Pathways Program
Logistics Career Field
Tinker Air Force Base, OK

Katie Ward, DAF
Workforce Development Program Manager
DSN: 884-8419, COMM: 405-734-8419
katie.ward@us.af.mil
The mission of the United States Air Force is to fly, fight and win...in air, space and cyberspace. To achieve that mission, the Air Force has a vision of Global Vigilance, Reach and Power. That vision orbits around three core competencies: Developing Airmen, Technology-to-Warfighting and Integrating Operations. Core competencies and distinctive capabilities are based on a shared commitment to three core values -- integrity first, service before self, and excellence in all we do.
Logistics management professionals are responsible for providing guidance and support in acquiring, fielding, deploying and planning for all product and service stages.

This will include direct responsibility for planning, programming, provisioning, acquiring, distributing and maintaining accountability for our product support elements.

As a professional in this field, you will investigate and analyze unusual problems or conflicts in the area of product support, as well as formulate studies to ensure plans are completed successfully.

The logistics career field is the largest career field within the Air Force with a workforce of over 45,000 employees.

http://jobs.afacquisitioncareers.com/careers/aflcmc-jobs
Pathways Program – PALACE Acquire

- Opportunity for those who have graduated or will graduate by start date, or for those who have at least one-year of specialized experience in logistics
- Occupies a full-time position
  - Three (3) year, formal training plan
  - Paid program with yearly promotions upon successful performance* (GS-7/11)
  - Upon completion of the program, the Air Force offers a permanent position at the current duty location or within the servicing major command


https://www.usajobs.gov/StudentsAndGrads
http://www.afciviliancareers.com/content/palace-acquire
Basic Qualifications

- U.S. Citizen
- Ability to obtain a Security Clearance
- Mobility Agreement
- Bachelors Degree - *Business Related Field Preferred, Not Required*
  - Must have degree in hand by start date;
  - GPA of 2.95 (or better) overall or in last two years; or
  - GPA of 3.45 (or better) in major overall or in last two years; or
- Class ranking in upper 1/3 of graduating class in the college, university, or major subdivision (i.e., School of Business; class rank letter must be signed by Registrar or Dean); or
- Membership in a National Scholastic Honor Society (excluding freshman yr); or
- One full year of graduate level study; or
- Possess a Master’s or higher degree, e.g., LL.B., J.D., LL.M., Ph.D, in a field that provided the knowledge, skills, and abilities necessary to do the work; or
- An equivalent combination of graduate education as described above and specialized experience which, when combined, would equate to 100%; or
- One full year of directly-related specialized experience equivalent to the GS-5 level. If ungraded hours exceed 10 percent, GPA cannot be used;
Pathways Program Incentives

**AFLCMC... Providing the Warfighter’s Edge**

- **Student Loan Repayment**
  - Outstanding principal balance only (no interest paid)
    - Federally subsidized/unsubsidized loan types covered
    - $10,000 per year*
    - $20,000 maximum per intern*
    - Accrued penalties/late fees not included
    - Bi-weekly payments direct to lender
    - Loan repayment amount subject to tax withholding
    - Continued Service Agreement (CSA) – requires three (3) years of continuous employment
      - Failure to complete CSA
        - Leave DoD – repay entire amount of payments made
        - Remain w/ DoD – payments stop

*Dependent on available funding*
Higher Education Tuition Assistance

- Funding is limited to two courses per term, with a maximum per person limit of $50K*
  - The $50K limit includes both undergraduate and graduate degrees
- Funding may be provided up to 100% of the cost for tuition, laboratory, and other instructional fees
- Funding does not cover course material, optional fees, parking, charges for personal services or the costs of student TDY or vicinity travel
- TA is not guaranteed until the request is approved
- Individuals who fail to successfully complete a course will reimburse the Air Force for all TA costs for that course
  - Must complete course with a “C” or better for undergraduate courses and “B” or better for graduate

*Dependent on available funding
DoD Employee Benefits

- **Annual leave accrual rate**
  - Four (4) hours each pay period (less than 3 yrs of service), six (6) hours (3-15 years of service)

- **Sick Leave**
  - Four (4) hours each pay period
  - Family and Medical Leave Act (FMLA)

- **Ten (10) Paid Holidays**

- **Federal Employees Health Benefits (FEHB)**

- **Federal Employee Retirement System (FERS)**
  - Thrift Savings Plan (TSP) (equivalent to a 401K)

https://www.opm.gov/policy-data-oversight/pandemic-information/benefits/
# SALARY TABLE 2015-RUS

INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 14.16% FOR THE LOCALITY PAY AREA OF REST OF U.S.

