

On- final

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Tinker AFB, OK

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The 507th tanker crews arrive in Haiti delivering holiday cheer to military members from their families.

Unit shares Christmas

During a 20-hour mission Dec. 19 and 20, a KC-135R Stratotanker from the 507th Air Refueling Wing, delivered a bit of Christmas cheer to active duty members stationed in Haiti and Panama.

"Even though the 507th started flying the KC-135R just seven months ago, we're already fulfilling our world-wide commitments. This mission was a great opportunity to test our capability to quickly haul cargo to overseas locations," said Capt. M. Sean Puype, aircraft commander for the mission.

The mission also provided a chance to show Total Support with local active duty military and create closer ties with local communities.

Several weeks earlier, local community chambers of commerce began gathering items to donate to Tinker AFB active duty members currently stationed at Haiti and Panama. The 507th was asked if they could help.

According to Andy Paden, president of the Midwest City Chamber of Commerce, local merchants and residents donated items such as deodorants, soaps, shampoos, batteries, tapes, books and snacks among others.

"The support by our community to Operation Share Christmas has been tremendous," Paden said. He added that one local music store donated 44 harmonicas to the troops.

Among the mission's crew was Maj. Gen. Kenneth E. Eickmann, Oklahoma City Air Logistic Center (OC-ALC) Commander and CMSgt. Michael R. O'Boyle, OC-ALC Senior Enlisted Advisor.

Upon his arrival at Haiti, General Eickmann was met by local U.S. military officials. Departing the Port du Prince airport in Humvees, the general went out to visit members of the 3rd Combat Communications Group deployed there.

After a brief three-hour ground time, the Tinker team was back in the air, winging their way to Howard AFB, Panama and members of the 72nd Security Police Squadron.

(Continued on Page 3)

Words of praise reach unit

Editor's Note: The following note from General James Sehorn, HQ AFRES Director of Operations was sent to General Wallace Whaley, 4th Air Force Commander, on September 29. The message was forwarded to Col. Robert Lytle, 507th commander.

"I've had two members of my staff visit Bob Lytle and company since they started their mini to maxi jet conversion. Universally, the comments are 'that is going to be one hot tanker unit. Those guys/gals are going to put the same level of commitment to excellence into the tanker mission as they did into putting fire and steel on target.'

It's great to see such a dramatic change in mission accepted with such gusto and commitment. I am confident that it is representative of lots of things not the least of which is good leadership and the "fighting spirit" of darn good Reservists!"

- General James Sehorn

Commander's Comments

By Col. Robert E. Lytle
507th Commander

1994 is gone, but not forgotten. Yes, it was a difficult year, but at the same time, it was an exciting and challenging beginning of the 507th ARW. I see 1995 as equally challenging, and I hope rewarding. I would like to take a few moments to describe the next major challenge facing the 507th and how, in very general terms, it will be attacked.

The next major challenge facing the entire wing is an Operational Readiness Inspection (ORI), i.e., proof of combat readiness, in the late spring or early summer of 1996. It is important that we all keep sight of our goals and develop a realistic and quality-based plan for their accomplishment.

The Management Steering Committee (MSC) has established an ORI Working Group (OWG) that is chartered to fully develop the wing's plans, preparation, and exercises in achieving our desired goal -- being rated an overall "excellent" or higher during our ORI. The OWG has broken the ORI down into two major focus areas. (1) Conventional Tasking and (2) SIOF or Non conventional Tasking. Conventional tasking is built on two foundation blocks (or phases) -- home station and deployed phases. Home Station is comprised of three elements -- (1) Mobility, (2) Generation, and (3) Deployment. The deployed phase also has three elements -- (1) Regeneration, (2) Employment, and (3) Redeployment. In order to not get too detailed, let me say that each element is built up of numerous processes (yes, a quality term) that must be fully chartered, mapped, and understood.

In addition, some of these processes are compound in that they are composed of several sub-processes. An example of this would be: The Mobility Element is made up of Unit Notifications, Personnel Recall, Personnel/Equipment Preparation and Personnel/Equipment Processing as major processes. Each of these major processes has sub-processes that must also be developed and understood. I will not bore you with all of the details, but we must all understand that the most complex of tasks or endeavors are built of simple, not to be confused as easy, processes.

The purpose of the OWG is to break the ORI down through phases and elements to simple processes that we actually do and practice a majority of the time. The OWG will get help in this area by forming many sub-working groups. A significant number of wing personnel will comprise these cross-functional sub-working groups. The OWG will be responsible in deconflicting the activities/action of all the sub-processes. By building on this team concept/approach, we should find that the challenge of an ORI is not something to fear or worry about, but a regarding experience which actually prepares us better to do our real jobs.

As stated, 1995 will be another challenging year for 507th members. I feel confident that the outstanding people of this wing will not only meet the coming challenges, but will excel - once again.

On-final



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This is your newspaper. Take it with you to share with family, friends and employers. The PA phone number is 734-3078.

Blood drive successful but the serious need continues

by Dave Mugg
507th Executive Officer

The December UTA blood drive netted over 40 units of blood with an original estimate of 30 pints.

Several new people gave blood and the blood drive coordinator was pleased.

Steven Beard from maintenance had surgery to remove half his liver. The Oklahoma Blood Institute is sending him forms and will waive the processing fee which is normally \$70 a pint. Through the efforts of giving of unit members, he is covered!

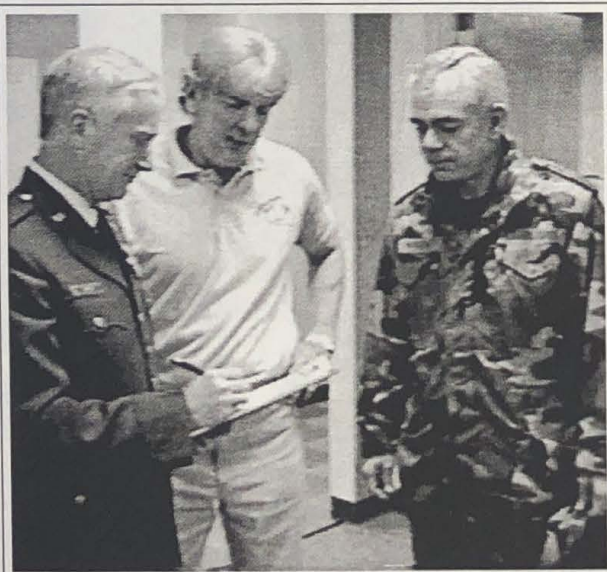
Anyone who gives elsewhere can be sure to ask for credit to Group 13. The next blood drive is February 11.



Dave "Santa" Mugg spreads holiday cheer during last month's blood drive.

Video photo by
TSgt. Mitch
Chandran

The Fitness Center is now open



Col. Robert Lytle, 507th ARW commander and Lt. Col. Gary Mixon, 507th Mission Support Squadron Commander, become the first members to sign up at Fitness Center West while facility manager, Jay Anderson watches.

Video photo by TSgt Stan Paregien.

Unit shares Christmas



KC-135R aircrew members pause a moment for a snapshot during "Operation Share" in Haiti.

(Continued from Page 1)

"It was great to watch our security police open up their presents in Panama to discover all 44 of them had received a harmonica. They pulled them out immediately and they all started playing at once," he said.

O'Boyle, who had visited Panama earlier this year to check on the troops' condition, said, "The troops appreciate anything that the community can send to them because it lets them know that people have not forgotten them."

According to Puype, "In the past, the KC-135, has been underused in its ability to quickly transport materials world-wide. AMC is taking a second-look at this aircraft's ability.

This was a great mission to receive strange field landing training as well as overseas, overwater and cargo training."

Mass casualty exercise tests 507th medics

by *TSgt. Stan Paregien*
507 PA office

Bitter cold hit Oklahoma during Sunday of the December UTA. As luck would have it, a mass casualty exercise was planned for that morning for members of the 507th Medical Squadron.

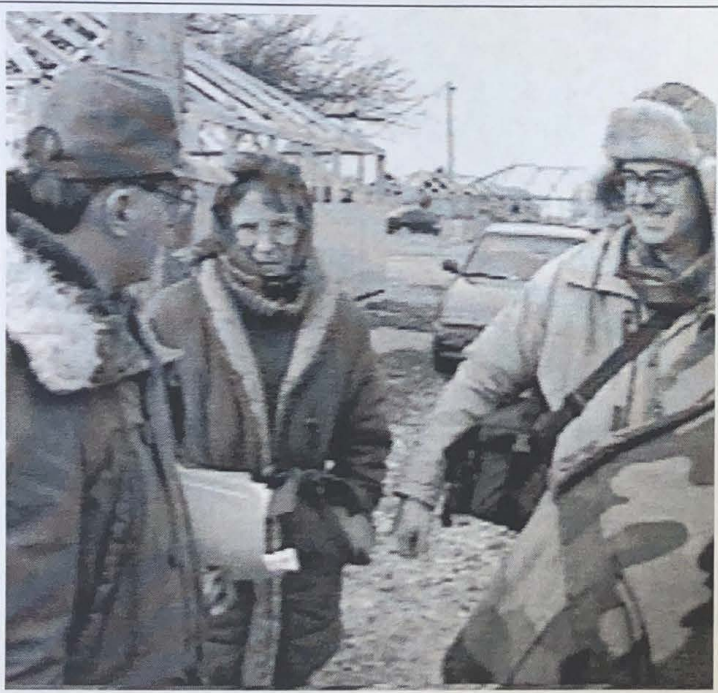
A light wind was blowing through the old shacks at Glenwood. The temperature was 21 degrees and the ground was frozen. Smoke began to billow from the metal pipe sticking out of a roof.

