



# On- final

Vol XIII No 12 507th Fighter Group  
December 1993 Tinker AFB, OK

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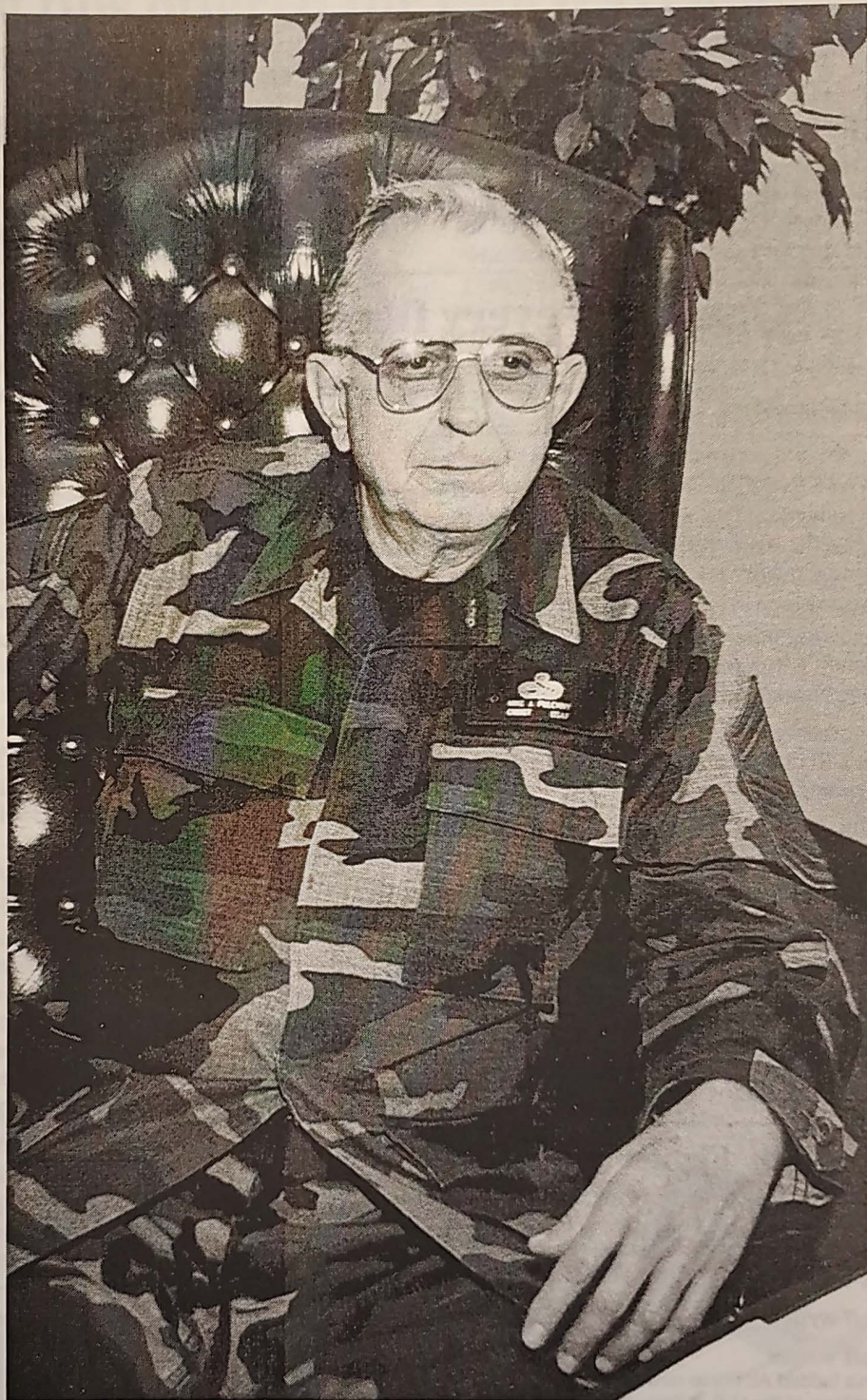
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### **Hail to the Chief!**

CMSgt. Mike Pulchny, of the 403rd Combat Logistics Support Squadron, proudly displays his new rank from a recent PEP board. See who else got promoted on page 8. (Photo by MSgt. Alan King)



# On-final

## Quality in every fiber

by MSgt. Merrie Schiller Lowe  
Air Force News Service

WASHINGTON — A once popular brand-name television had as its slogan: "The quality goes in before the name goes on." Today, the Air Force has adopted that same philosophy and is building quality into every fiber of its being.

"We're slowly working quality into the Air Force's fabric rather than overlaying quality on top of it," said Lt. Gen. Eugene Fischer, Air Force inspector general, during an interview with Air Force News Service.

For that reason, he said, the total quality Air Force is not a trend that will disappear in the future like some other management programs.

"Quality approach permeates everything we do," said Fischer. "It's the ability to use tools that not only measure progress, but suggest solutions. It's the desire to continually make things better and that is bigger than any previous management scheme that has been tried over the years."

The textbook definition of quality Air Force is that it's leadership commitment and operating style that inspires trust, teamwork and continuous improvement everywhere in the Air Force. "And the more you know about it, the more you will like it," said Fischer.

### 507th Fighter Group Editorial Staff

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## Professionalism is a full-time job

By Col. Richard Zwieg  
355th Logistics Group Commander

The dictionary defines the word profess as meaning: "To confess one's faith in or allegiance to practice." We in the Air Force can recall raising our right hand and repeating our swearing-in oath upon entry on active duty.

Hence we entered the profession of combat and swore to defend our country. Yet, it never ceases to amaze me the number of people who simply treat their vital profession like a job. A job is nothing more than something done (usually short-term) for private advantage.

As Air Force professionals, we go far beyond that, primarily for two reasons: Trust and responsibility. We have engendered the trust of the American people that we will defend them to the maximum. We also have incurred in the process tremendous responsibilities that go with that commitment. Today, we are talking about many millions of dollars for a commitment.

Today, we are talking about many millions of dollars for a single aircraft, hundreds of thousands of dollars for modern missiles, and tens of thousands for sophisticated tester and support equipment—to say nothing of the cost in supplies, transportation and training.

The responsibilities riding on your shoulders today are awesome. It's not just mom, pop and the kids back home that you're concerned with protecting, but 234 million other Americans who are depending upon what each of us 1.8 million military professionals do 24 hours a day—not just eight to five. So, next time you hear a fellow blue suiter remark: "Well, it's not my job, get someone else to do it," remind him or her of the sacred oath they took.

Failing to do our duties as professionals has far more serious consequences than a few lost hours or a few less dollars in our pockets. Lives are quite literally on the line—at least 230 million of them. (Courtesy of the Desert Airman, Davis-Monthan AFB, Ariz.)



Merry  
Christmas  
from the  
On-final staff

## EDITORIALS

### Winter driving tips offered for safe travelling

By Tsgt. Paul D. Powell  
507th Safety Office

Once again its that time of year when the road conditions can change in a matter of minutes. Nothing's more beautiful than a fresh blanket of new-fallen snow, but snow and ice pose special problems, even for experienced drivers. Take a few moments to learn these basic rules of winter driving safety. When you're prepared for winter driving emergencies, you'll be able to say "Let it snow, Let it snow, Let it snow"—and mean it.

#### Winterize your car

Make sure your car is well tuned and that the brakes, battery and exhaust system are in good working condition. Check fluid levels and condition of your coolant. If you haven't flushed the cooling system of your engine in a couple years, your engine may be operating with blocked passages and could overheat. If you don't have snow tires or all season tires, at least check that your tires have proper tread depth for traction.

The Air Force and the Air Force Reserve are facing reorganization, down sizing, budget struggles, threat reassessments, and a whole host of new challenges at every turn. So why would we want to throw Quality Air Force or AFRES Total Quality at our people right now? There are more important things to deal with—right?

