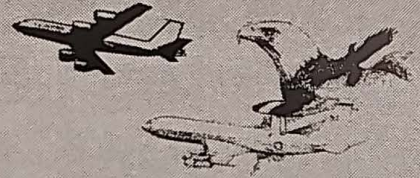


On-final

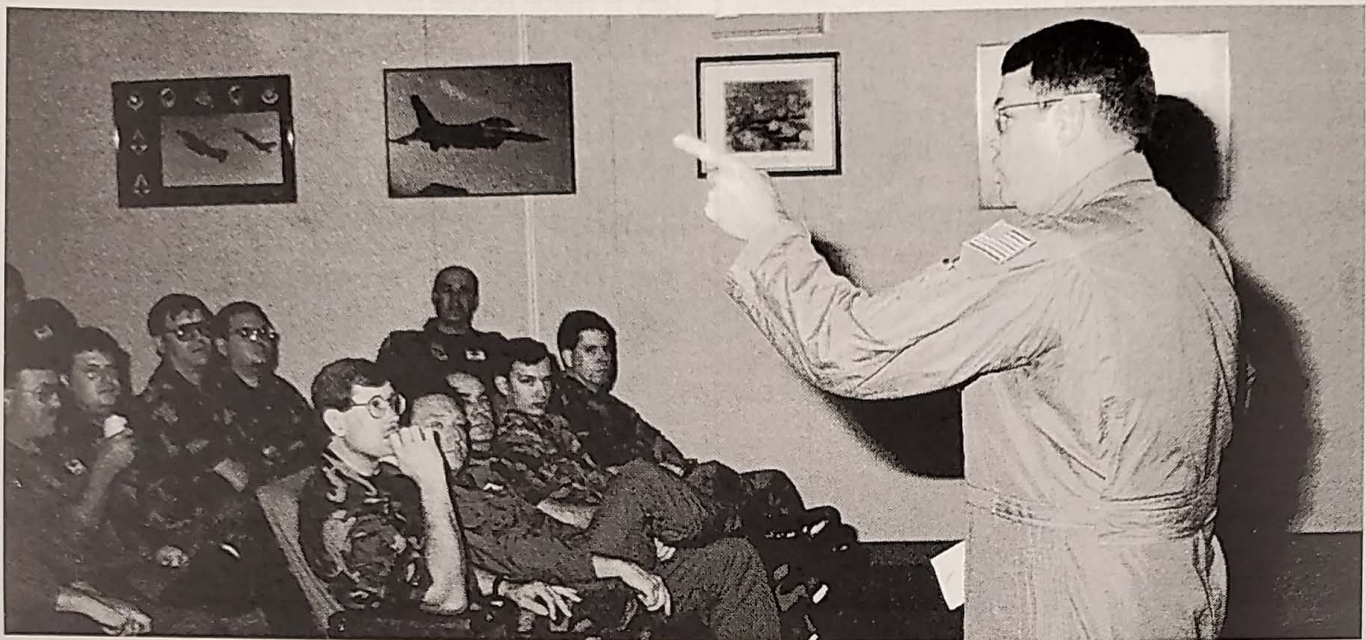


Vol 17 No 6, June 1997

507th Wing - 513th Air Control Group

Tinker AFB, OK

507th Mission: Recruit, train, equip and retain personnel for deployment and support of DOD peacetime and wartime taskings.



Brig. Gen. James L. Turner, HQ Air Force Reserve Command Director of Operations, talks to members of the

465th Air Refueling Squadron during the 507th's Safety Day held last month. (Photo by TSgt. Mitch Chandran)

Unit members pause to reflect on safety issues

*By Capt. Rich Curry
507th Wing Public Affairs*

507th members from across the Wing took Sunday of the May UTA to consider the impact of safety in their military jobs.

Safety down days were directed Air Force Reserve Command-wide by Maj. Gen. Robert A. McIntosh, AFRC commander, in response to a recent rise in reserve aircraft and ground accidents.

During the past several months, the Air Force Reserve has experienced four aircraft accidents, which resulted in the deaths of 13 people, and another death during a ground mishap involving a Navy Seal falling from a parked C-17.

"The 507th is experiencing a good year in regards to safety. However, we cannot depend on 'luck' to stay that way. We have to focus ourselves on getting all of our jobs done and getting them done safely," said Col. Martin M. Mazick, 507th Wing Commander, during his safety briefing to members of the 507th Support Group.

"During last fall's 507th Wing Strategic Planning session, which was held with all of our senior leaders, we considered safety so important that we wrote it into our preamble," Mazick

said. That message reads, simply, "If we can't do it safely, we'll make it safe or we won't do it."

"There is 'NO' mission or event at this time that places the goal of 'accomplishment at all costs' (undue risk) above **your** safety!!!," Mazick said.

While the 507th has enjoyed an excellent safety record since conversion to the KC-135, he voiced his concern that, perhaps, dozens of minor incidents were not going reported, such as strained backs or other types of on-the-job injuries. "We must continue to focus our attention on any unsafe practices or on-the-job injuries, so we can eliminate them. I can easily replace paper or a piece of equipment. What I can't replace is you, the person and reservist. There is only one of you," Mazick said.

Mazick said in any accident, if you trace back the course of events which led up to it, you can discover a step that, if changed, could have prevented the accident from occurring.

He added that sometimes accidents occur when others observe procedures that are not fully explained. "Each and every one of us, as leaders, has a responsibility to explain to those observing

(Continued on page 2)

"Readiness Is Our Number One Priority"

McIntosh Sends for June 1997

By Maj. Gen. Robert A. McIntosh
Chief of the Air Force Reserve Command

You may hear more in the future about the Air Force "slowing down" after several grinding years of deployments, exercises and inspections. Because we are part of the total Air Force and share so much of the Air Force mission, we in Air Force Reserve Command have felt the strain as well.



In an effort to reduce some of the workload, we are evaluating a reduced inspection schedule. This may not sound like much, but it represents a significant change in our culture and the way we do business. Possibilities include extending the time between operational readiness inspections, combining inspections with real-world deployments and some other innovative options I'll tell you more about as they evolve. In the meantime, as we move into our summer schedule, work and play hard, but remember to be safe.

