



Kukailimoku

War God Of King Kamehameha I - 154 Group

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Hickam Air Force Base
- Hawaii

March 5, 1994

154 Group Restructures

by 1st Lt. Charles Anthony

The 154th Group (154 Gp) will undergo a force restructuring as part of the U.S. Air Force reorganization announced by the Pentagon on February 28th.

Plans call for an increase of four more KC-135R 'Stratotanker' aerial refueling aircraft assigned to the 203rd Air Refueling Squadron (203 AREFS) and the addition of three more C-130H 'Hercules' transports in order to form a new airlift squadron. At the same time, the 154 Gp will experience a decrease of nine F-15 fighter aircraft currently assigned to the 199th Fighter Squadron (199 FS).

U.S. Air Force, Air Guard, and Air Force Reserve units nationwide have been scaling back the number of fighter aircraft in each squadron in response to changing world conditions and budgetary reductions.

"We are naturally disappointed to be losing the F-15 aircraft and the positions that go along with them," said Maj. Gen. Edward V. Richardson, state adjutant general. "But we have been working very closely with the active duty Air Force and the National Guard Bureau and we had anticipated such a reduction. Fortunately we have new units where our displaced personnel can go after being retrained."

The 154 Gp will experience an overall net increase of ninety-two technician and drill status personnel as a result of the restructuring.

"We have several initiatives before the state legislature right now, that if enacted, will help us attract and maintain a viable force structure," said General Richardson. "during this crucial time we need every advantage we can get to boost our recruiting and retention efforts."

The HIANG restructuring is part of the U.S. Air Force plan to place greater reliance on Air Guard and Air Force Reserve units under the Total Force policy and fits into the needs of the U.S. Air Forces in the Pacific Theater.

Deadline

The Kukailimoku staff needs to remind our "reporters" that we have a deadline for the submission of articles for publication in the next drill's edition. This is usually on Friday, one week before drill.

We must establish a publication deadline because we need time to enter, edit and lay out the stories and photos, and get the paper to the printer in time in order to have it ready for our readers on Saturday's drill.

When you submit an article(s), please include a printout of your story and make sure you have a by-line. Submit it to the 154th Group Public Affairs Office by noon on Friday, April 1st for the April edition.

COMMANDER'S CORNER

By: Col Michael H. Tice



COMMANDER'S ACTION LINE

Question: What happened to Commander's Call/GMT?

Answer: A decision was made approximately four years ago, after consulting with squadron commanders in the 154th Group, to discontinue the commander's call/general military training sessions held periodically at the base theater on UTA weekends. Considerations included the fact that the Group had grown to the point to where it all wouldn't fit in the theater at once, the regulation governing general military training had changed to allow some of the requirements to be satisfied by newspaper articles or unit handouts and a desire by most unit commanders to conduct the required training at unit level sessions.

The principal method I now use to communicate with the members of the Group is through the Kukailimoku, bi-weekly staff meetings with the Deputies and key staff, bi-weekly Quality Guard Executive Council meetings, monthly supervisors meetings and monthly unit commanders meetings. If you feel the "word's not getting out", I need to know that because the network I'm using is not working the way I intended.

Question: Why does it take one week for the Air Technician pay to get processed? What do you do during that week with the pay data? In the civilian community your funds are available for use on the day the pay period ends.

Answer: Air Technician pay procedures are covered by regulations addressing civilian pay within the Air Force. The standard pay date for civilian employees is the Friday following the close of a pay period, which occurs on the preceding Saturday. When a holiday falls on

that Friday, the pay date is the preceding Thursday.

The civilian pay system takes into account various types of pay schedules and pay differentials, including night, holiday and hazardous duty, just to name a few. Add to that the various types of leave that may be taken and you can see that each pay record is unique. If the system were to pay on the last day of the pay period, these variations could not all be accurately accounted for and adjustments would have to be made the following period. The goal is to pay you as accurately as possible for the pay period instead of continually making adjustments for previous pay periods, and thus the one week delay. Stop by the Accounting and Finance office and they will gladly explain how that processing time is used.

Question: Under the 5-4-9 work schedule, the 154 CAMS night shift begins work so as to finish at 10:00 P.M.. Starting later and working beyond 10:00 P.M. would theoretically allow more time to repair Code 3 aircraft and result in a higher in-commission rate. Why don't we do that?

