

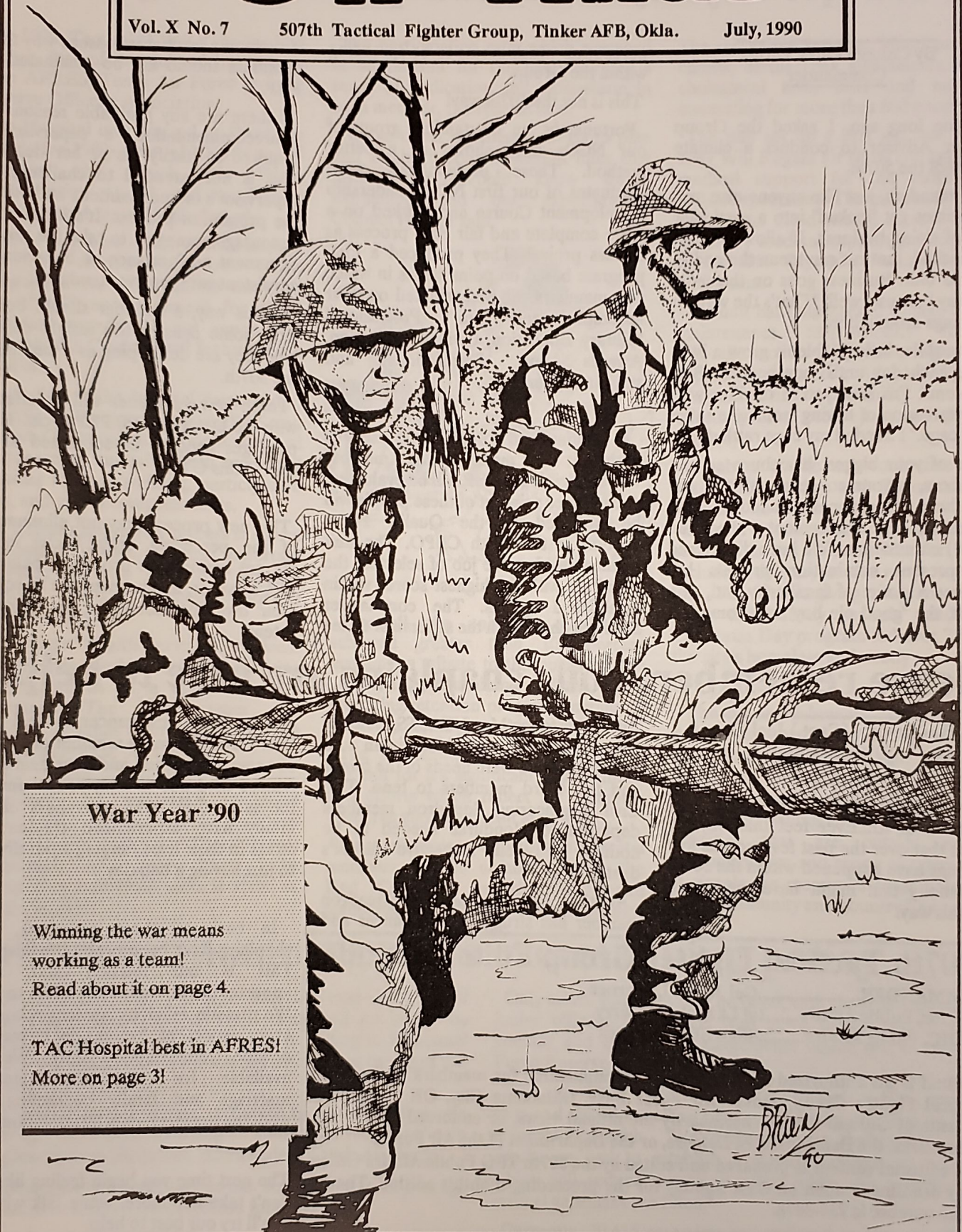


n-final

Vol. X No. 7

507th Tactical Fighter Group, Tinker AFB, Okla.

July, 1990



War Year '90

Winning the war means
working as a team!
Read about it on page 4.

TAC Hospital best in AFRES!
More on page 3!

Blue
90

"Good 'ole Boy" system is not the 507th way

By Colonel Larry Turner
Commander

Not too long ago, I asked the Group Career Advisor to conduct a climate survey of the 507th.

