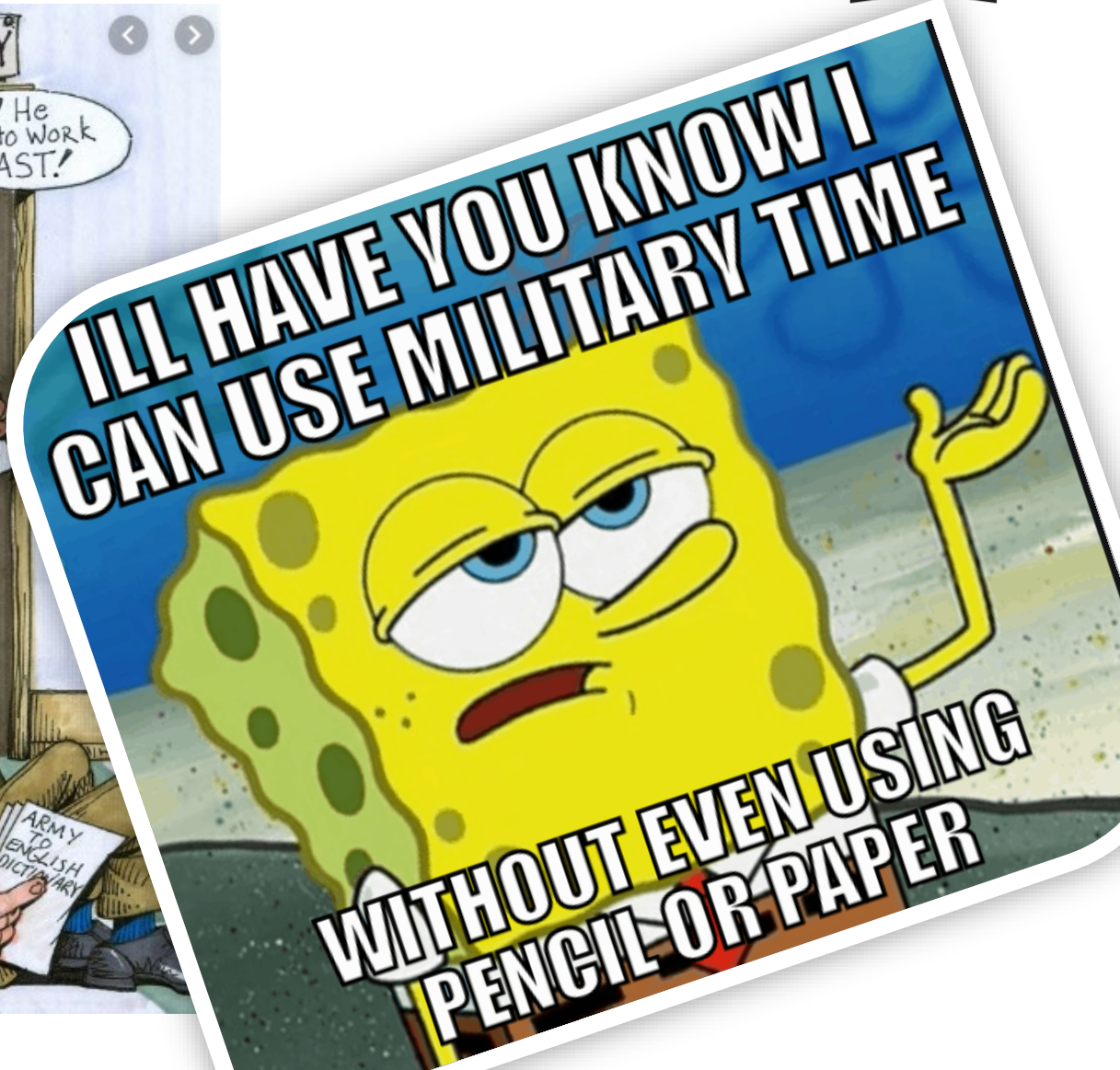




Military Career Overview





Ed Koledo - Statewide Director



Michigan Helmets to Hardhats

Koledo's former positions include:

- Senior Deputy for Talent Development, Ted
- Career and College Access Network Coordinator for Genesee County
- Superintendent of Linden Community Schools
- Retired in September, 2018 as a Colonel in the Michigan Army National Guard, with over 30 years of military service. His military career has mostly been in the Michigan Army National Guard, with missions in 12 states, Great Britain and two tours in the Middle East. His last deployment in 2015-16 was as a HIMARS Battalion Commander.



