

## 507th Tactical Fighter Group



Vol. VIII No. 7

# On-final

Oklahoma City, Oklahoma

Friday, July 15, 1988

## Police guard while "Blackbird" nests

By TSgt. Cathy Benedict

It began with a phone call, just three days before the event! The 507th Weapons Systems Security Flight was given a challenge — guard the SR-71 aircraft, an Air Force priority A resource.

The SR-71 was coming to Aerospace America '88. Unofficially called the Blackbird, it is the world's fastest, highest flying aircraft and was expected to be the show's biggest draw at Will Rogers World Airport, attracting more than 500,000 visitors.

"Our job was to secure it," said TSgt. Ed Dimmock, 507th WSSF air reserve technician. "We had two things in our favor — we have trained people and the fact the air show was on a UTA weekend. As things turned out, it was the smoothest operation I've ever seen."

Lt. Col. John E. Goodwin, Tinker AFB operations and training chief, agreed. "The 507th has never let us down. When air show officials asked us to provide SR-71 security, the 2854th Air Base Group was already fully committed to provide security for the E-3A aircraft at the show. We couldn't stretch our people any further."

Every security agency was involved, according to Sergeant Dimmock. That included city, county, state and Air National Guard. "I served as security coordinator, and the cooperation between all the agencies was phenomenal."

Being trusted to guard the SR-71 aircraft was a good sign active forces have faith in reserve forces, Dimmock said. "There was tremendous pressure to do things right," he continued. "We were under close observation, but the SR-71 crew was very impressed with us."

The 507th also provided the security response team for night security for the E-3A, should the 2854th ABG security guard call for help. The 507th also helped patrol the entire airfield, along with civil law officials.

A1C Linda Dean observed, "The SR-71 crew members at first believed we were active duty. They thought it was fantastic a reserve unit was in charge of security."

Eleven reserve members worked on 12-hour shifts, to provide 24-hour security. In addition to Sergeant Dimmock and Airman Dean, were Maj. Roger B. Barr, MSgt. Myrl Meder,

SSgt. Daniel Cramer, Sgt. Donnel A. Smith, and SrA. Kenneth Lawrence, Glen Bralley, Craig Heitzler, Ronnie C.

Wilson and Jeffrey D. McComas.

"It was a fascinating experience," concluded Airman Dean. "I got the

chance to learn about the aircraft itself, while I was training for my security task."



*U.S. Air Force Photo by Sgt. Marc Sheppard*  
Guarding an SR-71 "Blackbird" during Aerospace America '88 are 507th Weapons Systems Security Flight members, MSgt. Ed Dimmock, left, A1C Linda Dean and SSgt. Daniel Cramer. An eleven-member WSSF team provided 24-hour security for the three-day event.

## Major Merritt new CAMS commander

Maj. Henry (Buddy) H. Merritt is the new commander, 507th Consolidated Aircraft Maintenance Squadron.

Maj. James L. Walker, who remains deputy commander for maintenance at the 507th, held both jobs from May



*U.S. Air Force Photo*

**Maj. Henry H. Merritt** has taken over as the new 507th CAMS commander.

1987 to July 1988 until a recent Unit Manning Document change split the two positions.

"I'm the luckiest guy on earth, taking over the best maintenance unit in the Air Force Reserve!" said Major Merritt. "I really wanted the job so I could stay with the 507th and be a part of this great team as we convert to F-16s." Major Merritt, who will continue to fly the F-4 as a weapons systems officer until the conversion, was decorated in Southeast Asia with two Distinguished Flying Crosses and six Air Medals, flying out of Binh Thuy AB, Vietnam.

"My most important job is training reservists for the wartime mission," added Major Merritt. "Doing that automatically achieves my second goal, providing operations with quality airplanes."