Quality doesn't spell the death of an organization. It is a new perspective on the future. I've been accused of depressing people with my commentary on occasion. I don't mean to depress. I tell the story the way I see it. As you read about the really big quality success stories, you find a common theme. Most successes are born out of a threat to the organization's survival.

Japan didn't take a flourishing economy and make it better by adopting Deming's Management Methods. They followed Deming because their economy was in collapse. Federal Express was the new kid on the block, fighting to carve out a place in the market against a giant federal bureaucracy. Xerox was losing large portions of its market share to foreign and domestic competitors. Cadillac was in much the same state. Ford was being overrun by its foreign competition.

True, not all quality successes started out on the brink of disaster. In some cases the threat resulted from conscious corporate decisions to pursue a new market strategy—growing from a small regional to a large national company; product

#### Carry a winter survival kit

By carrying just a few items in your trunk, you may be able to avert high towing costs or even save a life. Some things you may consider carrying are, a snow scraper/brush, a shovel, tire chains, booster cables, sand, salt or kitty litter. For personal survival you should carry blankets, candles, non-perishable food, a first aid kit, and a flashlight.

#### What to do if you skid

Most winter accidents occur due to skidding on slick or icy roads.

Remember, even if the road appears clear, overpasses and bridges freeze over quickly and at higher temperatures than normal road surfaces. If you skid, do not apply the brakes. Instead, take your foot off the accelerator and turn your wheels in the direction you wish the front wheels to go. Use gentle steady motions when turning the steering wheel. Turning too much or too quickly can worsen the situation. If you are unable to gain control of your car, you should attempt to steer

the car into deep snow or a snow bank to slow vehicle motion.

#### What to do if you're stuck

If you become stuck, do not continue to spin the wheels. Pour salt, sand, gravel or other dry material around the drive wheels to improve traction. You may have to shovel snow from the wheels and out from under the car to clear a pathway. If the surface permits, you may have to jack the car to install chains or dry material.

#### Some general guidelines

Whenever driving conditions are less than ideal, it pays to be cautious.

Slow down, test your brakes often and increase the distance from the vehicle in front of you. Make sure all windows are clear and that your wipers are in good working condition before departure. If you must drive in adverse weather, allow more time for the trip. Listen to weather forecasts and if the weather or visibility is hazardous, stay home!

## Quality isn't the problem... it is the solution

innovation, response to shifts in consumer product demands, and so on.

The Air Force Reserve faces a great many challenges. Quality represents both a strategy for meeting current and future challenges and the methods for dealing effectively with them. When you're asked to take on new technology without new people, you have to develop the people you have.

When you are asked to reorganize into new functional units, you have to have effective communication processes. When you are asked to account for results in all aspects of the mission, you need quality processes to monitor those results.

Quality isn't some strange new import we've been asked to test drive. It is a system of sound leadership, strategic planning, effective information processes, human resource development and training, and measurement designed to produce consistent results that meet or exceed the expectations or demands of Higher Headquarters, the Nation's Government and the American Tax Payer.

Reorganization, down sizing, budget struggles, threat reassessments, and other new challenges are not reasons to delay quality implementation. They are the reasons that make this the best time to implement and to sustain quality. (AFRESNS)





## Defense bill establishes homosexual policy

by MSgt. Merrie Schiller  
Air Force News Service

WASHINGTON — With a vote of 77-22, the Senate approved a \$261 billion defense budget Nov. 17 which "establishes a firm basis in law" for the Pentagon's policy on homosexuals serving in the military.

Sen. Sam Nunn, D-Ga., chairman of the Armed Services Committee, said the policy is consistent with the Clinton administration's "don't ask, don't tell" policy set forth by the Department of Defense.

The entire defense package will now go to the president, who is expected to sign it into law. The fiscal 1994 defense budget cleared the House of Representatives Nov. 15. In passing the policy on homosexuals serving in the military, Congress included a series of findings based on its constitutional right "to raise and support armies," provide and maintain a Navy, and make rules to govern and regulate land and naval forces.

"The prohibition against homosexual conduct is a long-standing element of military law that continues to be necessary in the unique circumstances of military service," the policy states. It also instructs the military not to ask servicemembers about their sexual orientation and declares that servicemembers who demonstrate "a propensity or intent to engage in homosexual acts" pose "an unacceptable risk to the high standards of morale good order and discipline, and unit cohesion that are the essence of military capability."

DOD is still working on guidance to implement the new policy, which was originally scheduled to become effective Oct. 1, Pentagon officials said. In the meantime, DOD is operating under an interim policy which calls for servicemembers who state they are homosexual to be processed for administrative discharge.

The person would be assigned to the inactive standby reserve, or could ask for a discharge, while the case is reviewed by the attorney general. On the other hand, servicemembers who engage in homosexual acts would be discharged under the interim policy.



## Penny-Kasich amendment rejected

WASHINGTON (AFNS) — The House narrowly defeated a budget-cutting package Nov. 22 that Secretary of Defense Les Aspin said placed an "unrealistic and unfair burden" on military people and their families.

The House voted 219-213 against the Penny-Kasich amendment, which would have sliced \$35 billion from the military with such measures as making European assignments two-year unaccompanied tours and deferring cost-of-living allowances for retirees under age 62.

The amendment also would have eliminated 252,000 federal civilian jobs and cut \$5 billion in overseas defense costs in hopes that U.S. allies in Europe and Asia would pay more for U.S. troop support in their countries.

Aspin and Joint Chiefs of Staff Chairman Gen. John Shalikashvili wrote a letter to House Speaker Thomas Foley Nov. 17 strongly opposing the amendment sponsored by Reps. Timothy Penny, D-Minn., and John Kasich, R-Ohio.

Aspin also spoke out against the amendment at a White House press conference Nov. 19, and wrote an editorial that same day, saying the plan would seriously threaten military readiness. Aspin was not available at press time to comment on the success of his efforts.

The Penny-Kasich amendment was designed to help reduce the national deficit by saving \$90 billion in discretionary and entitlement spending over five years. The House instead accepted a deficit-reduction package sponsored by another Minnesota



Les Aspin  
Secretary of Defense

## Conversion news brings job applications

The November 15 announcement of the pending 507th conversion to KC-135R Stratotankers has resulted in a rush of job applications, resumes, and phone calls seeking job vacancies.

However, according to Lt. Col. Robert E. Lytle, 507th commander, until the unit actually receives a unit manning document, job applications cannot be processed.

"We probably won't know until the end of December or January, what our manning situation will look like," he said.

To ensure all applicants receive equal treatment and response, the 507th Recruiting Office has been tasked as a central repository for all job applications and resumes.

"For now, we're asking job-seekers not to initiate telephone interviews. Instead, they should send their applications and resumes to: 507th Recruiting Office, 7435 Reserve Road, suite 108, Tinker AFB, OK 73145-8726.

All resumes received will be acknowledged by return letter and placed in a central repository by job skill. If additional information is needed, please call 405-734-2935.

## Special Conversion Supplement

### Conversion News

"Serving your information needs"



507th Fighter Group

December 1993

507th Air Refueling Group

## Unit tasked to begin KC-135 conversion soon

The 507th Fighter Group will begin converting from fighter aircraft to KC-135 Stratotankers by mid-1994.

This announcement was released last month by Maj. Gen. John Closner, commander of the Air Force Reserve.

According to General Closner, "This 1993 Air Force force structure announcement outlines actions required to achieve the FY 94 Amended President's Budget. Much of what is included in this announcement reflects the recommendations of the 1993 Base Realignment and Closure Commission."

The BRAC Commission's recommendations will see the 507th turn in it's 24 F-16 Falcon fighter aircraft for 10 KC-135R Stratotankers.

Closner said keeping a minimal impact on reservists and communities was "a primary consideration. All options were carefully examined before decisions were made. Our goal is to facilitate change in the Air Force Reserve with as little turbulence as possible. We fared very well in this round, which is a testament to the strong role we have in the Total Force and the defense of our nation." Officials stated the personnel impact as a result of



Scenes like this unit F-16 flying over Oklahoma will become a thing of the past as the 507th begins to gear up for a conversion to the KC-135 Stratotanker.

