



# Kukailimoku

## War God Of King Kamehameha I · 154 COMPG

Vol.37, No. 10

Hickam Air Force Base  
Hawaii

October 6, 1991

### FY 1991 Great Success

by Col. Michael Tice, Commander 154th COMPG

The 154th COMPG finished Fiscal Year 1991 on a high note! Of all the "indicators" of our successes, flying hours and sorties are two of the most visible and meaningful, as they should be in a flying unit. In BOTH categories, the F-15 and C-130, we exceeded our original programmed numbers as shown.

	<u>F-15</u>	<u>C-130</u>
Programmed Hours	4446	350
Actual Hours	4506	583
Programmed Sorties	3790	358
Actual Sorties	3877	489

Everyone in the 154th COMPG contributed to this effort in one form or another and therefore shares the credit. The bottom line is it equates to Readiness and Combat Capability and that's what we're all here to support. I thank each and everyone of you for making it happen.

We began FY91 with a pretty comprehensive and meaningful set of Goals and Objectives that helped to provide the focus and direction of our efforts. We've done the same for FY92 and they're included at the end of this issue of the Kukailimoku. As I did last year, I ask that you read them and then ask yourself what you can do to help us achieve them.

Readiness, recruiting/retention and further development of high personal and professional standards will drive our efforts. Overlay the ongoing activation of the 154th Tactical Control Squadron on Kauai, the 203rd Air Refueling Squadron here at Hickam, the swap out our F-15's for newer models, construction on the flight line and in the engine shop. Unit deployments and our normal complement of visitors and you can see FY92 is going to be another challenging and gratifying year. It will require we pull together even harder than last year to make it all happen!

### Year of the Family 1992



The Hawaii State Legislature, with concurrence of Governor John Waihee, has designated 1992 as the Year of the Family.

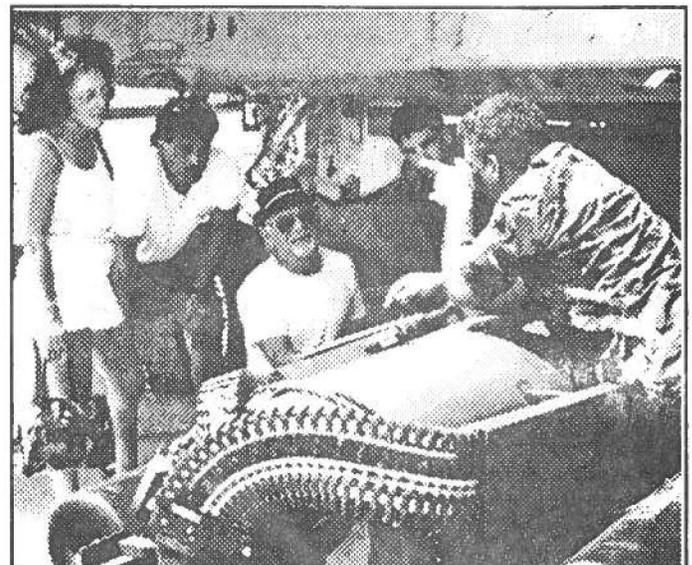
The Hawaii National Guard Family Support Groups will be participating in the following activities through-out the year:

Proclamation and Reception Ceremony - Friday, January 24, 1992 at the State Capitol.

Kick-Off Event - February 17, 1992 at the Aloha Stadium during the annual Carol Kai Aloha Fun Run.

Family Support Groups Conference - September.

National Week of the Family November 22 - 28, 1992.



Family Day 1991. Photo by SSgt. Charlie Chang.

# Promotions

Hats off to the following individuals who were promoted/appointed to the ranks shown effective on the dates indicated:

<b>154 CAMS</b>	
SMSGT JAMES B. ANDRADE	16 SEP 91
SMSGT ROY T. KUWANA	16 SEP 91
TSGT ANN N. PARRILLA	16 AUG 91
TSGT GARY T. SAITO	16 AUG 91
SSGT NORIO M. COLIPANO	16 AUG 91
SSGT ERIC CORREA	16 AUG 91
SSGT ROBERT A. GARCIA	16 AUG 91
SSGT GARY M TAKATA	16 AUG 91
SSGT GORDON M. NARUSAWA	16 AUG 91
SSGT JEFFREY A. YOKONO	16 AUG 91
<b>154 CES</b>	
MSGT LISA A. RODRIGUES	16 AUG 91
TSGT MARIANO BALIARES, JR.	16 AUG 91
<b>154MSF</b>	
TSGT MARK M. UEUNTEN	16 AUG 91
<b>154 SVF</b>	
AMN CATHY ANN L.O. GOMABON	19 SEP 91
<b>154TCS</b>	
SMSGT GEMI PASCUA	16 SEP 91
TSGT JUAN P. LORENZO, JR.	16 SEP 91
TSGT CHAD A. FUJII	16 SEP 91
SSGT JOHN M. GEBAUER	16 SEP 91
SSGT WAYNE M. HORI	16 AUG 91
SSGT RANNEY J. WARBURTON	16 SEP 91
<b>199 TFS</b>	
SSGT MARC W.P. OCHOCO	16 SEP 91
<b>154 SPF</b>	
TSGT RANDALL J. BURNETT	16 SEP 91

# ANGNCOAGA - Chapter 18

by SMSgt. Ken Sonan

Chapter 18 will support the Easter Seals Golf Tournament fund raiser at the Hickam AFB Malama Bay Golf Course on November 8, 1991. If interested, please contact MSgt. Mel Ige at 449-5048.

On November 17, the Chapter will again be supporting the Patty Smith Fun Run on Oahu. Approximately 800 people will participate in this year's Fun Run. Monies raised from this project will help the Pacific Foundation for Cancer Research. Volunteers are needed for this project. If interested, please call SMSgt. James Akamine at 655-7367 or SMSgt. Ken Sonan at 449-7736.

The Chapter is planning a T-shirt fund raiser. The T-shirt will have the Chapter 18 logo imprinted. If members are interested in this project, contact MSgt. Rose Vandiola at 449-7794.

Nominations for Chapter 18 officers, vice president and treasurer, are open to active members that are graduates of the NCO Academy. Submit your name or nominations to TSgt. Douglas Awana, 154 CAMS/MAO by October 12, 1991. This year's ballot, members will vote whether or not to provide one (1) year free Chapter 18 membership to HIANG NCO Academy Honor Graduates.

Our membership is now 115 of 165 eligible NCO's. Fifty short of 100%. We need more NCO participation in our association. Call TSgt. Jacqueline Jakahi at 449-3812. Lets make our most improved Chapter become among the BEST in the Nation. Your leadership and participation can make the difference.

**Interdenominational Worship Services, SUNDAY UTAs**  
**154 CAM SQ CLASS ROOM #3**  
**Time: 6:45 a.m.**  
**All interested persons invited to attend.**

## KUKAILIMOKU

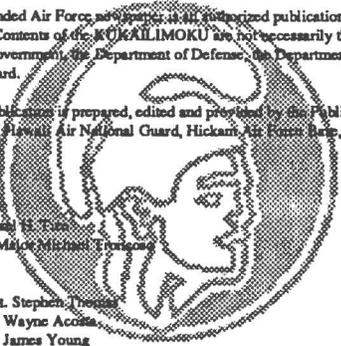
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This publication is prepared, edited and provided by the Public Affairs Office of the 154th Composite Group, Hawaii Air National Guard, Hickam Air Force Base, Hawaii 96853-5000.

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## PERSPECTIVE

# A S T O R S



By Chaplain (Capt) Robert Nagamine

Last month, I wrote on characteristics that contributes to a healthy working environment. The three qualities I stressed were: (1) having a positive flow of constructive communication, (2) teamwork, and (3) giving active consideration for the people we work with. Well, there are obviously other characteristics that need to be addressed.

First, helping people move ahead to succeed. All of us are interested in making progress in our careers. Not too many people want to end up in a "dead end street" career. Thus, you must help people move ahead so as to boost their morale.

Secondly, sections that affirm people's strength and help people's weaknesses excel. Let's always try to applaud and praise our people for their strengths, and at the same time help them in their areas of weaknesses and difficulties. Let's avoid concentrating and dwelling only on the bad and weaknesses in people. Through a positive approach, let's constructively help to improve their quality of work. Everyone has something good to contribute which must be highly valued.

Thirdly, clear expectations. When people know exactly what is expected of them, they know exactly what to concentrate their efforts on. They are more likely to succeed. If they are unclear in what is expected of them,

they tend to be misdirected and frustrated. Also, expectations should and must be realistic and reasonable. If so, it will be a win, win situation.