In addition to being a reserve officer, Major Merritt is an employee development specialist for Tinker's Civilian Personnel Office. He coordinates with Air Training Command and various contractors to make sure Tinker em-

ployees receive training on new weapons systems, for example the cruise missile and the KC-135-R engine redesign. "I'm excited about Major Merritt taking the job," concluded Major Walker. "He is an administrative whiz and will do an outstanding job in personnel issues such as promotions and commanders call. We really need him!"

### UTA DATES

<b>Aug.</b>	<b>20-21</b>
<b>Sept.</b>	<b>17-18</b>
<b>Oct.</b>	<b>15-16</b>
<b>Nov.</b>	<b>5-6</b>
<b>Dec.</b>	<b>10-11</b>
<b>Jan.</b>	<b>21-22</b>

## Fighting Falcon Report

# FTD: No flowers please

The F-16 Fighting Falcon is coming to the 507th Consolidated Aircraft Maintenance Squadron and everyone is ready, thanks in part to training received from the 527th Field Training Detachment, Luke AFB, Ariz.

"It's a big change maintaining F-16s instead of F-4s, so scheduling this training was top priority," said CMSgt. Werner L. Hamlin, Component Repair Branch chief. "The FTD brought 14 instructors and stayed six months. They

trained 359 of our 575 maintenance people. They're the ones who had a definite need for such in-depth knowledge. A few of the officers also took familiarization courses."

Subjects included jet engine mechanics, electrical and fuel systems, egress, hydraulics, environmental systems, munitions and avionics. Those not trained this time work in powered aerospace ground equipment and maintenance control. Others also not in

training this time include clerks and painters, and are non-destructive interference and sheet metal technicians. Since their specialties were not unique to the F-4, their knowledge could carry over to the F-16 largely intact.

Course material was taught by master and technical sergeants with four to eight years experience. "Training was outstanding," added Chief Hamlin. "Of course, to compliment our reservists and air reserve technicians, we were easy to train because we were already so knowledgeable on aircraft systems."

The FTD team brought their own mock ups, simulators and schematics. They gave lectures, used video tapes, hand outs and even hands-on training using the F-16s that arrived earlier. "The average class lasted 21 days, eight hours a day," continued Chief Hamlin. "For example, crew chief classes lasted 10 days but jet engine mechanics went to school for 45 days."

Some reservists attended more than one class and after graduation, some received two to four weeks hands-on training at Air National Guard, Air Force Reserve and active duty units. "We're taking the best points we found at all those bases, as we watched training actually being put to practice, and we're bringing them back to the 507th," said the chief.

The north end of the 507th CAMS hangar is undergoing extensive remodeling, and will house the \$40 million in test equipment to arrive soon. The Avionics Intermediate Shop equipment should come in October, from the 388th Tactical Fighter Wing, Hill AFB, Utah. The Electrical Standard Set will come directly from the factory.

"The AIS shop chief, SMSgt. Terry Light, is making sure our equipment is laid out and set up right," said Chief

Hamlin. "The F-16 is all electronics, so our ability to pull a faulty black box, replace it immediately with a spare, then fix the broken one, plus calibrate and repair the test equipment itself, is a tremendous undertaking!"

Some avionics technicians could not be trained here by FTD. They attended school in Denver, Colo., which lasted five months even after the first 11 weeks were waived, due to the high caliber of the 12 ART students, according to Chief Hamlin. Seven attended AIS training, and five received ESS training. Now reservists are attending too.

"Our whole purpose in pressing training so hard at the beginning," concluded Chief Hamlin, "is to get the experience and knowledge we need to promote a safe flying program for the 507th. We've already got outstanding people, so it's just a matter of time, with the right training, that we'll have an outstanding F-16 maintenance capability too."



SSgt. David Silvestro, 527th FTD instructor, goes over the technical manual of the F-16 engine diagnostics tester with TSgt. Charles Holt of the 507th engine shop.



U.S. Air Force Photo  
F-16 maintenance scenes like this are becoming increasingly familiar at the 507th CAMS. The unit conversion to the new aircraft comes next January.