(Digital photo by Capt. Rich Curry)

this announcement will be a decrease of 170 drill and 92 civilian manpower authorizations.

The 507th Fighter Group was first activated at Tinker Air Force Base in May of 1972. Throughout its 21-year stay at Tinker, the unit has flown the F-105 Thunderchief, the F-4D Phantom and the F-16 Falcon aircraft. With the conversion to the KC-135 refuelers, the unit's name will also change to the 507th Air Refueling Group.

## Conversion Team will help provide answers

Immediately after the announcement was made on the 507th's conversion to KC-135s, a process action team was created to focus on planning the conversion.

Springing from the main conversion team will be subgroups that will deal with specific issues on the conversion process such as personnel, equipment and facility needs as well as keeping unit members informed and answer their questions.

According to the 507th commander, Lt. Col. Robert Lytle, "It is our intent to conduct every aspect of this conversion in a quality fashion. That includes making sure everyone has access to the most current, accurate information available."

Already, throughout the unit, "Listening Posts" or easels, have been set up for anyone to write down questions they have. Those questions are then gathered up, retyped, dated and distributed to a resident expert on the question's subject or topic. As the answers become known, they will be published.

The Conversion Team meets daily and is comprised of key members representing the various squadrons throughout the unit. They are Lt. Col. Robert Lytle, Lt. Col. Gary Mixon, Maj. Kenneth Settle, Maj. Pat Filburn, Maj. Ted Covert, Maj. Rod Lane, 1st Lt. Mark Case, 1st Lt. Joel Clay, CMSgt. Mike Riley, CMSgt. Robert Carlile, CMSgt. Jerry Elders, and MSgt. Sammy Ware.

## Why are we continuing with our restructuring?

Continuing with the unit restructuring to the objective wing structure is a "win-win" situation, according to Lt. Col. Robert Lytle, 507th commander.

Lytle said the objective wing structure will provide for a "cleaner unit conversion" and that members should not be hurt by loss of pay or loss of status when under consideration of reduction in force (RIF) actions.

"This will be to our advantage," Lytle said. "By continuing with our restructuring we will be able to actually promote some while ensuring others will not be losing status."





# Reserve units to receive bombers, more tankers

ROBINS AFB, Ga. — The Air Force Reserve will begin receiving B-52H bombers this year and convert one of its fighter units to tankers next year, Air Force officials announced in Washington Nov. 12.

Several other force structure and realignment actions in 1994 will affect operations at 11 AFRES unit locations nationwide.

The Air Force is modifying its May 27, 1993, announcement on the 46th Fighter Training Squadron becoming a B-52H (Associate) Reserve unit. Instead, it will be unit-equipped with eight B-52H aircraft. Standup of the unit is anticipated before the end of the year.



The 507th Fighter Group will become an air refueling group and convert from 24 F-16 Fighting Falcons to 10 unit-equipped KC-135 Stratotankers. The conversion begins in mid 1994.

As a result of the 1993 Base Closure and Realignment Commission, McGuire AFB, N.J., will remain an active-duty base. The 913th Airlift Group and its C-130 Hercules aircraft will remain at Willow Grove ARS, Pa.

In related actions, the 98th Air Refueling Group (Associate) will move from Barksdale AFB to McGuire AFB along with its active-duty counterpart and 19 KC-10 tankers, with the first 10 aircraft arriving in late 1994. The 514th

Airlift Wing (Associate) will remain at McGuire AFB as a Reserve associate unit and assume Reserve command and control of the 98th AREFG.

The Air Force plans to eventually base 24 KC-10A aircraft at McGuire AFB but the timing of the arrival of the remaining 14 aircraft has not been finalized.

Travis AFB, Calif., will receive 10 KC-10A tankers in late 1994 as the 79th Air Refueling Squadron (Associate) realigns to Travis AFB from March AFB, Calif. The 349th AW(A) will assume Reserve command and control of the 79th AREFS (Associate). The Air Force plans to base 24 KC-10A tankers at Travis AFB. The timing of the arrival of the remaining 14 aircraft has not been finalized.

At Seymour Johnson AFB, N.C., the 916th AREFG(A) will end its KC-10 associate unit status in late 1994 and receive 10 KC-135 unit-equipped tankers.

The 924th Fighter Group will remain in a cantonment area at Bergstrom ARS, Texas, and operate the base as a Reserve-owned installation, at least through the end of 1996. An action to modernize the 924th FG's F-16A/B fleet to C/D models was indefinitely postponed. Tenth Air Force will also remain at Bergstrom ARS.

As a result of the 1993 BRAC, the 482nd Fighter Wing and its F-16A/B aircraft will not realign from Homestead AFB, Fla., to MacDill AFB, Fla. The unit will remain at Homestead AFB in a cantonment area upon completion of

construction. The unit's conversion from F-16 to KC-135 aircraft is canceled.

The 301st Rescue Squadron and its HC-130N/P and HH-60G aircraft will temporarily realign from Homestead AFB to Patrick AFB, Fla., in a permanent change of station status. Upon completion



507th members show their concern during the conversion announcement Nov. 12. (Digital photo by Capt. Rich Curry)

of construction, the unit will return to Homestead AFB.

Officials said the announced actions will achieve the fiscal year 1994 amended president's budget, achieve effectiveness, adjust to fiscal constraints or modernize the Air Reserve Component. (AFRESNS)



## "Listening Post" questions will be answered

Asking questions and getting answers. That's what the unit's "Listening Post" program is all about.

Throughout the 507th, easels have been placed for members to write down their concerns about the unit's upcoming conversion.

According to members of the newly-formed Conversion Issues PAT team, the purpose of the listening posts is to make sure unit member's have a place to ask questions and expect answers.

However, to make sure a member's question is not misunderstood, the team recommends the following advice.

\* Write your question legibly.

\* Write your question as clearly and briefly as possible (but don't cut yourself short).

\* Try not to group more than one topic in a single question.

\* You may remain anonymous if you wish.

\* Ask as many questions as you wish.

The questions will be gathered, distributed and answered as quickly as possible. All questions will be maintained and revisited to ensure they are answered.

## December Schedule of Events

| Date/Time                                   | Meetings, Etc                      | Location                |
|---|------------------------------------|-------------------------|
| <b>Fri, 10 Dec</b><br>1400                  | Pre-UTA 1st Sgt Meeting            | Bldg 1043, Conf Rm      |
| <b>Sat, 11 Dec</b><br>As designated by unit | Sign-in                            | As designated by unit   |
| 0730-0800                                   | Sign-in for Physical Exams         | Base Hospital           |
| 0730-0930                                   | Newcomers In-processing            | Bldg 1030, DW Classroom |
| 0900-1000                                   | 702X0 Training                     | Bldg 1043, Conf Rm      |
| 0900-1015                                   | Newcomers Orientation              | Bldg 1030, DW Classroom |
| 1000  | Mobility Rep meeting               | Bldg 1043, Conf Rm      |
| 1015  | Escorts Pick up Newcomers          | Bldg 1030, DW Classroom |
| 1030  | First Sergeants Meeting            | Dining Hall, Sun Rm     |
| 1200-1300                                   | PCIII Meeting                      | Bldg 1043, Conf Rm      |
| 1300-1400                                   | EST Manager Meeting                | Bldg 1043, Conf Rm      |
| 1300-1400                                   | IG Complaint Period w/LtCol Walker | Bldg 1030, CC Office    |
| 1300-1400                                   | Immunizations                      | Bldg 1030, Break Rm     |
| 1400-1500                                   | Ancillary Training Meeting         | Bldg 1043, Conf Rm      |
| As designated by unit                       | Sign-Out                           | As designated by unit   |
| <b>Sun, 12 Dec</b><br>As designated by unit | Sign-in                            | As designated by unit   |
| 0800-1130                                   | Newcomers Ancillary Tng-Phase I    | Bldg 201, Rm 11         |
| 0830-0930                                   | Enlisted Advisory Council Meeting  | Bldg 1043, Conf Rm      |
| 0900  | HAZCOM Training                    | Bldg 1030, Comm Flt Tng |
| 0900-1000                                   | 732X0 Training                     | Bldg 1043, Rm 204       |
| 0930-1030                                   | Unit Career Advisor meeting        | Bldg 1043, Conf Rm      |
| 1300-1530                                   | Newcomers Ancillary Tng-Phase II   | Bldg 201, Rm 11         |
| 1300  | CDC Course Exam Testing            | Bldg 460, Rm 213        |
| 1400-1500                                   | 702X0 Training                     | Bldg 1043, Conf Rm      |
| 1500-1630                                   | CBPO Closed for In-House Trng      | Bldg 1043, CBPO         |
| As designated by unit                       | Sign-out                           | As designated by unit   |