Answer: The principal factors determining maintenance work schedules are the flying schedule and end-of-the-day fix time. The current 5-4-9 work schedule test is the culmination of several years of study and work by the CAMS as well as others in the Group and at State Headquarters. Start and finish times for CAMS two shift operation allows adequate time to prep jets prior to the days flying beginning, maximizes the number of people available during the busiest part of the day due to increased shift overlap, and allows adequate time at the end of the flying day to fix broken jets. Besides better manpower utilization, we feel the increased overlap promotes teamwork and offers the opportunity for greater supervision and one-on-one training of drill status folks performing duty during the normal workweek. The reduction in numbers of F-15s and subsequent reduction in pilots, maintainers and sorties will require that we continue to assess how best to get the job done; and fine-tune the current 5-4-9 schedules.

Perspective

A S T O R S'



By Chaplain (Capt) Robert Nagamine

In the face of setbacks, don't quit. When we experience setbacks, we must realize that we're in good company with some of the greats of the past. How we deal with setbacks is most important. I once read some encouraging facts..."Napoleon graduated 42nd in a class of 43 students, but he made history when he conquered Europe. George Washington lost two-thirds of the battles he fought during the Revolutionary War, but he also won the war and went on to become the first president of the United States. In Babe Ruth's major league baseball career, he struck out 1,330 times! He also hit 714 home runs and became a legend in his time..."

Recently, it was really encouraging to see Dan Jansen of the U.S.A. get the gold medal in the 1994 Winter Olympics. After 10 years of failing to get an Olympic medal, including falling on the ice in the 500 meter speed skating race a few days prior, he set a world record in the 1,000 meter speed skating race. His last chance at the gold proved to be his best race. Perseverance was key to his success.

Along with perseverance, ask God for help. Ask Him to open the doors of opportunity. Seek Him with all of your heart and He will honor you.

For the Family

Stress on our families is a real concern. We who live here in Hawaii definitely have our own share of stressful situations. This is not to deny the many benefits we have here. There are many blessings. Having friends (and possibly relatives) nearby and enjoying the great weather make us so fortunate to live here in paradise. But for the most part, our financial situation can be very challenging. The cost of living is high! There are many families barely making it, even with two or more jobs. They can't afford much more than the bare necessities of life. And, of course, financial pressures are only one among many pressures.

What's important is knowing how to deal and manage unwanted stress. One of the ways is to work toward getting ourselves to relax. In our fast-paced and highly competitive society, it takes concentration to do this.

A relaxation technique sometimes used is to breathe very slowly and deeply for a couple of minutes. This technique will help us during highly stressful situations and help us in handling the pressure of the moment.

Just the opposite is the another way to relax our physical bodies: doing an aerobic type of exercise. After we get our pulse up to an aerobic workout for 20 minutes or so, the workout on our bodies will relieve stress, give us a natural runner's high and keep us physical fit. Really effective.

Another way to relax is to take a break. Sometimes when we are faced with too much pressure from the demands we encounter, we may need to take a "time out." When life seems to feel like a tension filled football or basketball game, we need to take a break in the action. See a movie, take a long ride to the country, visit a friend, share concerns with a friend, play

enjoyable games or do something positive that will break the prolonged tension. After adequate time relaxing, we will feel better

1994 Hawaii National Guard Tournament

by CMSgt. Cornwal S. Matsusaka

The 1994 HIANG Central Softball Tournament is scheduled for June 10-12, 1994 at the Hickam Earhart Softball Complex.

The top four Oahu based Air Guard units will then represent the Central Division in the Army/Air Hawaii National Guard (HING) State Softball Tournament. Central unit managers are asked to attend an important meeting on March 6, 2:00 P.M., at the CAMS classroom #4. The purpose of the meeting is to discuss tournament format, rules, and other requirements. The anticipated reorganization of the 154 Group will have no impact on this year's Central Tournament. Central team members will continue to play for the unit they are presently assigned to. Any question, feel free to call our Tournament Chairman Antone Gabriel at 449-7861 or Tournament Coordinator Larry Kauleinamoku at 449-5545.

The Hawaii Army National Guard (HIARNG) will chair the twelve team State HING Softball Tournament. The HING State tournament is tentatively scheduled for September 16-18 at the Earhart field. The HIARNG point of contact is SFC Janelle Balatico, 732-0209.

Tactical Hospital Service Times

by SSgt. Stephen L. Thomas

The 154th Tactical Hospital has specific times for specific services, most of which are by appointment only. Though they have distributed schedules to most of the sections, some folks are still in the dark as to when they can go for shots or physicals, etc.