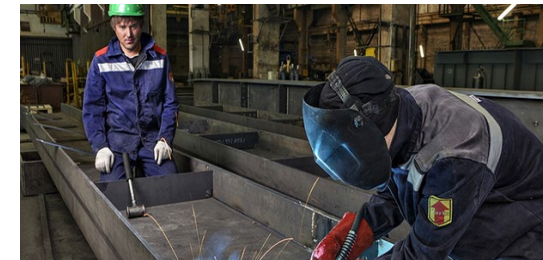
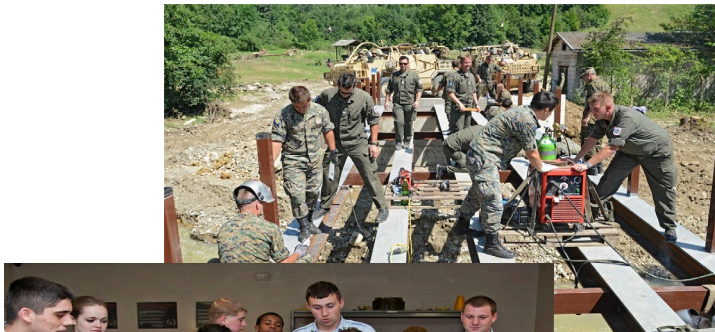
Ed and his wife Bridget have been married for 25 years. He has one daughter who is now 31 and two sons, one is ten and the other is 12 years old. Hobbies include fishing, hunting and coaching football and basketball. Ed is a member of Linden's VFW, American Legion and Masonic Lodge, the Fenton Rotary Club, a board member on LAFF Pathways and he is chairman of the executive board for the Fenton & Linden Regional Chamber of Commerce.



Objectives / Outcomes



- ✓ Five Service Components or Branches of the Military
 - ✓ Why People Serve & Types of Service
 - ✓ Basic Combat Training (Boot Camp) & Advanced Individual Training (AIT)
 - ✓ Military Rank, Culture, Pay & Myths
 - ✓ Military Skills...some transfer and some don't
 - ✓ How to Join the Military & Service Commitment
 - ✓ Military Pay, Bonuses, Retirement & Demographics
 - ✓ Military Careers
-



Ed Koledo
Michigan Director

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Five Branches of Service



- **Army**
- **Navy**
- **Air Force**
- **Marines**
- **Coast Guard**





Service Components

(Active vs. Reserve vs. Guard)



U.S. ARMY	U.S. MARINE CORPS	U.S. NAVY	U.S. AIR FORCE	U.S. COAST GUARD
Active Duty	Active Duty	Active Duty	Active Duty	Active Duty
Reserves	Reserves	Reserves	Reserves	Reserves
National Guard (state mission)			National Guard (state mission)	Auxiliary (volunteers)

Only the **Army** & **Air Force** have National Guard (state mission)



Service Components



“What do you call them?”

A Soldier is not in the...

- Coast Guard (“Coastie” or “Guardsmen”)
- Air Force (“Airman”)
- Marines (“Marine”)
- Navy (“Sailor”)

... A Soldier is in the Army

Army Reserve (“Reservist”) National Guard (“Guardsmen”)

Service Member is a good generic term



Why People Serve



- Serving one's country / Patriotism
- Family tradition / Expectations
- Opportunity to travel / Adventure
- Assistance with pursuing a college education
- Job / Financial security / Support their family
- Gain their independence
- Test one's physical and mental limits
- As an aversion to being sent to jail*



Types of Service – Active Duty (AD)



- Considered full-time employees, usually some type of “9-5” schedule
- During wartime, service members may be separated from family for long periods due to training cycles and the length of deployment
- Live at a military base or post...or just off base/post in civilian housing
- Base/Post Resources; Mental Health Workers/Medical Support; Hospital
- Base/Post Exchange, Social Network; Neighborhoods filled with military families



Types of Service



(Reserve and National Guard)

- “Weekend Warriors” - Train on weekends and in the summer
 - Not true anymore!
- Moved from a strategic reserve force to an operational reserve force after 9/11
- They are not full time Service Members unless called to service, then they convert to Active Duty
- They do not have the support of a base with lots of other military families and/or services (mental health)
- Training standards reduced / War-time prep increased over AD counterparts



Basic Combat Training (Boot Camp)

Advanced Individual Training (AIT)