On-final

507th Wing Editorial Staff

Commander, 507th Wing	Col. Martin M. Mazick
Public Affairs Officer	Maj. Don Klanko
Public Affairs Officer	Capt. Richard Curry
On-final Editor	TSgt. Stan Paregien
Staff writer	TSgt. Melba Koch
Staff writer	TSgt. Mitch Chandran

Unit Public Affairs Representatives

507 CES	SSgt. Shawn Sones
507 Med Sq.	Capt. Richard Davidson
465th ARS	1st Lt. Dan Williams
507 SPS	SrA Donald Cantrell
507 CLSS	MSgt. Marie Filbin
72nd APS	SSgt. Melodie Moore
507th MSS	TSgt. Daryl Sullivan
465 AGS	MSgt. Ken Coffey
507th Civ. employees	Marilyn Llanusa
507th MS	Not yet selected

This funded Air Force newspaper is an authorized publication for members of the U.S. military services. Contents of *On-final* are not necessarily the official views, or endorsed by the U.S. Government, the Department of Defense, or the Department of the Air Force.

The editorial content is edited, prepared and provided by the Public Affairs Office of the 507th Wing, Air Force Reserve, Tinker Air Force Base, Oklahoma. All photographs are Air Force photographs unless otherwise indicated. Copy deadline is noon on UTA Sunday for the next month's edition.

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

Air Force prepares for "Critical Days" of summer

By Brig. Gen. Orin L. Godsey
Air Force Chief of Safety

WASHINGTON (AFNS) -- From Memorial Day through Labor Day, many of us will enjoy summer picnics, recreational water activities and long vacation drives. For more than 20 years, the Air Force has recognized these as the "101 Critical Days." They're critical because many people die while enjoying summertime fun.

Each year, private motor vehicle accidents and water-related pastimes have taken their toll on Air Force people and their families. And, to make matters worse, most of the losses we've suffered over the years were preventable.

No death is acceptable

Last summer, 22 Air Force members died while off-duty during the 101 Critical Days. Although even one fatality is unacceptable, there are one or two small silver linings inside this cloud.

In 1996, we only lost half as many people in privately owned motor vehicle accidents as we did the previous year; all but two of the people involved in those mishaps were wearing seat belts, and only one was found to have been under the influence of alcohol.

Since automobiles are the leading cause of accidental death among Air Force members, each of us needs to take every precaution while operating them. In particular, remember to buckle up -- seat belts are proven to save lives -- and, if you're attending a social function, appoint a designated driver.

The summer months should be a time to enjoy with family and friends, planning barbecues, attending baseball games, and hiking in the woods -- not a time to mourn. Each of us has to take the time to recognize the risks that accompany whatever we do, both on- and off-duty. By doing so, you're that much closer to taking the right steps toward reducing those risks or to even head them off entirely.

By taking a few extra moments to think ahead, you, your immediate family, and your Air Force family can all look forward to a whole world of opportunities for a pleasant and relaxing summer.

Unit holds safety day

(Continued from page 1)

us, why we're doing a procedure in a certain way. On the other hand, if you observe a new procedure, make sure you ask questions, such as "Why are you doing it this way?" he said.

After the group meetings, squadrons and sections broke out into smaller discussion groups to identify safety problems either in general or unique to their work areas as well as to recommend solutions. Some groups shared "near-miss" stories to help others avoid their mistakes, while other groups received briefings from members of the fire department and Oklahoma Highway Patrol.

Unit members prepared reports on work-related problems and outlined their top three safety issues. These will be consolidated by senior leadership, incorporated into unit activity and forwarded to AFRC.

Secretary, Chief of Staff examine QDR

By Sheila E. Widnall, Secretary of the Air Force, and
Gen. Ronald R. Fogleman, Air Force Chief of Staff

Editor's Note: The Air Force recently published the results of its Quadrennial Defense Review (QDR). Recommended personnel cuts in the Air Force include 700 reserve component positions (Guard and/or Reserve) and 18,300 civilians. A proposed breakdown of those cuts is unknown at this time.

The QDR recommended reducing the active force from 13 to 12.17 active fighter wing equivalents, and expanding Guard units by 1 fighter wing equivalent.

WASHINGTON (AFNS) -- Over the past six months we have engaged in a general review of our national defense. The first phase of this review, the Quadrennial Defense Review, is now complete and the results are in. They will affect every member of the Air Force so it is important that we all understand what came out of this study.

The review looked at every element of the American military, across all the services: how we fight, how we support our forces, how we buy equipment, and what forces this nation needs in the years ahead. From the beginning, we considered this a major opportunity for the Air Force. We have a great story to tell of what we do, how we do it, and how we plan to do it better in the future. Further, the work we had accomplished in our long-range planning effort over the past two years provided us with a plan for the QDR -- a plan that we executed.

We set some objectives as we began our work in this review: to continue our modernization, to sustain our readiness, to preserve the forces we need to execute our missions, and to ensure we have the resources we need to achieve all that. We also want to ensure that everyone involved in decisions about deploying our forces understands the impact these decisions have on the Air Force -- how these deployments affect our people and our readiness.

We accomplished all of our objectives. Our key modernization programs will be fielded, sustaining our world-class capabilities far into the next century. We will sustain the readiness we need as we provide this nation the rapid global responsiveness that only air and space forces can. We will retain the forces, in the numbers and the quality needed, to execute our mission.

We cannot afford any inefficiency if we are to achieve all this. So, we took a very aggressive look at how we support and operate our forces. We found a wide range of opportunities for more efficiencies, of which we must take advantage. Unless we take every possible approach toward improving our efficiency, we cannot succeed in building the force we need to execute our missions in the future.

So, we have made the decision to accelerate the effort to transfer work from uniformed members to civilian or private

sector employees where this can be done without hurting readiness. In some other cases, we will cut manpower. If our experience is any guide, you can expect some very alarming headlines as these decisions are announced. Many of you will be rightfully concerned about the impact these changes will have on the Air Force, your careers and your families.

First, though many of the details of the reductions remain to be worked out, we will execute any reductions, as far as possible, through voluntary programs. For both military and civilian reductions, we will use incentives first to encourage voluntary separations or retirements as we execute this drawdown.

We are now structuring a plan for these reductions, based on a few basic principles. One, we will protect manpower that directly contributes to achieving our core competencies. Two, our future Air Force will be capable and fully manned with trained, experienced people. Three, we will provide robust transition programs and ample time for those who may leave the Air Force. We remain committed to taking care of our people through this process -- both those who stay with us and those who leave the Air Force.