And fourthly, positive attitude is the song of the day. When people are appreciated, encouraged, show trust and confidence, they become more motivated to put more effort into their work. Harsh words or attitude makes people withdraw and make them unproductive. A word of advice that I will always remember from a wise man is: "Always praise people in public and criticize them in private." I hope you will consider the above because even though we are good, we want to be better. May God help us to be all that He has created us to be.

## For the Family

When planning a trip to the Mainland, have you ever considered flying Space-A (space available) from Hickam's MAC Terminal? Most of us probably gave it some thought, but then chose the commercial route instead. The commercial way is expensive, but usually a lot more convenient. And yet, sometimes by flying Space-A with a little more effort, you will save a lot of money. Let me explain. Last week, I met with a representative from Hickam's MAC Terminal and he gave me some valuable information. This information may help you save some money.

If you want to go to San Francisco round trip from here, it may be quite possible. Currently there are about two flights (C-5 or C-141) leaving for Travis everyday. And currently, there are more than enough seats available. Once you get to Travis, there is a 2 hour bus drive to San Francisco and will cost you about \$20. (By the way, your flight to Travis will cost you \$10).

Now on your return trip to Hawaii, there's at least one flight coming to Hawaii everyday. If you are running a tight schedule and have to be back home in Hawaii by a certain date, then you may not want to plan a trip like this. Many times a one way flight is

more expensive than a round trip flight. However, if you have the time to spare, then flying back Space-A from Travis to Hawaii looks like a workable plan.

Second, there is a contract commercial (DC-8) flight with Hawaiian Airlines. The flight operates through Hickam's MAC terminal but flies out of the airport. This flight goes directly to LAX (Los Angeles Airport). Currently, there are more than enough seats available. It leaves once a week and right now on a Sunday. The return flight comes back on a Friday, but it's uncertain how many seats are usually available.

Space-A travel is a benefit available to you as a National Guard member. All you need to do is bring your military ID and DD Form 1853 to the Hickam MAC Terminal and sign your name on the waiting list. DD Form 1853 is a simple form that can be acquired from your unit, and it must be signed by your commander. Also, when you catch a flight out you must be in uniform (but not BDUs).

A Guard member doesn't need to be on active duty to take advantage of this benefit. The recommended time to get on the waiting list is at least two or three days prior. It's not necessary to wait physically at the terminal before the roll call time. At the roll call time, your name could be selected. By the way, rank doesn't get priority in determining who gets to fly out first.

For the traditional Guard member, dependents don't qualify to travel with you. If you have any questions, contact the Hickam MAC Terminal at telephone 449-6833, 449-2807 or 449-1270.

I hope the information is helpful.

If you want more information that will help your family and other families, have your spouse or family member consider joining a family support group. To do this, contact your unit.



And now a word from the Commander: "Fiscal year 1991 is now history! We've made tremendous improvements this past year, the highlight of which was passing our LUEI with flying colors. We initiated a change in our flying schedule last year which helped us meet or beat all of the NGB goals except for abortions which we hope to decrease this year. We've come a long way in the F-15 business but now must turn our attention to our F-15 MSIP conversion as well as activating the KC-135 unit. We'll be sending many of our avionics and weapons specialists to various bases for training on the new systems which means our manpower resources will be stretched to the limit, especially in the April to June 1992 period when we start receiving the new aircraft. Your continued support will be needed to carry us through this conversion period. Mahalo and aloha to you all for all your support this past year!" Michael J. Melich, Lt. Col., Commander... And now for news of the Squadron: Congrats are in order to Roy Kuwana (Flight Line Chief) and Jim Andrade (Job Control Chief) as they have recently been promoted to Senior Master Sergeants. Wear 'em with pride...CMSgt. Mel Taira (Avionics Branch Chief) and SMSgt. Larry DeRego (Fabrication Section Chief) are attending a 'Job Fair Conference' at Eglin AFB (Florida)...MSgt. Cliff Ono and TSgt. Byron Kim and TSgt. Garret Ishida (Avionics) are currently going through Test Station MSIP training at Holloman AFB (New Mexico). TSgt. Dexter Chin just returned from Hands-On-Training (HOTS) on the 'TITE' station at Warner-Robins Air Logistics Center (WRALC) in Georgia...Welcome back goes to A1C Rodd Maeyoshimoto as he returns from avionics school at Lowry AFB (Colorado)...The welcome mat goes out to AB Mitchel Kam as he joins our 'B-Shop' in the avionics branch and to SSgt. Calvin Arroyo as he joins the Programs & Mobility section. Speaking of the Programs & Mobility office, good luck to TSgt. Ron Ayonon as he has decided to call it a career after 21 years of service to the HIANG. Congrats to TSgt. Wayne Okabe who has been selected to replace Ron as the NCOIC of the