- Told what to do, when to do it and how to do it (including basic hygiene)
- Trained for aggressive/assertive behavior...how to fight
- You are trained for the basic skills of combat
 - Weapons training
 - Fighting positions
 - Buddy/Team movement under fire
 - Field hygiene
 - Land Navigation and map reading
 - How to work as a team/unit
- Initial Military Occupational Specialty (MOS) skills training
- Learn a new language to communicate, usually acronyms and colorful slang



Military Rank



- Enlisted (E1-4) - Military personnel below the rank of warrant or commissioned officers. This role is similar to that of a company employee
- NCO (E5-9) - Non-Commissioned Officer. An enlisted member in pay grades E-5 or higher
- Warrant Officer (WO1-5) - Warrant officers serve as a technical expert. They are leaders in combat and provide guidance and instruction in the technical field
- Commissioned Officer (O1-GOA) - A member of the military with the rank of second lieutenant or ensign or above. This role in the military is similar to that of a manager or executive



Military Culture



- Rank and structure are very important, high standard of discipline, known for their special jobs and ability to perform them (MOS)
- Tremendous responsibility and each service member manages millions of dollars of equipment and machinery
- Distinct set of ceremony and etiquette; creates shared rituals and common identities, group cohesion & a culture which connects service members
- Emphasizes punctuality, clear understanding of problem/solution
- Professional ethos of loyalty and selfless-service that maintains order during battle; Mission First!



Military Myths



- All Veterans have psychological disorders, PTSD, anger issues, TBI, depression...Veterans are “brain-washed”
 - All Veterans joined the military because college was not an option financially or academically, they just have low intelligence or are without opportunities
 - Women have a hard time achieving success in the military
 - Military jobs and training have little relation with the civilian world
 - The military is only for people who like war/fighting; War = Combat
 - Once you go to war you come home and are done with your military service
-



Military Skills...*some don't*



- *Operate weapons and equipment*
- *Locate, construct, and camouflage infantry positions*
- *Field communications equipment*
- *Assess need for and direct supporting fire*
- *Evaluate terrain & record topographical info*
- Basic reconnaissance
- Read plans, instruct, direct
- Coordinate activity between team members
- First aid



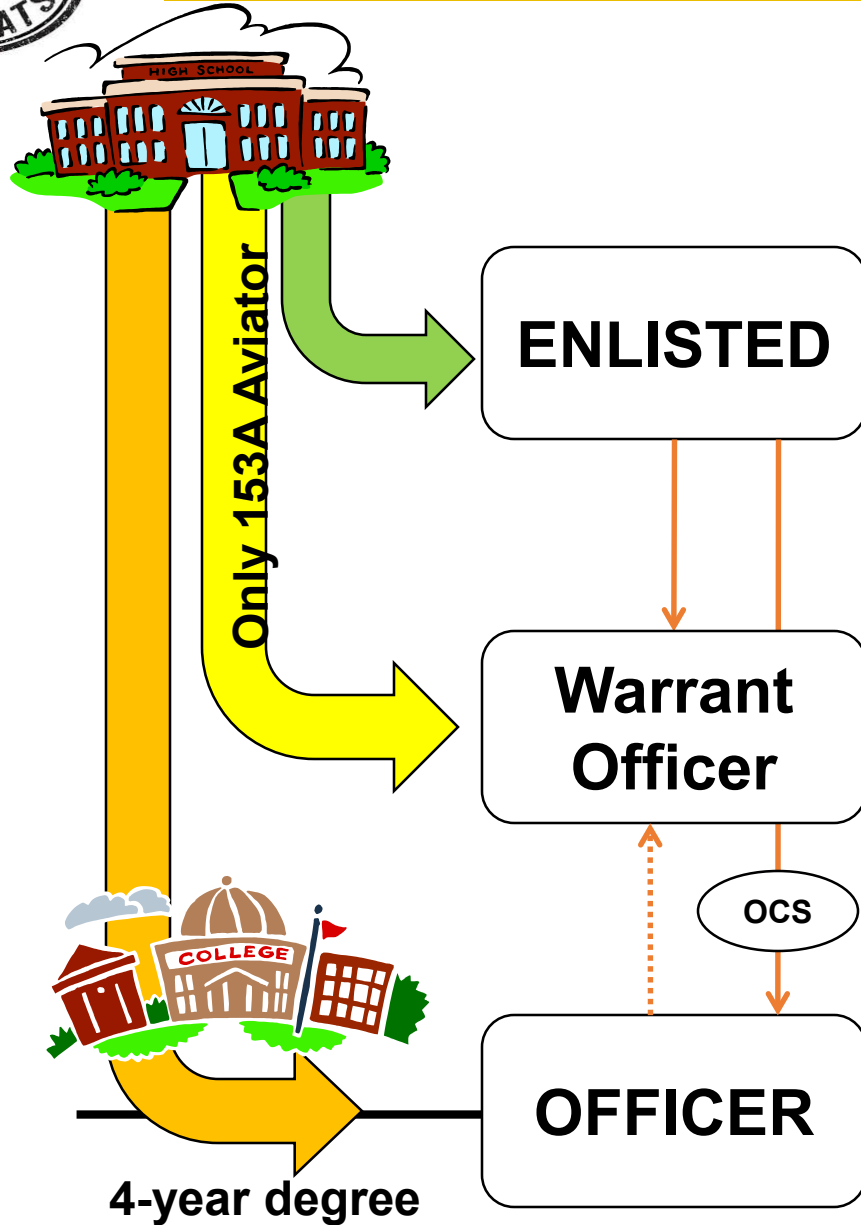
Military Skills; “soft skills” that do connect!



