



# Kukailimoku

War God Of King Kamehameha I - 154 Group

Vol. 41 No. 04

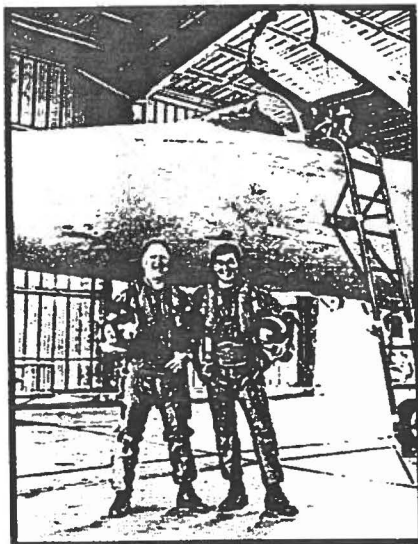
Hickam Air Force Base  
Hawaii

April 8, 1995

## 199 FS Pilots Help in Rescue of Downed Aircraft

by 1st. Lt. Charles Anthony

Hawaii Air National Guard (HIANG) F-15 pilots are well versed in the arts of air defense and air superiority, but in the pre-dawn blackness of Thursday,



*Lt. Col. Kimo Kelly and Maj. Wayne Wakeman pose beside an F-15 on the alert pad at Hickam Air Force Base.*

*Photo by Tech. Sgt. Wayne Pontes*

March 16, two HIANG Eagles were scrambled to fly a mission that was a little out of the ordinary; search and rescue.

Pilots Lt. Col. Kimo Kelly and Maj. Wayne Wakeman from the 199th Fighter Squadron (199 FS), were major players in the rescue of three people, whose plane had ditched in the ocean about 120 miles north of Maui. The rescue was a team effort, involving the Navy, the Coast Guard, the HIANG and a civilian cargo ship.

Three New Zealanders had left Oakland, California, in a twin-engine De Havillan Twin Otter, ferrying the airplane across the Pacific. Their first objective was the island of Oahu, but a little after midnight and about 500 miles northwest of Hawaii, they realized they weren't going to reach landfall. The pilot, Mike Allsop, would later relay to the Coast Guard the plane's fuel transfer system had failed.

The Twin Otter's May Day distress call was first picked up by a Navy P-3 Orion, 1,500 miles to the east. The P-3 pilot notified

the Coast Guard, then radioed instructions to Allsop in preparation for ditching.

"I received a call from the Coast Guard just after 1:00 a.m. They wanted to know if our F-15s could help out," said Maj. Wakeman, who was pulling alert on his 46th birthday. "They asked about how soon we could get airborne and what our loiter time would be."

About a half hour later, the alert pad's Klaxon sounded. Maj. Wakeman and his wingman, Lt. Col. Kelly scrambled into their waiting jet aircraft, taxied to the runway and were immediately cleared to launch.

"We got a radar hit on the plane just about 100 miles out of Honolulu, and reached them about fifteen minutes later, 230 miles out," said Lt. Col. Kelly.

"We were close enough to briefly catch their tail number and look into their cockpit. Even though we were going as slow as we could, we were still moving too fast for them to hang with us," added Lt. Col. Kelly.

*See RESCUE Page 3*

## COMMANDER'S CORNER

By: Col. Michael H. Tice



*The following article authored by Lt. Col. Melvin Matsui, Commander of the 169th Aircraft Control and Warning Squadron for his unit newsletter captures the essence of the current state of our quality guard journey. I wanted to share it with the entire 154th Group because many of us are mystified by the mechanics and jargon of quality. The truth is quality is something we've been doing for years, we're just refining the processes some and incorporating concepts like trust and empowerment and tools like metrics and process action teams. As we begin our first unit self assessment (USA) in preparation for next year's quality Air Force assessment (QAFA), additional 'mysteries' concerning the movement will become clearer. As they do, it's important that we not lose sight of quality in its simplest forms though, because that's where we see the quickest results and payback for our efforts.*

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*"Work is not knowledge gained, but energy expended."*

I remember this quotation from long ago. I don't remember who said it, but it fits our Quality Guard jour-

ney very well. Many of us gained knowledge from attending various courses on Quality, and from the myriad of reading material, video tapes, and formal and informal discussions on the subject.

