

507th Tactical Fighter Group



On-final

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Drug testing proves program works

The Air Force Reserve's crackdown on drug abuse through an expanded drug testing program is having a positive impact, according to AFRES officials.

During fiscal 1987, AFRES was allocated 5,400 specimens to be tested by the Air Force drug testing laboratory at Brooks AFB, Texas. A total of 4,834 specimens were actually collected, 125 of which were confirmed positive for a 2.6 percent positive identification rate. Of those confirmed positive, 24 were identified for cocaine, 89 for marijuana and 12 for both.

"The Reserve isn't being lax with its program," said Lt. Col. Arthur R. Gordon Jr., director of AFRES social actions. "More people will be tested

this year than the previous fiscal year. The tests are accurate and that message should be perfectly clear to drug abusers."

The command testing allocation for fiscal 1988 is 7,200 specimens. A total of 1,657 specimens were tested the first quarter, and 33 were confirmed positive for a positive ID rate of 2 percent. "We feel the downward trend in the positive identification rate for the first quarter of FY88 is the result of the deterrent effect of the drug abuse testing program," Colonel Gordon said.

The 507th Tactical Fighter Group tests for drug usage using random urinalysis testing, according to Maj. Sanford Kutner, 507th TFG social actions officer. "It's so random that the 465th

Tactical Fighter Squadron was selected three months in a row."

The fact that the pilots, including the squadron commander, were selected three times in three months might at first appear unfair. "Yes, there were several questions concerning how a random selection process can produce results that selected the same individuals for testing," said Major Kutner.

According to Major Kutner, the purpose of this type of selection is to insure that each and every member of the unit can be subject to testing each

and every month. "The intent of this program is to create a drug-free environment. And, as long as everyone is aware that he or she can be subject to multiple tests, then this deterrent will be even more effective."

AFRES commanders are taking appropriate action against identified drug abusers, Colonel Gordon said. "An overwhelming majority of identified abusers have either been discharged or have been recommended for discharge and are pending disposition at AFRES headquarters."

Wing deploys to Denmark in Coronet Castle exercise

Air Force reservists from the 419th Tactical Fighter Wing, Hill AFB, Utah, deployed to Skrydstrup, Denmark, May 14 and will stay until June 11 to support a short-term tactical deployment called Coronet Castle.

Aircrews, support personnel and eight F-16 Fighting Falcon aircraft will deploy to train with military elements of NATO. U.S. Air Forces in Europe's 50th TFW, Hahn AB, West Germany, will support the unit while it is in Denmark.

The F-16s were flown across the Atlantic Ocean nonstop accompanied

by Strategic Air Command KC-10 Extenders transporting some 250 maintenance personnel and equipment. The fighter aircraft were refueled in flight from KC-10As.

This temporary deployment is part of a larger program called Checkered Flag, in which tactical air units based in the United States deploy to Europe, Alaska and the Pacific. The purpose of these short-term deployments is to familiarize aircrews and support people with overseas operating bases, areas and procedures.

Other AFRES units scheduled for F-16 Falcon conversion

Three other Air Force Reserve tactical fighter units have been told to redirect their sights on when they will receive F-16A/B Fighting Falcons.

The 93rd Tactical Fighter Squadron, Homestead AFB, Fla., is targeted to start converting to 18 F-16s in the summer of 1989, and the 89th TFS, Wright-Patterson AFB, Ohio, is slated to begin converting to 18 F-16s in late 1989. Both units currently fly 18 F-4D Phantom IIs.

The 93rd TFS had been slated to start receiving the F-16s in the summer of 1988, and the 89th TFS was programmed to begin getting the F-16s in late 1988.

The 457th Tactical Fighter Squadron, Carswell AFB, Texas, will convert from 24 F-4E Phantom II fighters to 18 F-16C/D Fighting Falcon aircraft beginning in 1991.

The 457th TFS is currently converting from F-4D models to the F-4Es.

The conversion to F-16s is part of an

ongoing force modernization effort, Air Force officials said. It will result in a decrease of military drill authorizations, including air reserve technician positions.