- Ability to overcome adversity, selfless service
- Appreciation for diversity, loyalty
- Leadership, time-management, loyalty
- Teamwork, sociability, sense of humor, problem-solving
- Attention to detail, strong work ethic, accountability / control
- Integrity, ability to work under pressure / stress
- Respect / procedures / authority / mission-driven
- On-time / drug-free / can-take-a-licking-and-keep-on-ticking



How to Join the Military



ENLISTED

E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9	Senior Enlisted Advisor		
no insignia											
Private E- (PV1)	Private E-2 (PV2)	Private First Class (PFC)	Corporal (CPL) Specialist (SPC)	Sergeant (SGT)	Staff Sergeant (SSG)	Sergeant First Class (SFC)	Master Sergeant (MSG)	First Sergeant (1SG)	Sergeant Major (SGM)	Command Sergeant Major (CSM)	Sergeant Major of the Army (SMA)

W-1	W-2	W-3	W-4	W-5
Warrant Officer (WO1)	Chief Warrant Officer (CW2)	Chief Warrant Officer (CW3)	Chief Warrant Officer (CW4)	Chief Warrant Officer (CW5)

OFFICER

O-1	O-2	O-3	O-4	O-5	O-6	O-7	O-8	O-9	O-10	SPECIAL
Second Lieutenant (2LT)	First Lieutenant (1LT)	Captain (CPT)	Major (MAJ)	Lieutenant Colonel (LTJG)	Colonel (COL)	Brigadier General (BG)	Major General (MG)	Lieutenant General (LTJG)	General (GEN)	General of the Army (GA)



How to Join the Military



To join the...	You must:
Air Force	<ul style="list-style-type: none">➤ Be between the ages of 17-27. *➤ Have no more than two dependents.➤ Pass the ASVAB (Minimum AFQT Score: 36); most score 50+
Army	<ul style="list-style-type: none">➤ Be between the ages of 17-34. *➤ Have no more than two dependents.➤ Pass the ASVAB (Minimum AFQT Score: 31 to enlist); 50+ for bonus
Coast Guard	<ul style="list-style-type: none">➤ Be between the ages of 17- 39*///Have no more than two dependents.➤ Pass the ASVAB (Min. AFQT Score: 50)➤ <i>Have a willingness to serve on or around the water.</i>
Marines	<ul style="list-style-type: none">➤ Meet exacting physical, mental, and moral standards.➤ Be between the ages of 17-29. *➤ Pass the ASVAB (Minimum AFQT Score: 31)
Navy	<ul style="list-style-type: none">➤ Be between the ages of 17-34. *➤ Pass the ASVAB (Minimum AFQT Score: 35)



Military Service Commitment



- Everyone who joins the military for the first time incurs a ***MINIMUM*** eight (8) year service commitment
- It doesn't matter if you signed a two (2) year active duty contract, a four (4) year contract, or even a six (6) year contract. Your total military commitment is eight (8) years
- Whatever amount of time that is not spent on active duty, must either be served in the active **Guard/Reserves** or in the **inactive Reserves**
- Active duty members who do not reenlist or apply for the active Guard/Reserve upon active duty discharge, are automatically transferred to the inactive Reserves once they are discharged from active duty



