



43P & 4P in the Air Force Reserve or the Air National Guard

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Attendance Code

To obtain CPE credit for this activity, you are required to actively participate in this session. You will need this attendance code in order to access the evaluation and CPE form for this activity. Your CPE must be filed by **28 October 2020** in order to receive credit.



CPE Information and Disclosures

I, Jacob Mock, “declare no conflicts of interest, real or apparent, and no financial interests in any company, product, or service mentioned in this program, including grants, employment, gifts, stock holdings, and honoraria.”



The Tennessee Pharmacy Association is accredited by the Accreditation Council for Pharmacy Education as a provider of continuing pharmacy education.



CPE Information

Target Audience: Pharmacists and Pharmacy Technicians

ACPE#:

0575-0000-20-090-L04-P

0575-0000-20-090-L04-T

Activity Type: Knowledge



Objectives

Gain awareness of Reserve and Guard opportunities available to those currently wearing the uniform

Understand the planning process and timelines required for Palace Chase and Palace Front

Determine the similarities & differences between Active Duty, AFR and ANG

Parse the differences between an active duty and a reserve retirement



Ways to Serve as a Reservist or in the Guard



Flavors of the Air Reserve Component (ARC)

AIR FORCE RESERVE

AGR

ART

Traditional

IMA

IRR

**These are
Selected
Reserve**

AIR NATIONAL GUARD

AGR

ART

Traditional

ING

What does all this mean??

****There are more types than just those listed, however this affects relatively few personnel****



AGR – Active Guard/Reserve

Full time active duty, but in the Guard or Reserve components

Uncommon for pharmacy, but specific AGR positions can be filled by a 43P/4P

- More common for line side careers

Can lead to an active duty retirement

- One must have 20 active years...**It is best to speak with an experienced Reservist about this as there are many intricate rules with this process**



Traditional

“One weekend a month, two weeks a year”

- Can be more dependent on specific position

Relatively common for pharmacy career field

Drill with a specific Reserve or Guard unit, generally in a Guard or Reserve Wing



ART – Air Reserve Technician

Traditional Reservist or Guardsman PLUS tied to a specific government civilian job during the week (typically GS)

Uncommon for 43P career field; most common in pilots, CE and maintenance

Can become eligible for two retirements (FERS and reserve retirement)



IMA – Individual Mobilization Augmentee

Most common Reservist type for pharmacy

Attached individually to an active duty unit

Only available on the Reserve side, not in the Guard

Typically, a 12-14 day annual tour plus a specified amount of inactive duty days. This differs upon the type of IMA position one currently holds.



IRR/ING

Inactive Reserves or Inactive Guard

- Most often used by personnel separating from active duty but have not yet finished their initial Military Service Obligation (MSO)
- Can also be used when looking for a new position and have vacated old position (kind of a placeholder)
- NON POINTS, NON PAY



Active vs. Reserve Retirement

Active

- Do 20 years of active duty & get benefits immediately upon retirement

Reserve/Guard

- It's complicated...
- POINTS BASED SYSTEM
- 20+ "Good" years



Reserve Retirement

Based on points instead

Points are earned a variety of different ways

- 1 day of active duty = 1 point
- 1 day (8 hours) of drill = 2 points
- PME is also worth a certain amount of points
- There are other ways to earn too...



Reserve Retirement Example

Maj A works 10 years on active duty and 15 years in the Reserves earning 50 points per year

When Maj A is 60 years old, she will earn

$\frac{10 \times 365 + 15 \times 50}{360} = 12.22 \text{ years}$ * 2.0% (BRS) or 2.5% (non BRS) = 24.44% / 30.55% of monthly O4 base pay –
One can retire after 20 good years but not be fully eligible for a Reserve retirement due to age –
this is called a “gray area” retiree

Gray area retiree = red ID vs. typical blue ID card for “full” retiree



What is a “Good” Year?

Bottom line: One needs to have 50 points per year for a good year

- There are two timelines and you must meet both
 - Participation: 50 points every fiscal year
 - R/R: A year based on when you came into the Air Force, unique to each person

15 Membership Points

Drilling Points (dependent on Unit)

Annual Tour



How to Look for Vacancies

DIFFERENT PROCESSES FOR GUARD AND RESERVE



Reserve

- Go to AFPC Secure and look for the “Reserve Vacancies” link

Welcome, User...

Your current AFPC Secure e-mail address is:
JACOB.A.MOCK2.MIL@MAIL.MIL

Phone Number:
3173771462

Click here to update your information

Message Center...