First of all, the hospital conducts medical mobility training on Saturdays, so please don't schedule anything or plan to come on Saturdays. Of course, emergencies will be tended to at any time during the drill day. The telephone number is 449-9235. If you don't work a regular shift or you have a special problem, you should contact the hospital before reporting. The telephone number is 449-2461.

Now, here's the operating schedule:

Blood Tests are performed on Sundays from 8:00 - 9:00 A.M.

Physical Examinations for all personnel are taken by appointment all day on Sundays. Before you come, you'll need your immunization record and the computer printout with your appointment date and time on it.

Immunizations are given on Sundays between the hours of 9:00 A.M. - 2:00 P.M..

Yellow Fever immunizations are only given between the hours of 1:00 - 2:00 P.M. on Sundays because the vaccine is good for only one hour after it's opened.

Other Tests, i.e., MEB, PFE, Driver's License Eye Tests, Optometric needs (gas mask inserts, safety spectacles and follow-ups), Dental follow-ups, etc. are scheduled on Sundays at 1:00 P.M. by appointment.

Please notify the hospital of any cancellations.

KUKAILIMOKU

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HIANG EDUCATION OFFICE

A Key To Your Future



Customer Service Hours

Monday-Friday 7:30 a.m. - 4:00 p.m.

UTA 9:00 a.m. - 3:00 p.m.

Career Kokua Hours

Monday-Friday 2:00 p.m. - 3:00 p.m. or by appointment

UTA 11:30 a.m. - 12:30 p.m. or by appointment

Location

Building 3415, 2nd Floor, CBPO, Phone 449-7794

Thinking About Leaving the Guard?

by MSgt. Iris Kabazawa and MSgt. Rose Vendiola

If you're thinking of leaving the Guard, you'll be leaving behind more than just your friends. You may be able to get a part-time job making as much or more money, but when you look for that part-time job, make it clear to any potential employer that you will accept employment only under the following conditions:

1. You will work only one weekend a month and this will assure you at least three weekends a month for personal pleasure.
2. For these two days each month, you want four days of pay plus benefits — benefits that your spouse may take part in without your presence.
3. In addition, he must provide you a two-week training session each summer, thus giving you a break from your full-time job and normal routine.
4. During this two weeks, he must furnish pay, meals, housing, medical coverage and insurance. Also, insist on unlimited military exchange privileges, clubs), and a chapel. Also, request for use of military commissaries for up to 12 days any time during the year.
5. You must have at least \$700.00 worth of work clothes provided and free meals on drill work days.

6. You expect regular promotion opportunities and longevity raises every few years.

7. He should offer up to \$200,000 worth of insurance at an annual cost of up to \$192.00, with full coverage even when you are not on the part-time job.

8. An absolute must is a retirement plan that will entitle you to benefits after only 20 years of part-time service. This can be increased by additional years of service.

9. You may relocate anywhere in the United States, at your request and with your employers assistance, with no loss of pay or benefits.

10. The firm must have a travel plan that will enable you to take trips to many parts of the world at reduced rates. Inter-island travel must be free.

11. Since you will need progressive training, the firm must provide you an opportunity to attend top rate technical schools and correspondence courses. The company must also pay for your tuition should you elect to continue your education at the University of Hawaii school system. They must also offer you up to \$190.00 per month for attending college on a full-time basis.

If a potential employer balks at these conditions, he is unreasonable. After all, your current part-time employer, the Hawaii Air National Guard, granted you all of this and is working hard to get even more benefits for the friends you're thinking about leaving behind.

**Next Drill Will Be
April 9th and 10th**

Money Line

by TSgt. Brian Tom

Tax Documents for Tax Year 1993 - All military and civilian 1993 W-2s have been distributed and should have been received. If, for some reason, you did not received your W-2 or you need a replacement, to expedite your request, the following instructions are provided:

For civilians, technicians or the Traditional Guardsperson, you may request replacement of your W-2(s) by submitting a written request to 154 RMS/FM. GSU personnel may forward a facsimile - Fax number 449-5685. Requests must include member's name, unit, social security number and mailing address. FM personnel will complete all requests within three (3) workdays. Telephone requests will not be accepted, and walk-in requests will not be processed immediately.

Permanent AGRs living on Oahu must report to the Military Pay Section at 15 ABW to request a replacement W-2. Personnel not living on Oahu may call in their request to (808) 449-9931.