Military Pay – Active Duty



Officer	Civilian Job Telecommunications Engineer II	Army Job* Signal Corps Officer
Salary	\$67,578**	\$52,189
Housing	0	\$17,844
Food Allowance	0	\$2,686
Special Pay	0	\$1,800
Tax Advantages	0	\$3,623***
Health Care	-\$13,100****	Included
Net Income	\$54,478	\$78,142

Enlisted Soldier	Civilian Job Police Patrol Officer	Army Job* Military Police Sergeant
Salary	\$49,953**	\$29,380
Housing	0	\$16,164
Food Allowance	0	\$3,900
Special Pay	0	\$1,800
Tax Advantages	0	\$2,716***
Health Care	-\$13,100****	Included
Net Income	\$36,368	\$53,960



Military Pay – Reserve/Guard



<https://www.militaryrates.com/military-pay-drillpay>

Military Reserve Drill Pay Chart for 2019

DRILL PAY for OFFICERS (for one drill)

-- Pay Grades O-1, O-2, O-3, O-4, and O-5

Pay Grades:

[O-1 to O-5](#) | [O-6 to O-10](#) | [W-1 to W-5](#) | [E-1 to E-5](#) | [E-6 to E-9](#)

	O-1	O-2	O-3	O-4	O-5
2 years or less	\$106.28	\$122.45	\$141.72	\$161.18	\$186.81
Over 2 years	\$110.63	\$139.46	\$160.64	\$186.58	\$210.45
Over 3 years	\$133.73	\$160.61	\$173.38	\$199.04	\$225.00
Over 4 years	\$133.73	\$166.04	\$189.05	\$201.80	\$227.75
Over 6 years	\$133.73	\$169.46	\$198.12	\$213.36	\$236.85
Over 8 years	\$133.73	\$169.46	\$208.05	\$225.76	\$242.28
Over 10 years	\$133.73	\$169.46	\$214.48	\$241.20	\$245.24
Over 12 years	\$133.73	\$169.46	\$225.04	\$253.21	\$263.03
Over 14 years	\$133.73	\$169.46	\$230.56	\$261.55	\$274.36
Over 16 years	\$133.73	\$169.46	\$230.56	\$266.35	\$291.71
Over 18 years	\$133.73	\$169.46	\$230.56	\$269.13	\$299.95
Over 20 years	\$133.73	\$169.46	\$230.56	\$269.13	\$308.12

Military Reserve Drill Pay Chart for 2019

DRILL PAY for ENLISTED PERSONNEL (for one drill)

-- Pay Grades E-1, E-2, E-3, E-4, and E-5

Pay Grades:

[O-1 to O-5](#) | [O-6 to O-10](#) | [W-1 to W-5](#) | [E-1 to E-5](#) | [E-6 to E-9](#)

	E-1	E-2	E-3	E-4	E-5
2 years or less	\$56.03	\$62.80	\$66.06	\$73.15	\$79.78
Over 2 years	\$56.03	\$62.80	\$70.19	\$76.90	\$85.16
Over 3 years	\$56.03	\$62.80	\$74.45	\$81.06	\$89.27
Over 4 years	\$56.03	\$62.80	\$74.45	\$85.18	\$93.48
Over 6 years	\$56.03	\$62.80	\$74.45	\$88.80	\$100.05
Over 8 years	\$56.03	\$62.80	\$74.45	\$88.80	\$106.90
Over 10 years	\$56.03	\$62.80	\$74.45	\$88.80	\$112.54
Over 12 years	\$56.03	\$62.80	\$74.45	\$88.80	\$113.22
Over 14 years	\$56.03	\$62.80	\$74.45	\$88.80	\$113.22
Over 16 years	\$56.03	\$62.80	\$74.45	\$88.80	\$113.22
Over 18 years	\$56.03	\$62.80	\$74.45	\$88.80	\$113.22
Over 20 years	\$56.03	\$62.80	\$74.45	\$88.80	\$113.22



Military Bonuses



Educational Benefits & Cash Bonuses

Military Programs <https://www.military.com/education/money-for-school/education-benefits-in-the-military.html>

- GI Bill
- Tuition Grant
- State & Federal Tuition Assistance
- Student Loan Repayment

Navy Cash Bonuses <https://www.navy.com/bonus>

- ENLISTMENT up to \$40,000
- EDUCATION up to \$8,000
- SHIPPING up to \$20,000
- STUDENT LOAN REPAYMENT PROGRAM up to \$65,000
- ADDITIONAL ENLISTMENT BONUSES up to \$2,000





