nd Airlift Wing Public Affairs

RENO, Nev. -- Nevada's first Department of Defense (DoD) STARBASE program welcomed its first class of students March 14-18, 2022 at the Nevada Air National Guard Base in Reno, Nevada.

"The goal [of STARBASE] is to drive and foster more historically underserved demographics with a love of learning and engagement early in their lives," said Tiffany Young, northern Nevada's STARBASE program director. "Hopefully this guides them into wanting careers in STEM."

Created in 1991, STARBASE's primary focus is to foster a passion of learning in the field of science, technology, engineering and math (STEM) in fifth graders attending Title 1 schools. The students will participate in a five day curriculum that includes 25 hours of academic instruction and multiple challenging "hands-on, minds-on" STEM activities. The students will also get the opportunity to interact with military personnel to explore different career paths and observe STEM being applied first-hand.

STARBASE is being overseen and managed by the State of Nevada Office of the Military and will utilize civilian educators that will lead the weeklong courses.

For Southern Nevada residents there will also be another STARBASE program hosted at the Henderson Armory in Henderson, Nev. This program will be ran by

Traci Davis who has worked in education as a former Nevada principle, Clark County academic manager and Washoe County School District superintendent.

"The work of STARBASE leads to equity," said Davis. "Every kid should have an opportunity for these experiences."

To find out more information about DoD STARBASE, visit www.dodstarbase.org.

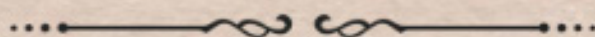




Join us for a

FITNESS RELAY

To Compete while
trying the new PT
Components



Saturday, April 2nd 2022

From 1500 to 1600

Field between Sanga and Building 56

PT Gear Highly Recommended

Five person teams, Sign up in the DFAC!





Local Civic Leaders Experience C-130 Orientation Flight Over Tahoe

Photos by Senior Airman Thomas Cox & Senior Airman Angela Crawford
152nd Airlift Wing Public Affairs



HIGH ROLLERS



Northern Nevada 2022

Spring Family Ball



This event is sponsored by the Nevada USO

When: 30 April 2022

Time: 6 PM-8 PM

RSVP By: 20 April 2022

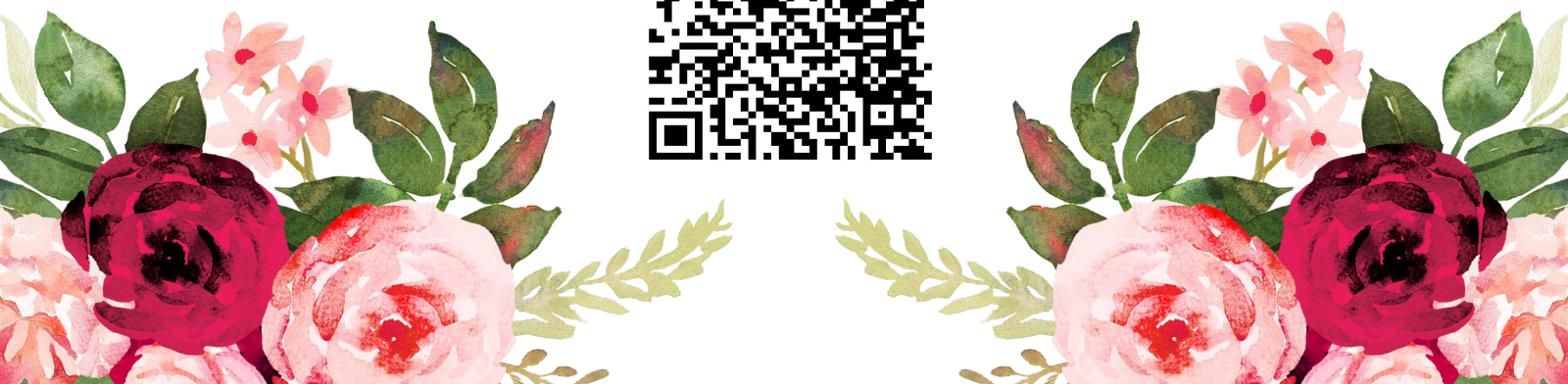
(space is limited)

Formal Dress Attire

Dinner will be provided

Enjoy a night out with dinner and dancing!