We're all highly motivated, ready to expend some energy and do some work. So what happened? Why haven't we actively started on this Quality venture by forming process action teams (PAT) and tackling problems and improving processes? There are many reasons (excuses). I've used some of them myself.

Most of these excuses involve waiting for someone else to do something for us. As it says in the quotation, we gained knowledge. Now is the time to start expending some energy. We have to stop waiting for someone else. We have to take the initiative, decide what we want to improve, and then ask the experts to help us get there.

Let's take that step by taking a good look at the things we do, and at the way we do these things. I bet we can improve any process we use to do our jobs. Further, I bet that the best way to achieve improvements will be through TQM principles.

Start thinking about using PAT when you notice a problem or want to improve a process. You may know nothing to very little

about TQM, but that's okay. "Just do it." Let me know what you want to do, and I'll make sure we get the people who know how to use TQM help us. Let's take that first step and find out what happens.

We really know more about the process of doing quality work than we think. After all, we do quality work every day. And believe it or not, a lot of what we do contains many elements of TQM. Our recent clean-up effort for the Army Community of Excellence competition on March 1, clearly demonstrates this: Ted Pablo volunteered to head the effort, and he was empowered to attend the meetings with the Army and bring back all the information. Then he gathered the right people in the squadron and provided a clear picture (a vision) of what we wanted to achieve together.

Volunteers signed up to be captains of the various activities, and more volunteers came on board as team members (commitment). During the clean-up, everyone shed his/her rank and worked as a team. Officers were sweating along side enlisted folks, two senior master sergeants were getting their boots and BDUs dirty weeding the rock garden, supervisors were taking direction from subordinates.

No one complained,

*See Commander, Page 3*

*Commander. Continued from Page 2*

even when the rain came. We simply waited for it to stop and then went right back to work in messier conditions. I noticed many people doing more than required, trying to make us look just a little better. When we finished, some folks were still looking for ways to make us look even better. We all agreed our area "looks great."

Bottom line: everyone made a commitment to the idea of making our area look good, and then using teamwork, we succeeded better than we planned. Other "core values" exhibited included trust, competence, service and tenacity. If this isn't TQM and if this isn't what we're looking for in the Quality Guard, then I've been wasting my time trying to learn something about it.

Look around and we'll find many more activities where we naturally use the TQM process. At the same time, there are so many more things we do where we should use TQM. We don't use it because TQM is not the first thing we think of using; and if we do think of using TQM, we dismiss it because we do not feel ready to use it.

We must start thinking TQM first. We must learn and use this discipline because we want everything we do to be like our clean-up activity — great. We must learn and use TQM

because we want to constantly do better and get better results.

*by Lt. Col. Melvin K. Matsui,  
Commander, 169th Aircraft Control  
& Warning Squadron  
Ka Leo O'Kaala Vol. 7 No. 4 April 5,  
1995*

## Commander's Action Line

*The Commander's Action Line is your direct link to me. It's your opportunity to get answers to questions you haven't been able to get through normal channels. This program is not a substitute for working within your supervisory/command chain, but a means of obtaining information that might not be available elsewhere. Inputs should be sent in a "puka" envelope to: 154th Group/CC or may be phoned to the Action Line recorder at 449-2741.*

## Next Month's Drill May 6th and 7th

### KUKAILIMOKU

This funded Air Force newspaper is an authorized publication for the members of the U.S. military services. Contents of the KUKAILIMOKU are not necessarily the official views of, or endorsed by, the U.S. Government, the Department of Defense, the Department of the Air Force or the Hawaii Air National Guard.

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*RESCUE. Continued from Page 1*

"We then popped up to 10,000 feet and went into an orbit around them. That way we would've been able to mark their location in case they had to ditch right then and there."

At that point, the HIANG F-15s helped vector a Coast Guard C-130 Hercules to the area. "The C-130 laid down a perfectly straight line of flares, perhaps a couple of miles end to end," said Maj.