### NOTEBOOK...

#### Subject: Sexual Harassment Classes

Classes will be conducted every Saturday and Sunday from 1300-1600 in Building 201 (Social Actions Classroom). This class is Mandatory, each unit has been given quotas. Request all units comply with quota allocations. If you have any questions about the Sexual Harassment classes contact the 507th Social Actions office at 734-5019.

#### Subject: CBPO Conversion to MPF

Effective 15 Dec 94, the 507 CBPO will convert to a Military Personnel Flight (MPF). With this conversion goes some changes. When you come back in January some of our Office Titles will have changed, as will some of the faces in each office. Here's a sneak preview of it all:

**Training & Education** - MSgt Fischer, Rm 206  
**Personnel Relocations** - TSgt Jones, Rm 201D  
**Personnel Employment** - MSgt Bischoff, Rm 201A  
**Career Enhancement** - MSgt Bryan, Rm 201B  
**Customer Service** - TSgt Fuqua, Rm 201C  
**MPF Information Management** - Vacant, Rm 211  
**Personnel Resr/Customer Supt** - SMSgt Branchfield/SMSgt Epps, Rm 204  
**Personnel Systems & Readiness** - MSgt Brandt, Rm 203  
**Chief, MPF** - Maj Covert, Rm 215

# Training Planner

December-January 93

Looking Ahead...

January 93

2-15 WSEP Missile Shoot-Tyndall?  
 8-9 Primary UTA

February 93

12-13 Feb Primary UTA  
 Mid-Feb Singapore Deployment

FY 94 UTA Schedule

12-13 Feb 4-5 Jun  
 12-13 Mar 16-17 Jul  
 9-10 Apr 20-21 Aug  
 14-15 May 17-18 Sep

FY 94 Deployments/Exercises

2-15 Jan: WSEP-Tyndall AFB, FL?  
 12-13 Feb: ORE/Mobility (?)  
 Singapore Deployment

### BAQ Recertification Deadlines

If your Social Security Number ends with either a 3 or a 8 you have until Sunday of the Dec UTA to recertify your BAQ or have it terminated.

Please complete AF Form 987 located at your unit. Your unit BAQ recertification monitor will annotate rosters and forward your forms to the finance office.



## January Schedule of Events

| Date/Time                                  | Meetings, Etc                       | Location                 |
|--|-------------------------------------|--------------------------|
| <b>Fri, 7 Jan</b><br>1400                  | Pre-UTA 1st Sgt Meeting             | Bldg 1043, Conf Rm       |
| <b>Sat, 8 Jan</b><br>As designated by unit | Sign-In                             | As designated by unit    |
| 0730-0800                                  | Sign-in for Physical Exams          | Base Hospital            |
| 0730-0930                                  | Newcomers In-processing             | Bldg 1030, DW Classroom  |
| 0800-0900                                  | Enlisted Advisory Council Meeting   | Bldg 1043, Conf Rm       |
| 0900-1000                                  | 702X0 Training                      | Bldg 1043, Conf Rm       |
| 0900-1015                                  | Newcomers Orientation               | Bldg 1030, DW Classroom  |
| 1000                                       | Mobility Rep Meeting                | Bldg 1043, Conf Rm       |
| 1015                                       | Escorts Pick up Newcomers           | Bldg 201, Rm 11          |
| 1030                                       | First Sergeants Meeting             | Dining Hall, Sun Rm      |
| 1200-1300                                  | PCIII Meeting                       | Bldg 1043, Conf Rm       |
| 1300-1400                                  | EST Manager Meeting                 | Bldg 1043, Conf Rm       |
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| 1300-1400                                  | Immunizations                       | Bldg 1030, Break Rm      |
| 1400-1500                                  | Ancillary Training Meeting          | Bldg 1043, Conf Rm       |
| 1500-1600                                  | Unit Career Advisor Meeting         | Bldg 1043, Conf Rm       |
| As designated by unit                      | Sign-Out                            | As designated by unit    |
| <b>Sun, 9 Jan</b><br>As designated by unit | Sign-in                             | As designated by unit    |
| 0800-1030                                  | Newcomers Ancillary Tng-Phase I     | Bldg 201, Rm 11          |
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| 0900-1000                                  | 732X0 Training                      | Bldg 1043, Rm 204        |
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| 1300-1530                                  | Newcomers Ancillary Tng-Phase II    | Bldg 201, Rm 11          |
| 1300                                       | CDC Course Exam testing             | Bldg 460, Rm 213         |
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| 1500-1630                                  | CBPO Closed for In-House tng        | Bldg 1043, CBPO          |
| As designated by unit                      | Sign-out                            | As designated by unit    |

### CDC and PME Course Exam Testing

UTA Sunday, 1300, Bldg 460, Rm 213  
Wednesday, 1300, Bldg 1043, Rm 206

These are the only times course exams will be administered. Names of personnel with tests on file are published in the "CDC COURSE EXAM LISTING" distributed each month to all Unit Training Managers prior to the UTA. Trainees enrolled in mandatory CDCs will have a Test No Later Than Date of two UTAs of receipt of exam. Voluntary exams must be taken within 90 days of receipt. Course exams not taken within the time allowed will be destroyed.

The exceptions to this rule are 6E, 8E, and SOS course exams.

If a you are unable to test within the allotted time frame, contact your Unit Training Manager immediately.

Your Unit Training Manager will submit an AF Form 1095 to MSMP. This form could prevent your course exam from being destroyed if extenuating circumstances prevented you from taking the exam on or before the Test No Later Than Date

Contact MSMP, 47075, to schedule testing on Wednesdays.

### Ancillary Training Information

#### Disaster Preparedness Information

All personnel who normally wear contact lenses, attending Chemical Warfare training, will not wear them during training. Bring your New Mask, and spectacles if you have them. Personnel are to be on time for all classes, or be reported as "No Shows". **Ensure all personnel bring their Go-Bags with them to all classes.**

Supervisors may schedule Chemical Warfare training thru-out the year by calling the DW office at x45249, NLT 2 weeks prior to class requested. Units must report the names of personnel requiring training when scheduling training.

In order to utilize the go-to-war MCU-2A/P protective masks for training, TOT, ORE's and deployment; notify 507 LSS at extension 45335. Let them know Two Weeks Prior to your need for masks, the quantity of each size your organization requires. Specify when they will be returned to Base Supply. Personnel retrieving masks will sign an AF Form 1297 (Hand Receipt) for all of the masks you receive.

An MCU-2A/P guidebook will be provided to everyone signing for masks. The guidebook will cover the fitting, donning, cleaning, sanitizing, and inspection of the masks.

#### UCMJ Briefing

All first and second term enlisted personnel are required to have the UCMJ briefing. Second term enlisted personnel are due the UCMJ briefing within two UTAs of reenlistment. UCMJ briefing time is 1400-1530, Bldg 201, Sunday of UTA.

