

**APEC Minutes  
18 August 2009  
HRO Classroom**

\*Attendees: MG Feucht, Col Bartman, Col Stephens, Mr Tanner, Mr Shafer, Mr Dohrmann, Mr. Wayble, 1LT Scott

\*Attendance at this meeting did not achieve a quorum.

Mission: To transform labor-management relations from confrontation over rights to collaboration on achieving improved Military Readiness, Public Service, and Individual Quality of Life

<u>Item</u>	<u>Purpose</u>	<u>Status</u>
1. <i>Review of APEC Minutes &amp; Metric</i>	<i>Presentation</i>	<i>Ongoing</i>
The minutes of the last APEC were reviewed and approved. Members agreed to close out the 180 <sup>th</sup> FW Issues item from the last meeting. The minutes will be amended and reposted to the website.		
2. <i>Performance Appraisals</i>	<i>Updates</i>	<i>Ongoing</i>
The council reviewed the overdue performance appraisal metric and by-name listing. No discussion of the issue was required..		
3. <i>Energy Conservation</i>	<i>Update</i>	<i>Ongoing</i>
Mr. Ron Gooch presented the latest energy conservation data. The ANG is 7% above it's goal but has made it's monthly goals 5 times this year. The agency as a whole is 3% over it's goal. The group discussed various ways to reduce energy consumption and costs. It is important for us to ensure our contractors are paying for energy they consume. Specific energy conservation methods to note are to use on demand water heaters and dispose of old boilers. To save electricity we benefit most through efficient lighting projects such as 6-bulb lighting reflectors, LED lighting and economizers on air conditioners.		
4. <i>Civilian Equivalency for Tech Duties</i>	<i>Discussion</i>	<i>Ongoing</i>
The members discussed the differences between AFI 21-101 and the ANGI Supplement. Generally speaking technicians are being restricted from performing certain duties such as signing off on exceptional releases because of their military rank. The AFI requires the individual on the special certification roster to be a MSgt or higher or the civilian equivalent with the MXG/CC approval. The ANGI Supplement states that the term civilian equivalent does not apply to the ANGI. NGB-A4M stated that the term "civilian equivalent" applies to contractors and not military technicians. Given these circumstances management has only allowed MSgt's and above to perform these duties. The small number of military positions at the 178 <sup>th</sup> FW limits the number of MSgt's so proportionately there are fewer available employees to perform these functions. The group discussed whether or not there is flexibility to assign these duties to MSgt's and below or if a waiver authority exists to allow commanders to assign these duties differently. The group would like to have a MXG/CC at the next meeting and before then to have all four MXG/CC's summarize their current procedures and query A4M on procedures to modify the supplement and/or waive the restriction.		