Commanders, just like anyone else, can sometimes get "locked" into a particular way of doing business. If allowed to go unchecked, that rut can mean the end of a good unit. Business goes on the same old way because, well, "That's the way we do things around here."

Meanwhile, little problems grow a little more each day until they become BIG problems. I'm sure you're familiar with the expression of having "someone rattle your cage." I needed my cage rattled.

One of your biggest heartburn as unit members, is your concern with the way we have traditionally handled our Promotion Enhancement Program (PEP) nominations. We have discovered the present nomination process has become a victim of familiarity and, as a result, the "good ole boy" syndrome is a

perception which seems to be spreading within the Group.

This is not the 507th way!

Fortunately, an outstanding group of our NCOs have shown us a better method. These professionals were graduates of our first NCO Leadership Development Course and worked on a more complete and fair PEP process as a class project. They produced a PEP program based on point values in which unit members will be evaluated on their accomplishments in Professional Military Education, Civilian Education, Awards and Decorations and satisfactory service.

A standardized form will be used by each unit PEP monitor. Every member who is eligible for PEP will be evaluated. A computer printout of these people will be provided by the Quality Force Section of the 507th CBPO. The unit commander has the job of selecting the members with the highest scores within established quotas. The commander then will check with the supervisor to see

if there any justifiable reasons why these members should not be nominated for PEP.

If there are any justifiable reasons for nonrecommendation, a supervisor is required to justify his or her decision. This is not intended to challenge the supervisor's or commander's authority in the promotion process. It's intended to encourage managers to take the time to document performance or behavior not consistent with reserve standards.

In this way, a member should benefit from some constructive insight on how well they are developing as a member of the 507th.

These new guidelines will be effective with the October 1990 PEP cycle. Those packages need to be submitted to our CBPO this UTA.

This new process may not eliminate all of the perceived draw backs in the current nomination process. I believe it will, however, allow a member to control their own "promotability" to a greater extent.

Please remember: Your chaplains are here to help

By Chaplain (Capt.) Joel Clay
507th Chaplain

I have had enough! I am up to here and I am tired of it!...Ever feel this way? It seems that over the past few months lots of things have happened within the 507th community that might have made you feel this way.

Just prior to the May UTA, TSgt. Benny Myatt of the 403rd was killed in an auto accident. There were needs of the family and the 403rd members to tend. Two Civil Engineering Squadron members deployed to Honduras needed to be notified of their respective father's death.

Another Civil Engineering Squadron member has struggled with cancer and

now he has a new cancer to deal with. Paul David Owens, a member of CAMS, was severely burned and near death. His fiancée died due to injuries sustained in the same fire. Other members of our family have experienced trauma and stress in their lives ranging from divorce to just having a bad day.

In each of these situations, your chaplains have been present to respond. This is our mission and, more importantly, we want to be there to help. We provide religious services related to every aspect of live inside as well as outside your military duty. We are available for personal counseling, marriage and family counseling and wedding arrangements by appointments.

The next time you begin feeling like you can't take any more, come talk with us. We'll try our best to help.

507th Tactical Fighter Group Editorial Staff

COMMANDER.....Col James L. Turner
Director, Public Affairs.....1st Lt Richard Curry
NCOIC, Public Affairs.....SSgt. Stan Paregien

Onfinal is an authorized Air Force Reserve publication for members of the 507th Tactical Fighter Group, Tinker Air Force Base, Oklahoma City, OK 73145-5000. contents of Onfinal are not necessarily the official views, or endorsed by the U.S. government, the Department of Defense, or the Department of the Air Force.

The editorial content is prepared and edited by the 507th TFG Public Affairs Office. Copy deadline is noon on UTA Sunday for the preceeding month's edition. The PA phone number is 734-3078.

AFRES prescribes top awards for TAC Hospital

The 507th Tactical Hospital spooned up a large dose of recognition and awards from AFRES, Tenth Air Force and the Reserve Officer's Association.

The Hospital unit dressed up three top awards for 1989--Best AFRES Hospital Element, the Tenth Air Force Humanitarian Award, and the ROA's Top Reserve Medical Unit Award.

Several members of the 507th Hospital have also earned Tenth Air Force recognition. As of presstime however, the AFRES announcement for those individual awards was not announced. Next month's On-final will feature those members.