A bus load of "casualty victims" arrived to don their bloody makeup, torn clothes and sad looks. Approximately 40 minutes was spent in one of the shacks to get everyone to look the part of an airplane crash survivor. Then it was time to move out.

The "victims" spread themselves out in a wide area and awaited medical relief.

Minutes later, the rescuers arrived. After the evaluators took their positions, the assembly went into action.

Rushing to those most critically injured, the hospital staff began testing their triage skills, taking great care to evaluate each case before moving the patient. The entire exercise lasted around two hours.



Doctors from International Health Services Disaster Relief Organization out of Tulsa, Okla., visit with MSgt. Vincent Molzahn while observing the exercise.



Yo! EEE-Gore! SSgt. Larry Nugent prepares for the rescuers.



The "injured" are taken by stretcher to the field hospital.



Rescuers arrive on scene of "crash" at Glenwood.



Smoke from the "crash" shows on the face of SrA. Terena Simpson-Bright.



A little fake blood used by SSgt. Michelle Braatz, increases the realism of the exercise.

Mass Casualty
Video photos
by
TSgt. Stan
Paregien



Chaos reigns across the Glenwood plains.



Taking security blankets to a crash is always a good idea.



"Mister, could you lend a hand?" SSgt. Rhonda Caldwell shows off her exercise moulage.

Employer support is vital to all Reserve members

*By the staff of the
National Committee for Employer Support
of the Guard and Reserve*

Employer support is a two-way street. American employers should support civilian military employees but, at the same time, the Guard and Reserve must cooperate as much as possible with employers.

Every unit member has a responsibility to seek and encourage support and every member needs to maintain a positive relationship with his or her employer. If an employer or supervisor doesn't understand or approve of Guard or Reserve participation, there may be problems. Here are a few suggestions to promote positive employer support.

Keep employers and supervisors posted on drill dates. Be fair with employers; let them know as far in advance as possible when training is scheduled. Don't spring it at the last minute. Provide them plenty of time to schedule a replacement if necessary.

Tell the employer about the productive things being learned and accomplished while their employees are in uniform. An employee returning from drill or training should talk about the real accomplishments of the unit. Don't give the employer the impression that it was a vacation away from work. That could hamper future participation.

At least once a year thank the employer and the supervisor for their cooperation. Let them know their support in arranging the

schedule to fit military duty is appreciated by both the employee and the unit commander. Invite them to be members of the Guard and Reserve for a day for a walk-through or take them on a field exercise.

As a minimum, write them a warm, appreciative letter. Whatever method is chosen, recognize every employer personally and express gratitude for their support.

Use training on the job. The armed forces operate some of the best technical schools in the world and many Reservists are graduates. If possible, this training should be used on the civilian job and all opportunities should be taken to improve skills through advanced courses. Leadership and management experience received in uniform are valuable too; they can lead to a better job and higher pay in civilian occupations.

Iron out problems personally. If employer problems develop, try to resolve them by personal contact. Cordial relations with employers usually will reap cooperation. If a satisfactory solution cannot be reached, there are ombudsman services available at both the state and national levels. Contact the address below for help.

NCESGR
1555 Wilson
Boulevard, Suite 200
Arlington, VA
22290-2405
(800) 336-4590



Act affects officer personnel actions

WASHINGTON -- Provisions of the new Reserve Officer Personnel Management Act may affect the way some Air Force Reserve officers are promoted.

The act is part of the 1995 Defense Authorization Bill, but changes won't take effect until Oct. 1, 1996.

ROPMA will require the establishment of a Reserve Active Status List to be used as the basis for eligibility to be considered for promotion, continuation and separation from the Air Force Reserve. The RASL will resemble the Active Status List used by the active forces and will help create a better understanding of the personnel processes used by reserve and active components.

A key change will shift the selection process from "fully qualified" to "best qualified from among those fully qualified." Service secretaries will have the authority to establish quotas and promotion zones, and move from a

time-in-grade/total year's service qualification to a minimum and maximum time-in-grade qualification.

The current Unit Vacancy Promotion System and promotion categories will be retained, and the board processes will not see any major changes.

The act will also allow officers to voluntarily delay a promotion for up to three years when there is no vacancy immediately available.

In other words, a selectee can "hip pocket" a promotion for up to three years without having to meet a board again.

"This gives us better management of grade controls and increased ability for individual officers to make career predictions," said Maj. Ron See, officer personnel policy and programs chief, in the Pentagon's Office of Air Force Reserve.

See said some technical amendments to current laws may impact other personnel policies and require changes to regulations.

"On a grand scale," See said, "the new law basically consolidates our current procedures for managing the Air Force Reserve and places them into one section of public law. It also makes the majority of management practices uniform among reserve components and gives the individual service secretaries a more streamlined approach to manage the officer corps." (AFRESNS)



January Schedule of Events

| <u>Date/Time</u> | <u>Meetings, Etc</u> | <u>Location</u> |
|--|---------------------------------------|--|
| Fri, 6 Jan 1400 | Pre-UTA 1st Sgt Meeting | Bldg 1043, Conf Rm |
| Sat, 7 Jan As designated by unit | Sign-in | As designated by unit |
| 0730-0930 | Newcomers In-Processing | Bldg 1043, Rm 201C |
| 0730-0745 | Sign-in for Physical Exams | Base Hospital |
| 0900-1000 | 3A0X1 Training | Bldg 1043, Conf Rm |
| 1000 | Mobility Rep meeting | Bldg 1043, Conf Rm |
| 1030 | First Sergeants Meeting | Dining Hall, Sun Rm |
| 1300 | Sexual Harassment Sensitivity Trng | Bldg 201E |
| 1300-1400 | IG Complaint period w/Lt Col Despinoy | Bldg 1030, CC Office |
| 1300-1400 | Immunizations | Bldg 1030, Break Rm |
| 1300-1400 | Ancillary Training Monitor Meeting | Bldg 1043, Conf Rm |
| 1400-1500 | EST Manager Meeting | Bldg 1043, Conf Rm |
| As designated by unit | Sign-Out | As designated by unit |
| Sun, 8 Jan As designated by unit | Sign-in | As designated by unit |
| 0830-0930 | Enlisted Advisory Council Meeting | Bldg 1043, Conf Rm |
| 0900-1000 | Hazardous Communication | Bldg 1030, Comm Flt Tng* |
| 0930-1030 | Unit Career Advisor meeting | Bldg 1043, Conf Rm |
| 1300 | Sexual Harassment Sensitivity Trng | Bldg 201E |
| 1300 | CDC Course Exam Testing | Bldg 460, Rm 213 |
| 1400-1500 | 3A0X1 Training | Bldg 1043, Conf Rm |
| 1500-1630 As designated by unit | MPF Closed for In-House Trng | Bldg 1043, MPF As designated by unit |

Training

Planner

January-February 95'

| | |
|---------------------|------------------------------|
| January 95 | |
| 07-08 | Primary UTA Top 3 Meeting |
| February 95 | |
| 11-12 | Primary UTA |
| 11 | Officers Call |
| Mobility Exercise: | Aviation&HQ Pkgs |
| March 95 | |
| 11-12 | Primary UTA |
| April 95 | |
| 8-9 | Primary UTA |
| ORE (Employment) | |
| 29 Apr-13 May | 72aps AT Hickam |
| May 95 | |
| 6-7 | Primary UTA |
| June 95 | |
| 3-4 | Primary UTA |
| July 95 | |
| 15-16 | Primary UTA |
| August 95 | |
| 12-13 | Primary UTA |
| September 95 | |
| 16-17 | Primary UTA |

Memorandum for the Record...

1. **Newcomers Inprocessing:** January, report to Bldg 1043, Rm 201C, Customer Assistance, 0730.

2. NCO Academy Class Dates for FY 95

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 DPMAT

Nominations must be endorsed by Unit Comman

| Class Dates | Nominations Due |
|---------------------|-----------------|
| NCOA | DPMAT |
| 18 Apr 95-25 May 95 | 12 Feb 95 |
| 31 Jul 95-7 Sep 95 | 7 May 95 |
| 18 Sep 95-26 Oct 95 | 16 Jul 95 |

3. **AMN/NCO/SNCO of the Quarter/Year:** Nominations are due EOD, Saturday of the following UTAs: Quarter - March, June, September, December 95'

Year - Dec 94'

Contact DPMPE, TSgt Fuqua, 734-7494

BAQ Recertification Deadlines

If your Social Security Number ends with a **4 or 9** you have until **EOM April** to recertify your BAQ or have it terminated. **The reserve payroll office will forward a listing to Unit BAQ Monitors prior to the Feb UTA.** BAQ Monitors are to return the listing complete with all BAQ recertifications to the Reserve Payroll office. Please complete AF Form 987 located at your unit.