Wakeman. "Because depth perception is not as good in the dark, the flares really helped the Twin Otter pilot ditch successfully."

The ocean was calm that night and the small plane stayed afloat long enough for the occupants to clamber into a life raft. They were picked up within forty minutes by the California-bound merchant vessel, Columbus Canada.

The F-15s stayed on station as long as they could, watching the activity going on below them, but had to return to Hickam, as their own fuel supply was getting low. "After we got back, we were really glad to hear that a ship had picked up the survivors," said Maj. Wakeman. "This was the best birthday present I could've had—assisting in the rescue of three people."

## Quality News

by Maj. Galen R. Yoshimoto,  
154th Group Quality Advisor

### People Make the Difference

Have we lost sight of the importance each individual plays in successfully implementing quality? Has so much emphasis been placed on the organism called "the organization" that the key players (you and me) often go unnoticed — or even unappreciated? Has management become so concerned with organizational efficiency that it has become oblivious to the impact of personal effectiveness?

These are tough questions expecting — even demanding — answers. I suggest that until the role of the individual is clearly defined in the establishment of a quality culture, an organization will, at best, be efficient in quality. That organization will, however, be handicapped in their ability to do the right things, the right way, the first time. Continuous process improvement and organization effectiveness can only be realized when every one of us nurtures and develops his or her personal effectiveness! To institute Quality Air Force in our organization, *cultural change* must occur if positive results are to be realized and sustained. To change the culture you must change people —

how they act, how they think, and most importantly, how they interact.

People begin to change, and ultimately gain effectiveness, by examining their habits. Our character is a composite of our habits — both good and bad. Because they are consistent, often unconscious patterns, our habits consistently express our character and help determine our level of effectiveness. Dr. Stephen Covey, in his book *Seven Habits of Highly Effective People*, declared that habits are determined at the intersection of knowledge, skill, and desire. Only by working on these three dimensions can a person break through to new levels of personal and interpersonal effectiveness. Essentially, we break old paradigms and form new ones; we move to a principle-centered, character-based response system. We internalize the Air Force's core values — integrity, courage, patriotism, tenacity, and commitment — and effect positive, long-lasting change. We all benefit.

The best technologies, systems, ideas, mission or vision will not alone achieve the quality results we desire and expect. It's the people who make the difference — people who nurture their individual effectiveness. An insightful Aristotle remarked, "*We are what we repeatedly do. Excellence, then, is not an*

*act, but a habit.*"

Source: Capt Stephan T. Shardy in  
*The Quality Exchange*, Fall 1993.

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## BEELINE

by MSgt. Laura Masuda,  
Bioenvironmental Eng Svcs

### Workplace Hearing Loss

Noise-induced hearing loss (NIHL) results from chronic exposure to high noise levels. NIHL is an irreversible condition that progresses with increased exposure.

Despite personal protective hearing devices are worn, the problem of NIHL is on the rise. Problem: poor compliance.

Training should provide employees with the knowledge and skills required for successful compliance. Instructional details need to include proper insertion, removal and maintenance of the protective devices, regardless of type used.

Supervisors and managers should also be required to participate in the training program. They will have a more positive attitude toward hearing conservation.

Reinforcement strategies may create hearing protector usage as "normative" or expected behavior that is supported by peers and supervisors. The importance of the use of protective hearing devices can be stressed by including compliance as an evaluation criterion in the performance process.



## Medal Honors Volunteers

Military members now may earn the Military Outstanding Volunteer Service medal for exceptional community service performed after December 31, 1992. This new medal recognizes exceptional and direct community support over time, not a single act or achievement. To qualify for the award, a member's volunteer service must meet the following criteria: be performed in the civilian community, including the military family; be significant and produce tangible results; be of a sustained and direct nature; reflect favorably on the Air Force and the Department of Defense. Merely attending membership meetings or social events of a community service group is not considered qualifying services, but staffing a community crisis action hot line merits medal consideration, say personnel officials. There is no specific time period to qualify for the medal, such as 500 hours of community-service work annually. However, a person normally should be considered for only one award during an assignment. The volunteer medal is worn immediately after the Humanitarian Service Medal. Specific eligibility criteria, approval authority levels and recommendation instructions will appear

in the upcoming Air Force instruction covering awards and decorations, AFI 36-2803. Military Personnel Flights have more information.