There are a couple of blocks on the 1993 W-2 which need some clarification. Civilian/ Technician W-2, block 13, shows Thrift Savings Plan (TSP) deductions, if applicable. Military W-2, block 14, "Other - Active Duty Wage" can be ignored. This amount is already included in blocks 1, 3, 5 and 17.

FY 94 Pay Schedule - If all goes well, the following is a schedule of when the UTA pay checks should be mailed from Denver for the remainder of FY 94:

UTA	Check Date
February 26-27	15 March
March 05-06	21 March
April 09-10	25 April
May 14-15	01 June
June 04-05	20 June
June 18-19	01 July
July 09-10	26 July

August 20-21

August 27-28

September 10-11

06 September

13 September

26 September

If there are any changes to the above check dates, a letter will be sent to your unit commanders and your unit Military Pay Representative. point of contact for this matter is TSgt. Tom, 449-7900.

Hawaii National Guard Association 1994 Conference

Date: May 7, 1994

Location: Royal Hawaiian Shopping Center, 4th floor

Parking Validation: \$2.50 for 4 hours

Cost: \$30.00 for HNGA members/\$30.00 non-members

8:00 a.m. - 12:00 p.m. Business Session (class B uniform)

Refreshments (coffee, ice tea, pastries)

12:00 p.m. - 6:00 p.m. Open

6:00 p.m. - 6:30 p.m. Cocktails (no host - aloha attire)

6:30 p.m. - 6:40 p.m. Seating for dinner

6:40 p.m. - 6:45 p.m. Opening Remarks

6:45 p.m. - 8:00 p.m. Dinner (Star Club

Menu with drink)

8:00 p.m. - 8:30 p.m. Awards Presentation

8:30 p.m. - 9:00 p.m. Move into show-room (with drink)

9:00 p.m. - 10:10 p.m. "Legends In Concert" (6 performers)

Blues Brothers, Judy Garland, Madonna, Michael Jackson, Marilyn Monroe, Elvis Presley

Dinner Seating: Luau Seating

Show Seating: Luau Seating

(Reserved areas by units can be arranged as requested)

Contact Capt. Maureen Suzuki at 456-3232/3255.

203 AREFS Celebrates 1st Birthday

by SSgt. Stephen L. Thomas

On February 12, 1994, after a short and very busy year, the 203rd Air Refueling Squadron (203 AREFS) proudly celebrated its first birthday. And what better way than a traditional "baby" luau.

The festivities took place in the squadron's auditorium which was beautifully decorated with palms, ti leaves, and assorted flowers and orchids. The tables were decorated with open-sliced pineapple; flowers were everywhere; while outside, members of the unit were busily preparing kalua pig, rice, chicken long rice, yams, opihi, poi, lomi lomi salmon, salad, desert and...(nothing seemed to be missing).

Master of Ceremonies, Maj. Stan Osserman, opened up by introducing the Adjutant General of the State of Hawaii, Maj. Gen. Edward V. Richardson, and the commander of the Hawaii Air National Guard, Brig. Gen. David M. Rodrigues. They both spoke of the 203rd's humble beginnings, and the accomplishments of the unit. They proudly warm praises and encouraging words for the future of our newest squadron.

The commander of the 203 AREFS, Lt. Col Walter K. Kaneakua, Jr. also appeared very proud of his unit and grateful for the hard work, success and growth of the unit. "We started with nothing", he said.

After Lt. Col. Kaneakua spoke, the celebration began with beautiful traditional live Hawaiian music performed by the HIANG's own Ho'okahiko.

Family Continued from Page 3

equipped to solve some of our problems with a better and fresher perspective.

Instead of fighting with stressful situations, some people need to relax in it by working with the energy of the situation. We sometimes feel stressed out because we are resisting or avoiding whatever needs to be done. Why not

situations, why not make it a game? Why not stop complaining and be happy? Work with people, instead of against people.

Finally, but not lastly, some people find prayer a stress reliever. Understanding that there is someone much greater than us who specifically cares about us helps us feel not all alone and abandoned with our problems. Why not cast all of our concerns and anxieties on God? He can handle them.

I hope the above ideas may remind you of some of the things you could do to help relieve stress. If you want more information that will help your family or other families, have your spouse or family member join a family support group. To do this, contact your unit.

Security News

by TSgt. Scott E. Duffield, Information Security Program Manager

Controlled Area Parking Stalls - There are three parking stalls on the Diamond Head side of building 3400, by the water tower, for Alert Crew personnel, and two parking stalls on the Ewa side of building 3400 reserved for distinguished visitors.