NOTE: If you don't have dependents you do not need to recertify your BAQ.

February Schedule of Events

| <u>Date/Time</u> | <u>Meetings, Etc</u> | <u>Location</u> |
|--|---------------------------------------|----------------------------------|
| Fri, 10 Feb 1400 | Pre-UTA 1st Sgt Meeting | Bldg 1043, Conf Rm |
| Sat, 11 Feb As designated by unit | Sign-In | As designated by unit |
| 0730-0745 | Sign-in for Physical Exams | Base Hospital |
| 0730-0930 | Newcomers In-processing | Bldg 1043, Rm 201C |
| 0900-1000 | 3A0X1 Training | Bldg 1043, Conf Rm |
| 0900-1015 | Newcomers Orientation | Location Unknown |
| 1000 | Mobility Rep Meeting | Bldg 1043, Conf Rm |
| 1015 | Escorts Pick up Newcomers | Bldg 1043, Basement Classroom |
| 1030 | First Sergeants Meeting | Dining Hall, Sun Rm |
| 1300 | Sexual Harassment Sensitivity Trng | Bldg 201E |
| 1300-1400 | IG Complaint Period w/Lt Col Despinoy | Bldg 1030, CC Office |
| 1300-1400 | Immunizations | Bldg 1030, Break Rm |
| 1300-1400 | Ancillary Training Monitor Meeting | Bldg 1043, Conf Rm |
| 1400-1500 | EST Manager Meeting | Bldg 1043, Conf Rm |
| As designated by unit | Sign-Out | As designated by unit |
| Sun, 12 Feb As designated by unit | Sign-in | As designated by unit |
| 0745-1200 | Refresher Disaster Preparedness | Bldg 1115, Prime Beef Bldg |
| 0830-0930 | Enlisted Advisory Council Meeting | Bldg 1043, Conf Rm |
| 0900 | Ancillary Training Phase I | Bldg 1043, Basement Classroom |
| 0900-1000 | Additional Duty Safety Rep Training | Bldg 1030, Comf Flt Trng* |
| 0900-1000 | Top Three Meeting | Prime Beef Bldg |
| 0900-1000 | 3S0X4 Training | Bldg 1043, Rm 204 |
| 1000-1100 | Unit Career Advisor Meeting | Bldg 1043, Conf Rm |
| 1300 | Sexual Harassment Sensitivity Trng | Bldg 201E |
| 1300 | Ancillary Training Phase II | Bldg 1043 |
| 1300 | CDC Course Exam testing | Bldg 460, Rm 213 |
| 1400-1500 | 3A0X1 Training | Bldg 1043, Conf Rm |
| 1500-1630 | MPF Closed for In-House tng | Bldg 1043, MPF |
| 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
 Names of personnel with tests on file are published in the "CDC COURSE EXAM LISTING" distributed each month to all Unit Tng Managers prior to the UTA.

Trainees enrolled in mandatory CDCs will have a Test No Later Than Date of two UTAs from 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 Officer PME course exams. If you are unable to test within the allotted time frame, contact your Unit Training Manager immediately.

If extenuating circumstances prevented you from taking your exam on or before the Test No Later Than Date, notify your Unit Training Manager (UTM) as soon as possible. The UTM will contact DPMAT to prevent possible destruction of your exam. Contact DPMAT, 4-7075, to schedule testing on Wednesdays.

Ancillary Training Information: Phase I & II will be conducted qtrly; Feb, May, Aug

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 1 UTA 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, TQT, ORE's and deployment; notify 507 LSS at extension 45871. 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.

* Contact the OPR for any changes to Schedule or Locations

RESERVE PAY FOR 1 DRILL

EFFECTIVE 1 JANUARY 1995

| PAY GRADE | YEARS OF SERVICE | | | | | | | | | | | | | | |
|---|------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | <2 | 2 | 3 | 4 | 6 | 8 | 10 | 12 | 14 | 16 | 18 | 20 | 22 | 24 | 26 |
| COMMISSIONED OFFICERS | | | | | | | | | | | | | | | |
| O-10 | 232.61 | 240.79 | 240.79 | 240.79 | 240.79 | 250.04 | 250.04 | 263.89 | 263.89 | 282.76 | 282.76 | 301.70 | 301.70 | 301.70 | 320.49 |
| O-9 | 206.15 | 211.55 | 216.06 | 216.06 | 216.06 | 221.55 | 221.55 | 230.77 | 230.77 | 250.04 | 250.04 | 263.89 | 263.89 | 263.89 | 282.76 |
| O-8 | 186.72 | 192.32 | 196.88 | 196.88 | 196.88 | 211.55 | 211.55 | 221.55 | 221.55 | 230.77 | 240.79 | 250.04 | 256.20 | 256.20 | 256.20 |
| O-7 | 155.15 | 165.70 | 165.70 | 165.70 | 173.13 | 173.13 | 183.16 | 183.16 | 192.32 | 211.55 | 226.10 | 226.10 | 226.10 | 226.10 | 226.10 |
| O-6 | 114.99 | 126.34 | 134.62 | 134.62 | 134.62 | 134.62 | 134.62 | 134.62 | 139.20 | 161.21 | 169.43 | 173.13 | 183.16 | 189.36 | 198.65 |
| O-5 | 91.97 | 107.99 | 115.46 | 115.46 | 115.46 | 115.46 | 118.95 | 125.36 | 133.76 | 143.77 | 152.00 | 156.62 | 162.09 | 162.09 | 162.09 |
| O-4 | 77.52 | 94.40 | 100.70 | 100.70 | 102.57 | 107.09 | 114.40 | 120.83 | 126.34 | 131.89 | 135.52 | 135.52 | 135.52 | 135.52 | 135.52 |
| O-3 | 72.04 | 80.55 | 86.11 | 95.27 | 99.83 | 103.41 | 109.01 | 114.40 | 117.21 | 117.21 | 117.21 | 117.21 | 117.21 | 117.21 | 117.21 |
| O-2 | 62.82 | 68.60 | 82.43 | 85.20 | 86.96 | 86.96 | 86.96 | 86.96 | 86.96 | 86.96 | 86.96 | 86.96 | 86.96 | 86.96 | 86.96 |
| O-1 | 54.54 | 56.77 | 68.60 | 68.60 | 68.60 | 68.60 | 68.60 | 68.60 | 68.60 | 68.60 | 68.60 | 68.60 | 68.60 | 68.60 | 68.60 |
| COMMISSIONED OFFICERS WITH OVER 4 YEARS ACTIVE DUTY SERVICE AS AN ENLISTED MEMBER OR WARRANT OFFICER | | | | | | | | | | | | | | | |
| O-3E | 0.00 | 0.00 | 0.00 | 95.27 | 99.83 | 103.41 | 109.01 | 114.40 | 118.95 | 118.95 | 118.95 | 118.95 | 118.95 | 118.95 | 118.95 |
| O-2E | 0.00 | 0.00 | 0.00 | 85.20 | 86.96 | 89.72 | 94.40 | 98.02 | 100.70 | 100.70 | 100.70 | 100.70 | 100.70 | 100.70 | 100.70 |
| O-1E | 0.00 | 0.00 | 0.00 | 68.60 | 73.30 | 76.00 | 78.75 | 81.48 | 85.20 | 85.20 | 85.20 | 85.20 | 85.20 | 85.20 | 85.20 |
| WARRANT OFFICERS | | | | | | | | | | | | | | | |
| W-5 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 125.26 | 130.01 | 133.77 | 139.40 |
| W-4 | 73.40 | 78.75 | 78.75 | 80.55 | 84.21 | 87.92 | 91.61 | 98.02 | 102.57 | 106.17 | 109.01 | 112.53 | 116.30 | 119.92 | 125.36 |
| W-3 | 66.71 | 72.36 | 72.36 | 73.30 | 74.15 | 79.58 | 84.21 | 86.96 | 89.72 | 92.40 | 95.27 | 98.99 | 102.57 | 102.57 | 106.17 |
| W-2 | 58.43 | 63.21 | 63.21 | 65.05 | 68.60 | 72.36 | 75.11 | 77.86 | 80.55 | 83.38 | 86.11 | 88.82 | 92.40 | 92.40 | 92.40 |
| W-1 | 48.67 | 55.81 | 55.81 | 60.47 | 63.21 | 65.92 | 68.60 | 71.44 | 74.15 | 76.91 | 79.58 | 82.43 | 82.43 | 82.43 | 82.43 |
| ENLISTED MEMBERS | | | | | | | | | | | | | | | |
| E-9 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 85.39 | 87.30 | 89.28 | 91.33 | 93.38 | 95.19 | 100.18 | 104.08 | 109.93 |
| E-8 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 71.60 | 73.66 | 75.60 | 77.56 | 79.61 | 81.43 | 83.43 | 88.33 | 92.27 | 98.17 |
| E-7 | 49.99 | 53.97 | 55.96 | 57.93 | 59.90 | 61.81 | 63.79 | 65.78 | 68.75 | 70.70 | 72.66 | 73.61 | 78.55 | 82.46 | 88.33 |
| E-6 | 43.01 | 46.88 | 48.83 | 50.91 | 52.82 | 54.72 | 56.73 | 59.65 | 61.52 | 63.51 | 64.47 | 64.47 | 64.47 | 64.47 | 64.47 |
| E-5 | 37.74 | 41.08 | 43.08 | 44.95 | 47.91 | 49.86 | 51.83 | 53.74 | 54.72 | 54.72 | 54.72 | 54.72 | 54.72 | 54.72 | 54.72 |
| E-4 | 35.20 | 37.18 | 39.37 | 42.40 | 44.08 | 44.08 | 44.08 | 44.08 | 44.08 | 44.08 | 44.08 | 44.08 | 44.08 | 44.08 | 44.08 |
| E-3 | 33.17 | 34.99 | 36.38 | 37.82 | 37.82 | 37.82 | 37.82 | 37.82 | 37.82 | 37.82 | 37.82 | 37.82 | 37.82 | 37.82 | 37.82 |
| E-2 | 31.92 | 31.92 | 31.92 | 31.92 | 31.92 | 31.92 | 31.92 | 31.92 | 31.92 | 31.92 | 31.92 | 31.92 | 31.92 | 31.92 | 31.92 |
| E-1 >4 | 28.48 | 28.48 | 28.48 | 28.48 | 28.48 | 28.48 | 28.48 | 28.48 | 28.48 | 28.48 | 28.48 | 28.48 | 28.48 | 28.48 | 28.48 |
| E-1 <4 | 26.34 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |

FY95, 2.6% Pay Rate Increase

NOTE--BASIC PAY IS LIMITED TO **\$300.56**
BY LEVEL V OF THE EXECUTIVE SCHEDULE
OUSD(P&R)(MPP)COMPENSATION

Your 1995 Pay

RESERVE PAY FOR 4 DRILLS

EFFECTIVE 1 JANUARY 1995

YEARS OF SERVICE

| PAY GRADE | <2 | 2 | 3 | 4 | 6 | 8 | 10 | 12 | 14 | 16 | 18 | 20 | 22 | 24 | 26 |
|---|--------|--------|--------|--------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| COMMISSIONED OFFICERS | | | | | | | | | | | | | | | |
| O-10 | 930.44 | 963.16 | 963.16 | 963.16 | 963.16 | 1000.16 | 1000.16 | 1055.56 | 1055.56 | 1131.04 | 1131.04 | 1206.80 | 1206.80 | 1206.80 | 1281.96 |
| O-9 | 824.60 | 846.20 | 864.24 | 864.24 | 864.24 | 886.20 | 886.20 | 923.08 | 923.08 | 1000.16 | 1000.16 | 1055.56 | 1055.56 | 1055.56 | 1131.04 |
| O-8 | 746.88 | 769.28 | 787.52 | 787.52 | 787.52 | 846.20 | 846.20 | 886.20 | 886.20 | 923.08 | 963.16 | 1000.16 | 1024.80 | 1024.80 | 1024.80 |
| O-7 | 620.60 | 662.80 | 662.80 | 662.80 | 692.52 | 692.52 | 732.64 | 732.64 | 769.28 | 846.20 | 904.40 | 904.40 | 904.40 | 904.40 | 904.40 |
| O-6 | 459.96 | 505.36 | 538.48 | 538.48 | 538.48 | 538.48 | 538.48 | 538.48 | 556.80 | 644.84 | 677.72 | 692.52 | 732.64 | 757.44 | 794.60 |
| O-5 | 367.88 | 431.96 | 461.84 | 461.84 | 461.84 | 461.84 | 475.80 | 501.44 | 535.04 | 575.08 | 608.00 | 626.48 | 648.36 | 648.36 | 648.36 |
| O-4 | 310.08 | 377.60 | 402.80 | 402.80 | 410.28 | 428.36 | 457.60 | 483.32 | 505.36 | 527.56 | 542.08 | 542.08 | 542.08 | 542.08 | 542.08 |
| O-3 | 288.16 | 322.20 | 344.44 | 381.08 | 399.32 | 413.64 | 436.04 | 457.60 | 468.84 | 468.84 | 468.84 | 468.84 | 468.84 | 468.84 | 468.84 |
| O-2 | 251.28 | 274.40 | 329.72 | 340.80 | 347.84 | 347.84 | 347.84 | 347.84 | 347.84 | 347.84 | 347.84 | 347.84 | 347.84 | 347.84 | 347.84 |
| O-1 | 218.16 | 227.08 | 274.40 | 274.40 | 274.40 | 274.40 | 274.40 | 274.40 | 274.40 | 274.40 | 274.40 | 274.40 | 274.40 | 274.40 | 274.40 |
| COMMISSIONED OFFICERS WITH OVER 4 YEARS ACTIVE DUTY SERVICE AS AN ENLISTED MEMBER OR WARRANT OFFICER | | | | | | | | | | | | | | | |
| O-3E | 0.00 | 0.00 | 0.00 | 381.08 | 399.32 | 413.64 | 436.04 | 457.60 | 475.80 | 475.80 | 475.80 | 475.80 | 475.80 | 475.80 | 475.80 |
| O-2E | 0.00 | 0.00 | 0.00 | 340.80 | 347.84 | 358.88 | 377.60 | 392.08 | 402.80 | 402.80 | 402.80 | 402.80 | 402.80 | 402.80 | 402.80 |
| O-1E | 0.00 | 0.00 | 0.00 | 274.40 | 293.20 | 304.00 | 315.00 | 325.92 | 340.80 | 340.80 | 340.80 | 340.80 | 340.80 | 340.80 | 340.80 |
| WARRANT OFFICERS | | | | | | | | | | | | | | | |
| W-5 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 501.04 | 520.04 | 535.08 | 557.60 |
| W-4 | 293.60 | 315.00 | 315.00 | 322.20 | 336.84 | 351.68 | 366.44 | 392.08 | 410.28 | 424.68 | 436.04 | 450.12 | 465.20 | 479.68 | 501.44 |
| W-3 | 266.84 | 289.44 | 289.44 | 293.20 | 296.60 | 318.32 | 336.84 | 347.84 | 358.88 | 369.60 | 381.08 | 395.96 | 410.28 | 410.28 | 424.68 |
| W-2 | 233.72 | 252.84 | 252.84 | 260.20 | 274.40 | 289.44 | 300.44 | 311.44 | 322.20 | 333.52 | 344.44 | 355.28 | 369.60 | 369.60 | 369.60 |
| W-1 | 194.68 | 223.24 | 223.24 | 241.88 | 252.84 | 263.68 | 274.40 | 285.76 | 296.60 | 307.64 | 318.32 | 329.72 | 329.72 | 329.72 | 329.72 |
| ENLISTED MEMBERS | | | | | | | | | | | | | | | |
| E-9 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 341.56 | 349.20 | 357.12 | 365.32 | 373.52 | 380.76 | 400.72 | 416.32 | 439.72 |
| E-8 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 286.40 | 294.64 | 302.40 | 310.24 | 318.44 | 325.72 | 333.72 | 353.32 | 369.08 | 392.68 |
| E-7 | 199.96 | 215.88 | 223.84 | 231.72 | 239.60 | 247.24 | 255.16 | 263.12 | 275.00 | 282.80 | 290.64 | 294.44 | 314.20 | 329.84 | 353.32 |
| E-6 | 172.04 | 187.52 | 195.32 | 203.64 | 211.28 | 218.88 | 226.92 | 238.60 | 246.08 | 254.04 | 257.88 | 257.88 | 257.88 | 257.88 | 257.88 |
| E-5 | 150.96 | 164.32 | 172.32 | 179.80 | 191.64 | 199.44 | 207.32 | 214.96 | 218.88 | 218.88 | 218.88 | 218.88 | 218.88 | 218.88 | 218.88 |
| E-4 | 140.80 | 148.72 | 157.48 | 169.60 | 176.32 | 176.32 | 176.32 | 176.32 | 176.32 | 176.32 | 176.32 | 176.32 | 176.32 | 176.32 | 176.32 |
| E-3 | 132.68 | 139.96 | 145.52 | 151.28 | 151.28 | 151.28 | 151.28 | 151.28 | 151.28 | 151.28 | 151.28 | 151.28 | 151.28 | 151.28 | 151.28 |
| E-2 | 127.68 | 127.68 | 127.68 | 127.68 | 127.68 | 127.68 | 127.68 | 127.68 | 127.68 | 127.68 | 127.68 | 127.68 | 127.68 | 127.68 | 127.68 |
| E-1 >4 | 113.92 | 113.92 | 113.92 | 113.92 | 113.92 | 113.92 | 113.92 | 113.92 | 113.92 | 113.92 | 113.92 | 113.92 | 113.92 | 113.92 | 113.92 |
| E-1 <4 | 105.36 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |

FY95, 2.6% Pay Rate Increase

NOTE--BASIC PAY IS LIMITED TO \$1,202.24
BY LEVEL V OF THE EXECUTIVE SCHEDULE
OUS(D&R)(MPP)COMPENSATION

Your 1995 Pay

| MONTHLY BAQ RATE | | | | BASIC ALLOWANCE FOR SUBSISTENCE FY 95 | |
|------------------|------------------|---------------|-------------------|--|--|
| PAY GRADE | SINGLE FULL RATE | PARTIAL RATE* | MARRIED FULL RATE | | |
| O-10 | 749.40 | 50.70 | 922.50 | | |
| O-9 | 749.40 | 50.70 | 922.50 | | |
| O-8 | 749.40 | 50.70 | 922.50 | | |
| O-7 | 749.40 | 50.70 | 922.50 | | |
| O-6 | 687.60 | 39.60 | 830.70 | | |
| O-5 | 662.10 | 33.00 | 800.70 | | |
| O-4 | 613.80 | 26.70 | 705.90 | | |
| O-3 | 492.00 | 22.20 | 584.10 | | |
| O-2 | 390.00 | 17.70 | 498.90 | | |
| O-1 | 328.50 | 13.20 | 445.80 | | |
| O3E | 531.00 | 22.20 | 627.60 | | |
| O2E | 451.50 | 17.70 | 566.40 | | |
| O1E | 388.20 | 13.20 | 523.20 | | |
| W-5 | 623.40 | 25.20 | 681.30 | | |
| W-4 | 553.80 | 25.20 | 624.60 | | |
| W-3 | 465.30 | 20.70 | 572.40 | | |
| W-2 | 413.10 | 15.90 | 526.50 | | |
| W-1 | 345.90 | 13.80 | 455.40 | | |
| E-9 | 454.80 | 18.60 | 599.40 | | |
| E-8 | 417.60 | 15.30 | 552.60 | | |
| E-7 | 356.40 | 12.00 | 513.00 | | |
| E-6 | 322.80 | 9.90 | 474.30 | | |
| E-5 | 297.60 | 8.70 | 426.30 | | |
| E-4 | 258.90 | 8.10 | 370.80 | | |
| E-3 | 254.10 | 7.80 | 345.00 | | |
| E-2 | 206.40 | 7.20 | 328.50 | | |
| E-1 >4 | 183.90 | 6.90 | 328.50 | | |
| E-1 <4 | 183.90 | 6.90 | 328.50 | | |

| | | | |
|--|-----------------------|---------------------------|--|
| | | CASH/IN KIND | |
| OFFICERS | | 146.16/Month | |
| ENLISTED MEMBERS | | | |
| | E-1<4MONTHS | ALL OTHER ENLISTED | |
| When on leave or authorized to mess separately: | 6.44/DAY | 6.98/DAY | |
| When rations in-kind are not available | 7.26/DAY | 7.87/DAY | |
| When assigned to duty under emergency conditions where no messing facilities of the United States are available: | 9.63/DAY | 10.42/DAY | |
| OUSD(P&R)(MPP)COMPENSATION 1 JANUARY 1995 — 2.6% | | | |
| Service Academy Cadet Pay is \$558.04, effective on January 1, 1995, as per section 203(c)(1) of Title 37, United States Code. | | | |

| | | | |
|---|--|--|--|
| Note: *Payment of the partial rate of BAQ at these rates to members of the uniformed services without dependents who, under Title 37 U.S.C. 403(b) or (c) are not entitled to the full rate of BAQ, is authorized by Title 37 U.S.C. 1009(c)(2) and Part IV of Executive Order 11157, as amended. | | | |
|---|--|--|--|

Your 1995 Pay

Your 1995 Pay

| | | | |
|----------|---------|----------|---------|
| RUN DATE | CK DATE | RUN DATE | CK DATE |
| 3-Jan | 11-Jan | 1-Mar | 10-Mar |
| 5-Jan | 13-Jan | 6-Mar | 15-Mar |
| 9-Jan | 18-Jan | 8-Mar | 17-Mar |
| 11-Jan | 20-Jan | 13-Mar | 22-Mar |
| 17-Jan | 26-Jan | 15-Mar | 24-Mar |
| 19-Jan | 31-Jan | 20-Mar | 29-Mar |
| 23-Jan | 1-Feb | 22-Mar | 31-Mar |
| 25-Jan | 3-Feb | 27-Mar | 5-Apr |
| 30-Jan | 8-Feb | 29-Mar | 7-Apr |
| RUN DATE | CK DATE | RUN DATE | CK DATE |
| 1-Feb | 10-Feb | 3-Apr | 12-Apr |
| 6-Feb | 15-Feb | 5-Apr | 14-Apr |
| 8-Feb | 17-Feb | 10-Apr | 19-Apr |
| 13-Feb | 22-Feb | 12-Apr | 21-Apr |
| 15-Feb | 24-Feb | 17-Apr | 26-Apr |
| 21-Feb | 28-Feb | 19-Apr | 28-Apr |
| 23-Feb | 3-Mar | 24-Apr | 3-May |
| 27-Feb | 8-Mar | 26-Apr | 5-May |
| RUN DATE | CK DATE | RUN DATE | CK DATE |
| 1-May | 10-May | 1-Jun | 12-Jun |
| 3-May | 15-May | 5-Jun | 13-Jun |
| 8-May | 17-May | 7-Jun | 15-Jun |
| 10-May | 19-May | 12-Jun | 21-Jun |
| 15-May | 24-May | 14-Jun | 23-Jun |
| 17-May | 26-May | 19-Jun | 28-Jun |
| 22-May | 31-May | 21-Jun | 30-Jun |
| 24-May | 2-Jun | 26-Jun | 5-Jul |
| 30-May | 8-Jun | 28-Jun | 7-Jul |
| RUN DATE | CK DATE | RUN DATE | CK DATE |
| 3-Jul | 12-Jul | 2-Aug | 11-Aug |
| 5-Jul | 14-Jul | 7-Aug | 15-Aug |
| 10-Jul | 19-Jul | 9-Aug | 18-Aug |
| 12-Jul | 21-Jul | 14-Aug | 23-Aug |
| 17-Jul | 26-Jul | 16-Aug | 25-Aug |
| 19-Jul | 31-Jul | 21-Aug | 31-Aug |
| 24-Jul | 2-Aug | 23-Aug | 1-Sep |
| 26-Jul | 4-Aug | 28-Aug | 6-Sep |
| 31-Jul | 9-Aug | 30-Aug | 8-Sep |
| RUN DATE | CK DATE | RUN DATE | CK DATE |
| 5-Sep | 13-Sep | 2-Oct | 11-Oct |
| 7-Sep | 15-Sep | | |
| 11-Sep | 20-Sep | | |
| 13-Sep | 22-Sep | | |
| 18-Sep | 27-Sep | | |
| 20-Sep | 29-Sep | | |
| 25-Sep | 4-Oct | | |
| 27-Sep | 6-Oct | | |
| | 11-Oct | | |

More What, When, Where

MPF 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

0730-1630

Closed Thursdays for In-House Training
from 0730-1230

Phone Numbers

DPM Management, 47494

DPMPS...Customer Service,47492

DPMAE...Personnel Employment, 47493

DPMPE...Career Enhancement, 47494

DPMAT...Training & Education, 47075

DPMAR...Personnel Relocations, 47493

DPMZ...Information Management, 47494

TDY & Reassignment Out-Processing

Personnel Relocations (DPMAR) 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 DPMAR during the times listed below:

Monday thru Friday: 0730-1530

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 DPMAR, x47494.

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 MPF 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 within 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 MPF 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

Sign in for Physical Exams is at 0730 at the Base Hospital. Attendance is mandatory due to Air Force Reserve requirements, however, reschedules will be permitted due to special circumstances. If you are on flying status your physical must be accomplished no later than the last day of your birth month. It is recommended that flight personnel schedule their physicals 3 months in advance of their birth month. If you are unable to meet an appointment, you must call TSgt Latta, 43151 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: Ext 45016

File for pay on or before: Receive Direct Deposit by:

| | |
|--------|--------|
| 8 Jan | 18 Jan |
| 10 Jan | 20 Jan |
| 16 Jan | 26 Jan |
| 18 Jan | 31 Jan |
| 22 Jan | 01 Feb |
| 24 Jan | 03 Feb |
| 29 Jan | 08 Feb |
| 31 Jan | 10 Feb |
| 05 Feb | 15 Feb |
| 07 Feb | 17 Feb |
| 12 Feb | 22 Feb |

Dining Facility

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

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

Uniform Update

The mandatory wear date for the Aircrew Style Name patch to be on BDUs 1/2-inch above the left pocket is 1 Oct 95.