According to the hospital commander, Col. Clio A. Harper Jr., the AFRES and Reserve Officer's Association unit award are presented annually. Both are based on items such as training, participation rates, and unit accomplishments.

The training program's success is shown in a number of ways, the most important of which is how well the hospital complies with medical readiness standards, he said.

"Our recent Health Services Readiness Inspection showed we were maintaining those standards at a consistent high percentage. The HSRI team also identified 22 areas where we were doing exceptionally well," he said.

The training quality was also recognized. All programs contained lesson plans complete with pre- and post-tests and critiques. Those plans, audiovisuals and tests have been requested by numerous units to serve as models, he said.

The participation rate, which averaged at 98 percent for the year, mirrors a sense of dedication and enthusiasm in each member, the colonel said.

"We've taken significant efforts to plan and establish communication links that insure our people know what's happening and our expectations," Colonel Harper said.



"Overall, the unit has consistently achieved greater than 100 percent manning, a tribute to the quality of the unit, the Reserve force and the active recruiting/retention program ongoing in this unit and the group," he said.

The Humanitarian Award recognizes the unit for its significant contributions and efforts which reflect its members concerns and dedication as citizens.

The many projects done by the Hospital members include combining with the Red Cross to provide two health screening activities for the community.

The screenings included blood pressure checks, cardiac risk assessments, blood cholesterol level tests and nutrition counseling for more than 600 people.

The unit set up a first aid tent at the 1989 Will Rogers air show and provided medical support for the more than 140,000 spectators. The unit received the Red Cross Gold Medal Award for its voluntary medical support participation in the 1989 Olympics Festival held in Oklahoma.

The unit has volunteered to take on the maintenance responsibility for a two-mile section of interstate highway as a part of the state's Adopt-a-Highway program. This responsibility features a quarterly litter pick up to beautify the highway.

Members of the unit took time from their Thanksgiving and Christmas Day activities to assist church and other volunteer groups in preparing and serving dinners to those less fortunate, including delivery of the meals to "shut ins". The Thanksgiving program served over 600 needy people and the Christmas Day program fed over 7500 of the city's homeless and needy.

"The accomplishments of the hospital reflect the outstanding commitment of every individual in the unit and their dedication toward a goal of being 'the best'," Colonel Harper said. "It also shows their willingness to get involved in activities that are outside normal responsibilities and scope of operations. It signals the member's commitment to help community and country," he said.

Policy over manning stops overmanning policy

BERGSTROM AIR FORCE BASE, Texas--Because of budget constraints, 10th Air Force units will no longer be allowed to overman reserve positions, according to Personnel officials. Members who are currently assigned as overages are not affected by this policy.