UTA Dates

Annual tour
June 3-17

June 18 - 19

July 16-17

Aug. 20-21

Sept. 17-18



U.S. Air Force Photo by 2nd Lt. Rich Curry

Brig. Gen. Daniel Cherry, talks with MSgt. Larry Goodale and Lt. Col. Richard Eustace while seated in aircraft 550. General Cherry visited the unit recently and took time to check out the aircraft he flew when he made a MiG kill in 1972.

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Special Report: Retention critical issue

Next year at this time, as many as one in five enlisted reservists could be new to the Air Force Reserve.

That's been the trend each year for the last two fiscal years, and AFRES leaders want to curb this large-scale change in personnel.

"Now is the time to take a serious look at retention and recruiting," said Maj. Gen. Roger P. Scheer, chief of Air Force Reserve, in his January-March 1988 "On Target" policy letter. "We have some of the best people in the Total Force . . . and those we must keep.

Normally we turn over close to a fifth of the force per year. On the surface that appears to be a waste. A

waste of great talent; a waste of a training investment; a waste of the taxpayers' money; and a waste of recruiters' time in finding replacements — but most important, it can seriously impact on our combat readiness. And a loss of combat readiness cannot be tolerated . . . it's just too important!"

When fiscal 1987 ended in September, the command had an enlisted end strength of 58,112, said CMSgt. Henry J. Scott, chief of AFRES career motivation.

During the year, AFRES had lost 11,353 enlisted members or 19.5 percent of its strength. Just over half of them transferred to the inactive Reserve and a little more than a third did not

complete six years of service.

That trend is apparently continuing in fiscal 1988. As of March 31, half way through the fiscal year, AFRES had lost 5,419 reservists.

So far, the 507th has lost 148 for this fiscal year. "If that rate continues, our loss rate will be 21 percent," said MSgt. Brenda Young, 507th career adviser.

"Our problem involves the number of people who never reach their expiration of term of service date," Chief Scott said. "Once members reach their ETS, we are pretty successful in reenlisting them."

In fiscal 1987 the first-term reenlistment rate was 81.4 percent and the career rate was 88.3 percent. At the end of the March 1988, only seven of the command's 39 reporting consolidated base personnel offices were below the 80 percent first-term reenlistment goal and all CBPOs had met the 85 percent re-up rate for career airmen.

"Our retention rate isn't that bleak," said Sergeant Young. "Our first-term reenlistments were 80 percent. Our career reenlistment rate was 94 percent."

Chief Scott explained that some of the perceived reasons why people leave the Reserve are a lack of meaningful training, lack of supervisor concern, job or school conflict and family priorities.

"When individuals first join the Air Force Reserve, they're highly motivated and the Reserve holds a high priority in their lives," he said. "As they progress through their first term, other interests in life — job, school and family — become increasingly important and priorities may shift.

Positive experiences in the Reserve can help keep the motivation and desire in individuals to continue to participate, Chief Scott said. On the other hand, negative experiences or irritants may become the reason to decide against further participation or reenlisting.

Supervisors the key

The key in the retention chain is the supervisor, Chief Scott said.

"Supervisors must be involved in the retention and participation responsibilities of subordinates," he said. "The identification and contact of absentees early in a unit training assembly weekend are critical. Problems have to be identified quickly and solutions found to prevent members from becoming nonparticipants."

Supervisors can get help from unit career advisers who are responsible for the management of the retention program at their level of command.

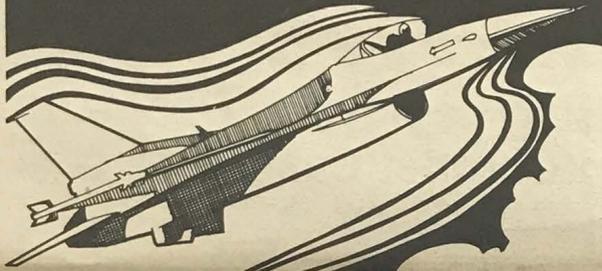
"Career advisers keep their commanders informed on all matters that affect retention," the chief said. "Career advisers must work with supervisors to identify and solve irritants that cause members to stop participating. They also have to work with recruiters to ensure proper counseling takes place during and after accession to prevent a problem from being created that will result in a loss."