## More What, When, Where

### CBPO Customer Service

#### Hours of Operation

**Primary UTA Weekends**  
Saturday 0730-1630  
Sunday 0730-1500

Closed Sunday for In-House Training from 1500-1630

**Weekdays**  
Monday-Friday  
0730-1130  
1230-1630

Closed Thursdays for In-House Training from 0730-1230

#### Phone Numbers

MSM/MSMA/MSME/MSMD/MSMP  
CBPO Management, 47491  
MSMAC...Customer Service, 47492  
MSMPU...Personnel Utilization, 47493  
MSMAQ...Quality Force, 47494  
MSMPT...Training & Education, 47075

#### TDY & Reassignment Out-Processing

Personnel Utilization (MSMPU) is standing-by to help with relocation processing, but they need your help.

TDY to school or reassignment out-processing can only be initiated through MSMPU during the times listed below:

Monday thru  
Friday: 0730-1030 and 1230-1530

UTA Saturday: 0800-1530

The schedule is for your convenience; times noted assure your access to agencies with processing responsibilities. Your cooperation in complying with this schedule is greatly appreciated. If you have any questions, please call MSMPU, x47493.

#### Chapel Service Information

Devine service held Saturday at 1515, Hospital Pharmacy. Sunday service held at 0730, Disaster Preparedness, Bldg 1030, flightline side.  
Catholic Mass: Sat, 1700, Sun, 0940, 1220.

### Tips for Faster CBPO Service

*ARTS, or Reservists on Mandays or annual tour can conduct personnel business any week day and avoid contributing to UTA congestion.*

*Avoid Saturday morning unless you have an appointment. Due to In-Processing activities, the Customer Service section is short handed until about noon on Saturday. Call ahead, find out how long the wait may be. Be sure you bring any required documents with you and avoid the need for a second trip to finish your business.*

#### DD Form 93 Record of Emergency Data

This is the single most important source of information until your personnel record for dependent data and next of kin information.

If data is incomplete or incorrect, the Air Force cannot extend dependent benefits, nor can notification be made in the event you become injured, seriously ill or die while on duty.

You are the only one who can update this record. Remember there are no minor errors on a DD Form 93. Data accuracy is critical. You may be one of the lucky ones and escape injury or illness, but can you risk the alternative?

Check the form in your mobility folder, if it is wrong, come by CBPO Customer Service and get it updated.

#### Hours of Operation for...

##### Pass & ID

Located in Bldg 590, is open on UTA Saturday, 1200-1600, for ID cards, fingerprints, vehicle registration and base decal.

#### Individual Equipment Issue (IEU)

Located in Bldg 469, is open on UTA Saturday, 0800-1530. Enter door #36 on the south side of the building. Check with your Unit Orderly room before you attempt equipment issue or exchange.

### Medical Services Information

#### Immunization Monitors

All shot records that are mutilated and or have no space left need to be brought to the immunization clinic located in the Hospital between 1000-1200 on Sunday of the UTA for new records to be made up and issued. Point of contact is Capt Livengood, x42487.

#### Physical Examinations

The 507th Medical Squadron is presently trying to catch up on the backlog of physicals. Therefore, the physical schedule is extremely tight. If you will be unable to meet an appointment, you must call TSgt Davis, x43151 and reschedule in advance of the UTA.

#### Random Drug Testing

Drug Testing is conducted at 0900 on UTA Saturdays. The names of those randomly selected for testing are released by Social Actions to Unit Commanders immediately after sign-in on Saturday. If selected, you should consume as much liquid as possible prior to reporting to the lab. You cannot be released until the required sample amount has been obtained. If you have questions about the Random Drug testing program contact Social Actions, x45019.

#### Military Pay

| File for pay on or before: | Receive Direct Deposit by: |
|----------------------------|----------------------------|
| 12 Dec.....                | 22 Dec                     |
| 14 Dec.....                | 23 Dec                     |
| 19 Dec.....                | 30 Dec                     |
| 26 Dec.....                | 05 Jan                     |
| 28 Dec.....                | 07 Jan                     |
| 02 Jan.....                | 10 Jan                     |
| 04 Jan.....                | 14 Jan                     |
| 09 Jan.....                | 18 Jan                     |

#### Dining Facility

Meal times are shorter, lines are longer: Plan ahead!

|           |           |
|-----------|-----------|
| Breakfast | 0600-0900 |
| Lunch     | 1100-1300 |
| Dinner    | 1530-1800 |



## Education Information

### CLEP Score Reporting

Effective 1 July 1993, CLEP General scores will be rounded off to the nearest zero AND subscores will no longer be reported. For example, a score of 433 would be rounded off to 430; 438 to 440. According to ETS, all future CLEP General transcripts will:

\*not indicate CLEP General subscores even if the testing occurred before 1 Jul 93.

\*indicate the actual three digit score (not rounded off) for tests taken before 1 Jul 93.

\*indicate the revised American Council on Education recommended minimum passing score of 420.

### Bookfinder

#### Careers without College (series)

Careers without College is designed to help those who do not have a 4-year college degree (and do not plan on getting one any time soon) find a career that fits their interests, talents, and personalities. The series has eight volumes with the following titles: Cars, Computers, Fashion, Fitness, Health care, Music, Emergencies (EMTs, Policemen, 911 Operators), Kids (toy store clerk, nanny, care giver in a day care center). Formatted in the same way, each publication has four basic parts: (1) a short discussion of why a person would choose that career area; (2) an insider's look at the featured jobs through interviews with people who work in them; (3) review of these five specific careers within the subject area of the volume:

- a brief description of the career
- education required
- who's hiring
- on-the-job responsibilities
- on-the-job hazards
- salaries
- promotion potential
- where the jobs are located

#### Careers without College cont'd

The last section (4) offers additional help for people to determine whether the career field suits them.

Price: \$7.95

ISBN#s:

Music 1-560-79-219-1  
Fitness 1-560-79-223-X  
Fashion 1-560-79-220-5  
Computers 1-560-79-224-8  
Cars 1-560-79-221-3  
Emergencies 1-560-79-252-3  
Health Care 1-560-79-222-1  
Kids 1-560-79-251-5

Source:

Any bookstore or  
PETERSON'S GUIDES  
DEPT 2202 CARNEGIE CENTER  
PO BOX 2123  
PRINCETON NJ 08543-2123

Phone: 1-800-338-3282

#### NCO Academy Class Dates for FY 94

Listed below are the FY 94 NCO Academy class dates. SSgts with 8 years satisfactory service, and TSgts are eligible to attend. Each squadron may submit 1 and only 1 nomination to MSMPT. Nominations must be endorsed by Unit Commanders. Selections are made on Saturday of the UTA at the First Sergeants meeting.

| Class Dates<br>NCOA | Nominations Due<br>MSMPT |
|---------------------|--------------------------|
| 1 Mar 94-7 Apr 94   | 9 Jan 94                 |
| 6 Jun 94-14 Jul 94  | 10 Apr 94                |
| 1 Aug 94-8 Sep 94   | 5 Jun 94                 |
| 19 Sep 94-27 Oct 94 | 17 Jul 94                |

Contact MSMPT, x47075 if additional information is required.

## Training Communicator

### Application Information for Senior NCO Academy

There will be two boards held FY 94 at HQ AFRES/DPTS for those applying for the Senior NCO Academy (SNCOA).

Applications for the remaining classes in FY 94 are due to MSMPT No Later Than 12 Dec 93, to meet HQ AFRES/DPTS suspense of 17 Dec 93. A selection board will be conducted at the end of Dec 93 for the following classes:

- a. Class 94C, 24 Mar - 11 May 94
- b. Class 94D, 1 Jun - 20 Jul 94
- c. Class 94E, 30 Aug - 19 Oct 94

Application packages received at HQ AFRES/DPTS not processed through the MSMPT office will be returned without action. Telefax application packages will not be considered for selection.

Contact MSMPT, x47075 for In Residence Application Procedures for SNCOA.