## Making tools saves money

The F-16 Table of Allowances which lists everything the 507th TFG needs to fly and fight in an F-16 has tasked the unit with making some of its own tools. "Such user responsibility is common but on the F-16, the list is quite extensive," said CMSgt. Werner L. Hamlin, Component Repair Branch chief for 507th CAMS.

"I knew we had to make things like tierods, pry bars and extractors so I got the drawings from the various Air Logistics Centers and showed them to the shops at Tinker." This process followed the 507th Host-Tenant Agreement, since the 507th didn't have the

manpower for such extensive local manufacture.

"On the items we needed just one of, I requested four more," added Chief Hamlin. "The next four Air Force Reserve units that convert to F-16s will now have these tools already made at a tremendous savings to the Air Force. It just doesn't pay to make them one at a time."

The locally manufactured list included pliers, wrench adapters, levers, seal drums, cutters, rigging pins, hand trucks and test sets. From five to 140 each will be made of 26 different items for a total cost of more than \$150,000.

## Equipment gets road trip

The 507th Tactical Fighter Group is receiving some factory fresh F-16 test equipment fully calibrated. But, it's the equipment that the unit is receiving from other Air Force units that was holding up some training for the F-16.

"We have accumulated 25-30 pieces of test equipment that is due for calibration before we can use it," said CMSgt. Werner L. Hamlin, Component Repair Branch chief. "We have the Electrical Standard Set (ESS) due to arrive until October. ESS is the laboratory equipment that calibrates and repairs our test equipment."

CMSgt. Bruce Carlisle, 507th Avionics Section Chief, solved the "wait"

problem in June by renting a van and transporting the equipment to Hill AFB to speed up the calibration wait. MSgt. Henry W. Luce and MSgt. Stephen D. Parks, both air reserve technicians in the 507th Precision Measurement Equipment Laboratory, drove the equipment to Utah and used the ESS at the 419th Tactical Fighter Wing to test and repair our equipment.

"Chief Carlisle's ideas not only saved us time, waiting on and paying for an Air Force aircraft, but the entire job was done in seven days and our people got valuable training as a bonus," added Chief Hamlin.



U.S. Air Force Photo  
TSgt. Jeffrey Dziedzic, F-16 engine instructor from the 527th Field Training Detachment, Luke AFB, Ariz., helps out TSgt. Floyd Gordon of the 507th engine shop.

## CETS come in sets of six

Grease-stained, wrench-turning arms in the middle of the night on a UTA weekend usually belong to reservists and air reserve technicians. But not always! The F-16 is coming to the 507th Tactical Fighter Group and so are the CETS.

CETS are Contractor Engineering and Technical Services people — better known as contractor representatives — from General Dynamics in Fort Worth, Texas. Four came July 1 and two more will arrive in October when the Avionics Intermediate Shop is delivered from Hill AFB, Utah. At that time the Pratt and Whitney engine representative will also arrive.

"We are the direct link between the 507th and General Dynamics," said Charlie McDonald, lead engineer with 31 years experience. "With me are Chuck Craddock, Bill Cain and John Hill, all who have extensive military backgrounds in addition to engineering expertise. For the next 18 months, we will help the 507th extract every bit of mission capability from their F-16s."

CETS representatives work effectively because they work "inside" both the 507th TFG (the user) and General Dynamics (the manufacturer). "That's the ideal position from which to find and solve problems," continued Mr. McDonald. "Designing and producing the F-16 was a cooperative effort by thousands of engineers, scientists and

other highly skilled people, so our field service organization, CETS, simply makes sure none of that expertise is lost. On the contrary, our main purpose is to guarantee access to it, by the folks who now need it next, the members of the 507th."

A million pages technical data may be written on theory and operation of a major weapons system such as the F-16. Interpreting that data, then teaching military technicians to apply it on a daily basis, is how CETS earn their pay.

"No one can go it alone," added Mr. McDonald. "The F-16 is too complex to be self supporting after delivery from the factory. A cooperative effort between contractor and user, a genuine working partnership, has tremendous advantages."