Second, it is clear that we have gone about as far as possible in doing more with less, in terms of our deployment schedules and the demands on our people. This review has gone a long way to highlighting the problems that operations tempo pose for our force, and we will do everything possible to ensure that those problems are understood as deployments are planned and exercise programs are constructed.

These were tough decisions. We made them because we owe it to the nation to ensure that we can meet our responsibilities in the years ahead. We will use the savings that we gain through these steps to fix underfunded programs and to protect our modernization programs from paying the bills for future contingency operations.

In the end, we will come out of this review a strong Air Force, ready for the missions we will face in the decades ahead. Through all the changes the Air Force has undergone in the past, there has been one constant: our people's commitment for excellence and for making the mission happen. Whatever changes may occur over the future, that will remain a constant.

The QDR was a milestone, not a destination. There will be much work and much time before these issues are resolved in detail. We will continue to ensure that you have the information you need as this process continues to unfold.

For more information on the QDR, visit the World Wide Web site at <http://www.dtic.mil:80/defenseink/topstory/quad.html>.



Dr. Shiela E. Widnall
Secretary of the Air Force



Gen. Ronald R. Fogleman
Air Force Chief of Staff

Managing "human capital "

-- the Reserve way

By TSgt. Stan Paregijn
507th Wing Public Affairs

Roles are changing quickly for government agencies. Peace-time operations and personnel tempos are increasing yet less manpower is available to cover requirements. Handling these changes is a challenge for managers. Speaking to a Fast Track Management Class at Building 3001 recently, CMSgt. Belinda Journey, of the 507th Wing Quality Office, outlined some of the benefits managers could gain by studying Air Force Reserve manpower management approaches.

Her presentation was designed to show how the U.S. Air Force Reserve uses part-time manpower to accomplish a full-time work load. Success, she said, comes from viewing the workforce as a vital, capital asset. The goal of managing human capital is to develop and enable an agile, skilled and high performance work force.

"You've got to know the rules. Know the people. Do the right things. One challenge is knowing what to do when the people stay the same but the rules for managing those people change. The greatest challenge,

however, is effective management of a workforce that includes 80 percent part-time members. How can you accomplish a full-time workload under these conditions?," asked Journey. She asked this question while standing before the group in typical civilian business attire. Just days earlier, she reported to work in an Air Force uniform. As a citizen airman, she wears two hats that complement each other.

Journey explained to the group the mission of the 507th Wing: To recruit, train, equip and retain personnel for deployment and support of the Department of Defense (DOD) peace-time and war-time taskings. To support this mission, the unit's management challenge is to maintain a global mission using a diverse portfolio of human capital.

"We must be ready to deal with a growing peace-time role. Our ability to do so rests within the Wings Human Capital which includes Air Reserve Technicians (ARTs), traditional reservists,

statutory tour (full-time reservists), active duty Air Force, DOD civilians, and Special Program Personnel (summer hires, etc.)." Journey explained that a traditional reservist is only required to perform duty 39 days a year. The current reality sees these people performing more than 80 days each year in non-flying specialties and over 110 days each year for aircrew.

Leadership and management approaches are critical to improved performance

"The unit's management complexity," she said, "evolves from a mix of military and civilian personnel with differing benefits,

entitlements, rules, and diverse missions -- while maintaining the same performance standards. The 507th's human capital mix includes about 80 percent traditional Reservists and 17 percent Technicians. The remaining 3 percent includes civilians, active duty, and statutory tour members. The 507th also supports three gaining major commands.

"Leadership and management approaches are critical links to keeping the work force trained and motivated. The goal is to keep our people involved and committed. That requires providing opportunities for growth and development for a highly diverse team. Reserve unit recruiting and hiring approaches allow us to reach a larger manpower pool than that available to active duty or DOD civilian agencies. While our training, development, and manpower category approaches

provide flexible solutions to production needs," she said.

When asked why focus on human capital instead of the more traditional human resources, Journey responded, "We view resources as something to use and we don't always worry about using them up. Capital, on the other hand, is viewed as a long term investment that will take care of us. As long as we manage capital effectively, it grows and produces even greater benefits."

Journey said the Reserve has to view people as an asset with the ability to mature and grow. "We have full-time commitments to our major commands that can't be met without our people. If they give any thought to it at all, most people think of reservists as people you only call when the bullets are flying and you just

(Continued on page 5)



Col. Martin M. Mazick, 507th Wing Commander, gives a tour of the Wing's facilities to members of the Oklahoma City Air Logistics Command's "Fast Track" Management Program. The tour followed a speech presented by CMSgt. Belinda Journey, 507th Wing Quality Office, on challenges future managers will face with a changing workforce. (Photo by Capt. Rich Curry)

June Schedule of Events

Date/Time	Meetings, Etc.	Location
Fri, 06 Jun		
1300	Pre-UTA Cmdr Staff Mtg	Bldg 1043, Conf Rm
1400	Pre-UTA First Sgt Mtg	Bldg 1043, TNET Rm

Sat, 07 Jun

As Designated by Unit	Sign In	As Designated by Unit
0730-0930	Newcomers In-Processing	Bldg 1043, Rm 201C
0800-1600	Ed&Tng Open/Walk-in Service	Bldg 1043, Rm 206
1000-1100	3A0X1 Info Mgmt Tng	Bldg 1066, OG Conf Rm
1000-1500	Newcomers Orientation	Bldg 1030, Classroom 1
1000	Mobility Rep Meeting	Bldg 1043, TNET Rm
1100	First Sgts Meeting	Dining Hall, Sun Rm
1300-1400	IG period w/Col Pillar	Bldg 1043, Rm B6, Basement
1400-1500	Training Improvement Council Mtg	Bldg 1043, Conf Rm
1500-1630	Newcomers Ancillary Tng Ph I	Bldg 1030, Classroom 1

Sun, 08 Jun

As Designated by Unit	Sign In	As Designated by Unit
0730-0800	Protestant Chapel Service	Bldg 1030, Classroom 2
0730-0800	Catholic Chapel Service	Bldg 1043, TNET Rm
0730-0930	Ed&Tng Closed for In-House Tng	Bldg 1043, Rm 206
0730-0930	MPF Closed for In-House Tng	Bldg 1043
0730-1200	Newcomers Ancillary Tng Ph II	Bldg 1030, Classroom 1
0815-1130	CDC/PME Course Exams	Bldg 460, Rm 213
0815-1115	Supervisor Safety Trng	Bldg 1030, Classroom 2
0830-0930	Enlisted Advisory Council	Bldg 1043, Conf Rm
0900-1000	3A0X1 Info Mgmt Tng	Bldg 1066, OG Conf Rm
0930-1330	Ed&Tng Open by Appt x47075	Bldg 1043, Rm 206
1000-1200	Human Resources Dev Council	Bldg 1043, TNET Room
1230-1630	EO 2000 Training	Bldg 1030, Classroom 1
1300	SORTS Mass Briefing	Bldg 1043, Conf Rm
1300-1400	507th Silver Anniversary Mtg	Bldg 1043, TNET Rm
As designated by Unit	Sign Out	As Designated by Unit

HOT TOPICS.....