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## WalkAmerica

Sometime this UTA weekend, someone may ask you to participate in the 25th Anniversary March of Dimes WalkAmerica. It is a 6.7 mile charity walk. There are seven rest stops along the way, serving food and drink. The walk begins and ends at Kapiolani Park Bandstand where food and entertainment will be available.

This is a fun event for the whole family. If you can't attend, please participate by donating some money to your fellow Guardsperson who will walk. Call Maj. Galen Yoshimoto at 449-0301 if you have any questions.

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## Announcement

A legal technical position for the 154 Group JAG office is currently available. The position is promotable to Master Sergeant. Cross trainees must attend the Legal Services Specialist course at Montgomery AFB, Al. Course length is six weeks and must be completed within a year of entering.

Applicants should have the following minimum: General AQE score of 50 percentile (60 preferred);

minimum typing speed of 40 wpm; average combined score of the eleventh grade or higher on reading comprehension and vocabulary examination by an Air Force Education Office; prior qualification in any AFSC at the 5-skill level or higher. Applicants must be computer capable. Submit resume to Maj. Itamura at 154 GP/JA.

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## Promotions

The following 154 Group personnel were promoted to the following rank:

154 MSF  
TSgt. Bridget K. Komine  
TSgt. Joseph L. Ramos  
199 FS  
TSgt. Elizabeth M. Walker  
154 SVF  
SSgt. Marilou Cunningham  
SSgt. Apolinar Rebelliza  
203 ARS  
CMSgt. Alfred J. DeRego  
SMSgt. Gordon T. Kireto  
TSgt. Vernon J. Palomares  
SSgt. Kirk T. Nishimiya  
SSgt. Daryl M. Luat  
SSgt. Erwin L. Ramos  
SSgt. Mark S. Takemoto  
SSgt. Robert M. Tokuda  
SSgt. Theron A. Gandaoli  
154 LS  
CMSgt. Harrison T. Iga  
SSgt. Rene'e U. Tavares  
154 LG  
CMSgt. Rex Y. Koga  
154 MDS  
MSgt. Joye C. Romero  
154 LG  
MSgt. Jose Salvador  
154 OG  
TSgt. Buenafior Robles, Jr.

## Fulltime 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 or see TSgt. Phillips, Bldg 3400, Rm 210, Monday-Friday.

JVA No.	Position Title	Grade	Closing Date	Location
FY95-081	Electronics Mechanic	WG-11	28 Apr 95	154 ACS, Kauai
FY95-082	Acft Pneudraulic Systems Mech	WG-10	3 May 95	154 MXS, Hickam
FY95-083	Training Technician	GS-09	3 May 95	154 MXS, Hickam
FY95-084	Electronics Mechanic	WG-12	8 Apr 95	292 CCSQ, Kahului
FY95-085	Secretary (Office Autom)	GS-05	4 May 95	154 MSS, Hickam
FY95-086	Supv Military Personnel Tech	GS-07	4 May 95	154 MSF, Hickam

## Self Aid Buddy Care

by 1st. Lt. Stacey Harda

Case scenario: what would you do?

1. Today is April 8, 1995 and we are standing outside for three hours waiting for change of command ceremony. The temperature is 98.8 degrees and no trade or kona winds. Your friend states, "I feel funny kine," then your friend collapses! What are you going to do?

- Pick up and take your buddy to the 154th Medical Squadron
- Ignore your buddy because he/she is always playing jokes
- Check for airway, breathing, and circulation
- Give your buddy two Tylenol's because they had too much to drink the night before
- Panic.

2. You notice your buddy's skin feels cool,

profuse sweating, rapid shallow breathing, and a fast pulse of 120 beats per minute (normal adult pulse is 60-100). These signs and symptoms suggest?