- Visit Air Force Personnel Services web site for assistance on all personnel information, applications and program Air Force Personnel Services
- Missing applications?
Accessing secure applications from a .Mil or .Gov workstation is required for some applications. Visit the NOTE section at .Mil/.Gov Access Check Page to check network issues that may prevent you from seeing applications.

Available Applications...

Top Viewed Sites

Click on the column headers to sort the list by that column.
Click it a second time to reverse the sort order.

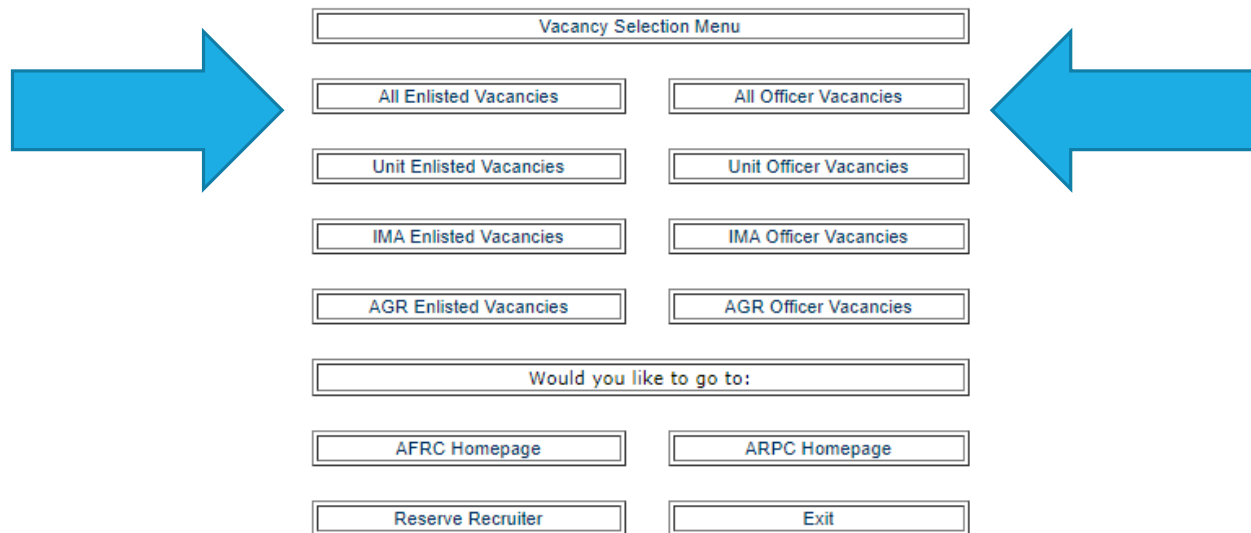
Click Here...	Application Title...
ADP	Airmen Development Plan (Having problems connecting directly to ADP? The AF Portal link may resolve the issue. Click HERE)
AFFMS II	Air Force Fitness Management System II
AMS	Assignment Management System *Active Duty Personnel Only*
EPROM Release	Virtual Enlisted Promotion Release Web
HPERB	Health Professions Education Requirements Board
PASCodes	PAS Code Information Provider
PERSTEMPO	Personnel Quality-Of-Life Measurement Tool
PRDA	Personnel Records Display Application (Having problems connecting directly to PRDA? The AF Portal link may resolve the issue. Click HERE)
RAW	Retrieval Applications Web
Reserve Vacancies	Reserve Vacancy Finder
TEMPO TrackingNET40	TEMPO Management and Tracking System Dot Net 4.0
vMPF	Virtual Military Personnel Flight Suite of Applications
vPSC RBA	Virtual Personnel Service Center - Role Based Access

Application List Display Preferences

Use Paging: ☐ Yes ☒ No # Items per Page: 10



Reserve



There are three types of positions within the AFR:

- **Unit Members:** There are three types of unit positions
 - **Unit Active Guard & Reserve (AGR):** These members are full-time Active Duty
 - **Traditional Reservist:** Required to perform 48 training periods and 14 days of Annual Training per year.
 - **Air Reserve Technician:** Individuals are full-time Civil Servants and must perform 48 training periods and 14 days of Annual Training per year. (Air Reserve Technician positions are not advertised on this site.)
- **Individual Mobilization Augmentee (IMA) Members:** There are two types of IMA positions
 - **Category A:** Required to perform 48 training periods and 14 Days of Annual Training per year.
 - **Category B:** Required to perform 24 training periods and 14 Days of Annual Training per year.
- **Headquarters AGR:** These members are full-time Active Duty and normally perform duty with Regular Air Force organizations