- ✓ CDC/PME Course Exams will be scheduled for 0815 starting on Sunday of this UTA. Exams will also be scheduled for 0815 on each Wednesday.
- ✓ Quarterly Training Meeting will be held on July 12th at 1430 in CC Conference room.
- ✓ A wonderful opportunity awaits you!! That degree you've been trying to get in aviation/aerospace, without travelling great distances. The Oklahoma City Aviation Education Alliance is waiting for your call (405) 739-2574.
- ✓ If you are taking a Course Exam RETAKE on a Mandatory CDC? (Not PME) Bring your Training Record and the Commander's Eval letter to testing room or you will not be permitted to test! UTM's please help us with informing all personnel testing.
- ✓ This is your very Last chance for the NCOA and LDP courses. See your UTM to sign up. Time has run out for FY 97!

Training Planner

.....

Long Range Schedule

June	
7-8	465 ARS Combat Surv Trng
7-8	Off Station UTA B-1 ABDR, Eng1 Crew 1 (McConnell) UTA Blood drive
7	ATA Blood drive
7-21	AT-B-52 Team (Minot)
7-21	AT- Supply/Trans, Eng 2 Crews 3,4,5 (Aviano)
7-21	AT-72 APS (Dover)
21-27	AT-CF/CSM
28-29	Off UTA-135A&B Teams
July	
4	INDEPENDENCE DAY ☆
7-11	NCOLDP 97B Phase I
12-13	465 ARS Water Survival
12-26	AT-KC 135 A&B Teams (Mildenhall)
13	513 ACG Anniversary/Picnic
19-01 Aug	AT-72 APS (Travis AFB)
26-27	Off Station UTA Eng 2 Crews 2,3,4,5 (Ft. Smith)
28-01 Aug	NCOLDP 97B Phase II
Aug	
01	NCOLDP Graduation
01-TBD	465 ARS Denmark Deployment
02-03	Off Station UTA B-1 ABDR, Eng1 Crew 1 (McConnell)
09-10	Off-station UTA Eng 2 Crews 3-5 (Tulsa OK ANG)
Sept	
06-07	Combat Survival Trng (465 ARS)
07	Base MOBEX
22-30	465 ARS Geilenkirchen AB, Ge
Oct	
01-05	465 ARS Geilenkirchen AB, Ge
04	Wing-wide MOBEX
04	Blood drive
Nov	
08-09	HQ AFMC ORI
14	Global Guardian
Dec	
06	Blood drive
06	JA-LOAC Rpt due to 4th NLT 01 Jan 98

FY 97 UTA Schedule	
12-13 July 97	02-03 Aug 97
13-14 Sep 97	as of: 12 May 97

July Schedule of Events

Date/Time	Meetings, Etc.	Location
Fri, 11 Jul		
1300	Pre-UTA Cmdr Staff Mtg	Bldg 1043, Conf Rm
1400	Pre-UTA First Sgt Mtg	Bldg 1043, TNET Rm
1430	Quarterly Training Mtg	Bldg 1043, Conf Rm

Sat, 12 Jul

As Designated by Unit	Sign In	As Designated by Unit
0730-0930	Newcomers In-Processing	Bldg 1043, Rm 201C
0800-1600	Ed&Tng Open/Walk-in Service	Bldg 1043, Rm 206
1000-1100	3A0X1 Info Mgmt Tng	Bldg 1066, OG Conf Rm
1000-1500	Newcomers Orientation	Bldg 1030, Classroom 1
1000	Mobility Rep Meeting	Bldg 1043, TNET Rm
1030	First Sgts Meeting	Dining Hall, Sun Rm
1300-1400	IG period w/Col Pillar	Bldg 1043, Rm B6, Basement
1400-1500	Training Improvement Council Mtg	Bldg 1043, Conf Rm
1500-1630	Newcomers Ancillary Tng Ph I	Bldg 1030, Classroom 1

Sun, 13 Jul

As Designated by Unit	Sign In	As Designated by Unit
0730-0800	Protestant Chapel Service	Bldg 1030, Classroom 2
0730-0800	Catholic Chapel Service	Bldg 1043, TNET Rm
0730-0930	Ed&Tng Closed for In-House Tng	Bldg 1043, Rm 206
0730-0930	MPF Closed for In-House Tng	Bldg 1043
0730-1200	Newcomers Ancillary Tng Ph II	Bldg 1030, Classroom 1
0815-1115	HAZCOM Tng	Bldg 1030, Classroom 2
0815-1130	CDC/PME Course Exams	Bldg 460, Rm 213
0830-0930	Enlisted Advisory Council	Bldg 1043, Conf Rm
0900-1000	3A0X1 Info Mgmt Tng	Bldg 1066, OG Conf Rm
0930-1330	Ed&Tng Open by Appt x47075	Bldg 1043, Rm 206
1000-1200	Human Resources Dev Council	Bldg 1043, TNET Room
1230-1630	EO 2000 Training	Bldg 1030, Classroom 1
1300	SORTS Mass Briefing	Bldg 1043, Conf Rm
1300	CDC/PME Course Exams	Bldg 460, Rm 213
1300-1400	507th Silver Anniversary Mtg	Bldg 1043, TNET Rm
As designated by Unit	Sign Out	As Designated by Unit

Ancillary Training

Newcomers Ancillary Training

Newcomers Ancillary Training Phase I & II are conducted monthly in Bldg 1030, Classroom 1 (Room 217). Unit training managers are responsible for ensuring their new personnel are scheduled to attend within 90 days of their first UTA. If you have any questions, contact the Education and Training Flight at x47075.