<https://einvitations.afil.edu/inv/anim.cfm?i=645755&k=0465470E7E52>





Leadership team & Airmen tour Reno Veteran's Guest House

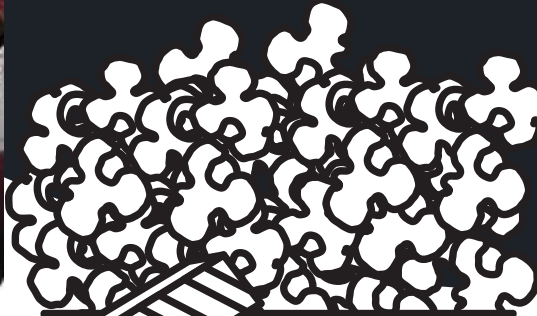
Photos by Senior Master Sgt. Paula Macomber
152nd Airlift Wing Public Affairs



HIGH ROLLERS



NOW SHOWING



DFAC

TOP GUN SATURDAY 2 , APRIL. 11:00
AMERICAN HERO SUNDAY 3, APRIL 11:00

ALL MOVIES BROUGHT TO YOU BY AIR FORCE AAFES AND BASE MWR

Airmen from around the wing treated to Chinook Incentive flight



Photos by Senior Airman Thomas Cox,
152nd Airlift Wing Public Affairs

HIGH ROLLERS

Movie Night at Sanga



Anchorman 2

Friday 1, April., 6 PM



The 355

Saturday 2, April , 6 PM



The Blended Retirement System

Continuation Pay



The National Defense Authorization Act in 2016 created the Blended Retirement System, or BRS. Service members covered under the BRS may be eligible to receive a one-time, midcareer bonus payment in exchange for an agreement to perform additional obligated service. This one-time bonus payment is in addition to any other career field-specific incentives or retention bonuses.

Continuation Pay Basics

Continuation pay is a direct cash payout, like a bonus, available to service members covered under the BRS. It is targeted at the midcareer mark, payable between completion of eight years of service, but before completion of 12 years of service (calculated from a service member's Pay Entry Base Date). Most service members under BRS will be eligible for continuation pay, but each service determines the timing and the amount. This pay is in exchange for a commitment of a minimum of three additional years of service. If a service member receives continuation pay and does not fulfill the service agreement then some of the continuation pay may have to be given back or refunded.

Key Considerations



Eligibility. This one-time payout is available to active-duty, National Guard, and Reserve service members covered under the BRS with between eight and 12 years of service who are able to enter into an agreement to perform additional obligated service.



Amount. Active-duty service members (including AGR/FTS personnel) may be eligible for a continuation pay multiplier of 2.5 to 13 times their monthly basic pay. Members of the National Guard or Reserves in drilling status may be eligible to receive a multiplier of 0.5 to 6 times their monthly basic pay (as if serving on active duty).



Pay rates. Pay-rate multipliers may be based on service-specific retention needs, specialty skills and hard-to-fill positions, similar to career field incentives and re-enlistment bonuses. Each service will determine and publish its own guidance on continuation pay.



Investing. Continuation pay, along with other specialty pays, bonuses and incentives, can be invested into your Thrift Savings Plan, or TSP, account, up to the annual maximum allowed by the IRS, <https://www.irs.gov/retirement-plans/plan-participant-employee/retirement-topics-401k-and-profit-sharing-plan-contribution-limits>. Note, if you hit the maximum too quickly, you could lose out on government automatic and matching contributions.