AFRES LDP Class Roster:

The following personnel will be attending the February/March AFRES Leadership Development Program class:

507 CLSS -

TSgt James Barger
SSgt Darren Kennedy
SSgt Chris Dubois
SSgt Gary Johnson

507 SPTG -

TSgt Dennis Cain
TSgt Deborah Tilschner

507 SPS -

TSgt Terri Lindsey
SR A Howard Donaldson

507 CES -

SSgt Shawn Sones
SSgt Jonathon Lawson
SSgt Sean Clare

507 ARW -

SSgt Marilyn Newton

507 CF -

SSgt Melanie Sokolove

72 APS -

SSgt Glenn Golike
SSgt Martinus McConnell

507 MS -

SSgt Craig Wiggins

The military Facilitator will be SMSgt Judy Branchfield.

Financial Aid for Veterans, Military Personnel, and their Dependents (DANTES UPDATE for Dec 94)

Veterans, military personnel, and their dependents (spouses, children, grandchildren, and dependent parents) make up more than one third of America's population today. Each year, public and private agencies set aside nearly \$1 billion in financial aid for these groups. This directory identifies the scholarships, fellowships, loans, grants-in-aid, awards, and internships designed exclusively for military-related personnel. In the 1994-96 edition, there are more than 950 references to programs open to applicants at all levels (from high school through postdoctoral) for education, research, travel, training, career development, or emergency situations. The detailed program entries are indexed by title, sponsoring organization, geographic coverage, subject, and deadline dates.

Publisher: Gail Ann Schlachter and R. David Weber

ISBN: 0-918276-23-3

Cost: \$38.00 plus \$4 shipping/handling (\$7 for two, \$9 for three to five)

Source: Reference Service Press
1100 Industrial Road
Suite 9
San Carlos, CA 94070

Phone: (415) 594-0743

CCAF Degree Completion - The Nuts 'nd Bolts

CCAF offers 68 Associate in Applied Science degree programs in five areas.

- * Aircraft and Missile Maintenance (8)
- * Electronics and Telecommunications (8)
- * Allied Health (18)
- * Logistics and Resources (10)
- * Public and Support Services (24)

Enlisted personnel.

- * Are admitted upon assignment of an AFSC during Basic military training;
- * Are registered in the degree program designed for their career field; and
- * Must complete degree prior to separation, commissioning, or retirement

Degree programs require a minimum 64 semester hours

- * To graduate, students must hold the five skill level at time of program completion and have a minimum of 16 semester hours of CCAF credit applied to their degree program (Air Force Training).
- * A maximum of 30 semester hours of degree-applicable examination credit may be used to satisfy degree requirements.
- * Students have 6 years from date of program admission to complete their degree, or they will be moved to the degree program for their Primary AFSC in the most current CCAF catalog.

General Fogleman gives personal pledge

by *SSgt. Miconna J. Boaldin*
Air Force News Service

KELLY AFB, Texas -- Within a sea of green BDUs, a blue-clad general approached the stage as the crowd anxiously awaited to hear what the new chief had to say. And he gave the crowd his pledge.

"My pledge to you is I will tell the truth; I will tell the truth," said Air Force Chief of Staff Gen. Ronald R. Fogleman to a crowd of more than 3,500 gathered in a hangar for chief's call. "My wife, Miss Jane, and I have been in this business for 31 years. A long time ago we stopped serving because of the positions that might become available -- we just like being around first-class people.

"We have reached that point in life that who you serve with is more important than where you serve or what job title you hold," Fogleman said. "I have no great goal in life other than to go raisehogs in Tennessee. "There is no benefit for me to go up on the (Capitol) Hill and do anything except tell the truth, and not only do I owe it to you but there is just no gain from anything else. So you need to help me tell the truth."

Fogleman was introduced by Gen. Henry Viccellio Jr., Air Education and Training Command commander, who said, "He's got the right perspective for our Air Force in 1994 and the years ahead. He's focused on mission and he's focused on people...he knows the right relationship between the two."

As he got up on stage and looked out of the hangar Fogleman saw a giant C-5 and said, "All around the world that big T-tail with the American flag on it shows that this country cares."

Fogleman said he wasn't going to slam on the brakes and change direction for the Air Force because he felt by and large the Air Force was moving in the right direction. "I had some advice from my Navy friends who told me a saying in the Navy nautical circles that when you assume the watch and you stand on the bridge, you should not trim the sails for at least 10 minutes.

"The idea here is that you have the opportunity to figure out where you're going before you decide to change direction, otherwise you might wind up going in circles and I'm not interested in going in circles," he said.

The general discussed his philosophy since assuming his new position. Fogleman said that external changes such as the end of the Cold War and internal changes as in downsizing of the force are all coming to an end.

"The internal change has been very painful but necessary. I feel I owe my predecessor, General (Merrill A.) McPeak, a great debt. We all do, I believe, owe a debt of gratitude for the internal restructuring that he did in building an objective Air Force," Fogleman said, "in de-layering us and getting us in a position to survive in the late-1990s and into the 21st century. We are past that now."

He now wants to move forward and deal with operations and personnel tempo. "We need to remind ourselves that what we do is not just another job but that we are truly members of a profession, a profession of arms," he said.

He quoted Winston Churchill, who said that reservists were twice the citizen. "I know that what I am saying is not equally applicable to all, but the fact of the matter is that this is an all-volunteer organization, its an organization and profession that is based on the premise of service above self."

Fogleman said that through his travels the people he has met are willing to go just about anywhere and do anything for this great nation as long as four things were observed.

"One, they think what they are doing is important and worthwhile; two, that what they are doing is appreciated; and three, that they have some hope for some kind of recognition for the work that they do," he said. "But most importantly, that their families are taken care of while they are out there doing it.

"If we meet these conditions, generally our folks are more than happy to volunteer to come forward to be involved in humanitarian efforts, come to the aid of allies, and do what ever is called for."

"Leaders (should) never rule through fear, never lose your cool, have integrity, and build a team with zero tolerance of any type of harassment.."

The general discussed lengths of TDYs not to exceed 120 days; the \$2.7 billion for quality of life; the modernization, timing and phasing of aircraft and equipment; air superiority; the promotion system; pencil whipping of OPRs and EPRs and, most importantly, teamwork through leadership.

Fogleman said a leader is someone who makes things happen. He reiterated his pass/fail philosophy on what it takes to be a leader: never rule through fear, never lose your cool, have integrity, and build a team with zero tolerance of any type of harassment.

"Zero tolerance because its the right thing to do, its the law of the land, and no one can work in a climate where they are threatened," Fogleman said.

Asked about the Base Realignment and Closure process, Fogleman assured the audience that the process will judge the bases on the appearance of the individual installation with the criteria that has been put forward. He called it a "squeaky-clean process."

Fogleman reaffirmed that photos are to be removed from all officer files by January 1995. He gave three reasons: First, he feels it is usually used in decisions as a negative indicator. Second, constant uniform changes. Third, black and white photographs generate hazardous material through the development process.

When asked about United States troops being put under the control of United Nations commanders, Fogleman said he didn't agree with it and that a recently issued presidential directive won't allow this to occur anymore. He said the United States will continue to support the United Nations but the troops will always have a United States chain of command.

McIntosh talks about challenges facing Reserve in upcoming years

At the beginning of his four-year tour, Maj. Gen. Robert A. McIntosh, new chief of Air Force Reserve and AFRES commander, commented on what he sees as goals, challenges and philosophies for the Air Force Reserve in the upcoming years.

"There are four major priorities -- force structure, equipment, people and readiness.

• **Force structure:** As the Air Force changes, we will have to adjust to ensure we remain a viable part of the total force. We may become more involved in some Air Force missions. We'll have to be aggressive and innovative in the way we maintain readiness and work toward increasing peacetime use of all Air Force Reserve forces.

• **Equipment:** Like other military organizations, some of our equipment is becoming old, and we need to make technological changes to bring it up to today's standards to ensure safety and mission accomplishment. That means we must get our share of state-of-the-art equipment to do the job.

• **People:** As we lose financial resources, one of the things we can leverage is the capability, motivation and teamwork of working with people. We need to emphasize people skills of a good leader and make people feel important and part of a team.

• **Leadership:** Accountability and responsibility for the mission accomplishment aren't enough. In today's paradigm, a good leader needs to know how to get people to work together and to give them the freedom to come up with and present innovative ways to solve problems. That's a leadership challenge.

Other challenges facing the Air Force Reserve include changes in force structure, missions, manning and resources. The Air Force Reserve also needs to keep the active force and Congress better informed of its contributions, while staying on course in planning and quality.

• **Force reductions:** We need to come down in size relative to the total defense requirement, but the area that hurts us most is cuts in full-time manning. We cannot take the level of cuts as it is being applied across DOD. It hurts our combat readiness and ability to give the active force what it needs in terms of

augmentation. Fifteen to 20 percent of our manning at any given location is full-time. These are the people who open the doors, get the equipment ready and ensure the training is done.