## Keeping readiness while reducing costs is goal

by TSgt. Sarah L. Hood  
Air Force News Service

LOS ANGELES — The Air Force is on the prowl for cheaper ways to get the job done and still keep the force ready to fight, said the Air Force chief of staff.

"We need to look under every rock for cost savings," said Gen. Merrill A. McPeak. "Reducing total costs — not holding cost steady and doing more, but reducing costs — is essential to fulfilling our vision of building the world's most respected air and space force."

The Air Force has already trimmed much of its fat, but still faces a spiraling budget and set force structure. Consequently, one of the "biggest puzzles" facing senior leaders is where to go to save money, McPeak said.

McPeak said the Air Force is doing a fairly good job of getting more for its money by improving such areas as productivity, readiness, quality and morale. But it hasn't done as well with cost reduction — getting the same thing for less money.

### Less money a reality

The Air Force budget has dropped some 44 percent since the peak years of the mid-1980s, and people and Air Force structure have "taken their hits," he said.

Active-duty end strength is already down a third and the combat fighter force is down to about half of what it was five years ago. McPeak reads that as meaning the Air Force can't expect funding to improve; that its budget is definitely "headed further south."

"We also can't, in good faith, support more cuts in force structure over and above those called for in the (Pentagon's) bottom-up review," he said. "We have already gone down as far as we can and still do what an Air Force is asked to do — what the president will rely on us to do if called on to fight and win two nearly simultaneous major regional conflicts."

Restructuring has already eliminated unnecessary layers, consolidated headquarters and reduced staffs. Major commands have been cut from 13 to eight—a 40 percent reduction. More than

1,000 colonel positions have been cut since McPeak has been chief of staff.

Progress has also been made in shedding Cold War programs, such as intercontinental ballistic missiles. Other programs, such as the B-2 and C-17, have been restructured. McPeak said these cancellations and restructures reflect the purge of Cold War requirements.

Reforming the acquisition process could also "go a long way" toward reducing the cost of doing business, he said, adding the Air Force will "fly formation in any broader effort to overhaul the way this country buys military hardware." What that leaves the Air Force with is the cost of operating and maintaining the force.

"Of course, we must proceed with care when tapping our O&M (operations and



maintenance) account as a source for cost savings," he said.

"We're talking about core tasks — flying airplanes, monitoring satellites, maintaining missiles," said McPeak. They are the line items in the operations and maintenance account, and the "bedrock" of readiness, which remains the Air Force's top priority, he said. "But, we simply must look at O&M because there is no where else to look."

"For example, while the Air Force will fly more than a million fewer hours in 1995 than it did in 1985, O&M costs will increase from 30 percent to 36 percent over the same decade. McPeak envisions at least three steps to help reduce operating costs:

- One is a better accounting system, one that accounts for costs in a more timely and accurate manner.

- Two, he said, the Air Force needs to continue improving the reliability and maintainability of its systems. In 1995, 13 percent of the Air Force's top line budget will be spent on the part of O&M that

includes such things as fuel, depot maintenance and depot repairable parts.

"We can address this issue in two ways," said McPeak. "We can work the problem up front — by better design of the equipment we acquire." For example, he said, due to better engineering, the flying hour cost of the C-17 will be 40 percent less than the C-5B. The other option is to work the "back end" — finding ways to make the repair process itself more efficient.

For example, surcharges for such things as transportation and storage costs incurred when repairing parts or providing supplies often doubles the overall repair cost.

In other words, it costs as much or more to manage the repair as it costs to make it, he said. "We simply must do better."

- Third, McPeak said the Air Force needs to "turn loose the talent and creative energies of people at the point of contact."

"This is what the Quality Air Force initiative is all about — empowering people, letting them take the initiative to find better ways to do the mission."

But, he said, it will take more than encouragement — it will take incentives.

### Leaders get purse strings

In fiscal 1993, money for depot repair of exchangeable spare parts was put into the wing commander's budget for the first time and not in a global Air Force account. Now when the wing commander pays the bill, he has an incentive to come up with new ways to both reduce breakage and fix what's broken on base — thus reducing costs, said McPeak.

The same concept is being applied to fuels — giving the dollars to the wing commander. "In '93 we selected three bases for a pilot program. In one year, Seymour Johnson (AFB, S.C.) alone saved \$1.4 million in fuel costs — and they got to keep half that. Now that's a powerful incentive."

But the Air Force can't win the battle alone and is looking to its partners in the defense industry to help cut costs. An Air Force-industry cost scrub of the B-1B program will save the service about \$5 million in support costs next year. "We need more success stories like this," said McPeak.



# Retiring Jackson "knows" the military

by TSgt. Stan Paregion

Bo Jackson "knows" football and baseball and Michael Jackson "knows" singing. There is one Jackson most 507th reservists know and he "knows" the military!

Senior Master Sergeant Jerry D. Jackson is loading up and saying his fond farewells to the 507th this month. This month is his last "Hurrah" with the military. He is retiring with over 33 years of Guard and Reserve experience under his belt of military life.

Jackson was employed by the United State Air Force as a civil service employee at Tinker Air Force Base for thirty-one years during which time he held several key positions.

He as been a program analyst, a safety specialist, and inventory management specialist and has held various positions within the Air Force Supply System.

In the Air Force Reserve, SMSgt. Jackson is the 507th Medical Squadron First Sergeant. In addition, he has been the NCOIC of Medical Readiness and the Superintendent of Medical Logistics. His official retirement date is December 31, 1993.

Jackson graduated from Crooked Oak High School in Oklahoma City in 1956. He completed a bachelor's degree in 1975 and 29 hours in Safety Education Courses.

His military education includes Battlefield Medical Operations, Medical Squadron Quality Management, USAF NCO Academy,

USAF Senior NCO Academy, First Sergeant Academy, Medical Logistics, Management, and Total Quality Management for employees.

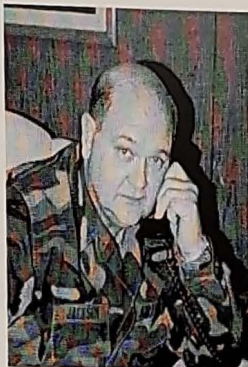
From July 1969 to April 1974 he worked as an inventory specialist in the Directorate of Material Management taking care of interservice support agreements and established requirements for aircraft parts.

From April 1974 to December 1976 he developed local operating instructions and procedures as a supply systems analyst in the Directorate of Distribution.

From December 1976 to September 1983 he helped in accident investigations and safety inspections.

From March 1983 to March 1993 he assisted in space planning, congressional liaisons, equipment management, and briefings as a program analyst.

His hobbies include photography, travel, golf, and snow skiing.



SMSgt. Jerry Jackson

## Promote! Promote! Promote! Promote!

The 507th Fighter Group recognizes and congratulates the following individuals who were recently promoted.