Advantages include quality control of equipment immediately upon delivery; on-the-job training for personnel of all ranks; and banks. CETS people are also on call 24 hours a day, even on weekends and holidays, and are alert to maintenance short-cuts that might not observe safety requirements.

"We're proud of our ability to analyze problems," concluded Mr. McDonald. "Our goal is absolutely minimal downtime, so the Air Force Reserve can squeeze every last defense dollar from this aircraft!"

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# OERs will rate performance, not personality

Air Force Reserve officers can expect to see greater emphasis on job performance and more feedback when a revised officer evaluation system goes into effect August 1.

The OES closely parallels the active force's revised system. Air Force officials decided to overhaul the officer evaluation report program because it failed to provide adequate consideration for performance.

"Ratings under the current OER have become increasingly inflated," wrote Maj. Gen. Roger P. Scheer, chief of Air Force Reserve and AFRES commander, in a letter to Reserve officers. "It has become progressively more difficult to determine officers' potential based on the quality of their work."

"We've had to resort to other factors, e.g., professional military education, master's degrees, participation, and level of enforcement, to differentiate among officers. While these factors do affect potential, the foremost determinant of the ability to take on positions of greater responsibility is job performance."

The Reserve OES will use two key elements: a performance feedback worksheet and an officer performance report.

"The performance feedback worksheet is an entirely new form, created to provide feedback on duty performance," said Capt. Ronald R. See, chief of AFRES consolidated base personnel office management and command records division.

Key features of the form are:

- It will be mandatory for captains and below and optional for majors and above.

- It will be handwritten by the rater.

- It will not be part of an officer's personnel record.

—It will be seen only by the rater and the person rated. This will allow officers to periodically receive straightforward information about what's expected from them and how well they're meeting those expectations.

Officers performance reports will be done every two years rather than annually. A report will be required because of a change of reporting official if the ratee has accumulated 16 points and 180 days supervision. The only exception to these requirements is for officers meeting promotion selection boards and whose last report is more than 12 months prior to the board date. In these cases, reports will be directed to provide the board with the most current evaluation.

The assessment of job performance

will be simpler and more meaningful than with the present OER method, Captain See said. "The performance rating form will document, in a short narrative, each of the officer's most significant duty accomplishments and the impact of those accomplishments on the mission."

Captain See said several performance factors similar to those on the present OER will be rated, but these will be evaluated on a two-block scale. — meets standards or fails to meet standards — without a narrative. The form also has space for brief comments by the evaluators who sign the form.

The rater will be an officer's immediate supervisor. The additional rater will be the supervisor's immediate superior, if he or she is at least one grade senior to the person rated.

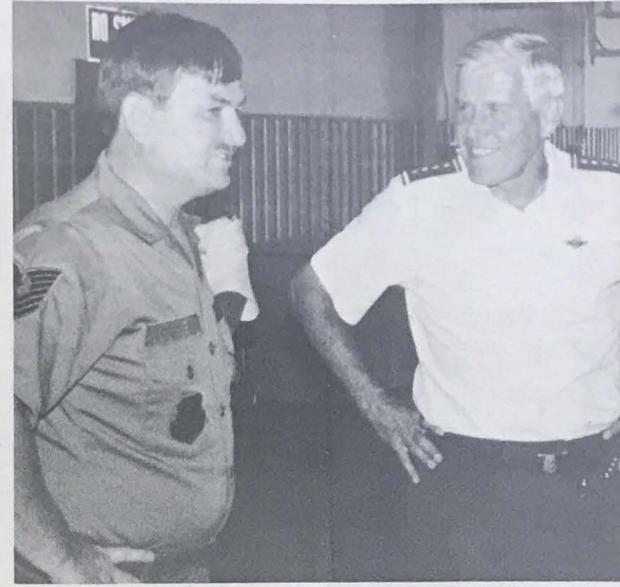
A reviewer will check the performance rating and comments to ensure guidelines are followed, commenting only if he or she does not concur in the rater or additional rater's evaluation. The reviewer will be the wing/group commander or equivalent for lieutenants through majors and the first general officer in the rating chain for lieutenant colonels and colonels.