Phase I	Time	Subject	OPR
Saturday	1500-1600	Human Relations	SA
Saturday	1600-1630	Local Conditions-Traffic	SE
Phase II			
Sunday	0730-0800	Base Populace	CEX
Sunday	0800-0900	Drug and Alcohol	SG
Sunday	0900-1030	UCMJ/Ethics	JA
Sunday	1030-1130	Counter Intel/Protection from Terrorism	SP
Sunday	1130-1200	Security Awareness (C4 SATE)	CF

Commit yourself
to constant
self-improvement

H. Jackson Brown, Jr.

UCMJ Briefing

All enlisted personnel are required to have the UCMJ briefing within two UTAs of their first reenlistment. This briefing is held during Phase II of the monthly Newcomers Ancillary Training at 0900 on Sunday of the UTA in Bldg 1030, Classroom 1.

Ethics Briefing

All reserve personnel are required to have the DOD Ethics Briefing within 90 days of reporting for duty. This briefing is held in conjunction with the UCMJ briefing during Phase II of the monthly Newcomers Ancillary Training at 0900 on Sunday of the UTA in Bldg 1030, Classroom 1.

Disaster Preparedness

Units may schedule Chemical Warfare training, by-name, throughout the year by calling the DW office at x45249, NLT one UTA prior to requested class date. Ensure all personnel bring their "go-bag," including gas mask and chemical warfare ensemble to all classes. It is imperative that classes start on time. Anyone arriving late will be reported as a no-show.

IMPORTANT NOTE: Bring gas mask eyeglass inserts if you have them. In addition, please be aware that contact lenses can not be worn during this training.

For Your Viewing Pleasure, The Education Office and ViaGrafix Presents: The 507th Learning Library

There are some things in this world that will never change- people and advancing technology. This we all know; but, did you know that the Wing Education and Training Office has many tools available that will help you deal with both. Maybe you're a supervisor and want to hone your management or leadership skills. Maybe you just want to improve your negotiating skills for that up and coming civilian promotion, or your public speaking skills for the next board meeting. Maybe, just

maybe, you like the majority of us and need to increase your computer skills. If you fit into any of these areas then you need to come visit the Education Office's Learning Center in Bldg 1043, room 206. There are videos, CD-ROM tutorials, and cassettes available, but you have to take the first step. You can sign out some of these for the UTA, others you can view here, and the CDs you may be able to do on training computers (depending on availability). Sound interesting? Come by to see us today or give us a call at X4-7075.

HERE'S WHAT'S AVAILABLE:

Video Topics



(These series have Intro-Adv)
Windows 3.1, Windows NT, Access, Microsoft Office, Excel, Powerpoint, Netscape, WWW, Internet, Project, Word for Windows,....Others:
Team building, Project Mgmt, Telephone skills, Interviewing, Negotiating, StressMgmt, Publicspeaking, Customer service skills.

CD Tutorials



Netscape
Internet
WWW
Windows
Access
Word
Powerpoint
Excel

Cassettes



Stress Management
Business Etiquette
Business writing skills

NCO Academy In-Residence

Class	Dates
97-5	22 July 97-28 Aug 97
97-6	15 Sep 97-23 Oct 97

FY 97 NCO LDP Class Dates

Class 97B	Dates
phase I:	M-F 7-11 Jul 97
phase II:	M-F 28 Jul-1 Aug 97

Please contact your Unit Training Manager to initiate your application.

This publication is brought to you by your friendly Education and Training staff. If you need assistance or have suggestions for how we can improve our service to you, please call us at (405) 734-7075, or stop by our office in Bldg 1043, Room 206.

Editor: CMSgt Judy A. McKisson, Chief, Career Progression/Training Mgmt (ART)
Assistant Editor: TSgt Daryl R. Sullivan, NCOIC, Adult Education Opportunities
Contributing Editors:

MSgt Dennis Cain, Education & Training (ART)
TSgt Sharon Lochman, NCOIC, Schools and OJT (ART)
TSgt Jason Yocum, Education and Training Advisor
SSgt Scarlet McCloud, Education and Training Advisor
Mr. John Baker, Education and Testing Services Advisor

Learn to Listen.
Opportunity
sometimes
knocks very softly

H. Jackson Brown, Jr.

BAQ Recertification Deadlines

If your SSAN ends with a 0 or 5 you have until 30 June 1997 to recertify your BAQ or have it terminated. Please see your Unit BAQ monitor to complete the AF Form 987. 507th Pay sends the list to Unit BAQ Monitors who must return the list complete with all recertifications to the Military Pay Section. NOTE: If you don't have dependents, you do not need to recertify.

Military Pay

File for pay by:	Receive Direct Deposit by:
10 Jun	18 Jun
12 Jun	20 Jun
17 Jun	25 Jun
19 Jun	27 Jun
23 Jun	30 Jun
26 Jun	03 Jul
30 Jun	09 Jul
02 Jul	11 Jul
07 Jul	15 Jul
10 Jul	18 Jul

OJT Responsibilities, Programs, Policies Update

Attention ALL Supervisors, Trainers, and Certifiers!

Maybe your supervisor has just appointed you as a trainer. Then again, you may have been a supervisor for years, but aren't sure if you are up to speed on the latest, (seemingly constant) changes in training requirements for awarding 5/7 skill levels, or trainers/certifiers. Your unit training manager is your point of contact for assistance. He or she can help you get the answers you need to: establish a plan to satisfy specialty qualification and skill-level upgrade requirements, track career development course requirements, integrate training into day-

to-day operations, or request an in-resident PME or AFSC-related school. On top of all that, the Training Manager sets up and delivers the "Air Force Training Course" you need to qualify as a trainer, and conducts formal and informal workcenter assistance visits.

Get to know your unit Training Manager if you don't already. The partnership you forming with this person can make life a little easier for you, the training manager, and the individuals you train and supervise.