### To Airman First Class:

Brett Heilman SPS  
Jason Turner SPS

### To Senior Airman:

Theresa Brownlee 465FS  
Jeremy Coleman 465FS  
Raymond Dolney 465FS  
Gary Freeman 465FS  
Charles Riley 72nd  
Torraine Smith MS  
Laura Taylor Med Sq  
Denise Troutt 72nd  
Robert Watson Med Sq

### To Staff Sergeant:

Robert Aguilar CES  
Renita Anderson Med Sq  
Richard Andrews 465FS  
Raymond Arena CLSS  
Amy Brewer MS  
Robert Brinkley LSS  
Daniel Chandler 465FS  
Youngin Choe 465FS  
Virgil Comas 465FS  
Carlos Correa CLSS  
David Cunningham CES  
Matthew Diggs CES  
Thomas Fry MS  
Jose Garcia Med Sq  
Michael Gibbons MS  
Timothy Givens CES  
Rosalind Holmes Med Sq  
Gary Johnson MS  
Mikula Labbe MSS  
Deborah Maynard MSS  
Melodie Moore 72APS  
Jonathan Odum MSS

### To Technical Sergeant:

Scott Olsen LSS  
Catherine Parry CES  
Christopher Peterson 72APS  
Jonathan Phillips 465FS  
Candace Romani CES  
Jeffrey Sampson 72APS  
Danniel Sanders LSS  
Patrick Shields MS  
Angela Taylor LSS  
Kheuang Vannarath MS  
Ernest Washburn 72APS  
Penny Allen LSS  
James Barger 403  
Larry Barnard MS  
Carl Bell 465FS  
Julia Cherry 403  
Todd Coffman 465MS  
Donna Harrell 403  
Jack Hesselstine MS  
Cecilia Hood 403  
Jay Jahangiri LSS

### To Master Sergeant:

Jame Longendelphor 403  
Mandy Reed LSS  
Arnold Schones LSS  
Cynthia Bischoff MSS  
David Davis 403  
Ronald Lipinski Med Sq  
Janice Lyles LSS  
Vincent Molzahn CES  
Anna Price LSS  
Michael Reed CES  
Michael Rich 465FS  
Sandra Watkins Med Sq

### To Senior Master Sergeant:

Alvin Plexico 403  
Hiroko Yates Med Sq

### To Chief Master Sergeant:

Mike Pulchny 403

## Third Pilot class begins

CASTLE AFB, Calif. (AFNS) — The first five student pilots began training here Nov. 10 in a new program designed to bring a balance between the Air Force's navigator shortage and pilot surplus.

Air Mobility Command's Third Pilot Program will train new KC-135 pilots to handle limited navigator duties while giving veteran navigators a chance to broaden their careers.

"The whole idea behind this program is to match up the pilot and navigator resources in the near term to do things better in both cases," said Gen. Ronald R. Fogleman, AMC commander, who

visited Castle Nov. 12 to usher in the new program.

According to Fogleman, the navigator shortage resulted from a combination of reductions in force, early-out options and a lull in navigator production when navigator training moved from California to Texas.

While suffering from a shortage of navigators, Air Force also is experiencing a surplus of pilots as it draws down cockpits and rated specialties.

To cope with the surplus, Air Force began "banking" pilots, putting them in non-flying jobs for about three years, until it could return them to the cockpit. AMC currently has about 900 banked pilots, Fogleman said.

It will take about three years to get them back to doing "what we trained them to do," he said.

During that time, AMC is planning to upgrade the KC-135 avionics systems which would eliminate the need for navigators on most missions. Fogleman said AMC wants to put navigators where they are needed most — in the C-130, F-15E, F-111, B-1 and B-52 aircraft. "At the same time, we'll create an opportunity for navigators to go to some good staff jobs and get some career broadening that they otherwise wouldn't get."

Most of the Third Pilot students will receive initial aviation, academic, simulator and flight training at Castle. Students will then report to their units to fly as a third pilot.

Fogleman said the program will last only "as long as we need a third person in the KC-135 cockpit and until we no longer have banked pilots." (Courtesy Castle Public Affairs office)

## If you want that promotion

## "Go the extra step"

by MSgt Tommy Clapper

TSgt. Irma Lowery, an interior electrician with the 507th Civil Engineering Squadron, has just received a Promotion Enhancement Program (PEP) promotion to Master Sergeant.

MSgt. Lowery is the second civil engineer to be promoted under PEP this calendar year. Earlier TSgt. Brent Nelson of the 507th CES Fire Department also received a PEP promotion.

In both cases, the story was the same. The individual was not satisfied with just doing the job well. They each took an extra step. For example, MSgt Lowery was responsible for ordering all the office and building furnishings for building 1047 when the

Civil Engineers moved into their new building. During the ORI she was responsible for the preplanning of the Force Beddown Site/Toxic and her efforts resulted in the Squadron obtaining a copier.

After being assigned to the unit as the Awards and Decorations Monitor, she went above and beyond the required duties of the position and took a pro-active stance that resulted in the approval of a here-to-fore back-logged, large number of awards and decorations. On short notice, she prepared and presented required classroom training.

The story remains the same. Whether doing translation in Honduras or preparing for inspections, in the field or in the office, she not only does her job well, but goes the extra step, seeking additional responsibility, exceeding the requirements, taking the initiative.

## Hankins enjoys academy

TSgt. Clyde Dennis Hankins returned to the 507th MSSQ recently after attending the Noncommissioned Officers Academy at Barksdale AFB, LA.

Hankins is a veteran of 16 years. He has been a member of the 507th since 1989. Prior to his enlistment in the Air Force he served with the Marine Corps for two years and ten years with the Oklahoma Army National Guard.

He is a graduate of the University of Central Oklahoma where he earned a Bachelor's degree in 1980 and a Master's in 1984. He is a fifth grade teacher at Trails Elementary in the Mustang Public School District.

"I am very grateful for the support and encouragement I received from the School Administration. In particular, I owe a debt of gratitude to Superintendent Theron Croissant and Principal David Steiner who made it possible for me to attend the Academy," said Hankins.

TSgt. Hankins enjoyed his six week stay at the Academy and reports that it was a great opportunity to share ideas with active duty personnel. Sgt. Hankins

was one of three reservist out of a class of one hundred and eighty-two students.

"The main objective of the course is to provide the Air Force with a corps of highly skilled, motivated, professional NCO's," Hankins commented.

TSgt. Hankins made the unit proud by graduating in the top third of his class and he received the Commandant's Award for outstanding leadership skills.

"You have a tremendous opportunity for professional growth and a chance to make some close friends if you take advantage of it. I would encourage everyone to jump at the opportunity to attend the Academy if you possibly can," Hankins said.



## Firepower in transition

by TSgt. David P. Masko  
Air Force News Service

WASHINGTON — The Air Force demonstrated in Desert Storm that air power can win wars, said former Joint Chiefs of Staff Chairman Gen. Colin Powell.

But the reality of the defense drawdown means no one service can or should be tasked to win a war on its own, said Powell. And one principal purpose of the bottom-up review is to ensure the joint readiness of U.S. forces.

The underlying premise of the review was to reassess defense concepts, plans and programs from the ground up. For example, the review determined that it is necessary to maintain multiservice capabilities, including:

- Developing standard tactics and techniques, adopting common doctrinal approaches and carrying out joint training where coordination with other force elements is required.

- Consolidating support and training infrastructures to reduce excess capacity.

- Exploiting opportunities to develop and field common weapon systems and subsystems.

In terms of theater air operations, the bottom-up review's assessment looked at a variety of joint-service scenarios. It concluded that an attack on strategic targets could begin "almost immediately" with long-range missiles, stealth aircraft and aircraft capable of delivering standoff weapons.

"Once air superiority was assured, emphasis would be placed on interdiction efforts," read the review. "Strike platforms from all services would contribute, adding confusion to enemy planning and overwhelming remaining enemy air defense."

The review said bombers could play especially important roles in the early stages of a conflict, once outfitted for delivery of precision-guided

munitions.

Once an enemy attack had been stopped and the front stabilized, U.S. and allied efforts would focus on continuing to build up combat forces and logistics support in the theater while reducing the enemy's capacity to fight. Land, air, maritime and special operations forces from the United States and coalition countries would all work together in the operation.

Although the Pentagon is trying to tailor its military to changing world situations, Powell said this means proceeding with a program of modernizing key weapons systems.

"I will never recommend to any of my civilian leaders that we should, therefore, reduce the quality of our forces or the sophistication of our forces to the lowest common denominator," said Powell during his bottom-up review presentation Sept. 1.

"The reason we were so successful is we, in Desert Storm, made that investment in quality and high technology."

The review points to a number of Air Force and Navy aircraft — key to the success in Desert Storm — that are now aging and must be replaced.

For example, the F-22 is the designated replacement for the F-15 and is well into engineering development, with procurement scheduled to begin in 1997. The aircraft is slated to enter operation in 2003.