"We all know that for various reasons, we cannot retain everyone indefinitely . . . nor would we desire to," General Scheer said in his policy letter. "Nevertheless, all of us, not just a handful of supervisors, must dedicate our efforts to retention."

"I thoroughly agree with Chief Scott. Supervisors are a major influence on our reservists decision to either stay in or get out of the active reserve," Sergeant Young said. "I can't over-emphasize the important difference a good supervisor can make."

"Yes, we have career advisers in each of the units, but we can't ultimately lay the total responsibility of maintaining each reservist on their shoulders," she added. "Myself and the unit career advisers are here to help. Use us but bear in mind that it takes a total team effort to control retention. Everyone in the 507th is a member of that team."

Retention Hotline *



- * Latest personnel changes
- * Retention opportunities

Call MSgt. Brenda Young, Group Career Adviser 734-7491

Reserve survey shows program accepted

WASHINGTON (AFNS) — The Department of Defense release results of an extensive survey on members of the Select Reserve.

Stephen M. Duncan, assistant secretary of defense for reserve affairs, said information from the survey will assist DOD in developing policies that encourage recruitment and retention of qualified guardsmen and reservists. He said the survey provided a better understanding of the needs, attitudes and desires of active reserve members.

More than 52,000 enlisted and 12,000 officers participated in the survey that began in 1985.

The Selected Reserve consists of more than 1.1 million people in seven separate components: the Army National Guard, Army Reserve, Naval Reserve, Marine Corps Reserve, Air National Guard, Air Force Reserve and Coast Guard Reserve.

The average age of enlisted reservists is 29.5 years; reserve officers average 37.9 years.

More than 90 percent of enlisted reservists are high school graduates. Eighty percent of the officers have a college degree, and 96 percent have completed some college. Fifty-five percent of enlisted people and 76 percent of officers are married.

A survey of approximately 33,000 spouses of the same reservists have been completed; however, the results will not be available for another six weeks.

The survey showed that three-quarters of the reservists were from families in which other members had served in the armed forces. Many of the reserve component members themselves have spent substantial time on active duty. The survey showed that 47 percent of enlisted people had spent an average of 4.2 years on active duty, and 62 percent of the officers had an average of five years on active duty.

Although there is turnover in the lower enlisted ranks, the enlisted members have served an average of seven years in the reserves and 4.9 years in their present units. Officers average 10.5 years service in the reserves and 4.6 years in their present unit. The data suggests a stability of service in the selected reserve by those who have substantial family connections to the military and considerable military experience.

Retirement benefits were listed as a major reason for remaining in the reserves by one-half of the enlisted respondents. Fifty-five percent of all respondents stated that their desire to

serve their country also was a major reason.

More than one-third of the enlisted people and 23 percent of the officers listed compensation as a major reason for continuing reserve service.

Respondents to the survey reported high morale in their units and expressed satisfaction with major features of reserve service.

Fifty-eight percent of those surveyed said their employers responded favorably or very favorably to reserve participation. Only 15 percent reported unfavorable attitudes. The remainder perceived their employer's attitude as neutral.