- Heat stroke
- Heat exhaustion
- It's only a joke
- None of the

above.

3. In the meantime, while you wait for help, what could you do to help your buddy?

- Take your buddy to a shaded area
- Loosen his/her clothes
- Raise his/her legs
- Talk to him/her, try to keep your buddy calm
- All of the above.

Answers: 1. C, 2. B, 3. E

## 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.

Please submit your article(s) to the Group Public Affairs Office, Room #134, Building #3400, by the close of business day on Friday, April 28th, for the May 6th edition. You can also place your article(s) in a "puka" envelope and mail it to 154 Gp/PAO.

## Air Force Announces Uniform Changes

*Washington (AFNS)*

Air Force members can now wear the pull-over sweater without a tie or tab and women can wear cuff links on the long-sleeved shirt.

These are two of the 55 uniform changes Air Force Chief of Staff Gen. Ronald R. Folgeman has approved based on recommendations from the Air Force Uniform Board that met in January.

The uniform division here has already sent messages to bases announcing the changes and implementation instructions. The changes become effective when the implementation message is received, unless otherwise noted, division officials said.

Some changes require uniform design modifications, or development and testing, and evaluation by senior leadership before they can be implemented.

The Chief of Staff agreed with the board and disapproved some suggestions including, returning to the white ceremonial dress, design a shirt-styled dress for women, and designing a shorts set with matching socks and walking shoes for summer wear. He also disapproved the suggestion to wear name tags on the service dress coat, allowing

officers to wear swords with the service dress, and allowing members to wear any color T-shirt under BDUs and flight suits.

Uniform board officials said they thank everyone who submitted ideas. "We were very pleased with the overwhelming response and interest," said Maj. Beverly C. Wright, Chief of the Uniform Division.

She said the large number of inputs — more than 2,500 suggestions which were condensed into 363 proposals — "showed how important the uniform issue was to active-duty members, retirees, family members and former Air Force members."

"By far, the majority of the ideas were extremely good and well thought out, which allowed board members to make quality recommendations to senior leadership," Wright said.

Items the Chief of Staff approved are: Wear the pull-over sweater without a tie or tab; Alter the women's long-sleeve shirt for cuff links; Army and Air Force Exchange Service to produce limited quantities of a-lined skirts in polyester fabric; Physician Assistants to wear two line name tags; Name and USAF tapes must be back on BDUs by October 1, 1997; Wear a maximum of three badges on BDUs; Wear command patches on BDUs at major command option; Wear the U.S. flag on BDUs in a con-

tingency situation; Wear Army patch when attached to that unit; Wear morale patches on BDUs and flight suits at MAJCOM option; Wear unit emblem and T-shirts with BDUs and flight suits; Women may wear BDU belt tip facing either direction; Wear Air Force wing and star patch on A-2 flight jackets when assigned to a unit not aligned under a MAJCOM; Wear BDU or blue outer garments with white service uniform; A more ceremonial band uniform; A more distinctive USAF and base-level honor guard uniform; Security police may wear SP arm band with commander approval; MAJCOM may modify the elite guard uniform; Wear metal grade insignia or chevrons on all outer garments except raincoat; OK to mix regular size occupational badges with miniature size wings, missile badge and fire protection badge; Missile badge will not phase out; OK to wear other U.S. services aeronautical badges; Colonels and below will wear half-inch blue braid on coat; Majors and above to wear clouds and darts on service caps; Store flight cap under belt, but not folded over; Service cap optional for Captains and below; Wear brown leather flying gloves with A-2 flight jacket; Wear new tie with old service dress uniform; OK to carry bags with straps

*See Uniform, Page 8*

*Uniform. Continued from Page 7*

over left shoulder; AAFES to carry a less expensive optional handbag; More flexible standards for optional handbags; Oxfords may have low wedge heels; Athletic shoes authorized for recruits; AAFES to carry a comfortable hospital shoe; Some or all ribbons required on service coat; Nail polish must be a single color; Physical fitness uniform for Air Force ROTC cadets; Different rank insignia for airman education and commissioning program students and Physician Assistants; Civil Air Patrol senior members may transition to new uniform; CAP to wear silver-gray epaulet and silver-gray name tag.