Reserve

Click on 43XX – Biomedical Specialists

Or in the case of enlisted personnel:
4P- Pharmacy



Vacancy Type: All Types (Unit, and IMA) ▼
Career
Click on a career to see a more detailed breakout.
10XX -
10XX - Operations Commander
11XX - Pilot
12XX - Combat Systems
13XX - Space, Missile, and C2
14XX - Intelligence
15XX - Weather
16XX - Operations Support
17XX - Cyber Operations
18XX - Remotely Piloted Aircraft
20XX - Logistics Commander
21XX - Logistics Utilization Field
30XX - Support Commander
31XX - Security Forces
32XX - Civil Engineer
35XX - Public Affairs
38XX - Force Support
40XX - Medical Commander
41XX - Health Services
42XX - Biomedical Clinicians
43XX - Biomedical Specialists
44XX - Physician
45XX - Surgery
46XX - Nurse
47XX - Dental
48XX - Aerospace Medicine
51XX - Law
52XX - Chaplain
61XX - Scientific/Research
62XX - Developmental Engineering
63XX - Acquisition
64XX - Contracting
65XX - Finance
71XX - Special Investigations
81XX - Instructor
81XX - Instructor, Officer Training School
84XX - Historian
86XX - Command and Control
86XX - Operations Management
87XX - Director, Wing Inspections
87XX - Installation Inspector General
92XX - Pilot Trainee
97XX - Executive Officer



Reserve

You can click on each individual listing for more information. Type (IMA or Unit) & Authorized Grade will show on this page.

Results of Search for Vacancies for AFSC 43XX
[Click Here to Refine Search](#)

MPF ID	Location	Type of position	Career Field (AFSC) Click to see details/apply	Authorized Grade
Locations hidden for this presentation		Traditional	43D3 - Dietitian	Major
		IMA	43P3 - Pharmacist	Major
		Traditional	43T3A - Biomedical Laboratory	Major
		IMA	43E3A - Bioenvironmental Engineer	Lieutenant Colonel
		IMA	43H3 - Public Health	Major
		Traditional	43D3 - Dietitian	Major
			43T3E - Biomedical Laboratory	Lieutenant Colonel
		IMA	43H3 - Public Health	Major
		IMA	43P3 - Pharmacist	Lieutenant Colonel
		IMA	43T4E - Biomedical Laboratory	Lieutenant Colonel
		IMA	43A4 - Aerospace & Operational Psychologist	Lieutenant Colonel
		Traditional	43H3 - Public Health	Major
			43T3A - Biomedical Laboratory	Major
			43T3A - Biomedical Laboratory	Major
		Traditional	43T3A - Biomedical Laboratory	Major
		Traditional	43E3A - Bioenvironmental Engineer	Major
		Traditional	43H3E - Public Health	Major
			43H3E - Public Health	Major





Sample Listing - Reserve

Important to note: duty title, authorized rank, reserve category, location, AFSC and job description

Position Number:
Duty Title: Pharmacist
Advertisement Closeout Date: 8/8/8888
Auth AFSC: 43P3
Retraining Auth: N
RPI Code: 0
Program Element Code: 58213A
Tng Req: 24 IDT 14 AT
Training Atchment Auth: N
Location: BEALE AFB, CA
PRP Indicator:
Overgrade Waiver: N
Rater Info:
Manpower Auth (current + 11 months): 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1

Auth Rank: Maj

Exp Date:

Last updated on 2020-05-27 09:00:01

Vacancy Status Code: M
AGR Tour Length: 0

EDCSA/RNLTID:

Reserve Category: IMAB
Functional Account Code: 551300
Funct Acct ClearText: OUTPATIENT PHARMAC

Auth SEI:
Milage Waiver: N
Mil Phone:

Civ Phone:

Job Description: DUTIES AND RESPONSIBILITIES: The 9th Medical Group at Beale AFB falls under Air Combat Command and supports a unique intelligence, surveillance, and reconnaissance mission. The pharmacy processes 67,000 prescriptions annually supporting over 28,600 beneficiaries to include high altitude pilots with unique physiological requirements. As a pharmacist, you will work as part of a team of seven military and civilian personnel and be expected to perform a full range of pharmacist functions independently. Responsibilities include counseling patients regarding appropriate use of medications, prospective drug utilization review, supporting an over the counter self care medication dispensing program and a pharmacy based birth control clinic, providing clinical direction to pharmacy personnel and students, consulting with other specialty practitioners to provide optimal patient pharmaceutical care, documenting significant medication interactions, and pharmacy interactions with prescribers. Additional duties as assigned. **QUALIFICATIONS:** The following qualifications are mandatory: A Bachelors, Masters, or Doctoral degree in Pharmacy from a college of pharmacy accredited by the American Council on Pharmaceutical Education, a current, valid, unrestricted license to practice Pharmacy in any one of the fifty States, the District of Columbia, the Commonwealth of Puerto Rico, Guam or the U.S. Virgin Islands, experience using CHCS AHLTA, Basic Life Support certificate from American Heart Association, Appropriate Professional Military Education Completed or in progress, excellent leadership, management and communications skills, outstanding military bearing, behavior and appearance standards, strong verbal and written communications skills, ability to quickly learn in a new assignment and work well with other team members and independently. Applicants must be committed to delivering care in accordance with the Air Force Medical Service Trusted Care principles, and to fostering a culture that creates positive staff and patient experiences.