• **Missions:** From time to time, we need to ask ourselves if we should upgrade our current equipment and if we have the right mission requirements for the Air Force and Air Force Reserve. We have to be certain we can perform our missions in peacetime and wartime.

• **Manning:** Recruiting and retention are crucial. We have to be fully manned to meet our requirements. Recruiting today is pretty healthy, but the future may not be as easy. As more stress is placed on our people and their employers to release them for duty, the less likely we are to retain some people. That's why we have to build better rapport with employers and offer other benefits for our people such as tax incentives.

• **Resources:** Having the right equipment is not our only challenge. At installations we operate, we must get enough money to build the kinds of facilities necessary to maintain our aircraft. The same holds true for bases and facilities turned over to us by the active force.

• **Reserve awareness:** We need to tell our story -- what we do well, why we do it well, and what our challenges and requirements are -- in the right forums. We want the active force leaders and members of Congress, particularly the new members, to know our capability and what's needed to maintain our force. It's primarily a communications challenge we face.

• **Planning:** It's very easy, when you have a force in turbulence because of constant change, to get away from focusing on the horizon and setting a course for the next five to 10 years. Organizations that succeed keep their eye on the horizon and don't let turbulence take them off course.

• **Quality:** Quality is an endless journey. We're just in the first few phases of making sure that it's the standard way of doing business. We've got to go from the application phase to the phase where we come up with innovative ways to do business. It's a continuation that takes time.

Self aid Buddy Care instructors sought

*By Capt. Danny Shepard
507th Medical Squadron*

The 507th Medical Squadron has the primary responsibility to train the instructors for the Self Aid Buddy Care Program.

We are offering instructor training classes in our effort to prepare the Wing for real world emergencies and to prepare the first line of casualty care providers.

SABC instructors are required to provide at least two SABC classes per year to stay qualified as an instructor. If anyone is interested in becoming an instructor or needs refresher training, contact your squadron orderly room. All SABC training will be held in the day room of the Bldg. 5910 from noon to 4 p.m. on Sunday of the regularly scheduled UTA.

The next four classes will be held on Jan. 8, March 12, May 7, and Sept. 17.

A list of members scheduled for SABC training should be sent to the 507th Medical Squadron/SGNE one month prior to the training date. SABC is an area that is look at closely during an ORI and it's up to supervisors to make sure their personnel are trained.

So now what?

*By Joel R. Clay
507 Quality Officer*

Most of our unit has received training in the basic Quality tools (Cascade Training) or Jump Start II (process identification). But, now that you have this information, you may be asking, "So now what?" In his article I hope to give you some hint of what could be happening with your knowledge.

The whole purpose of Quality Improvement is to make incremental changes which we hope will improve how we do business. It may be reducing the number of redo's on a particular way we do business. It may be the number of amendments to orders. It may be to reduce the training time needed for upgrade to a higher skill level.

The training you received in Cascade was to give you the tools to accomplish this incremental improvement. The purpose of Quality Improvement Process (QIP) is to take an existing process and improve it or a new process and create it through ensuring that the proper customer was identified, their requirements were known...etc. The purpose of the Problem Solving Process (PSP) is to take a process that is out of control and bring it into control so that it can be improved. In addition to the QIP and the PSP students were also taught measurement skills, team skills and interactive skills (IAS.)

The QIP and PSP are Xerox's version of the Deming Wheel or Shewhart Cycle or Ishaikawa Cycle - Plan, Do, Check, Act (PDCA.) By this time you may have seen that the USAF uses a 7 step process for improvement called "storyboarding" that is a combination of the QIP and PSP. It is also a variation on the PDCA.

The "storyboard" consists of Team Information, 1) Identify Improvement Opportunity; 2) Evaluate Process; 3) Analyze; 4) Take Action; 5) Study results; 6) Standardize Solution; 7) Plan for future.

The purpose of Jump Start II was to identify all of the processes that you own so that you can begin the task of improving them. With the information that you now have from your JSII work you can begin to put each process into a storyboard or QIP and improve what you



do. Some of the improvements we make may be dramatic, while some may only save a few minutes or dollars. However, when we put all of the improvements together throughout the whole AFRES community we will see dramatic improvement.

So Now What? Now we begin to see the results of the last two years of training. Now we begin to be empowered to change our processes. Now we take the responsibility and accountability to improve what we do. Now we press forward in our conversion and daily operations to be the best in AFRES, a world class organization. A force within the Force.

Now we are the future of AFRES.

Commentary

What are people saying behind your back?

*By Capt. Rich Curry
507th Public Affairs*

More than 21 years ago, the Total Force Policy was integrated into the Air Force by Secretary of Defense James R. Schlesinger. That policy created a time of renewal for the Air Force Reserve. Units turned in obsolete equipment and began training on the same equipment as their active-duty counterparts. As AFRES responsibilities and missions increased, so did the benefits: Pay, BX, the Montgomery GI Bill, VA home loans, and so on.

But harder than learning to excel in modern equipment was the battle to overcome the perception that, somehow, members of the Reserve weren't up to the same standards as active military. To some degree, it was true: from haircuts, weight control, to even military courtesy, there was work to be done. For the Reserve to gain complete acceptance, they had to conform.

But while the battle to reach equality of equipment is over, working to maintain a professional image never ends. Everyday, how Reserve members interact with others, active duty or civilian community, makes or breaks a unit's image. Any marketing consultant will tell you the best form of advertising is not a prime time TV spot, but word of mouth from people who know what's good (or not) and share their opinion with others.

During the quick tempo of change and press to get the job done, it can be easy to forget the person sitting across the counter from you has their own set of problems and rules. A Quality approach is not simply saying, "I'm your customer. Get this done for me.", but also "How can we solve this problem together?" And the quickest way to tarnish a hard fought image is through one person, which becomes one office, which becomes one agency at a time.

Edgar W. Howe, U.S. editor and author, once said, "What people say behind your back is your standing in the community."

What are people saying about you (or your unit) behind your back?

T'was the UTA before Christmas and all through the Wing

*By TSgt. Mitchell B. Chandran
507th Public Affairs*

A gathering of children, spouses and friends of 507th members during the Dec. 10 Christmas celebration made for a day filled with Christmas spirit. No Christmas celebration is complete without the presence of Santa Claus and the 507th was no exception. Along with the Christmas party preparations by many unit members, other volunteers made preparations for this year's "Operation Christmas Spirit".

Even though the "jolly ole' elf" took time out from his busy schedule to make a special trip from his home (1 Arctic Circle, North Pole, USA) to attend this party, he arrived in high spirits and was anxious to see all the children.

"One thing I like about playing Santa is it gives me the opportunity to ask the kids how their grades are," said David W. Mugg, executive officer for 507th, "and for me to emphasize how important good grades are to them. These were all sweet kids and were all well behaved," said Mugg, "there weren't any demanding children or one with a mile long list".

Along with Santa were many other "elves" that contributed toward the success of the Christmas celebration. First Sergeants from all the squadrons collected donations from unit members to purchase soda, oranges, apples and candy canes which filled the bags that were given to the children as they visited Santa.



MSgt. Janice Terrell and MSgt. Sheila Russell take time out to smell the candy before the party starts.

"The Mission Support Squadron (MSS) folks volunteered to supply the bags and other materials needed for the hand-outs while Logistics Support Squadron (LSS) folks contributed by filling and getting these bags ready," said MSgt. Janice I. Terrell, chief of OJT training, "Any leftover bags and cookies were donated, with the help of the Chaplains Office, to the Jesus House in Oklahoma City," Terrell added.

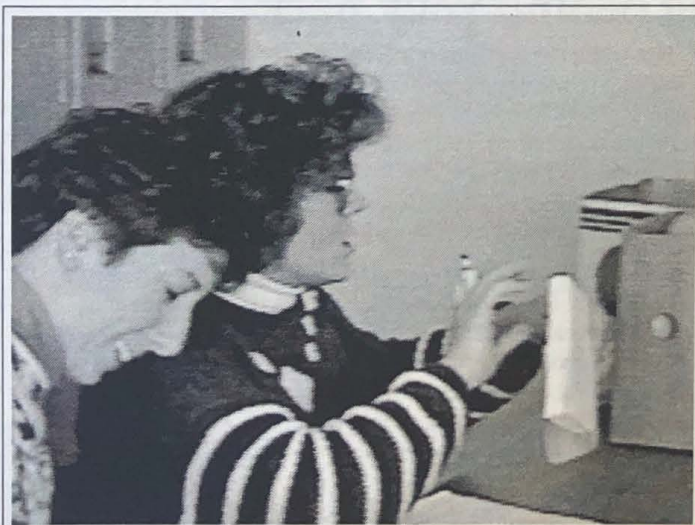
The services section of LSS were "really cooking" when they volunteered to bake cookies for this event.

