

# RAF Mildenhall Civilian All Call Q&A

*On 28 August 2019, Colonel S. Troy Pananon held a Civilian All Call for all categories of civilian personnel at RAF Mildenhall. In attendance were MOD and CPO leaders to briefly discuss civilian matters and answer questions. Following is a summary of the questions and answers from that All Call with action items and estimated completion dates.*

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*I have not failed...I have just found 10,000 ways that don't work." –Thomas Edison*

## **Agenda**

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### **Welcome and Introduction**

Colonel Pananon discussed his priorities and provided a brief career and family background.

### **Civilian Development**

The following development sources were briefly discussed

- Professional Development Center
- MyVector
- MOD Civilian Development

### **Civilian Performance Management**

Mr. Andrew McCoy of the Civilian Personnel Office (CPO) briefed upcoming performance milestones for U.S., LNDH, and MOD workforce. He discussed performance progress reviews and associated requirements for the civilian workforce.

### **Employee Resources – Helping Agencies**

Mr. Andrew McCoy of the Civilian Personnel Office (CPO) briefed contact information for helping agencies available to employees in the local area.

## Questions and Answers (Q&As)

Following are the questions and answers captured during the All Call sessions conducted on 28 August 2019 at RAF Mildenhall. Note that the questions have been summarized or reworded for purposes of dissemination. Additionally, if a questions was asked multiple times, that question will only reflect once in this summary. Lastly, to the fullest extent possible, included are applicable regulations or instructions as well as the responsible organization or unit. If there are follow up questions or items that are not captured here, please contact the Civilian Personnel Office via email at [100fss.fsmc5@us.af.mil](mailto:100fss.fsmc5@us.af.mil). This document along with the presentation slides will be uploaded to the [CPO Webpage](#) and [Sharepoint](#).

<u>Question</u>	<u>Answer</u>	<u>Action</u>	<u>Action Office</u>
<b>My sponsor was not as attentive as I felt they should be. Is there a sponsorship program?</b>	Sponsors can and should take the training offered by the A&FRC. Courses are available on a monthly basis.	Review of sponsorship programs to include minimum/mandatory requirements for civilian sponsors. Winter 2019	A&FRC
<b>Why do airmen show up with such low GTC limit?</b>	Sponsor need to make sure incoming airmen are advised of the need to place the GTC in PCS mode (to include increased limits). Should airmen find themselves in financial hardship, support agencies are available on base; to include a food pantry.	Included in review of sponsorship program.	A&FRC
<b>Can we have lunch and learns for civilians?</b>	Yes	Currently reviewing for potential action. ECD Winter 2019	Civilian Leadership Committee

<b>Why can't we have UK intern/apprentice positions here?</b>	There are some legal limitations for the USAF in the UK, however, CPO is actively working a solution to a locally funded developmental program for Local National Direct Hire positions.	Actions include: Engage with Wing Leadership, USAFE/A1K, and USAFE-UK Legal to overcome challenges for a developmental program.  ECD - Spring 2020	CPO
<b>Can we have greater orientation for new civilians?</b>	Additional resources are available via <a href="#">ADLS</a> New Employee Orientation (NEO) Courses.	See: 1. AF NEO Non-prior Military 2. NEO Course - Prior Other Agency (Army, Navy, OPM etc.)	Supervisors and Employees
<b>What is the process to gain tri base access?</b>	MBAL Process	Process attached below	
<b>We heard the e-Tools budget was being cut by a significant amount.</b>	Leadership was unaware of this issues, but took it as an action item to review.	Engagement with USAFE.  ECD - TBD	Wing/CC
<b>Medical and Dental Support</b>	There were many questions and concerns from our Civilian Airmen regarding the inability to obtain care at the clinic.	The Wing/CC is reaching out to the 48 MDG for a medical town hall.  ECD - TBD	Wing/CC

<b>Medical and Dental Support - Continued</b>	Though not allow to provide health care advise, the CPO provides all stateside selectees with 48 MDG Space-A memorandum and basic information on NHS registration as part of the in-processing packet.	CPO will continue to provide this information as needed to incoming or current employees.	CPO
<b>Once hired, why can't I move up to a higher graded position that I am fully qualified for?</b>	Time in Grade. Time in grade is a requirement for a specified amount of time that an employee must spend in a grade before they are eligible for promotion (5 CFR 300.604). In other words to be promoted from GS-07 to GS-11, one would need at least 52 weeks of federal service at the GS-09 level.	N/A	
<b>Can Civilians use MFLAC?</b>	Officially no. Eligibility for MFLAC is limited to active duty service members and family.	Civilian Airmen should refer back to the slides and handouts provided to review available support networks.	

<b>Why can't employees have Family Days and Goal Days Off?</b>	Civilian Employee may request and take leave for Family Days and Goal Days. IAW Air Force Policy group dismissal is not authorized to create a holiday or family day commensurate with those granted for active duty. Ref AFI 36-815 9.4.5.	N/A	
<b>Why are there timelimits to Overseas Tours?</b>	Overseas tours are limited to 5 years per DoDI 1400.25 Vol 1230. Tour extension approval beyond the 5 years are currently delegated to MAJCOM/CV or CoS. Extensions requests beyond 5 years must be based upon mission need.	N/A	
<b>Do we have any type of forum for feedback?</b>	Feedback and questions can be submitted via the Square D App, Email, Facebook	N/A	
<b>When is the base closing?</b>	No earlier than 2027.		
<b>Why is the internet so slow?</b>	The base infrastructure is antiquated.	The Wing is reviewing solutions that include new infrastructure.	

<b>Why don't we have diesel on Mildenhall?</b>	Diesel pumps require significant investment by AAFES. At present, negotiations are ongoing to provide greater choice to eligible airmen, including food and fuel options.	Research required by AAFES.  ECD: TBD	
<b>Why don't we have more gates open?</b>	Our, first priority is the safety and security of the installation. Our current deployment of defenders allows for the maximum flexibility and security posturing for RAFM.		



## Notes to Q & A

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### Civ All Call Slides



CIV ALL CALL FINAL  
SLIDES 28AUG19.pdf

### Local Resources/Helping Agencies



EAP.xlsx

### MBAL Process



Multiple Base  
Access Letter.docx

### References

[DoDI 1400.25 Vol 1230 - Employment in Foreign Areas](#)

[AFI 36-815 - Absence and Leave](#)

[AFMAN 36-204 - Overseas Employment](#)

[5 CFR. 300.604 - Time in Grade Restrictions](#)