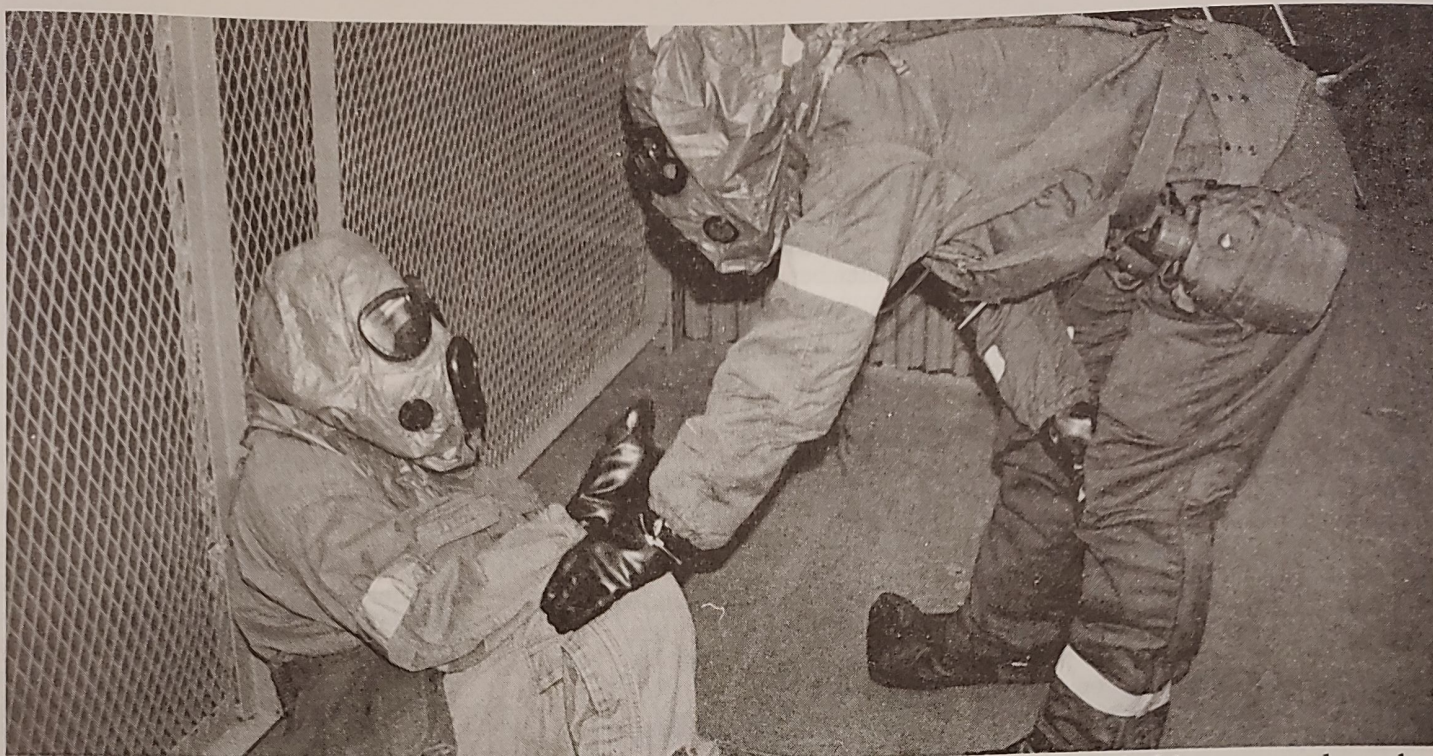
"This new policy is designed to reduce the number of people in overage positions while filling all authorized vacancies," said Brig. Gen. Robert McIntosh, commander of 10th Air Force.

"Beginning immediately, no one can be assigned in an overage position even if there is a projected future vacancy."

Only actual vacancies may be filled, with the sole exception of junior officers and NCOs who move to new areas of the country and qualify for assignments under the current Air Force Reserve relocation policy.

"The Air Force Reserve had to establish a 99.7 per cent year-end manning ceiling because of budget limitations," said General McIntosh. "We're already over that ceiling. As a result, we had to establish a sound management program which will reduce overall manning while still ensuring our critical vacancies are filled."

Currently, 20,415 reservists are assigned to 10th Air Force; 156 more than allowed under the new manning limitations.



Teamwork wins ORIs. Whether you are fixing jets, loading bombs or driving a truck, it's teamwork, such as the buddy care shown above, that the inspectors will be watching. (U.S. Air Force photo)

We can all win the ORI by pulling together

By Dave Mugg
507th Executive Officer

A look at the calendar shows that, for most of us, we have exactly 24 days until the ORI team shows up!

I know April 1991 seems a long way off, but it still amounts to only 9 UTAs and a short annual tour for most people.

Twenty-four days!

If this were an active duty unit with less than a month until it's ORI, everyone would be in overdrive, with people hustling like crazy to get ready. A quick look around this weekend will

as well just close up shop. The Air Force has better ways to spend it's money than by backing losers.

TOUGH TALK? Wake up, bucko, these are TOUGH TIMES. The military is LOOKING for ways to cut the budget. We don't need to hand them any opportunities on a silver platter.

Right now the buzzword throughout the Air Force is Total Quality Management, or TQM. It means, do things right the first time. Don't waste valuable time and money with a half-hearted, uncommitted attitude.

YOU are responsible for our success...or failure.

Everyone, down to the lowest-ranking, newest airman, has a direct stake in making sure we succeed. Even if you're just trying to keep your supervisor happy or you don't want to do the inspection all over again in six months...you have a stake in this.

You can't prepare an ORI like you're competing for a personality contest. You have to have a "street dog attitude". You have to bare your teeth, bristle your fur and be ready to charge in no matter how big the opponent or problem.

And if you're not saying to yourself, "Hey! This is personal. This is MY fight!", then you're not part of the solution.