5-Skill level (Journeyman) upgrade

- * Complete a 3 month apprenticeship period
- * Complete mandatory CDCs, if available
- * Complete all core tasks identified in the CFETP and other duty position tasks identified by the supervisor
- * Complete a minimum of 15 months in upgrade training (UGT)
 - * Individuals in retraining status must complete a minimum of 6 months in UGT
- * Meet mandatory requirements listed in specialty description in AFMAN 36-2108 (Airman Classification) and CFETP
- * Be recommended by the supervisor

7-Skill level (Craftsman) upgrade

- * Be a SSgt
- * Complete mandatory CDCs if available
- * Complete all core tasks identified in the CFETP and other duty position tasks identified by the supervisor
- * Attend mandatory 7-skill level craftsman course, if available
 - * Complete a minimum of 12 months in UGT, prior to attendance
 - * Individuals in retraining status, complete a minimum of 6 months UGT, prior to attendance
- * Complete a minimum of 18 months TOTAL time in UGT
 - * Individuals in retraining status must complete a minimum of 12 months TOTAL time in UGT
- * Meet mandatory requirements listed in specialty description in AFMAN 36-2108 (Airman Classification) and CFETP
- * Be recommended by the supervisor

In both instances the supervisor initiates the AF Form 2096 (Classification/OJT) Action through the Unit Training Manager (UTM). (IFPC-III capable, the supervisor contacts the UTM to initiate the process in PC-III)

Trainers

- * Recommended, in writing, by the supervisor through squadron CC
- * Qualified and certified to perform the task to be trained
- * Have attended a formal trainers courses (The Air Force Training Course-AFTC)

Certifiers

- * At least a SSgt with a 5-skill level or civilian equivalent
- * Are someone other than the trainer
- * Are qualified and certified to perform the task being certified
- * Have attended a formal certifier course (AFTC)
 - * **Exceptions:** Trainers may sign off records on non-core, non-critical tasks by initialing the trainer's column
 - * Units with unique certification/standardization requirements follow your approved procedures (i.e. Flight Evaluators, QA)
 - * "One-person shops" any person qualified to perform the task regardless of rank, who has completed the AFTC may act as the certifier.
 - * AFSCs without a 5-skill level, a 3-skill level who meets all other requirements may also act as the certifier
 - * Individuals who have attended a formal instructor qualification course and is currently performing as an instructor, needs not to attend the AFTC

Managing Reserve Capital....

(Continued from Page 4)

don't have enough active duty troops to get the job done. That's not true. We support local, national, and global missions continuously -- especially now in peacetime.

"We're a federal asset. I guess you could say we provide work surge capacity for the Department of Defense. We fly and fix airplanes, we maintain communications, we build and maintain facilities, we manage health care, we manage cargo movement, and we provide security forces. If the Air Force does it, we probably have a piece of the mission," she said.

Get ready for the office worker of the future

She said the DOD is facing its own management challenge: a stable or growing work load with a shrinking workforce. "You need to ask the question: Can diverse human capital portfolios be used more effectively throughout the DOD to provide innovative solution to old manpower problems? Managers in the federal sector can learn about job-sharing, effective use of temps and effective methods for reducing learning cycles by studying the Reserve."

Journey reminded managers that virtual office, telecommuting and flex scheduling are making their way into the federal sector. She describes herself as a forward thinker, constantly looking at the future with the goal of finding opportunities and she challenged others to do the same. Her 22 years of federal service have included equal time on active duty and in the Reserve. "The Reserve advantage is that I can get involved and stay involved with my unit and my community. There's no transfer order on the horizon for me."

As a Reserve Technician, Journey's normal schedule includes her reserve duty on top of a forty hour work week; however, like many other Reservists, she does get involved. She is a senior examiner on the 1997 Board of Examiners for the Oklahoma State Quality Award Foundation. She has served as an examiner for the Secretary of the Air Force Unit Quality Award Program since 1993. Journey represents the 507th as a member of the Oklahoma Federal Quality Council. She also conducts management workshops around the country for various schools, government agencies and non-profit groups.

Associate instructor pilots fly first student sorties

VANCE AIR FORCE BASE, OKLA. -- A pair of Air Force reservists made Air Force history here May 1 when they flew the first undergraduate pilot training sorties as Reserve associate instructor pilots.

Lt. Col. Larry "Jesse" James and Capt. Nick Kangas were the first Air Force Reserve Command IPs to take a pair of 25th Flying Training Squadron students on a T-38 training sortie.

The 5th Flying Training Flight was officially designated an associate unit at Vance April 1, according to Lt. Col. Greg Phillips, 5th FTF commander. "This is a unique situation in that we're not just

flying Air Force aircraft, but we're also flying with their students," he said.

"Our job is to come in and fly student sorties, and help Air Education and Training Command produce fighter pilots."

Both Vance and Columbus Air Force Base, Miss., which also has a Reserve associate unit, will have 10 full-time Reserve personnel and 15 traditional reservists when fully manned.

Phillips said the Reserve IPs will contribute a lot of experience to the mission of training the world's best pilots. "For our unit, our average flying time for the pilots we're going to have is about 2,400 hours - and this is just military



There's two sides to a Journey



In both her military and civil service jobs, CMSgt. Belinda Journey has been recognized for her extraordinary efforts.

Above, Journey receives a plaque in recognition of her nomination as Oklahoma Federal Employee of the Year while below, she receives a Meritorious Service Medal for her work in the Air Force Reserve.

flying hours," he said "A lot of the IPs, who are also airline pilots, have a lot more hours than that."

Phillips said his flight should have about 15 IPs on board by the end of the year, with the remaining 10 arriving throughout 1998.

Throughout the 25th FTS, the impression of the program so far has been positive. "The Reserve IPs have a lot of experience," said Lt. Col. Kenneth Orban, operations officer, "and they offer us a different perspective on things."

"We're very enthusiastic about this," Phillips said. "We think it has a bright future." (AFRC News Service from a Vance AFB news release)

June 1997

On-final

"Readiness Is Our Number One Priority"

Page 5

Syndrome X: A time bomb in the making?

By Dr. (Maj.) David Vu
507th Medical Squadron

Most people have heard of the X Files, but what about something much more sinister and deadly called Syndrome X? If you love mystery and suspense, Syndrome X would be worth review.

This is not a science fiction movie plot, but is actually a new group of abnormalities described a few years ago by a doctor from Stanford University. We will hear about it more and more in the near future as our health care system shifts to preventative medicine and physicians try to stop diabetes and heart disease.

According to medical researchers, 30% of the total American population is afflicted with Syndrome X but the percentage is much higher among certain ethnic groups such as Native Americans, Asians, Middle Easterners, Hispanics, and African Americans.