Another replacement aircraft is the multirole fighter. The review said the MRF is envisioned as a relatively low-cost but stealthy replacement for the F-16 and, perhaps, for Navy and Marine Corps F/A-18 aircraft, starting in 2015.

At the same time, the review suggests the Air Force drop to 13 active fighter wings. Each of the services are also being forced to scale down manpower by even a bigger chunk than previously planned. In total, force structure decisions from the review will reduce funding requirements by \$24 billion from the fiscal 1995-99 baseline.

## Sexual harassment: A warning not to ignore

ROBINS AFB, Ga. — Some reservists are finding out they should not have ignored warnings against sexual harassment.

Officers, senior NCOs and junior enlisted personnel are feeling the sting of discipline for committing sexual harassment in their units.

An Air Force Reserve colonel was relieved of his command and seriously jeopardized his career for inappropriate behavior toward two female NCOs. Elsewhere, a senior NCO pled guilty in a general court-martial to indecent assaults and sexual harassment of two female subordinates.

His sentence of confinement at hard labor for four months, reduction to E-1 and separation from the service with a bad conduct discharge shows how serious

the military justice system views such misconduct.

In another case, a captain on temporary duty to an active-duty base received an Article 15 for sexual harassment and conduct unbecoming an officer.

These are not isolated cases, according to MSgt. Sharon O. Coleman, superintendent of human resources at Headquarters Air Force Reserve. From October 1992 to March 1993, field units reported to AFRES headquarters 14 instances of disciplinary action taken for sexual harassment.

Poor judgment, immature behavior or attempts to "be funny" have allowed some military people to cross the line into punishable behavior. Sexual harassment may not involve actual touching. Any inappropriate conduct — a joke or

gesture, verbal or nonverbal — may constitute sexual harassment, said Coleman.

"Sexual harassment is wrong," said Maj. Gen. John J. Closner, chief of Air Force Reserve. "Dealing with it is an issue of leadership. It is incumbent on commanders at every level to foster an atmosphere of trust and credibility. We must act immediately on complaints and move swiftly to resolve them. We must be able to recognize symptoms of sexual harassment and treat them before they germinate. It is an indictment of our leadership if we do not."

When it comes to sexual harassment, the Department of Defense, Air Force and AFRES have made one thing clear: they will do more than smack the fingers of violators. (AFRESNS)

## Tech school waivers fewer, harder to get

ROBINS AFB, Ga. — With few exceptions, the Air Force's Year of Training policy requires everyone, including reservists, to attend technical school to obtain a 3-skill level.

Bluesuiters can skip school if they already have a major command-approved waiver, there is no technical school for the Air Force specialty code or the Air Force career field manager approves a waiver.

In the Air Force Reserve, newly assigned prior-service personnel can no longer attend Reserve 605X5, AFRES Transportation Proficiency Course, as a substitute for J3ABR 6053 000, Apprentice Air Transportation Specialist Course. The apprentice course is now required for 3-skill level upgrade.

Reservists must also complete all parts of required Career Development Courses. Unit commanders can no longer consider waiving end of course examination requirements for segments of CDCs, such as 90250A and 90250B.

In the Reserve, completion of the NCO Preparatory Course (0001) currently satisfies the Airman Leadership School requirement for on-the-job trainers as well as for the award of the 5-skill level. Until the formal train-the-trainer and train-the-certifier courses are available, commanders must substantiate trainer and certifier qualifications even if the trainer or certifier does not have a training record. Reserve training officials anticipate the train-the-trainer and train-the-certifier courses will each consist of about 24 hours of classroom time.

Unit training managers have more details. (AFRESNS)

## Tucker finishes 30-year career



TSgt. Paul Tucker

After four years on active duty and 26 years as a reserve force member, TSgt. Paul Tucker hung up his blues last month.

Tucker, a materials facilities specialist with the 403rd Combat Logistics Support Squadron, was presented with an Air Force Commendation Medal upon his retirement.

Tucker began his career in 1953 with the U.S. Army's 194th Field Artillery Division, serving four years in Germany. He reentered the military in 1967, serving in the Air National Guard at Will Rogers Airport. In 1982, he transferred to the 403rd where he continued out his career.

In civilian life, Tucker worked for the U.S. Postal Service for 32 years before retiring and currently runs his own business, Errands Inc.



## Reserve News

### Tinker Chiefs Group wants reservists

The Tinker Chief Group, an organization for all chief master sergeant and selectees, is inviting all qualifying reserve members to join with them. The group meets at 3 p.m. every second Tuesday of the month at the NCO Open Mess. For more information, call CMSgt. Bob Kellington, 507th Life Support at ext. 45649 or 65062.

### Bombers, more tankers

As part of the force structure changes announced Nov. 12, the 93rd Bomb Squadron — the Air Force Reserve's first bomber unit — will receive its first of eight B-52H bombers Dec. 7 at Barksdale. In mid-1994, the 507th Fighter Group at Tinker will become an air refueling group and begin converting from 24 F-16s to 10 unit-equipped KC-135s, and in late 1994 the 916th Air Refueling Group will end its KC-10 associate unit status and start getting 10 KC-135s. (AFRESNS)

### Expanded "benny" benched

Provision for unlimited commissary privileges for reservists and their

## Resume help is available free at Base Library

Looking for help in writing a resume? Titles such as "The Overnight Resume, Does your resume wear combat boots? Successful transition from military to civilian life, and better resumes for computer personnel," can be found under 650.14 in the library.

There are many other titles also. Be sure to ask at the circulation desk for the free bibliography about resumes, complete with examples.

Title on employees, training and employment interviewing can be located under the 658 section.

Study area for the serious and not so serious student is now available in the newly expanded base library.

For information, please call 734-3083. The base library is located in building 5702. For more information call Mary Burnside at 734-3083.

dependents has been taken out of the 1994 Defense Authorization Bill. Acting on behalf of the House and Senate conferees, members of the House and Senate Armed Services Committees agreed to shelve the benefit recommended in the House Bill. (AFRESNS)

### Hurricane hunters

Keesler's Storm Trackers are now known as Hurricane Hunters. Their squadron designation also changed from the 815th Weather Squadron to the 53rd Weather Reconnaissance Squadron. (AFRESNS)

### Somalia support

Air Force Reserve long-range transport crews flew more than 1,000 soldiers and more than 1,000 tons of equipment to Somalia, and Reserve air refueling crews helped get them there in October. Last

month in a message to AMC active, Guard and Reserve units, Gen. Ronald Fogleman praised them for their support of the entire operation which began a year ago. The AMC commander is especially pleased with C-5 aircrews who flew sustained missions in October. For their service, the general plans to personally present Aerial Achievement Medals to these crew members. (AFRESNS)

### SABER slices

People at Air Force Reserve bases may notice repair and improvement projects are taking less time to be completed. Civil engineers at these bases are using the SABER -- Simplified Acquisition of Base Engineering Requirement -- program more often to slash time and red tape on some construction projects. (AFRESNS)

## Chemical warfare training begins including more people

ROBINS AFB, Ga. — All Air Force military people, except those medically exempt, and certain mission-essential civilian employees may soon breathe heavier. They must now receive chemical-biological warfare defense training.

This requirement will virtually affect every Air Force Reserve unit, particularly Air Mobility Command-gained units.

Change 1 to Air Force Regulation 355-1, which implements the requirement, went into effect recently because of lessons learned during the

Persian Gulf war. Some deployed personnel, including civilians, were untrained because that training was not required, according to Maj. Thomas Tatum, chief of the civil engineer's preparedness branch at AFRES headquarters.

"For now, only people with mobility priority will continue to be issued gas masks," Tatum said. "However, just about everyone, including certain civilians, will receive training from their host installations." (AFRESNS)



**ATCHOO!** Last month's Operational Readiness Exercise gave unit members their first opportunity to try out the new 2A/PCB chemical mask. Shown here, TSgt. James Evans, an armament systems mechanic, sneezes after going through the decontamination procedures.

(Digital photo by TSgt. Stan Paregien)