Resources

- Learn more about the BRS at <http://militarypay.defense.gov/BlendedRetirement>.
- Project your retirement benefits using the Blended Retirement System calculator at <https://militarypay.defense.gov/Calculators/Blended-Retirement-System-Standalone-Calculator/>.
- Explore Military OneSource and other financial resources at <https://www.militaryonesource.mil>.
- Locate an accredited Personal Financial Manager or Counselor at your installation's Family Center, or search at <http://www.militaryinstallations.dod.mil> or <https://finred.usalearning.gov/pfcMap>.



Join the conversation with the Office of Financial Readiness online at <https://finred.usalearning.gov> and social media @DoDFINRED:     

Download the SenSe app through your phone's app store. [Download on the App Store](#) or [Get it on Google Play](#).



A Word From Your HRO Director

As the days become longer, and Spring is upon us, March also brings finalization of appraisals. Many of us attended FELTG (Federal Employment Law Training Group) training at the end of February, which was taught by Ann Boehm. Of the many topics that she discussed, one of which stood out to me, was what she called the 80-10-10 Rule. This rule states that you will have 10% of your employees that are toxic to the organization, 80% will be "just fine," average with no problems, and the last 10% are your star performers. How do we reward those star performers who come in every day hungry for knowledge, have great attitudes, and make the NVNG a better place? One of the answers is taking the time to give in depth, and proper appraisals, and the other part is awards. Continuous and timely feedback is expected from supervisors. It also allows the employee to have a better expectation and guidance of what they should be doing in their job. Awards are not automatic, they are earned. The employee knows better than anyone else what they have accomplished, and there is nothing wrong with them sending those highlights to their supervisor. As a matter of fact, working together can usually speed up the process and encourage open dialogue. Enjoy your month!

Rockstar Employees to Just Fine Employees: Appraisals

The very definition of an Appraisal is: **An act of assessing something or someone. An expert estimate of the value of something.** Supervisors are tasked with giving their employees yearly appraisals and sometimes stumble on some common questions in executing. HRO is here to help! Ms. Amanda Willis has provided answers to some of the most common questions.

Q. What is an appraisal composed of?

Appraisals are composed of three main parts: approved plan, progress review, and rating.

Q. What is required for each part?

Approved Plans should be completed within 30 days of the beginning of the rating cycle. It requires 4 critical elements. These critical elements are so important that failing to meet the standards in JUST ONE, makes that overall performance unacceptable!

Progress Reviews are sometimes referred to as interim reviews. This is feedback given from the supervisors and should be completed quarterly. At least ONE progress review needs to be recorded. Normally, this is completed at the halfway point of the rating.

Rating. Technicians/Employees need to provide employee input (explain how you were successful or outstanding in that critical element). A technician/employee will receive a rating of 1: unacceptable, 3: successful or 5: outstanding. They will need to acknowledge the rating in the system in order for it to be complete. If the technician/employee does not agree with an **UNACCEPTABLE** rating, they have 15 days to appeal. If a technician/employee does not agree with a **SUCCESSFUL** rating, they have 30 days to appeal. All appeals must be emailed through Mr. Brent Peden.



Q. So what is the rating cycle?

The rating cycle begins April 1 and ends March 31. This may be adjusted IF an employee comes off a probationary periods, AFTER April 1, goes on LWOP status (which includes Absent US/military orders), or separates before March 30. No matter what the rating cycle dates change; the effective date of the appraisal will always be June 1.

Q. I've got a rockstar temp technician. Are they eligible for an appraisal?

Unfortunately, appraisals apply only to permanent or indefinite Title 32 and 5 employees. These employees have also met their probationary period and have at least 90 days in the rating cycle with a supervisor.

Still have questions?

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Mr. Brent Peden—Labor and Relations: 775-887-7352
brent.w.peden.civ@army.mil

April 2022

NVNG HRO NEWSLETTER



YOU GET AN AWARD! YOU GET AN AWARD! YOU ALL GET AWARDS!!

Oh, wait. Maybe not.

Every employee wants an award for a job well done. Supervisors want to give their employees awards for a job well done! The Nevada Guard is no different. Mr. Adam Gardner discusses the different types of awards that can be given to employees.