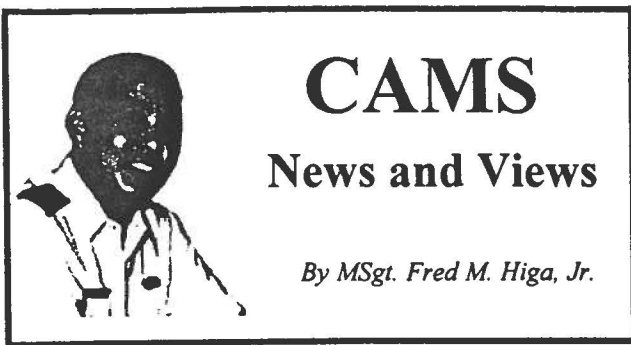
Anyone parking outside the reserved stalls or anywhere in the controlled area will be cited by this office of 15 ABW/SP. Citation will be forwarded to 154 Gp/CC for further actions.

Also, parking rules governing the parking in the 199 FS parking lot, inside the motorized gate on the Diamond Head side of building 3400 have been revised:

- * Parking on the Ewa side of the lot during the normal technician work week is restricted to aircrew only, including visitors.

- * Parking on the Diamond Head side of the lot during the normal technician work week is available to anyone on a first-come first-served basis in UNMARKED STALLS.

- * On UTA weekends and active duty training periods the entire lot is restricted to aircrews, including visitors; except for the space marked CREW CHIEF OF THE QUARTER.



Well howdy doody everybody!! It might be my imagination, but doesn't it seem like the months are going by quicker and we keep losing track of what and where we are nowadays? I think the term we use is, "My how time flies!" Anyway, not much for news again this month. Problem is, all of my news reporters are attending various Total Quality Management (TQM) or Quality Air Force Assessment (QAFA, like caf'e) training this last week of February. Should have sent out the notices early. What is QAFA you ask? Remember the old Unit Effectiveness Inspections (UEI) we've had in previous years? Well that has been replaced with this new QAFA Criteria whereby units will give themselves a report card of where they feel they are as far as accomplishing their mission is concerned. The Air Force will then send their team of people who will validate the unit's assessment of themselves; totally new concept which we are not accustomed to. The ANG Readiness Center sent a team of Quality Instructors to 'teach us' how we should try to come up with a Unit Self Assessment (USA) so that we can get the Air Force to do the QAFA. New terminology to remember as well as a new inspection criteria which is not called an inspection but is now called an assessment. Quality is the name of the game now and more than 90 HIANG individuals went through two - five days of intense training in an effort to learn about the new process. If I confused you, you should see what we all looked like as we went through the course. If there are any questions, contact your unit management team (i.e., Commander's, 1st Sgt's, various Branch and Section Chief's) for more insight and enlighten-

ment. Looks like it will be an exciting time for the HIANG and the 154th Group... Now for news of the Squadron... Good luck goes to CMSgt. Melvyn Taira as he has decided to hang up his BDU's and Chief's stripes and call it a career after more than 33 years in the HIANG. His wit and smile will be missed by those who've worked with and for him over the years... Aloha and mahalo goes to SrA James Mackenzie who is moving to Las Vegas with his family. Aloha also to SrA Danny Johnson who has decided to hang up his USAF blues and head over to the green uniform of the US Army. Good luck to you both! The welcome back mat goes to Amn. Rose Ader and Amn. Alfredo Basioa as they both recently returned from BMT and tech school. Speaking of Alfred, congrats are in order as we've learned that he was awarded the Distinguished Graduate Certificate while in tech school. Good show, Alfred! Both Rose and Alfred are presently undergoing their 30-day seasoning training in the Weapons Release shop. Would also like to welcome our newest enlistee, SSgt. Victor Ganoy as he joins the best squadron in the west, east, north and south. Good to have you all with us... The Avionics PMEL sections welcomes Amn. James Lee. He's off to BMT and will be going to tech school right after that... Congrats are in order to Capt. Raphael Carreiro and wife Sabrina on the birth of their daughter Krista-Nicole. Lots of diapers and sleepless nights ahead, but it's a lot of fun... If you got promoted in the last year and would like to throw a promotion party, call our 1st Sgt, SMSgt. Doug Abe (449-7844). He's coordinating a promotion party for the April drill and welcomes any and all, CAM Sq and other Squadron personnel... Well, that's all for now, so til next month, "Progress always involves risks. You can't steal second base and keep your foot on first." (Frederick B. Wilcox).... fhiga