



DEPARTMENT OF THE AIR FORCE

146th OPERATIONS GROUP (ANG)

3 Dec 2001

MEMORANDUM FOR CAHR

FROM: 146OG/CC

SUBJECT: JUSTIFICATION FOR ADVANCED IN-HIRING RATE BASED

1. The 146th Airlift Wing desires to in-hire Maj Brian Kelly at a GS-13, step 5 rate due to his superior qualifications, the fact that he is forfeiting significantly higher salary than entry level GS-13 salary, and due to his unique combination of education and experience in the job areas for which we are hiring him.
2. Maj Kelly comes to us as an Air Force Senior Pilot with several thousand hours of flying time in the C-130 and the related P-3 aircraft. His aviation experience includes extensive worldwide operations in airlift and in Special Operations. His peers and commanders evaluate him as a truly outstanding aircraft commander.
3. Maj Kelly is employed by American Airlines as a pilot and maintains an E-business and Information Technology Consulting business. In his consulting business he earns over \$120,000 per year. Although he is as yet a junior pilot with American Airlines, he can expect to earn over \$48,000 in the coming year and see a rapid increase in salary after this coming year. Hiring Maj Kelly in as a GS-13, step 5 will not equal his other salary, but he is willing to absorb the loss in order to work for the Air National Guard.
4. Although Maj Kelly is hired generically as a Fixed Wing Pilot, he is being assigned to our Wing Plans Officer position that is necessarily filled by a highly qualified rated officer. In the current world circumstances, the 146th AW is heavily involved in the national mobilization and heavily involved in a complex plans and operations environment. We have been unable to fill this position with a qualified

officer for over a year and the current situation requires that we cannot wait to fill it with a high degree of competence. Maj Kelly comes to us with extensive active duty planning and staff experience on the Staff of the Commander in Chief of the U.S. Pacific Fleet. He held positions as Action Officer for Weapons of Mass Destruction and Counter Proliferation and Logistics Officer for the CINC's Deployable Joint Task Force Augmentation Cell, with subject expertise in contingency rapid deployment and Crisis Action training for Command Staffs. He was a member of the CINC's Crisis Action Team. He also served as the Exercise and Mobilization Plans Officer for Logistics. He has extensive civilian background as a technology and business consultant. He is an Associate Professor in the Adjunct Faculty of Embry Riddle University in the MBA Program, with concentrations in Global Information and Technology management, Aviation Maintenance Management, and Integrated Logistics Support of Aviation/Aerospace Operations.

5. Maj Kelly comes to us at exactly the right time, with exactly the right qualifications to perform as an invaluable aide to the Commander of the 146th AW in the very demanding times. Hiring him in a somewhat higher salary is vital to the mission success of the Wing and to the Californian Air National Guard.

Douglas S. Broadhurst, Col
Commander