



## DEPARTMENT OF THE AIR FORCE

146th OPERATIONS GROUP (ANG)

28 Nov 01

MEMORANDUM FOR CAANG/HR

FROM: 146OG/CCE

SUBJECT: Justification for Recruiting Bonus

1. The 146<sup>th</sup> Operations Group has repeatedly attempted to hire qualified instructor pilots over the last three years. In competition with airline hiring, we have been successful only once. The current job announcement was released nationwide for three positions at the GS-13 level. We had only two qualified applicants.
2. Of the two qualified applicants, only one can accept the appointment. The other applicant had been scheduled for furlough from his airline. The furlough was cancelled and he was financially compelled to turn down our offer and remain with his airline. The downturn in airline hiring seems to have been for a limited time in our region.
3. Our pilot force is now fully employed. A qualified instructor pilot has sufficient experience to make him/her very attractive to the commercial market. Our high cost of living dissuades applicants from other regions of the country. Our current high level of mobilization has drained all of our resources and leaves us overtasked with two vacancies remaining.
4. The addition of the Recruiting Bonus of 25% (at the GS-13, step 5 level) in the offer to Maj Brian D. Kelly is necessary to attract him to this job, and is necessary to fill a mission essential position in the 146<sup>th</sup> OG.

Clyde T. Doheney, Lt Col

Air Operations Exec