"Four members of Services had baked approximately 3,000 cookies in two evenings at the base hospital's kitchen for the party," said Capt. Mary Roehl, MSS executive officer, "Originally, we considered buying cookies and found the expense too high so the service's folks looked into baking the cookies themselves. They found it to be the cheapest way to do it. The service section of MSS is also responsible for ordering and delivering all the ice cream."

The party itself started at 2 p.m. and lasted the rest of Saturday afternoon. "I brought my wife Darla and two of my kids Kelly and Kevin and they loved the party," explained Tsgt. Frank Stangl, coordinator in the Maintenance Operations Center, "I thought it was great that the unit pulled together in the amount of time they had to make this party happen. I commend all the groups involved in making this party, especially for all the little ones."

"I brought my mom, Martha and two grandchildren, Kristen and Danika," said Tsgt. Carolyn Cowens, inventory management specialist for the 465th Aircraft Maintenance Unit. "To me, Santa Claus and the balloons were great and there was plenty of drinks, cookies and ice cream." Cowens continued, "I think the guy making the balloons was a big hit with the kids and I appreciated the bags not filled up with all candy. I think all the parents appreciated that because these kids get enough junk food during the holidays as it is."

Providing a Christmas party alone for unit members does not show all the Christmas spirit within the Wing, the spirit of Christmas comes when there's giving to others who can really



MSgt. Debra Shepherd and TSgt. Sharon Godfrey check the bags for the children and families.

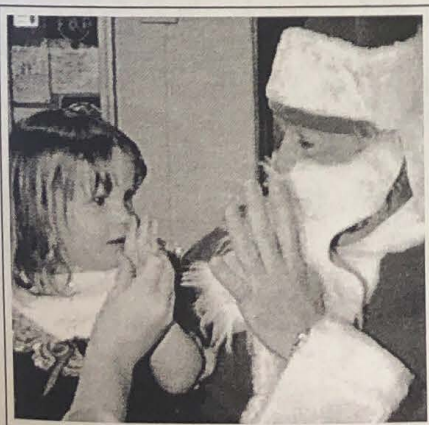
use help due to circumstances beyond their control and that is where "Operation Christmas Spirit (OCS)" comes in.

" This year," said TSgt. Debbie Fuqua, chief of career enhancement and family readiness liaison, "we took a proactive approach and started OCS preparations in September to try and take care of our own members who really needed assistance during this time of the year. Thirteen families were selected by each squadron's First Sergeant to receive toys, food and a turkey which was be delivered to each home individually by our Chaplain and



The party goes on and on...

his staff." Fuqua continued, "There has been a misnomer in the past that all the donations like food and toys went to active duty folks. We are involved in OCS to take care of our own members to the best of our ability. All food and toys, such as planes, cars, dolls, games and even footballs, were donated by all 13 squadrons in this Wing." Fuqua said. "A special thank you goes to all the members of the 507th. Your generosity allowed Family Readiness the opportunity to make Christmas a little brighter for some of our own members and their families."



And how old are you?



Helping box up Christmas gifts for needy families are Gloria Holmes, Brenda Lytle, Bobbie Settle and TSgt. Debbie Fuqua. Video photo by TSgt. Mitch Chandran

T'was the UTA before Christmas

T'was the UTA before Christmas and all through the Wing, all airman were stirring, awaiting the fling.

The aircraft were parked on the flightline with care, in hopes that more missions soon would be here.

The equipment was nestled all snug in their racks, job done for the day, a big load off their backs.

Sarge in her kerchief, we in our caps, had just settled down for a long weekends nap.

When out on the flightline there arose such a clatter, we sprang from our office to see what's the matter.

Away from our desk, we flew out of the room, to enter the aircraft and throw up the boom...

When what to our wondering eyes were in view, but a miniature tug pulled by eight tiny crew.

With a little old driver so lively and quick , we knew in a moment it wasn't St. Nick.

More rapid than eagles his flightcrew they came, he whistled and shouted to call them by name.

Now A-Flight, now B-Flight, now Boomers and Loaders, on Maintenance, on Pilots, on Medics, and Recruiters.

To the end of the runway, to the top of the wall, now air refuel, air refuel, air refuel all.

With four turbojets mounted under the wing, with a flick of the switch they were ready to sing.

So up in the cockpit the coursers they flew, with the deck full of cargo and passangers too...

He sprang to his seat, to his team gave a whistle and away they all flew like the down of a thistle.

But we heard him exclaim as he flew out of sight, Happy Christmas to all, and to all a safe flight.

- by Mitch Chandran

Reserve News

Valentines needed

The Family Readiness staff is taking requests for valentine dedications. Anyone wishing to see a Valentine dedication to their loved one in the Jan./Feb. issue of the Family Readiness newsletter, may send their request to:

TSgt. Deborah Fuqua
507 MSS/DPMPE
7435 Reserve Road, STE 201
Tinker AFB, OK 74135-8726

Please include to whom it's dedicated to, who it's from and a small message. Requests are due by 3 p.m. on Jan. 8, 1994.

Reemployment law changes

As a result of the Uniformed Services Employment and Reemployment Rights Act of 1994, reservists are now required to let their employer know any time they take off for military duty. Most provisions of the USERRA took effect Dec. 12.

Frequent flyers report

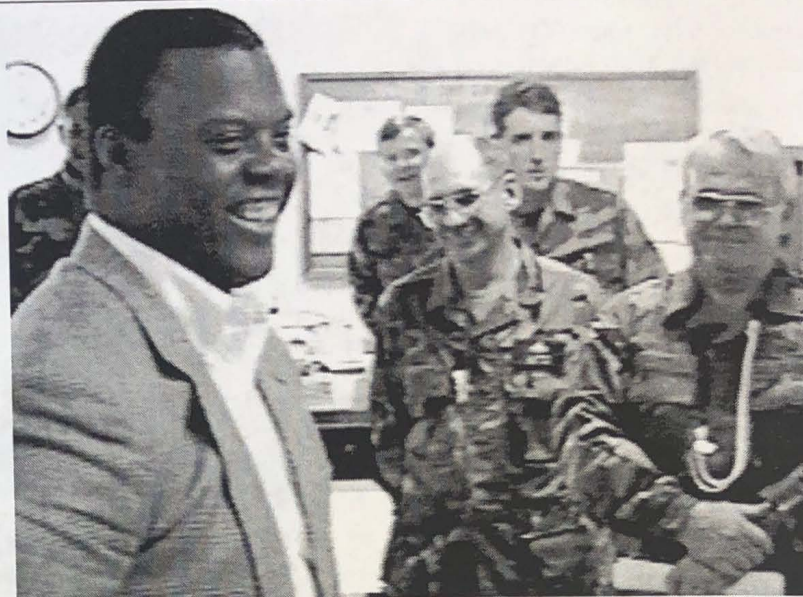
Military members are obligated to turn in any gift, gratuity or benefit they receive from private sources while performing official duty. Judge advocates have specific details about Frequent Flyer rules.

Bike testing continues

AFRES Headquarters officials are purchasing stationary ergometry bikes for fitness testing. A working group met Dec. 12 at HQ AFRES to develop start-up plans. Officials said they expect the program to begin command-wide this summer.



On-final is produced for 507th members like TSgt. Candy "Elf" Bower.



Newly-elected Congressman J.C. Watts visited with 507th members during the December drill. Video photo by TSgt. Stan Paregien.

Keeping current at the conference

Saying, "The next four years will be difficult but exciting." Maj. Gen. Robert A. McIntosh, Commander of the Air Force Reserve, called for support from AFRES first sergeants during a recent AFRES First Sergeant Conference held at Wright-Patterson AFB.

Attending the conference from the 507th were MSgts. Terri Munsey of the Combat Logistics Support Squadron and Tommy Clapper of the Civil Engineer Squadron.

The 507th representatives were only two of more than 300 Reserve First Sergeants who attended the three-day conference to learn better ways to do their jobs and see what lies ahead for the Air Force Reserve.

Topics included the First Sergeant's Academy, in-residence training, PME for Senior NCOs, Awards and the PEP program, The Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA), Family Readiness, the BX "Pass the Word" Program, drug testing and sexual harassment, Reserve Entitlements, TQM, ratification, Department of Defense manpower policies, automation, American Express Credit Cards and Tiered Readiness.

The AFRES First Sergeants Conference is held every 18 months. The next one is scheduled for Colorado Springs, Colo., in June 1996.

Refer a friend!

There are still dozens of positions available within the 507th. Help out unit recruiters by providing them a name.

Drop this form off at 507th Recruiting in Bldg 1043 or mail to: 507ARW/RS, 7435 Reserve Rd., Tinker AFB, OK 73145-8726 (405) 734-5331.

Name _____ Age _____ Sex: M F

Address _____

Work Phone() _____ Best time to call _____

Home Phone _____ Best time to call _____

Prior service: Yes / No What Branch(es) _____

Date of Birth: _____ AFSC/MOS _____ Rank _____

Referred by: _____ Phone#() _____