Three-quarters of the married re-

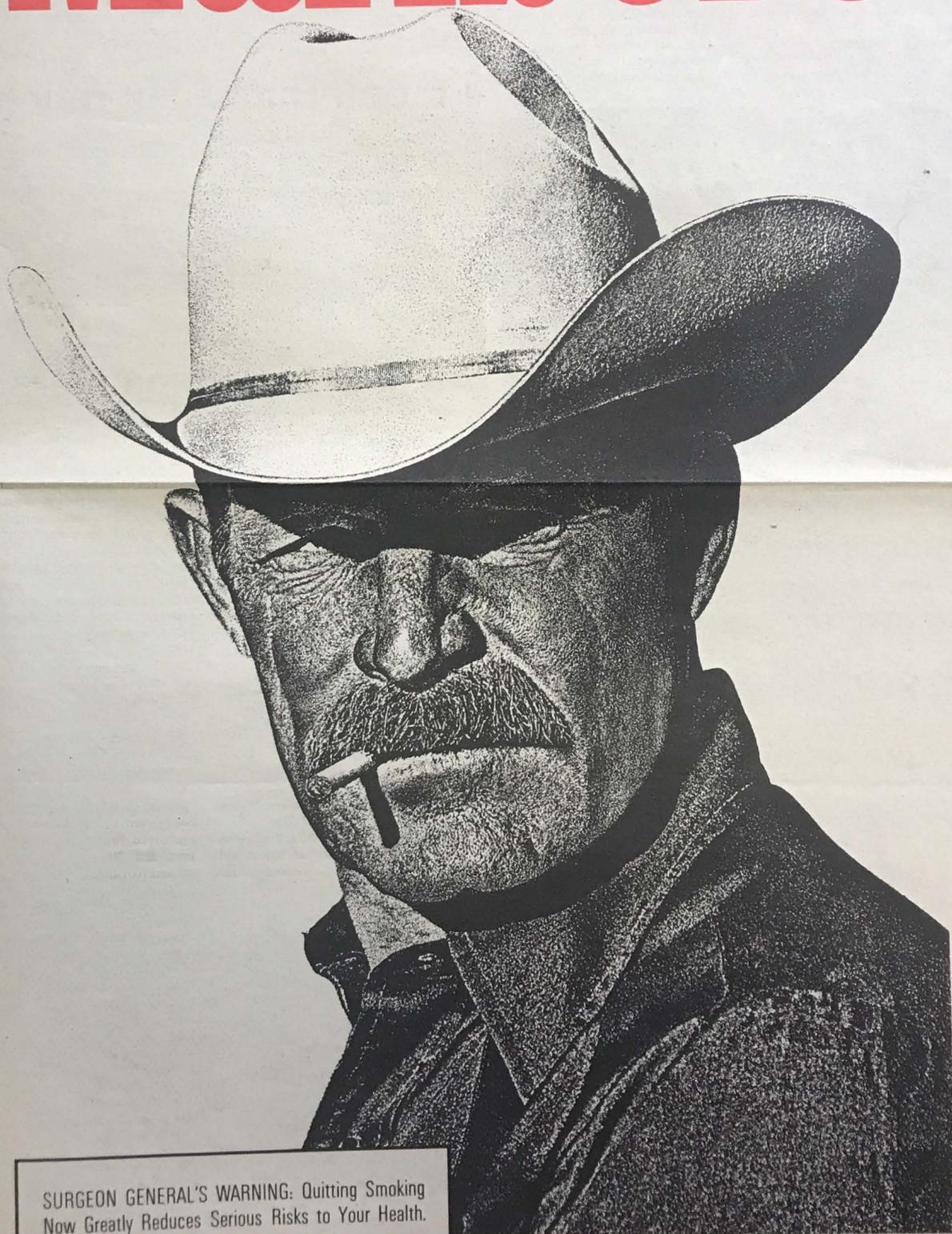
spondents reported their spouses attitude to reserve duty as favorable. A substantial number of reserve spouses work outside the home. Forty-eight percent of the spouses of enlisted and 44 percent of spouses of officers are employed full-time. Another 16 percent and 20, respectively, are employed part-time.

Reservists surveyed expressed general satisfaction with annual training. A significant number reported dissatisfaction with weekend drills at sites lacking modern equipment.

Thirty-seven percent of the enlisted respondents and 70 percent of the officers indicated they plan to remain in the National Guard or Reserve.



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Enlisted panel recommends improvements

DENVER (AFNS) — A 12 member enlisted advisory panel of Air Force Reservists and Air National Guardsmen recently held their biannual meeting at Dobbins AFB, Ga., to review recommendation to improve policies.

After evaluating 28 recommendations, the panel returned eight and sent 15 to the Reserve chief and three to the ANG director. One item was sent to the uniform boards and another was deferred for action at the next meeting in August.