Remarks: DO NOT APPLY FOR THIS POSITION BY CLICKING THE Volunteer for this position BUTTON BELOW. THIS FUNCTION DOES NOT WORK FOR IMA POSITIONS. The application submission procedures can found on the Detachment 5 website. Once on the page, scroll down to the Resources Heading middle of the page and click on the IMA Vacancy Application Checklist and Instructions document: <http://www.arpc.afrc.af.mil/HQRIO/Detachments/Detachment5.aspx> SPECIAL NOTE FOR RECRUITERS: AFRISS must be used to submit your applications. Any applications sent to the HQ RIO Det 5 Assignments Workflow email will not be processed. DO NOT APPLY FOR THIS POSITION BY CLICKING THE Volunteer for this position BUTTON BELOW. THIS FUNCTION DOES NOT WORK FOR IMA POSITIONS. ADDITIONAL DOCUMENTS: a Current Career Data Brief printed from the vMPF is required

Interview Required?: Y

If Yes, Unit POC: HQ RIO DET 5 - 4783272331 - HQRIODET5FORCEMGMT@US.AF.MIL

MPF/IMA Program Manager POC: --



Guard

Each individual state has its own process for posting vacancies


- Some states post both Traditional & AGR, others may only post one type
- Some require CAC access

Best to Google “**Your State** Guard vacancies”

Some states you will have to contact the unit or a recruiter directly



Sample listing for Guard AGR positions

			
Alaska National Guard Active Guard Reserve (AGR) Position Announcement # AKANG 19-169 https://dmva.alaska.gov/employment/			
POSITION TITLE: Combat Rescue Officer/ Special Tactics Officer	AFSC or MOS: 13D3/ 13C3	OPEN DATE: 15 Jun 2019	CLOSE DATE: Open Until Filled
UNIT OF ACTIVITY/DUTY LOCATION: 212 Rescue Squadron, Joint Base Elmendorf-Richardson, Alaska		GRADE REQUIREMENT: Min: E1 Max: O4	
SELECTING SUPERVISOR: Lt Col Matthew T. Kirby	Position Number: Multiple Vacancies	PHYSICAL PROFILE: PULHES - N/A * Commissioning Opportunity	
AREAS OF CONSIDERATION			
On-board AK ANG AGR (Any AFSC) Alaska Air National Guard members (Any AFSC) Nationwide military members eligible for membership in the AKANG (Any AFSC)			
MAJOR DUTIES MAY INCLUDE			
AIR GUARD: Please refer to attached pages for more info on the major duties and initial qualifications for this position for this AFSC or go to: https://www.my.af.mil to review the AFOCD			
INITIAL ELIGIBILITY CRITERIA			
In addition to criteria listed on attached pages - Security Clearance - Must be able to obtain: Top Secret - Aptitude Requirement: N/A - Strength requirement: N/A - Applicants who do not hold the 13C or 13D AFSC must include a PAST and Letter of Recommendation from the 212 RQS Assessment and Selection with their application. - Open Until Filled			
PREFERRED QUALIFICATIONS			
In addition to the initial eligibility criteria and required forms listed application procedures, the following are preferred qualifications: - Resume - Cover Letter - Last 3 Enlisted/Officer Performance Evaluations - Letters of Recommendation will be accepted			