section...Thank you's go to A1C Scott Copelan (Mat Control) and Sgt. Danny Ardo (TITE shop) as they have joined our technician force as temporary hires..Congrats to Sgt. Roy Hayamoto (Engine Shop) as he recently exchanged wedding vows. Don't forget to update your locator card and records in CBPO and Finance...\$\$\$Tis the Season\$\$\$...SSgt. Robert & Carol Furtado are the proud parents of daughter Brandi born on September 18; TSgt. Lester Leung and SSgt. Patrick Murphy (Avionics Branch) and TSgt. Mark Bustin and SSgt. Terry Masuda (Engine Shop) all welcomed newborn sons to their respective families. TSgt. Owen Uehara and wife Susan anxiously awaiting their newborn any day now...SMSgt. Randy Lum informs us that he just became a grand-dad for the 11th time! That's a football team, Randy!!! If you have any training requirements in October, you have til October 10 as MSgt. Lester Ho goes on leave til October 27. He'll be taking in the sights of the East Coast and should be back to work on October 28...Good luck to SSgt. Mark Colbourne as he goes to the ANGNCOA this month; Amn. Ram Kobashigawa goes to Munitions Maintenance School; Sgt. Ray Sherwood goes to the Avionics Instrument Flight Control School, MSgt. Doug Abe goes to First Sergeant School and SSgt. Geri Lee goes to Maintenance Analysis School...Study hard folks...Don't forget to get your tickets NOW for the 9th Annual CAM SQ Recognition Banquet on October 11 at the Hale Koa Hotel. Should be a fun evening for all. Seating is limited, and tickets are going fast so see your supervisor for your ticket...Also, don't forget to get your tickets for the HIANG Awards Banquet scheduled for November 15 at the Hale Koa Hotel. In addition to recognizing the outstanding performers of the HIANG, we will also be celebrating the 45th Anniversary of the HIANG. So see your unit representatives for tickets for that gala event...The Family Support Group is alive and well, and under the leadership of Kathy Abe and Elaine Higa, informational brochures will be sent to all members of the Squadron asking for your support and kokua in making the support group one we can all be proud of...We would like to say aloha and mahalo to TSgt.'s Henry Kajiwara (42 years) and Ivan Adaniya (39 years) as they bid the HIANG aloha. They'll be retiring from the Guard effective this month. They'll be missed by all of us...Well, that's all for now folks, so til next month..."Laughter is the sensation of feeling good all over and showing it principally in one place." (Josh Billings)...fhiga

## Employment

These are the current vacant federal civil service positions open for recruitment. You can read more about the position by checking with your orderly room for complete details.

JVA#	POSITION	GRADE	CLOSING DATE
1991-146	Supply Clerk	GS-05	29 Oct 91
Hickam			
1991-145	Civil Engineering Techn	GS-09	29 Oct 91
Honolulu			
1991-144	Support Services Specl	GS5-7	25 Oct 91
Kauai			
1991-143	Acft Pneu Sys Mech	WG-11	25 Oct 91
Hickam			
1991-142	Acft Electrician Foreman	WS-07	25 Oct 91
Hickam			
1991-141	Envnmtl Protection Specl	GS-07	24 Oct 91
Honolulu			
1991-139	Supply Technician	GS-06	14 Oct 91
Hickam			
1991-138	Aircraft Electrician	WG-10	10 Oct 91
Hickam			
1991-137	Air Traffic Assistant	GS4-7	10 Oct 91
Wheeler			
1991-136	Electronics Mechanic	WG-08	10 Oct 91
Hickam			
1991-127	Civil Engineer (Officer)	GS-11	Until Filled
Hickam			

## Recruiting News

by MSgt. Mauricio Geolinda

The HIANG referral program is alive and well. We would like to thank the following whose referrals were recently enlisted into the HIANG:

Lt. Col. Myron Dobashi who referred Allan V. Landgon. Allan is assigned to the 154 TCS on Kauai. Chris Partika and CMSgt. Howard Okita told Christian K. Cofran about the HIANG and he is now assigned to RMS. Richard Lapuente helped Debra Davan get into the Weather Flight. Major James Gerimonte referred Charles Knowles who is now in the 293rd. MSgt. Stanley Kayatani told his son Shannon about the HIANG and Shannon is now with the 201st. Capt. Susan Higgins brought us Jerry Fine who is now a full time AGR in CBPO. And finally, Lt. Col. Edwin Miyahira brought his nephew Craig Miyahira who is now with the 293rd. Thanks to all of you who support the HIANG referral program.