The panel recommended:

— Allowing reservists to use base shopping facilities upon retirement rather than at age 60.

— Extending commissary and base

exchange privileges to retired people before age 60.

— Authorizing a dependent identification card in advance of the date the sponsor enters active duty.

— An open season for recipients of the survivor benefit program.

— Redesigning the commissary earning statement.

— Compensation for points accrued through self-study.

— Credit for the actual number of points earned per activity for Class A reservists.

— Eliminating age as a factor in commissioning officers through the deservicing airman commissioning program, or allowing an automatic age

waiver equal to the number of years of prior enlisted service.

— Each Guardsman getting a minimum of four hours of job training per drill.

— Changing the current regulation on crediting inactive duty training for active Guard and Reserve commissioned officers and enlisted members.

— Authorizing Guardsman to wear state awards while on active status.

— Encouraging the National Guard Bureau to staff and express a position on the careers of recruiters.

The panel sent to the uniform boards a recommendation to design and optional pullover sweater vest in addition

to the winter wool sweater. The recommendation to allow Air Force cadets to remain in Reserve units after being commissioned into the Reserve Officers' Training Corps needed research and was deferred to the next meeting.

Each panel is appointed for three years and each position is rotated between Guard and Reserve. The chairman and vice chairman are selected from panel members who have served at least one year.

Reserve and Guardsmen can submit recommendation to the panel on plain bond paper or ARPC Form 2, Advisory Panel Recommendation. Forward items to Headquarters AFRES/CMS, Robins AFB, Ga., 31098-6345.



U.S. Air Force Photo

Lt. Col. George Buchanan, gets a traditional dousing after his last flight with the 507th. Colonel Buchanan retired from the unit last month.

Lt. Col. Buchanan retires

Lt. Col. George S. Buchanan, a weapons system officer with the 465th Tactical Fighter Squadron, retired April 30. Colonel Buchanan entered active duty in 1959 and spent his active duty time at James Connally AFB, Texas, McClellan AFB, Calif. Yokota AB, Japan and Forbes AFB, Kan. He left active duty in 1973 and went directly into the reserve. Before coming to the 507th, he had been assigned to Richards-Gebaur AFB, Mo., and Travis AFB, Calif.

He came to the 507th in 1984. He has 12,000 hours in F-89, C-130, EC-121, C-5, EC-121, RC-130 and F-4D. Of those flying hours, 1279 hours are combat flying and 1340 are combat mission support. His awards include the Air Medal with 11 devices, AF Commendation medal and AF Outstanding Unit award with eight devices. Other awards are the Republic of Vietnam Gallantry Cross with device and the Republic of Vietnam Campaign medal.

Be nice to commanders

By MSgt. Tom Clapper
507th Civil Engineering Squadron
UPAR

Be nice to your commander. You never know when your paths will cross again.

SMSgt. John T. Swindle, NCOIC of Engineering for the 507th Civil Engineering Squadron can tell you about that. Sergeant Swindle is one of those who commute from the Dallas area to attend the 507th's unit training assemblies at Tinker AFB.

Before the February UTA, Sergeant Swindle was making a business call for his civilian job in the Dallas area when someone said they would introduce him to someone else with whom he would be working. "When we were introduced, we both just stared at each other," said Sergeant Swindle. "I immediately asked him if he had ever been in the Air

Force Reserve."

mediately asked him if he had ever been in the Air Force Reserve."

Yes, the other replied. He had been commander of the 507th Civil Engineering Squadron at Tinker AFB many years ago. "That's when I told him that I figured that out," grinned Sergeant Swindle.

That's because the gentleman that he was being introduced to was Dean A. Briggs. Briggs had been the commander when then-Airman Swindle got out of basic training and tech school in the early 1970s. Sergeant Swindle had not seen his former commander in 17 years.

We can only speculate on the number of war stories the gentlemen told. So, be nice to your commander. After all, after 17 years, you too may see him or her again. Just ask Sergeant Swindle.