INGS - AGR		RECRUITMENT: 907-428-6077 JOIN THE AIR NATIONAL GUARD			
Description	Rank	Status	Open Date	Close Date	
0 RQS Detachment Commander (Open Until filled)	O3-O5	OPEN	7/6/2019	Until Filled	
0 RSQ Instructor Special Mission Aviator (Open Until filled)	E3-E6	OPEN	5/15/2019	Until Filled	
2 RQS Combat Rescue Officer/ Special Tactics Officer (Open Until filled)	O1-O4	OPEN	6/15/2019	Until Filled	
8 MDG - Health Systems Superintendent	E8-E9	OPEN	9/18/2019	10/4/2019	
3 SWS - Space Systems Operations Superintendent	E7-E8	OPEN	8/20/2019	9/19/2019	
8 MXG - Administrative Craftsman	E5-E6	OPEN	9/9/2019	9/24/2019	
8 ARS In-flight Refueling Superintendent	E8P-E9	OPEN	9/9/2019	10/10/2019	
0 RQS - HH60 Special Missions Aviator	E6-E7	OPEN	9/16/2019	10/1/2019	
8 Wing Director of Staff	O4-O5	OPEN	9/19/2019	10/4/2019	
oenvironmental Engineer Technician	E6-E7	OPEN	9/19/2019	10/4/2019	
8 MXS - Fabrication Element Supervisor	E7-E8	OPEN	9/23/2019	10/23/2019	
76 AMXS - C17 Production Supervisor (multiple vacancies)	E7	OPEN	9/23/2019	10/23/2019	
(Updated: October 24, 2019)					



Transition from Active to Reserve Component



PALACE CHASE & PALACE FRONT

PALACE CHASE

- Your contract/enlistment is not up, you are released early to go into ARC
- Likely subject to recoupment of special pays or bonuses, sometimes can be waived for force shaping
- READ MOST CURRENT RULES IN AFI
 - MyPERS is another great resource
 - These change often; also differ depending on CONUS/OS
 - MUST be approved by CFM

PALACE FRONT

- Your contract/enlistment ends and you join the Reserve or Guard the next day
- Contact an In-Service Recruiter (ISR) 6 to 15 months before planned separation
 - Longer timeframe, if overseas



To Apply

You must contact your In-Service Recruiter

- Some areas have one for their base, some for the state
- In Service Recruiters for Guard and Reserve are usually different people

Advance time is crucial!

- Maximizes job options
- Allows time for officer scrolling process, which is lengthy

Cross training is often available for enlisted personnel below SNCO



Mobilization



Mobilization

Members in all Reserve components are subject to recall

- Many different types of recalls, length is dependent on who is doing the recalling (SECAF, SECDEF, Congress, POTUS) and the reason for the recall
- A very recent COVID-19 example:
 - “Last month, the Army reached out to approximately 800,000 retired Soldiers, gray-area Soldiers and Individual Ready Reserve Soldiers, asking them to join the response effort. So far roughly 25,000 from numerous backgrounds have volunteered to rejoin the Army team, said Brig. Gen. Twanda E. Young, U.S. Army Human Resources Command deputy commanding general and reserve personnel management director.”
 - Source: https://www.army.mil/article/234363/25000_soldiers_for_life_respond_to_call



Benefits Comparison



Benefits of Guard or Reserve Service

Continue working towards retirement

- In the great majority of cases, you are able to choose the base you want to be at and control the timing of PCS (dependent on position availability and rank)

Keep fringe benefits of military service

- Access to BX, commissary, other base offerings (such as gym, theater, etc.)

Eligible for SGLI in most duty statuses

GI Bill: Most coming from active duty will qualify; however, those who do not may qualify under MGIB-SR



Benefits of Guard or Reserve Service

Health insurance

- 30 consecutive days or more of active service = Tricare Prime (in most cases)
- Not on active service but in a drilling status = Tricare Reserve Select
 - Current fees and deductibles to the right
 - As of 29 May 2020

	TRICARE Reserve Select
Enrollment Fees	Member only: \$44.17/month Member + Family: \$228.27/month
Deductible	E1-E4: \$52 per individual and \$104 per family E5 & above: \$156 per individual and \$313 per family
Catastrophic Cap	\$1,044
Outpatient Visit - Primary	Network: \$15 Non-network: 20%
Outpatient Visit - Specialty	Network: \$26 Non-network: 20%
Urgent Care	Network: \$20 Non-network: 20%
Emergency Services	Network \$41 Non-network: 20%



USERRA

“The **Uniformed Services Employment and Reemployment Rights Act** of 1994 (USERRA) is a Federal law that establishes rights and responsibilities for uniformed Service members and their civilian employers.

USERRA is a Federal law intended to ensure that persons who serve or have served in the Armed Forces, Reserve, National Guard, or other uniformed Services: (1) are not disadvantaged in their civilian careers because of their service; (2) are promptly reemployed in their civilian jobs upon their return from duty; and (3) are not discriminated against in employment based on past, present, or future military service. The law is intended to encourage non-career uniformed service so the United States can enjoy the protection of those Services, staffed by qualified people, while maintaining a balance with the needs of private and public employers who also depend on these same individuals.”

Source: <https://esgr.mil/USERRA/What-is-USERRA>



Questions???



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