"OER inflation has created the perception that an Air Force has little regard for the importance and quality of an officer's day-to-day work," General Scheer said. "This perception is false and must be changed."

"In addition, the current OER does

not provide much useful performance feedback. Since job performance is a key element in professional development, Air Force Reserve officer should know what's expected of them and

should receive feedback on how they are meeting those expectations from those who know them best. The new OES is designed to correct these inadequacies." (AFRNS)



*U.S. Air Force Photo*

**General Robert D. Russ**, Tactical Air Command commander, talks about 507th engine shop modifications with its NCOIC, MSgt. Walter L. Cooper. General Russ visited the 507th last month.

## Come fly with us

Would you like to recognize your civilian employer for his or her support of your reserve activities? Now's your chance.

The 507th Public Affairs Office is planning an Employer's Support Flight for the September 17-18 UTA.

The flight is designed to encourage Employer Support of Reserve activities by giving your employer a better understanding of the Air Force Reserve, your unit and your role in the unit. The flight will allow them to observe a refueling mission.

To nominate your employer, fill out the form and return it to the 507th Public Affairs Office. Please include your name, rank, duty assignment and duty phone, home phone, employer's name, position or title, business name and employer's business phone and address. Return this form to the 507th Public Affairs Office by the end of the July UTA.

## Flight Nomination Form

Your name, rank \_\_\_\_\_

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# 507th forms battle damage repair team

The inspector grabbed a red fireman's axe and strode over to the F-4 aircraft. Suddenly, with a big grin, he chopped a gaping hole in the fuselage!

The axe takes its toll. Torn metal and exposed wiring look like an explosive charge had struck the jet. Finally, eyeing his handiwork, the inspector steps back. "Okay, boys and girls. Fix it!"

The Operational Readiness Exercise had begun. The Aircraft Battle Damage Repair team was being evaluated. Simulated enemy missile damage had to be fixed, and fixed fast. Were they ready?

This exercise hasn't happened at the 507th yet, but it will soon. ABDR is a new mission being given the 507th Tactical Fighter Group. It is even fairly new to the Air Force Reserve, which held its first ABDR meeting in 1983.

Normally, ABDR is the primary mission of the combat logistics support squadrons, but now individual units will do their own ABDR, and the CLSSs will supplement where ever the battlefield commander sends them.

The 507th TFG began training its teams in January 1988. "We have three years to become fully mission capable in ABDR, and pass our first ORE," said CMSgt. Jerry G. Elders, Equipment Maintenance Section supervisor. "ABDR consists of two nine-man teams, plus deliberate overmanning to account for casualties. After all, the scenario is war."

Each team has people skilled in structural repair, electrical, hydraulic, environmental, fuels, aircraft general (e.g. crew chief) and avionics. All are

experts, specially trained by the local Field Training Detachment from Air Training Command. But the avionics member must be selected for his well-rounded knowledge of auto pilot, instruments, radar, communications, navigation and electronic counter measures.

"ABDR is people from different fields working together," explained CMSgt. William A. Green, structural repair supervisor. "It's a mini cross-training."

Two schools are offered. First, the 60-hour formal ABDR technician course here on Tinker AFB. Second, the 18-hour ABDR course at Tucson, Ariz. The latter, called assessor school, teaches how to immediately assess the battle damage and choose the right

team members and parts. Twelve 507th people have already attended.

SMSgt. Frank Boone is the reservist heading up the ABDR team. Approximately \$25,000 will be spent on tools and \$15,000 on supplies.

"ABDR is an extra duty during the ORE," said MSGt. Hubert E. Rogers, Aircraft Inspection Section supervisor. "So team members are selected not only for expertise, but also for having the right attitude. Our main purpose is one more mission out of a badly damaged airplane. And that takes the right stuff!"

Openings will continue to occur as members leave. Interested candidates should call Chief Elders for an interview.