Let's get tough, let's get personal, let's do it right and blow the inspector's sox off. We've done it before and we CAN do it again!

Commentary

confirm to even the newest airman that we're not to that stage yet.

But we should be. It's time we start getting serious. Commander's-command, OIC's-be in charge, supervisors-supervise. An ORI is the single most important inspection we have. If we excel, we tell the Air Force, "We have what it takes to be winners." If we lose, we literally might

403rd CLSS helps restore Guatemalan aircraft

Fifteen members of the 403rd Combat Logistics Support Squadron recently assisted the Guatemala Air Force in the repair of several aircraft.

The 403rd Combat Logistics Support Squadron provides intermediate level maintenance and helps modify aircraft. During their two-week annual tour they train in field and intermediate level maintenance.

If mobilized, 403rd CLSS teams would be ordered to a combat theater to perform crash and battle damage repair.

The 403rd team, led by SMSgt. Gary Murray, joined forces with five other reserve and active duty members at the Guatemala City Airbase, Guatemala.

"While our supply people performed and inventory of the spare parts, the rest of the team hung a right wing on a C-47, and worked on two A-37s," Sergeant Murray said.

Sergeant Murray said the team removed the C-47's landing gear, fabricated and installed a new threshold for the cargo door and installed floor panels.

"On the two A-37s, we put the aircraft on jacks assisted in removing

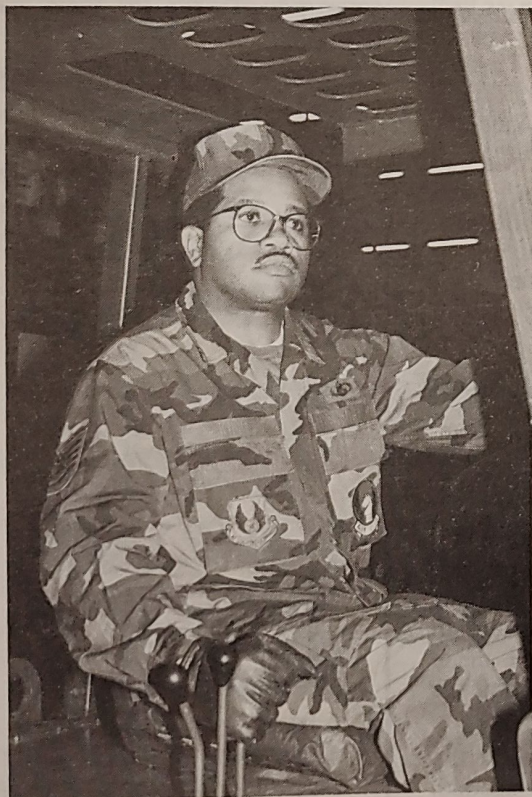
the main landing gear, and the canopy and numerous panels from the nose area," he said.

While the team was helping prepare the aircraft for future repairs by the Guatemalan's, other team members researched and inventoried various replacement parts.

"I think our training was extremely successful. It was the kind of experience we need to be fully prepared for our Battle Damage Repair mission," Sergeant Murray said.

Reservist enjoys "Puttin' on the Ritz"

By SSgt. Stan Paregien
507th Public Affairs



TSgt. Alan King

When it comes to helping people look their best, TSgt. Alan King believes he can do the job right. Sergeant King and his wife, Loretta, are the owners of a new clothing store in Penn Square Mall.

Their outlet, occupies over 3,000 square feet of the mall's upper level west wing. It features women's tailored apparel and both dress and career accessories.

Sergeant King's reserve training should help him in this civilian enterprise. He is a fully qualified 7-level Material Facilities Supervisor. His knowledge of the materials facilities career field has been demonstrated on several occasions including relocation of all current stocked NON-EAID items in Base Supply.

"I guess you could say I'm following the 'American Dream'. I've always wanted my own business. The management skills I got from the Air Force Reserve are helping me make this come true," said TSgt. King.

Sergeant King and his wife offer their patrons a "boutique" shopping experience with selections from brand-name labels. For customers who may feel they have over-indulged on themselves, they also offer a variety of gift sets for men to include in their purchase.

Sergeant King earned a BA in Commercial Art and is working on his Masters in Business at Central State University. While working on his BA degree, he maintained a standing in the Dean's Honor Roll for 9 semesters while working a full time job at night. As a member of the 403rd, he has received the Commendation Medal and the Achievement Medal.