Outprocessing hours slated

Outprocessing for TDY or reassignments will only be accomplished in the CBPO during the following hours: Monday-Friday from 8 to 11:30 a.m.

and from 12:30 to 3:30 p.m. During the unit training assembly the hours will be 8 to 11 a.m. and noon until 3:30 p.m. on Saturday only.

PEP promotions listed

The stripe count increased April 1 for 76 non-commissioned officers assigned to Tenth Air Force units through the Promotion Enhancement Program. Six selected are assigned to the 507th Tactical Fighter Group.

Twenty-five technical sergeants out of 105 considered at wings throughout Tenth Air Force received master sergeant through the PEP. The two from 507th are Thomas W. Choate, 507th Consolidated Aircraft Maintenance Squadron, and Stephen D. Parks, 507th CAMS. Forty-four of 97 staff sergeants assigned to 10th AF units sewed on tech sergeant stripes. The four from the 507th are: Roger K. Harmon, 507th CAMS; Jerry D. Lloyd, 507th CAMS; Candace A. Williams, 507th CAMS; and John C. Yinger, 507th Mobility Support Flight.

"The three-year-old PEP is an Air Force Reserve program that gives a chance for promotion to NCOs who are not in unit manning document-promotable status," said CMSgt. Lee Hoy, director of military personnel at 10th AF headquarters.

"AFRES tells the numbered air forces how many NCOs they can choose for promotion to grades E-6 through E-9," Chief Hoy explained. The numbers depend upon manning and authorizations.

Each wing in 10th AF conducts a board to choose nominees for promotions to E-8 and E-9. Preliminary boards at Tenth also select nominees from headquarters and the direct-reporting unit for those grades. Those names all go before a final 10th AF board for review.

The wings choose most promotes to the E-6 and E-7 levels. A board at 10th AF considers people assigned to the headquarters and the direct-reporting unit.

Board members look at the "whole-person concept" said SMSgt. Barbara Ledom, chief of career progression at 10th AF.

Professional military education is one area of special emphasis, she said. "Master sergeant who don't have PME aren't eligible for promotion consideration. Senior master sergeants who lack it can be promoted, but their potential is very limited." Civilian education also means a lot, Sergeant Ledom added.

The board also considers duty performance and job responsibility, experience, supervisory and leadership ability, professional competence, awards and decorations, and involvement in the civilian community.

The next 10th AF PEP board will meet in August.

— Promotions —

To master sergeant:

James D. Etheridge and Wanda J. Payne.

To technical sergeant:

Kenneth M. Mars, Russell A. McLamb, Ricky J. Smith, Stephanie Thrower, Ronald S. Todish, Thomas Toliver and James Trumbly.

To staff sergeant:

Michael Anderson, Randy D. Buckridge, Leo V. Commiskey II, Daniel L. Cramer, Nathan B. Damico, David N. Doran, Ronald P. Field, Lindsey C. Fox, Brent G. Giles, Kevin T. Lawrence, Tracy L. Mays, Darrell D. Oldham, Donald F. Robertson, Bobbi J. Rowe, Judd C. Stevens and Thomas M. Tinsley.

To senior airman:

Anthony W. Baxter, Reginald E. Benson, Tagoe Emmanuel Bruce, Da-

niel M. Buck, Fidel Cerda, Jean P. Chausse, Todd E. Coffman, Troy L. Crews, Nathaniel O. Doodoo, Scott K. Douglas, Sherri L. Froman, Michael Gilbreath, Sean M. Hall, Antoine E. Jackson, Larry D. Kershner, Richard H. Kitchen, Michael L. Lee, Thelma J. Mason, David D. McBlair, Paul L. McCord Jr., Kandre J. McDaniel, Randall L. Mehlhorn, Lonnie L. Nutt, Johnnie D. Purify, Darrell R. Reining, Anthony L. Russell, Johnny F. Smith, Michael K. Swann, Brian K. Veazey, Robert L. Wade, Lindsey A. Warlick and Larry S. Younger.

To airman first class:

William M. Farmer, Dionne M. Germany, Kirk A. Mathis, Donna S. Moon and John Stacy Pahukoa.

To airman:

Sherry Cunningham and David L. Powell.