



U.S. AIR FORCE



AFLCMC... Providing the Warfighter's Edge



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**



U.S. AIR FORCE

Air Force Mission



AFLCMC... Providing the Warfighter's Edge

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 Career Field



U.S. AIR FORCE

AFLCMC... Providing the Warfighter's Edge

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



U.S. AIR FORCE

AFLCMC... Providing the Warfighter's Edge

- **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.opm.gov/policy-data-oversight/pay-leave/salaries-wages/salary-tables/pdf/2015/RUS.pdf](https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/salary-tables/pdf/2015/RUS.pdf)

<https://www.usajobs.gov/StudentsAndGrads>

<http://www.afciviliancareers.com/content/palace-acquire>



Basic Qualifications



U.S. AIR FORCE

AFLCMC... Providing the Warfighter's Edge

- **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



U.S. AIR FORCE

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



U.S. AIR FORCE

AFLCMC... Providing the Warfighter's Edge

- **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



U.S. AIR FORCE

AFLCMC... Providing the Warfighter's Edge

- **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/pay-leave/>

<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

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 20,733	\$ 21,426	\$ 22,115	\$ 22,801	\$ 23,491	\$ 23,895	\$ 24,576	\$ 25,264	\$ 25,290	\$ 25,928
2	23,310	23,865	24,637	25,290	25,575	26,328	27,080	27,832	28,585	29,337
3	25,434	26,282	27,130	27,978	28,827	29,675	30,523	31,371	32,219	33,068
4	28,553	29,505	30,457	31,409	32,361	33,313	34,265	35,217	36,169	37,121
5	31,944	33,009	34,074	35,140	36,205	37,270	38,335	39,400	40,465	41,530
6	35,609	36,796	37,983	39,171	40,358	41,545	42,732	43,920	45,107	46,294
7	39,570	40,889	42,207	43,526	44,844	46,163	47,481	48,800	50,119	51,437
8	43,823	45,284	46,745	48,206	49,668	51,129	52,590	54,051	55,513	56,974
9	48,403	50,016	51,629	53,242	54,855	56,468	58,081	59,694	61,307	62,920
10	53,302	55,079	56,855	58,631	60,408	62,184	63,960	65,737	67,513	69,289
11	58,562	60,514	62,466	64,418	66,370	68,322	70,275	72,227	74,179	76,131
12	70,192	72,533	74,873	77,213	79,554	81,894	84,234	86,574	88,915	91,255
13	83,468	86,250	89,032	91,814	94,596	97,378	100,161	102,943	105,725	108,507
14	98,633	101,921	105,209	108,497	111,784	115,072	118,360	121,648	124,936	128,223
15	116,021	119,889	123,756	127,624	131,492	135,360	139,227	143,095	146,963	150,830

Applicable locations are shown on the 2015 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2015/locality-pay-area-definitions/>



U.S. AIR FORCE



AFLCMC... Providing the Warfighter's Edge

Questions?



Frequently Asked Questions (FAQs)



U.S. AIR FORCE

AFLCMC... Providing the Warfighter's Edge

***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)



U.S. AIR FORCE

AFLCMC... Providing the Warfighter's Edge

Ms. Katie R. Ward, Workforce Development, 405.734.8419, katie.ward@us.af.mil

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



FAQs Cont....



Ms. Katie R. Ward, Workforce Development, 405.734.8419, katie.ward@us.af.mil

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....



AFLCMC... Providing the Warfighter's Edge

Ms. Katie R. Ward, Workforce Development, 405.734.8419, katie.ward@us.af.mil

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/>

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.