Markle designs winning kitchen

What do you get when you challenge an award-winning kitchen designer to create the ultimate kitchen in a no-holds-barred dream vacation home? Spectacular results!

That's the way judges of the 1990 CKD Excellence in Kitchen Design Competition described the conceptual plan for a dramatic contemporary kitchen in a Cape Cod home designed by Oklahoma City designer, Randi Markle, who won second place in the annual competition.



Randi is the wife of 507th Budget Officer, Stu Markle.

The contest recognizes the creative and professional contributions of Certified Kitchen Designers and spotlights innovative ideas in the field of kitchen planning and design. This is the second time Mrs. Markle has placed in the competition. She also earned an honorable mention in last year's contest.

"I'd accept the challenge again," she said. "Being chosen as one of the best by your peers is a great honor."

72nd Aerial Porters are getting tons more work

By 1st Lt Rich Curry
Public Affairs

A major transportation change coming to Tinker AFB will mean increased activity for 72nd Aerial Port Squadron members.

Because of budget restrictions, a study was done on aerial ports of embarkation (staging areas for cargo and people destined for overseas locations).

The study, called the Optimal Airlift Distribution Study, was sponsored by Military Airlift Command. It calls for a decrease in workload in some Aerial Ports of Embarkation within the U.S.

"...there will be an immediate increase in workload and training opportunities."

--Lt. Col. Stephen King
72nd APS Commander

However, Tinker will become an even larger strategic port with an increase of nearly 2,000 tons of cargo

a month beginning this month. Tinker serves the European and Pacific theaters of operation as well as receiving and dispatching cargo to many points within the U.S. Tinker's location in the center of the United States makes it the one of its kind.

Members of the 72nd APS load and unload air freight arriving and departing from points worldwide. They work out of the Tinker Air Force Base air freight terminal, and if mobilized, join Military Airlift Command.

While there may not be an immediate increase in manning for the 72nd APS, 72nd Commander Lt. Col. Stephen E. King said there will be an immediate increase in workload and training opportunities.

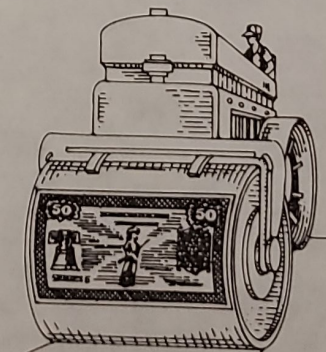
"Tinker has added two new 'channels' (destinations) to its operations," he said. The colonel said the increased workload will mean more homestation annual tours for reservists.

"In the past, we had to go where the work was, where we were needed. Now the work has come to us," he said. In addition, Colonel King said

other reserve aerial porters from across the country will probably start coming to Tinker for their annual training.

"We're looking forward to the new challenges and opportunities this change will bring," he said.

Pave the way.



Take stock in America.
Buy U.S. Savings Bonds.



Best in AFRES last year, the 507th team remains ready today.

507th CE team ready for the challenge

By MSgt. Tom Clapper
507th Civil Engineering Squadron UPAR

While the 507th Civil Engineering Squadron will not be defending its title as the Best in the Air Force Reserve in this year's Readiness Challenge competition, they remain ready.

The unit decided that it needed to concentrate its efforts on supporting the 507th's ORI preparation.

But that does not mean that they are letting their skills slip or their motivation slack.

During several UTA mobility exercises, the Prime Beef (Base Emergency Engineering Force) component could be found training at Glenwood Acres, north of the base. They put up camouflage and laid runway matting, something that they would do during an exercise or--a competition.

"When we go again, we will be ready" said Capt. Ernest M. "Monty" Goodman, OIC of the defending AFRES Readiness Challenge Champs.

LES statement not like "money in the bank"

Recently several 507th reservists have unintentionally become overdrafted at their bank's checking account by writing checks on money they didn't have...yet.

The problem is simple to explain and easy to avoid, said Mr. Stu Markle, 507th Budget Officer.

"What we're seeing happen is a reservist with Sure Pay will receive his leave and earnings statement at home. He then proceeds to go out and start spending his pay. The

problem comes from the fact that sometimes the reservists gets his LES through the mail prior to the date the money is electronically received at the bank. If you start spending what you don't have, you're going to get overdrafted," he said.