The referral program generates two new awards to the HIANGS' recognition program. One award will be presented to the HIANG member referring the most individuals who enlist. The other award will be given to the unit with the highest amount of referrals on a per capita basis. The awards are based on referrals submitted during the fiscal year.

The individual who wins the referral award will be presented a trophy at the annual HIANG Awards Banquet and will qualify for an F-15 ride. The unit award will be a perpetual trophy which will also be presented at the banquet.

## New Drill Positions

The newest HIANG unit, the 203rd Air Refueling Squadron, has numerous drill positions available for immediate hire. Listed are the AFSC's, rank, and duty titles. Each position may have more than one slot available. For further information, please contact MSgt. Vendiola at CBPO, 449-7794. For more help with KC-135 questions, please contact CMSgt. Uhrig or Lt. Col. Hussey at 449-7731. The cutoff date to apply for these positions is November 8, 1991. Look for future updates from your unit commanders, or in next month's newsletter.

AFSC	GRADE	TITLE			
70270	MSGT	PERSONNEL	45850	SGT	STRUCTURAL REPAIR
70250	SSGT	ADMINISTRATION	45852	SSGT	CORROSION CONTROL
49251	SGT	COMM SPECIALIST	45852	SGT	"
63170	MSGT	FUELS OPERATIONS	45853	SSGT	SURVIVAL EQUIP
63170	TSGT	"	45853	SGT	"
63150	SSGT	"	45851	SSGT	NDI
63150	SGT	"	45450A	SSGT	JET ENGINE
A11270	MSGT	IN-FLT REFUELING	45450A	SGT	"
A11270	TSGT	"	45454A	SGT	RPR/RECLAMATION
A11250	SSGT	"	45453	SGT	FUELS
75171	TSGT	TRAINING	45455	SGT	ELECTRICAL
39250	SSGT	PLANS/SCHEDULING	45454	SGT	PNEUDRAULICS
45750C	SSGT	FLT LINE CREW CHF	45455	SGT	ENVIRONMENTAL
45750C	SGT	"	45451	SGT	AGE
45750C	SSGT	CREW CHF TNKR INSP	45552B	SGT	NAVIGATION
45750C	SGT	"	45551B	SSGT	AUTO FLT CONTROL
45750C	SSGT	CREW CHF SPT EQUIP	45551B	SGT	"
45750C	SGT	"	10090	MSGT	1ST SGT

## HAPPY HALLOWEEN



From ghoules and ghosties and  
long-leggety beasties and  
things that go bump  
in the night,  
Good Lord,  
dellver us!

Carnish  
1989

## Undergraduate Navigator Training

The HIANG has been allocated two slots for Undergraduate Navigator Training (UNT). The dates are as follows: UNT Class 92-12, March 5, 1992 to November 25, 1992 (Academy of Military Science (AMS) Class 92001, January 13, 1992) and UNT Class 92-16, June 2, 1992 to March 8, 1993 (AMS Class 92003, March 2, 1992). HIANG members who are interested should meet the basic qualifications, complete AMS and be below 27 1/2 years old before entering UNT, must have a bachelors degree, meet requirements of the Air Force Officer Qualifying Test, and after acceptance commit to 5 years as a navigator with the HIANG.

All interested personnel should contact the recruiting office at 449-5601 for an application.

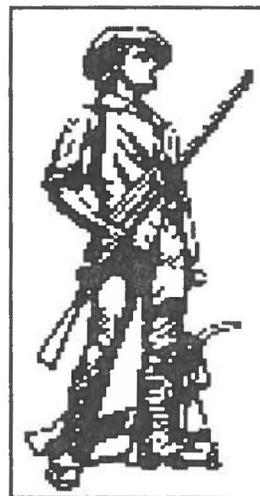
## CBPO CONNECTION

**AFR 35-10 TIP OF THE MONTH:** Attache cases and gym bags. These items are to be carried in the left hand to allow members to render the proper military honors. Gym bags will be carried by hand—not over the shoulder by a strap. (154 MSS/DPMA/449-5669)

**TELEPHONE INFORMATION:** We are always happy to assist customers, but we are not the contact for base telephone numbers. Individuals should refer to their telephone directory or call military information at 471-7110 for phone numbers outside the CBPO. The phone number for the Base Locator is 449-0165.