So, you've determined that you have an employee that has exceeded your expectations, has gone above and beyond, and should be rewarded! So what type of recognition will best motivate the employee to greater productivity and match that recognition with performance? Should you give them a Time-Off award? Cash Award? How about a QSI? Let's break it down for you.

First and foremost, HRO will establish procedures for submitting, reviewing, evaluation, and approving superior accomplishment awards, including any additional required documentation. Nominations will be initiated by the employee's immediate supervisor using **NGB Form 32 "Recommendation for Incentive Award of Quality Salary Increase."** The supervisor **MUST** submit NGB Form 32 within 30 days after the end of the period of service to be recognized. Use the employee's current performance appraisal as justification for the award, as appropriate. Normally, a brief paragraph describing the contribution will be all the justification needed.

Superior Accomplishment Awards:

SSP: (Superior Service Performance) An SSP is a monetary award in recognition of significant superior performance of duties and responsibilities that clearly exceeds the employee's assigned position requirements. Employees **MUST** reflect a rating of 3 or higher.

SASA: (Superior Act of Superior Achievement) The SASA is a monetary award to recognize a non-recurring meritorious personal effort, contribution, or accomplishment in the public interest.

Performance Awards:

1. Performance Awards are monetary, given to recognize high-level performance for a specific period by all employees serving under a permanent appointment of ONE YEAR or more.
2. Eligibility must have a minimum rating of 3, or "fully successful". Employees with a rating of 5, or "outstanding" may also receive this award.

Documentation for this award, must consist of a rating of 3 or 5 record for the most recent rating period. It must show how nominees **EXCEED** the requirements for their critical elements. Nominations must be submitted within 90 calendar days **AFTER** the approval date, with final action completed within 30 days thereafter.

Quality Step Increases:

A QSI is an additional within-grade pay increase given to GS employees with a 5 rating for the current rating period. An employee **MAY NOT** receive more than one QSI in any 52-week period. A QSI may not be given to an employee who has received a Performance Award based in whole or in part on the performance being recommended for recognition. Nominations must be submitted within 30 days of the approval of the rating record.

Time Off Awards:

The TOA is only authorized to recognize superior accomplishments of an employee who contributed to the quality, efficiency, or economy of Government operations. This award provides an alternative to monetary or nonmonetary recognition for superior accomplishments. TOAs grant time off from duty without loss of pay or charging leave. They use the same criteria as SSP awards and is based on the value of the individual's contribution, **NOT** the individual's grade or salary. There are many factors that go into a TOA. Here are 5 major factors.

1. Immediate supervisors may approve a TOA of up to ONE working day without the review and approval of a higher official.
2. TOAs will not be granted to create the effect of a holiday
3. TOAs may be used alone or in combination with monetary or nonmonetary awards.
4. Employees cannot convert a TOA to a cash payment
5. TOAs are only good for 1 year from the effective date.

Still have questions?

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Mrs. Valerie Hollenback—HR Specialist (Classification):

775-887-7390 Valerie.a.hollenback.mil@mail.mil





COMBATING TRAFFICKING IN PERSONS

U.S. DEPARTMENT OF DEFENSE



**There's no
One face**



STOP Human Trafficking

Force, fraud, or coercion to compel a person to provide labor, services, or commercial sex.

Victims come from all backgrounds and can be women, men, and children.

Any minor (under 18 years of age) involved in commercial sex is a victim of human trafficking.

Recognize SIGNS

Physical/Environmental Indicators include signs of abuse, no identification, confined to worksite.

Psychological/Behavioral Indicators include submissive, anxious, lack of free will.

REPORT IT

Chain of Command

Local Law Enforcement

DoD Inspector General Hotline

1-800-424-9098 or visit <http://www.dodig.mil/hotline>

National Human Trafficking Hotline

1-888-373-7888.



For more information go to:

CTIP.defense.gov/