Syndrome X describes a basic physiologic abnormality: Insulin resistance. It is genetic in origin but made manifest by our sedentary lifestyle and diet. Syndrome X leads eventually to

diabetes, hypertension, hypercholesterolemia and arteriosclerosis, the main causes of death in America.

The reason that Syndrome X is more prevalent among these ethnic groups is that during their evolution, they had developed a defense mechanism against the cycle of feast and famine. They are called the slow metabolizers versus the fast metabolizers, more prevalent among Caucasians.

Slow metabolizers can better withstand hunger and strenuous physical activities. This was important during the hard conditions of a pre-industrial society, but it doesn't fit a world dominated by computers, modern transportation, and remote control devices.

The long-term consequences of this could prove devastating for all of us. We may see increased illnesses in specific groups, while all of us, as taxpayers, may need to foot the bill these medical demands will cause on our health care system.

The good news is that the effects of Syndrome X can be prevented by a regimen of strenuous physical activities, at least 45 minutes daily, along with a high fiber, low fat diet. Exercise helps to prevent the most common causes of morbidity in the U.S. It saves our lives and starts with just one step. You have the power to take that step. Will you do it?

507th members compete with "best of the best"

By TSgt. Melba Koch
507th Wing Public Affairs

Three members of the 507th Mission Support Squadron made history in 1996 as they competed at base level for Senior NCO, NCO and Airman of the Year. This was the first time a 507th reservist has had the opportunity to compete at the base level.

MSGT. Terry Tunender, TSgt. Deborah Kidd, and SrA (now SSGT.) Kevin Hurley, the 507th Wing winners for 1996, were the unit's entries to the base competition.

"We almost passed up the opportunity to compete. The Operational Readiness Inspection was coming up and we didn't feel adequately prepared," said Kidd.

The competitors said they wished they could have been better prepared. They needed official photos and two had not faced a board before. "We were sweating bullets, wondering if we were ready," said Kidd. "CMSgt. Bob Kellington, 507th Wing senior enlisted advisor, was on the board. That helped calm my nerves."

The competitors talked with the 507th Enlisted Advisory Council after meeting the board, to pass on their comments. They suggested that quarterly winners can become familiar with facing boards by doing one at the wing level, before going forward to base level.

Overall, the participants said they felt it was a good experience. "My family got to meet people that I'm always talking about from work. And the moral support from Col. Mixon, Maj. Miller and Chief Kellington was very helpful," Kidd said.

Each nominee was highlighted during a slide presentation and presented a framed medal with the insignia "Tinker Air Force Base Annual Outstanding Enlisted Airmen Recognition Program Nominee." The winners were presented hundreds of dollars worth of prizes, gift certificates, from local merchants.

"I would do it again if I had the opportunity," said Kidd. "We put the 507th in the door — and it was a good experience."

"According to Chief Kellington, "This was our first competition, and even though our people didn't win the base award, we learned a lot."

"I was impressed by what the board looked for and how it was run. When I

saw the active duty people readily accept and provide assistance, I was pleased. I can honestly say we were in the thick of the competition — in 'best of best' competing on a level playing field.

"I was proud of how we handled ourselves. The other board members commented on how well we did at our first competition. We, the 507th, are looking forward to future base competitions. It was a learning experience, one they will cherish and be proud of the rest of their lives. It was a tough competition and they have a right to hold their heads up high."

Air Force launches Savings Bonds campaign

WASHINGTON (AFNS) — Secretary of the Air Force Sheila E. Widnall and U.S. Treasurer Mary Ellen Withrow joined forces May 16 at the Pentagon to launch the 1997 U.S. Savings Bonds campaign for the Air Force.

The campaign will run from June 1-23. During this period, all Air Force people will receive an informational brochure and be given the chance to sign up to receive Savings Bonds through the payroll savings plan. Those who want more information can contact their payroll or personnel office.

The current interest rate for U.S. Savings Bonds is 5.68 percent. Bonds earn market-based interest that accrues monthly from the issue date. Interest earned is free from local and state tax. Federal tax is deferred until the bonds are redeemed. Bonds earn interest for up to 30 years and are guaranteed safe by the U.S. government.

Overdue accounts a problem

AMEX cracks down on delinquent bills

The Air Force Reserve has implemented a new policy concerning American Express (AMEX) card holders. The new policy states that any account that becomes 60-days delinquent will now be automatically suspended. Cards will remain in suspended status until the entire account balance (both current and delinquent balances) is paid.

Further, the policy states, accounts that become 60-days delinquent twice in a 12-month period will be automatically canceled. Any account canceled under this process can be reinstated within 12 months of the cancellation by having the individual's commander or supervisor submit a request for reinstatement through the Financial Management Office. In reinstatement through the Financial Management Office, the account will be reinstated. AMEX reserves the right to deny reinstatement of the account.

The AMEX program was established to provide credit cards to military members in lieu of advance cash payments, eliminating the need for Military Pay Offices to maintain large amounts of cash in their safes. The card gives military members the ability to "pay-as-they-go" during official military travel.

Unofficial or improper use of the credit card, as well as delinquent bill payments by some reservists, are a major concern of Reserve officials.

According to Mark Scoles, 507th Wing Budget Officer, all Air Force Reservist members and employees using the AMEX card are expected to pay their bills on time and well before their accounts become 60 days delinquent. Scoles added that travelers in a long term TDY status (more than 30 days) should file interim travel vouchers for reimbursement and keep their AMEX bills from reaching the 60 day delinquent mark.

For more information, call the 507th Financial Management Office at ext. 47207.



Enlisted Performance Report program revamped

The Air Force Reserve Command Executive Group, in a decision based on the command's need to move closer to the active duty way of doing business, have established the policy of accomplishing Enlisted Performance Reports (EPRs) on all enlisted reservists on a regular basis.

Previously, EPRs were required for an enlisted member when there was a permanent change of station (PCS) or at the direction of the commander. The new policy requires EPRs to be completed every two years for all assigned reservists. EPRs will also be required annually for those on statutory tours.

In a letter to commanders, Maj. Gen. Robert McIntosh, Chief of Air Force Reserve Command, said, "The Air Force Reserve today, possibly more than ever before in its history, requires objective and effective documentation of performance and potential. Recent demands caused by force reductions and increased accountability issues have, in fact, made such documentation critical."