**AIR FORCE UNIFORM BOARD:** Air Force officials announced that a policy change will prohibit the wear of crew-neck undershirts with the open-collared service dress shirts starting January 1. Officials feel wear of the V-neck undershirts presents a more professional appearance. V-neck undershirts will replace the crew-neck undershirts currently issued to Air Force people at Basic Training, beginning in October.

Continued support to raise funds for The Museum of the National Guard is being sought. Please contact your unit to contribute funds.



## The Museum Of The National Guard

JOIN US IN PRESERVING OUR HERITAGE

## SHOTLINE

by Capt. Adele Auyong

We welcome a new clinical nurse that has joined our unit. Capt. Gayle Seifullin has just transferred from Norton, California to work with us. Also, we welcome two new people, SSgt. Holli Engard, who is Kauai's new Medical Administration Specialist, and A1C Malcome Rodrigues Kauai's new Aero-Medical Service Specialist. We look forward to having them on the 154 Tac Hosp team.

### Healthful Hint: Flu

Yes, it is time once again for ALL of us to get the Influenza Vaccine. Everyone is due so please get it as soon as possible. A new vaccine is made every year, and immunizations for that year starts in September. This year's Vaccine is specific for: A) Taiwan, B) Beijing and C) Panama influenza.

This vaccine is REQUIRED for all HIANG members and to receive the best immunity, the sooner you get it, the better the chances are that you will not get the flu.

If an individual thinks they are exempt from this vaccine, they will need to check with either myself, or SSgt. Haager NCOIC of Immunizations unless they have a Form 422 on file or in their shot record. No other immunizations will be given to an individual until they have received the 1991-1992 flu shot. So put a smile on your face, roll up your sleeves and come right over to get your flu shot. The immunization section of the 154 Tac Hospital will be open all day 0900-1530 hours Sat UTA and 0800-1500 hours on Sun UTA in November. Thanks for your cooperation.

## Beeline

by TSgt. Laura Masuda

### MOTOR OIL

After doing an oil change on my car, how do I dispose of the used oil?

Call your state environmental department to find if there is an oil-recycling program and its collection site. If there is no program, check with your service station. When collecting the oil, place in a sealed tight container. If you do find a willing garage, go during business hours and don't just dump your oil and leave. Many garages will ask that you keep your containers.

Don't change oil too often. Read your manual. Many autos can go up to 7,500 miles before an oil change.

Source: "GARBAGE" Magazine, July/August 1991 issue

## Social Actions

by TSgt. Carswell Ross

### DRUGS AND DRINKING IN HAWAII

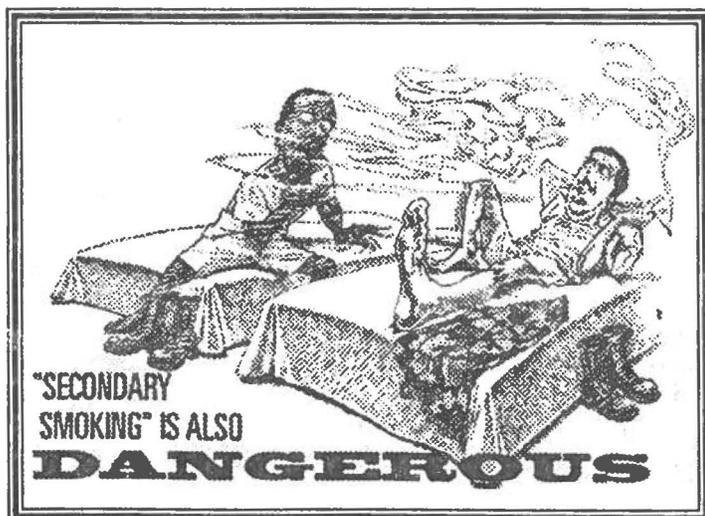
A nationwide high school survey has found one student in three has gone on a drinking spree, but fewer are smoking marijuana and only one in 50 is using cocaine.