An easy way to overcome this problem, he said, is to take a few moments to look at the LES when it arrives.

"You'll notice in the top left corner of the LES statement, it provides

information on the check number and the date of that check, or the day that money will officially 'arrive' at your bank. If you try to withdraw that money prior to that date, you may find you have some explaining to do," he said.

While you're at it, Mr. Markle said it's also a good idea to frequently look over the other information on your LES for errors.

USAF Thunderbirds witness OKIE "can-do"

Blood Drive set for August

The 507th will host a Blood Drive from 8:30 a.m. to 1 p.m. Saturday, August 4.

The Bloodmobile will be parked on the southwest corner of the CAMS hanger, building 1030.

A account has been set up for A1C Paul D. Owen from CAMS, who was burned in a fire. As he is being treated, he will need blood on a recurring basis. Members may request that their donations be credited to this account at the time of their donation.

Trust fund still needs donations

A total of \$812.89 has been raised so far by members of the 507th to support the medical costs of reservist A1C Paul D. Owens.

However, according to officials, more donations are needed.

Airman Owens, a member of the 507th Weapons Section, was severely burned in May. He does not have any medical insurance. To donate, checks may be sent to: Paul D. Owens Trust Fund; City Bank Wilshire; P.O. Box 32116; Oklahoma City, Oklahoma 73123-0316

Team attends Fuels Competition

The 507th Combat Support Squadron Fuels Section recently attended the 1990 AFRES Fuels Readiness Competition at Eglin AFB, Fla. The competition saw 27 AFRES units competing. The 507th team took first place in the Tank Gauging Event. Team members were: Capt. Mike Miller, MSgt. Warren Drennen, TSgts. John Yinger and Kenneth Barnes and SSgts. Grady Martin and Richard Lilly. "The competition was challenging and a worthwhile experience," Captain Miller said.

465th plans fall reunion

The 465th Tactical Fighter Squadron is planning a reunion next fall of all squadron personnel.

The reunion is planned for September and includes both enlisted and officer squadron members from 1972 to present.

According to a squadron spokesman, the even will begin Friday, September 7 with a fly-in and informal social at the Officer's Club. A day of activities will also be scheduled for Saturday, September 8, ending with a coat and tie dinner that night.

The point of contact for the reunion is Capt. Mark Wilson at Autovon 884-3260 or (405) 734-3260.

INTRO need volunteers

The 507th INTRO program is currently looking for volunteers from all the squadron to become sponsors.

"The first impression our newcomers receive of our unit comes during their initial inprocessing," said MSgt. Sharlotte Epps, unit career advisor.

"We're looking for people to greet the newcomer and introduce him or her into their future work area," she said. As a sponsor, a person may only be called to serve once a year.

Sergeant Epps said sponsors will receive a 15 minute training orientation to acquaint them with the importance of the job.

"We would like to have as many people as possible lined up to make sure no one person is always tasked with the job," she said. Individuals wishing to volunteer as sponsors are requested to see their supervisors or first sergeant, or Sergeant Epps.

Duo shows Okies "can-do"

An unexpected stop, at Tinker AFB, by the USAF Thunderbirds became

an opportunity for the Okies to show they "can do."

The Thunderbirds were enroute to California on June 7 but needed to stop at Tinker for fuel.

At takeoff, aircraft Number 8, developed mechanical problems. The call went out to the 507th engine shop. Responding to the problem were TSgt. Ed Rowe and SSgt. Bill Cunha.

According to Sergeant Rowe, they ran a check and discovered the problem was a faulty starting system for the main jet engine.

"We replaced a valve, tested the system and signed off on it," Sergeant Rowe said. "The next morning, Number 8 was back on it's way."

Phone line offers info on stat tours

WASHINGTON (AFRNS) -- The personnel division of the Office

of Air Force Reserve has opened a toll-free telephone line for

people seeking information on current statutory tour vacancies.

The recorded message includes application procedures.

Callers may leave a message if they want more information.

The phone number is 1-800-762-9979. Callers in the local Washington area may dial 694-0049.

Next Month in the On-final:

Patriot Polar...

Honduras...

Hospital award winners...

NCOL Airman of Quarter...

Used cars can also

SMELL trouble too...