TOTAL INCREASE: 1%

EFFECTIVE JANUARY 2015

### Annual Rates by Grade and Step

<table>
<thead>
<tr>
<th>Grade</th>
<th>Step 1</th>
<th>Step 2</th>
<th>Step 3</th>
<th>Step 4</th>
<th>Step 5</th>
<th>Step 6</th>
<th>Step 7</th>
<th>Step 8</th>
<th>Step 9</th>
<th>Step 10</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>$ 20,733</td>
<td>$ 21,426</td>
<td>$ 22,115</td>
<td>$ 22,801</td>
<td>$ 23,491</td>
<td>$ 23,955</td>
<td>$ 24,576</td>
<td>$ 25,264</td>
<td>$ 25,290</td>
<td>$ 25,928</td>
</tr>
<tr>
<td>2</td>
<td>23,310</td>
<td>23,865</td>
<td>24,637</td>
<td>25,290</td>
<td>25,575</td>
<td>26,328</td>
<td>27,080</td>
<td>27,832</td>
<td>28,585</td>
<td>29,337</td>
</tr>
<tr>
<td>3</td>
<td>25,434</td>
<td>26,282</td>
<td>27,130</td>
<td>27,978</td>
<td>28,827</td>
<td>29,675</td>
<td>30,523</td>
<td>31,371</td>
<td>32,219</td>
<td>33,068</td>
</tr>
<tr>
<td>4</td>
<td>28,523</td>
<td>29,505</td>
<td>30,457</td>
<td>31,409</td>
<td>32,361</td>
<td>33,313</td>
<td>34,263</td>
<td>35,217</td>
<td>36,169</td>
<td>37,121</td>
</tr>
<tr>
<td>5</td>
<td>31,944</td>
<td>33,009</td>
<td>34,074</td>
<td>35,140</td>
<td>36,205</td>
<td>37,270</td>
<td>38,335</td>
<td>39,400</td>
<td>40,465</td>
<td>41,530</td>
</tr>
<tr>
<td>6</td>
<td>35,609</td>
<td>36,796</td>
<td>37,983</td>
<td>39,171</td>
<td>40,358</td>
<td>41,545</td>
<td>42,732</td>
<td>43,920</td>
<td>45,107</td>
<td>46,294</td>
</tr>
<tr>
<td>7</td>
<td>39,570</td>
<td>40,889</td>
<td>42,207</td>
<td>43,526</td>
<td>44,844</td>
<td>46,163</td>
<td>47,481</td>
<td>48,800</td>
<td>50,119</td>
<td>51,437</td>
</tr>
<tr>
<td>8</td>
<td>43,823</td>
<td>45,284</td>
<td>46,743</td>
<td>48,206</td>
<td>49,668</td>
<td>51,129</td>
<td>52,590</td>
<td>54,051</td>
<td>55,513</td>
<td>56,974</td>
</tr>
<tr>
<td>9</td>
<td>48,403</td>
<td>50,016</td>
<td>51,629</td>
<td>53,242</td>
<td>54,855</td>
<td>56,468</td>
<td>58,081</td>
<td>59,694</td>
<td>61,307</td>
<td>62,920</td>
</tr>
<tr>
<td>10</td>
<td>53,302</td>
<td>55,079</td>
<td>56,855</td>
<td>58,631</td>
<td>60,408</td>
<td>62,184</td>
<td>63,960</td>
<td>65,737</td>
<td>67,513</td>
<td>69,289</td>
</tr>
<tr>
<td>11</td>
<td>58,562</td>
<td>60,514</td>
<td>62,466</td>
<td>64,418</td>
<td>66,370</td>
<td>68,322</td>
<td>70,275</td>
<td>72,227</td>
<td>74,179</td>
<td>76,131</td>
</tr>
<tr>
<td>12</td>
<td>70,192</td>
<td>72,533</td>
<td>74,873</td>
<td>77,213</td>
<td>79,554</td>
<td>81,894</td>
<td>84,234</td>
<td>86,574</td>
<td>88,915</td>
<td>91,255</td>
</tr>
<tr>
<td>13</td>
<td>83,468</td>
<td>86,250</td>
<td>89,032</td>
<td>91,814</td>
<td>94,596</td>
<td>97,378</td>
<td>100,161</td>
<td>102,943</td>
<td>105,725</td>
<td>108,507</td>
</tr>
<tr>
<td>15</td>
<td>116,021</td>
<td>119,889</td>
<td>123,756</td>
<td>127,624</td>
<td>131,492</td>
<td>135,360</td>
<td>139,227</td>
<td>143,095</td>
<td>146,963</td>
<td>150,830</td>
</tr>
</tbody>
</table>

Questions?
*Note: The responses to the following FAQs are not official responses from the Department of the United States Air Force (DAF) or the Air Force Life Cycle Management Center (AFLCMC), but from the perspective of the Workforce Development Program Manager, Ms. Katie Ward.
Frequently Asked Questions (FAQs)

PALACE Acquire (PAQ) Program – Logistics Career Field
Frequently Asked Questions (FAQs) From Katie’s Perspective

Will I get a Top Secret Clearance?