In Hawaii, 7 percent of the public school students grades six through 12 were found to be heavy drinkers and 5 percent heavy drug users, according to a 1989 state Department of Education survey. Heavy drinking was defined as daily drinking or regular "binge drinking" of five or more drinks at one time; heavy drug use was defined by frequency, type and number of drugs consumed and includes daily use of marijuana or weekly cocaine use.

This national survey asked students about their behavior in the preceding 30 days to better gauge their actual habits, not just whether they'd ever experimented with booze or drugs.

These figures are sobering. It confirms that there is room for improvement in our fight against drug use and alcohol abuse in our schools.

Your Social Actions office has information and handout materials that can be used to discuss drug and alcohol use and abuse with individuals of all ages. Now that we know that this problem exists, act now, talk about drug abuse and/or alcohol use with your family members now.



# SPORTS

## HOVA/HNGEA 3rd Annual Grass Volleyball Tournament

Date: October 26, 1991  
Place: Diamond Head Crater  
Divisions: Mens/Womens Open /BB /B (Triples)  
Co-Ed (Sixes) Doubles  
Format: Pool Play  
Entry Fee: \$5.00 HOVA members  
\$10.00 non-members  
Deadline: October 19, 1991  
Contact HOVA at: P.O. Box 30812  
Honolulu, HI 96820  
Telephone: 847-1080

## 1991 Hawaii Softball Tournament

By CMSgt. Cornwall S. Matsusaka

A twelve (12) team Hawaii National Guard (HING), double elimination, softball tournament is scheduled for October 12-14, 1991 at the Earhart Field, Hickam AFB, HI. The tournament consists of seven Hawaii Army National Guard (HIARNG) and five Air Guard HIANG teams.

Tournament play will start at 9:00am, October 12. Army teams will initially be matched against Air Guard teams.

- 154 COMBOS (Hickam) vs 2-299 INFANTRY (Hilo)
- 150 ACWS (Kauai) vs 1-193 AVIATION (Wheeler)
- 291 CCS (Hilo) vs TROOP E, 19 CAV (Ft Ruger)
- 154 RMS (Hickam) vs 291 MAINT CO. (Wahiawa)
- 201 CCGP (Hickam) vs 1-299 INFANTRY (Kauai)

Unit members are encourage to come out and cheer their unit team to victory. Free drinks will be provided to players, family members, and spectators during the tournament.

Any questions....Contact CMSgt. Ken Morimoto (449-1870), Tournament Chairman; MSgt. Larry Kauleinamoku, Air Coordinator (449-5545); or MSG. Richard Tabe, Army Coordinator (737-3355).

## Crackdown on Speeders

Due to the high number of auto accidents and near misses involving pedestrians, a new speeding policy went into effect on September 13, 1991. The 15th ABW Commander and the 15th ABW Security Police are enacting the revocation of base driving privileges for up to 30 days for people caught speeding.



Perpetual Trophy Winner 13th Annual HIANG Golf Tournament, General Richardson/ Lt. Col. Shinsato. Photo by TSgt. Wayne Pontes.

### MENU

- BAKED CHICKEN**
- RICE PILAF OR WHITE RICE**
- BUTTERED GREEN BEANS**
- COOKIES**

## Where There's Demand, There's Supply

By 1Lt. Erik Smith, Supply Liaison

Recently, you met the people who work in Demand Processing. Over the next few months we'll introduce the Warehouse, WRSK, and MICAP, and Individual Equipment (IEU) sections. Though these sections are located adjacent to each other, their missions differ.

Although various organizations are classified as support units, the warehouse section of supply truly fits the description. This section exists primarily to provide storage and issue of the seemingly infinite items necessary to perform our everyday duties, as well as our wartime mission. Normally a person from another organization would visit the warehouse to turn in an item. Otherwise, the warehouse personnel remain quietly in the background, constantly receiving and issuing items in support of the numerous missions the guard performs, not only on Oahu, but the neighbor islands as well.

SMSgt. Ray Takahashi is the NCOIC of the warehouse. His personnel maintain an inventory of over 12,500 line items, totaling more than \$54,460,000. It is a demanding, endless job requiring meticulous attention to detail, dedication and organizational abilities to place, identify and log the ever-increasing inventory for future retrieval.

Numerous sections make up the warehouse staff, beginning with Warehouse Operations. This section, headed by MSgt. Frank Yamamoto, is divided into Receiving, and Storage and Issue. Receiving processes all incoming property. TSgt. Edwin Hee, and SSgt. Dennis Hiu and Oscar Peltier ensure all items are properly signed for and match up with what was requested. Then, TSgt. Alvin Naumu and SSgt. Karen Cary, of Storage and Issue, provide for placement of all items as well as preparation of items for issue and shipment.