In addition to building supervisory skills, it will also aid in the nomination process for assignments, statutory tours, awards and decorations, commissioning, professional military education, and unit vacancy promotions.

The first biennial reports for unit reservists will be phased in beginning this September. Annual reports for statutory tour reservists began last May.

The Personnel Data System (PDS) will make selections based on the month members arrived on station. The PDS will not select individuals who have received an EPR within the 24 months prior to their arrival month.

To lessen the workload on the personnel flights, the new EPR requirement is being phased in over a two-year period. The first year, beginning this month, will see the start of EPR shell (a personnel information record)

generations 90 days prior to the reports due date. The PDS will select personnel whose social security numbers end in 0

through 4, with September as the month arrived on station.

The second year, beginning June 1998, the PDS will select all remaining personnel, based on the month they arrived on station, beginning September. All remaining will include those not selected the first year because they had received an EPR within the prior two years.

Air Force Instruction 36-2403, "The Enlisted Evaluation System", is being revised to include this change and reestablish the requirement for unit reservists to have a minimum of 16 points, or a 4 UTA equivalent, under direct supervision of their rater before an EPR is required.

The 507th Military Personnel Flight is currently preparing an instruction booklet for all military supervisors. Officials say it should be ready by the end of July. For more information on EPRs or the program implementation, call the 507th Military Personnel Flight at ext. 47491.

Reserve News

Liquid paper "no-go" on orders

Liquid paper, white-out, etc is not to be used on AF938's (military orders). According to 507th Wing Military Pay Office officials, if a correction has to be made to your orders, line through the error, initial and correct it.

Force restructure changes slated

Force structure announcements in late April and early May call for the Air Force Reserve Command to take personnel reductions, alter C-130 units and move a numbered air force headquarters.

Reserve wings at Travis AFB, Calif., and McChord AFB, Wash., will lose 400 drill and 65 civilian positions as the Air Force continues to retire C-141s.

At Charleston AFB, S.C., the Reserve's 315th Airlift Wing will see an increase of 165 reserve drill and 33 civilian authorizations when the host wing receives six more C-17 aircraft. But, the retirement of four C-141B aircraft will result in a decrease of 90 drill and 13 civilian authorizations in the Reserve unit.

Refer a friend for a career future!

There are still positions available within the 507th. Help out unit recruiters by providing them a name or contact one of the following recruiters:

Tinker & Vance AFBs, OK.
MSgt. Al Garza
405-734-5331

Midwest City, OK.
MSgt. Linda Smith
TSgt Jackie Stanley
TSgt Eric Glick
405-733-9403

Sheppard AFB, Texas (Mon-Thurs)
MSgt Bob Wright 817-676-3382

Altus AFB, (Fridays) 405-481-5123
MSgt Bob Wright

Lawton, OK. 405-357-2784
MSgt. Larry Giles

McConnell AFB, Kans..
MSgt. Terry Gosh, 316-652-4350

At Keesler AFB, Miss., the 403rd Wing will transition from WC-130H to WC-130J weather reconnaissance aircraft between October 1998 and March 1999.

The modernization move will not affect unit manpower until the new aircraft and its personnel requirements have been evaluated during a full storm season. C-130 units at Willow Grove Air Reserve Station, Pa.; Peterson AFB, Colo.; and Gen. Mitchell International Airport ARS, Wis., will each give up two C-130s. However, only Willow Grove will lose authorizations - 72 drill and 13 civilian.

Headquarters 4th Air Force will relocate some 425 miles from McClellan AFB in northern California to March Air Reserve Base outside Los Angeles. The transfer will occur in mid-1998, and affect 82 drill and 76 civilian positions.

C-130s in Southwest Asia

Four Air Force Reserve Command airlift units will deploy eight C-130 aircraft, 12 aircrews and more than 100 support personnel to Southwest Asia starting June 7.

Pittsburgh International Airport Air Reserve Station, Pa.; Youngstown Air Reserve Station, Ohio; and Dobbins Air Reserve Base, Ga., will each send two C-130H aircraft with a total of some 140 people, including nine aircrews, to Al Kharj, Saudi Arabia. Peterson AFB, Colo., will fly two C-130H aircraft and some 50 people, including three crews, to another country in Southwest Asia. If needed, other AFRC C-130 units will augment these deployments with reservists.

While deployed, the reservists will provide intra-theater airlift support - transporting people, supplies and equipment from point to point in the theater - for Department of Defense

agencies in the Southwest Asia area of responsibility.

The aircraft will remain overseas until mid-July, but most of the reservists will stay for two weeks with replacements arriving on a rotational basis.

Better bug bombing

Air Force Reserve Command's 910th Airlift Wing at Youngstown Air Reserve Base, Ohio, is using satellite technology to more accurately deliver aerial spray to eradicate unwanted insects.

Differential Global Positioning System, based on satellites orbiting the earth, allows specially equipped C-130 aircraft to be accurately positioned to a location within one meter compared to a 10-meter accuracy using the existing military Global Position System.

Military GPS, on which DGPS relies, was introduced in the early 1970s and used extensively during the Persian Gulf War. The 910th Airlift Wing is the only Air Force unit capable of aerial spray operations to control disease-carrying pests and insects, and provides the only fixed-wing aerial spray capability in the Department of Defense.

DGPS allows the unit to spray over hostile environments, water, deserts and forest without labor-intensive, hazardous pre-marking, say unit officials.

Command competes in Readiness Challenge

Air Force Reserve Command representatives placed in three events and finished fifth overall in Readiness Challenge VI at Tyndall Air Force Base, Fla., April 26-May 2. Readiness Challenge events pitted teams of civil engineer, services, chaplain service, and public affairs personnel in 25 events.

507th Wing mints Silver Anniversary coin

A special Silver Anniversary coin is being minted and will be available for sale soon.

This limited edition coin will sell for \$6, with proceeds to be used to help fund the unit's 25th Silver Anniversary party.

The coin features the aircraft flown by the 507th throughout its 25-year history here at Tinker AFB. The coin will come in its own plastic case and will be available for purchase by any 507th member, past or present.

For information or to place an order, contact CMSgt. Robert Kellington, 507th Senior Enlisted Advisor at ext. 45101 or TSgt. Kathy Lowman at ext. 43269.