During your formal, three-year rotation, you will not likely have a need for Top Secret Clearance. However, there are some programs/weapon systems that may require special access (i.e. B-2 program).

How easy is it to promote?

Every year, for three years, the PAQ employee will get progressive pay increases dependent on successful performance and meeting the training plan requirements set forth by the PAQ Program. After completing the program, it is up to each employee to determine what short-term and long-term goals they want to obtain and how to obtain them (e.g. obtaining a Master’s Degree).

Will I be challenged?

The program is what you make of it. What we look for in recent graduates or alumni is initiative and the desire to learn. You will be challenged as much as you choose to challenge yourself.

How safe is it working on base?

There are measures in place at Tinker AFB for prevention of any safety threats. Those safety measures are practiced or “exercised” on a regular basis. The base has a 100% I.D. check at every entry point. However, sometimes things happen that are out of the control of everyone, just like in the private sector.

Will I have to move (Permanent Change of Station (PCS))? 

When you are accepted into the PAQ Program, you will have to sign a mobility agreement that states that you will move if there is not a permanent position available for you at your current duty location upon completion of the program. (However, I have never
seen the requirement to move ever happen, but not saying that it won’t). Once you are placed onto a permanent position, you are not required to be mobile. However, being mobile is good for career progression.

What could hinder me from getting a job with the government?

In order to obtain a PAQ position, you must be a U.S. Citizen. You must have the appropriate education and/or experience. You will need, at a minimum, a secret clearance. A full background investigation will be completed on you in order to obtain the clearance. Bad credit and/or a criminal background are just a couple of examples of hindrances of obtaining a position with the government.

What are some of the benefits/perks?

Student loan repayment (if funding is available), tuition assistance (if funding is available), annual and sick leave, ten (10) paid holidays, health benefits, thrift savings plan (equivalent to a 401k with employer match of 5%) are just a few benefits for working for the Department of the Air Force. The ability to support the mission and the warfighter are the main benefits.

What facilities do I get to use on base?

Some of the facilities you will have access to are the four fitness centers, aquatic center, golf course, bowling alley, daycare services, library, and more. http://www.tinkerliving.com/

What are the work hours?

Typically the work hours are 40 hours a week. Work schedule is worked out between the supervisor and employee.

What is the pay structure like?

For the PAQ program, the pay structure is called General Schedule (GS). https://www.opm.gov/policy-data-oversight/pay-leave/pay-systems/general-schedule/
FAQs Cont....

What kind of planes do you get to see there?

Depending on what program/weapon system you work on, you may have the opportunity to see many planes. For example, some PAQ employees work for the KC-135, KC-46, B-1, B-52, VC-25, and E-3 program offices. Some work in the propulsion (aircraft engine) program office as well.

Is it rewarding working for the government, specifically the Air Force?

If your main intention in working at Tinker AFB or working for the Air Force is to support the Air Force and its mission, along with supporting the warfighter, then every day working for the Air Force is rewarding.

Will I have to work overtime?

You may be required to work occasional overtime. As a PAQ employee, you will not be paid for overtime; you will instead get “credit” time off. [https://www.opm.gov/policy-data-oversight/pay-leave/pay-administration/](https://www.opm.gov/policy-data-oversight/pay-leave/pay-administration/)

Will I have to travel for my job?

You may be required to travel for your assigned training location or for your training requirements during your three-year rotations. You are required to travel during your second year of the program to an operational training assignment for ~20 days. Some operational training assignments are located at Dyess AFB, TX, Seymour-Johnson, NC, and Barksdale AFB, LA.

What are some negative things that you have faced working for the government?

When I started working for the government as a PAQ, I learned quickly that the pace of the government is consistently ebbs and flows. As someone who likes to be busy and with boredom being my worst enemy, it was an adjustment transferring from the private sector to the government. However, during those down times, I had the ability to work on my first Master’s Degree and my training plan.

Is there a mentorship program to guide me through this program?

When you start the program, a senior PAQ employee will be assigned to you. In addition, the Trainee Development Coordinator (TDC) (me) will work with leadership to find a mentor to fit your needs.
Interested in this opportunity?

Email katie.ward@us.af.mil current resume (to include graduation date and GPA) as well as official transcripts.