The Inspection section makes sure that all items presently in storage, and those to be issued or shipped, are in the condition stated for the action taken. In other words, if an item is to be shipped out for use, it should be in usable condition, where as an item slated for turn-in would not be repairable. MSgt. Dennis Fukumoto and TSgt. Sherman Dang work in the Inspection section.

If an item needs to be picked up or delivered anywhere on Hickam, Pick-up and Delivery provides this service. TSgt. Ivan Mineshima handles these requests.

The last section, Bench Stock Support, is run by MSgt. Jason Chun, with Sgt. Thomas Soriano assisting. MSgt. Chun's section is responsible for maintaining, reviewing, replenishing, and properly placing bench stock details in the correct bins.



Back, TSgt. Hee, TSgt. Dang, MSgt. Yamamoto, SSgt. Peltier, MSgt. Chun, SSgt. Hiu, TSgt. Mineshima; Front, SSgt. Cary, SMSgt. Takehashi, Sgt. Soriano, Sgt. Kobashigawa.  
Photo by SSgt. Charlie Chang.

Last month we were unable to show you the people who work in Demand Processing, so let's make up for it this month.



Left to Right: TSgt. Lum, SSgt. Paco, Sgt. Macanas, SMSgt. Canopin, MSgt. Goya.  
Photo by SSgt. Charlie Chang.

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**NOVEMBER 2 & 3**

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Potato Macaroni  
Lomi Lomi Salmon
- \* Cold Buffet, and Desserts and more.



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see your unit  
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for tickets

\* **154 COMPG:**  
(Capt Sue Higgins)  
\***199 WF:**  
(MSgt P. Spurlin)

Unit Representative:

\_\_\_\_\_  
Tel.# : \_\_\_\_\_

## 154 Composite Group Goals for FY 92

**I. MAINTAIN AND IMPROVE MISSION CAPABILITY:** The primary goal for all units is to maintain and improve combat capabilities to ensure the highest levels of combat readiness. In support of attaining the highest levels of combat readiness, each unit must achieve an overall "C" rating of at least C-2 covering the areas of personnel, equipment and supplies on hand, equipment condition, and training. *\*Attain a rating of excellent or better on all higher HQ inspections, i.e. Health Services Readiness Inspection, Unit Effectiveness Inspection, Operational Readiness Inspection. \*Achieve all identified milestones for unit activations/equipment conversions to facilitate an orderly and timely completion.*

**II. EMPHASIS ON RECRUITING AND RETENTION:** In view of the importance that unit strength plays in meeting mission capability goals, each unit will contribute towards achievement of overall 2% strength growth by year end FY92 with an overall increase in female members from 10.4% to 12% of total strength. Additionally, a retention cap of 9.5% or less will be achieved to complement recruiting efforts. *\*Provide one out-of-state cross training trip each six months using the C-130. \*Accomplish one Employer Support of the Guard/Reserve (retention) or Center of Influence (recruiting) event during a semiannual period. \*Implement one first line military supervisor retention training workshop each semiannual period.*

**III. IMPROVE QUALITY OF LIFE:** Quality of life enhancements to the everyday work environment are essential to provide a climate which fosters productivity improvements by HIANG members. These enhancements can be tangible or intangible. Tangible environmental improvements include the provision for safer and more work conducive surroundings to include installation of planned aesthetically pleasing work station arrangements. Intangible improvements include managerial changes to implement programs to recognize deserving personnel and establishment of family support organizations in all HIANG units, *\*Support the "Healthy Warrior" program to enhance the wellness of COMPG members. \*Install state-of-the-art storage systems in the base supply facility, better utilizing space and improving efficiency.*

**IV. IMPROVE MANAGERIAL EFFICIENCY AND EFFECTIVENESS:** Since the attainment of combat capability goals can only be accomplished through our human resources, it is essential that efficient and effective managerial skills are acquired. Each manager and supervisor must be scheduled to attend management related training by year end FY92. *\*Identify minimum regulatory training requirements for new supervisors and ensure the training is scheduled within 30 work days after assignment. \*Minimize tasks that draw resources away from the primary mission. \*For those units whose supply fund allocation is less than the NGB cost model, reduce the dollar difference between unit supply fund allocations and NGB cost model to less than 10 percent.*