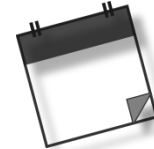
Military Retirement

➤ Legacy Retirement System

- Defined annuity benefit computed as
- Must serve at least 20 years

2.5%

x



Years Served

x



Retired Pay Base

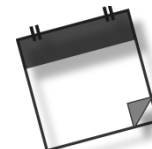
Only **19%** Active and **14%** Reserve Qualify

➤ Blended Retirement System, *blends*:



- Defined annuity becomes **2.0%**

x



Years Served

x



Retired Pay Base

85%

of all service members will get government-provided retirement benefits

Current members GRANDFATHERED as of Dec. 31, 2017

Option to switch:

- Active: If less than 12 years of service
- Reserve: If fewer than 4,320 points

No one will be automatically switched

All new members after Jan. 1, 2018 covered by BRS



Military Retirement



Defined Benefit *For non-regular retirement, at age 60 or earlier with creditable active service*

- Basic qualifications for retirement do not change
- The pension is still the primary component of military retirement

$$2.0\% \times \text{Years of Service} \times \text{High-36 Month Average of Base Pay} = \text{Monthly Retired Pay}$$

Defined Contribution



Individual Contribution	Agency Automatic Contribution	Agency Matching Contribution	Total TSP Monthly Contribution
0%	1%	0%	1%
1%	1%	1%	3%
2%	1%	2%	5%
3%	1%	3%	7%
4%	1%	3.5%	8.5%
5%	1%	4%	10%

NOTE: Currently serving members who opt-in will see matching contributions immediately

Continuation Pay

- Mid-career incentive designed to maintain force retention
- Payable between 8 and 12 years of service
- Minimum is 2.5 x monthly basic pay (0.5 x for RC)

Lump Sum

- May elect lump sum of 25% or 50% at retirement
- Discounted present value from retirement to age 67
- At age 67, reverts back to full annuity



Military Demographics



- Women comprise ~14% of the Active Duty force, ~23% of Reserves and ~16% of ARNG
- ~40% of Active Duty members identify themselves as a racial or ethnic minority, ~24% in the Reserve and Guard combined
- Just over half (54.3%) of Active Duty military members are married
- During the 2015 fiscal year, 3.4 percent of enlisted personnel and 1.6 percent of officers are estimated to have divorced



Military Careers



- <https://www.goarmy.com/careers-and-jobs/help-choosing-a-career-job/army-career-explorer.html>
- <https://www.navy.com/careers>
- https://www.airforce.com/careers?gclid=Cj0KCQiAt_PuBRDcARIsAMNIBdpgieMe6TkITgn-mbnQ8sF0IEa_0fZp_ynj3ciRDmYsmp8mgXL5X5saAs4XEALw_wcB&gclid=aw.ds
- <https://www.marines.com/being-a-marine/roles-in-the-corps.html>
- <https://www.gocoastguard.com/active-duty-careers>



Questions?

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Military Career Overview



ADDITIONAL SLIDES
FOLLOW in case we have more time



Additional Discussion Slide 1



ASVAB Scores → Military Jobs

- Scores work like the SATs or ACTs to place recruits in jobs
- Examples of Minimum Score Requirements in the Army
 - CO – Combat = AR + CS + AS + MC
 - Combat Engineer – 90
 - ST – Skilled Technical = GS + VE + MK + MC
 - Air Traffic Control Operator – 100
 - Military Police – 95
 - Criminal Investigation Special Agent – 110
 - Psychological Operations Specialist – 105
 - Medical Laboratory Specialist – 110
 - Health Care Specialist 95
- More information & practice tests:
http://www.military.com/ASVAB/0,,ASVAB_MOS_Army.html



Additional Discussion Slide 2



- Leadership Characteristics:
 - Set an example
 - Carefully consider directions
 - Inspire and influence by:
 - providing purpose, direction and motivation
 - Collaborative Team Member:
 - Complete their duties by accomplishing tasks as part of a team
 - Flexibility and Adaptability:
 - Learned to be flexible and adaptable to meet the constantly changing situation and mission
-



Additional Discussion Slide 3



▶ Self-Directed:

- Trained to understand and solve difficult problems and complex tasks.
- Their ability to function efficiently independent makes them dependable and reliable

▶ Outstanding Work Habits:

- Possess pride and enthusiasm for their work
- Personal integrity by adhering to moral principles
- Completes their projects and tasks in a timely and efficient manner

▶ Invested in their Community:

- Strong desire to be productive citizens and serve their community with selfless sacrifice
-