Ideas approved, but requiring design modifications or development and testing: Blue cardigan sweater; A poly/cotton shirt for the optional uniform program; Alternative design for front pleats and kick pleats of women's skirt; Evaluate re-sizing of men's trousers for a more relaxed fit; Redesign women's service cap in one color — blue; Add stiffer backing to men's poly/wool flight cap; New women's mess dress blouse without ruffles; Combat arms occupational patch; Subdued, metal chevron for goretex parka or desert BDU under deployment conditions; Need and feasibility for flight suits in women's sizes; Need and

feasibility for BDUs in women's sizes; Need and feasibility for desert colored flight suit.

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## Hair Style

Men Hair Style will be a tapered appearance on both sides and back, both with and without headgear. A tapered appearance is one that when viewed from any angle outlines the individual's hair so that it conforms to the shape of the head, curving inward to the termination point. Block cut permitted with tapered appearance. Men's Hair Style will not be worn in an extreme or fad style (short lived hair style) or in such a way that exceeds length or bulk standards or violates safety requirements. Will not touch the ears and only closely cut or shaved hair on the back of the neck may touch the collar. Will not exceed 1 1/4 inches in bulk, regardless of length and not exceed 1/4 inch at the termination point. Will not contain or have any visible foreign items attached to it. (TABLE 1.4, LINE 4)

Women's Hair Style will be styled to present a professional appearance. Plain and conservative pins, combs, headbands and barrettes similar to the individual's hair color permitted to keep hair in place. Women's Hair Style will not be worn in an ex-

treme or fad style (short lived hair style) or violate safety requirements. Will not extend in length on all sides below an invisible line drawn parallel to the ground at the bottom edge of the shirt collar at the back of the neck. Will not exceed 3 inches in bulk or prevent proper wear of headgear. Will not include hair ornaments such as ribbons or jeweled pins. (TABLE 1.4, LINE 5)

Overall hair standard, will have clean, well groomed and neat. If dyed will look natural. Will not contain excessive amount of grooming aids. Hair will not touch eye-brows when groomed or protrude below the front band of properly worn headgear. **EXCEPTION:** Hair will be visible in front of the women's beret, and may be visible in front of women's flight cap. (TABLE 1.4, LINE 3)

Mustache will not extend downward beyond the lipline of the upper lip or extend sideways beyond a vertical line drawn upward from the corner of the mouth. (This does not apply to individuals having shaving waivers.) (TABLE 1.4, LINE 7)

Officers must wear shiny grade insignia on he BDU cap. During deployment or in field conditions. (FIG 2.17, NOTE 2, & PACAF LETTER DATED 6 AUG 92)

REF: AFI 36-2903, TABLE 1.4, LINE 4 & 5



## Legal Line

by Maj. James Itamura

The answer to the \$10.00 Jackpot Sweepstakes Quiz are as follows:

1. *Failure to repair*
2. *Subordinate compelling surrender*
3. *Theft*
4. *Fraudulent enlistment*
5. *False official statements and fraudulent filing of a claim*
6. *Improperly hazarding a vessel*
7. *False*
8. *False*
9. *False*
10. *False*
11. *False*

Sorry to say, there were no winners in the Sweepstakes. Several people responded with ten out of the eleven correct. Thank you for your interest and participation.

## Menu

### Saturday

#### \*Main Line\*

Beef Stroganoff  
Buttered Egg Noodles  
Green Peas & Cut Carrots  
Salad Bar  
Peach Cake  
Coffee, Chocolate/White Milk and Punch  
+Snack Line+  
Fishburger with Tartar Sauce  
Coleslaw  
Assorted Greens  
Fresh Fruits

### Sunday

#### -Main Line-

Baked Barbecue Chicken  
Steamed Rice  
Buttered Corn on the Cob  
Salad Bar  
Cornbread  
Coffee, Chocolate/White Milk and Punch  
+Snack Line+  
Bayside Roast Beef Sandwich  
Coleslaw  
Assorted Greens  
Fresh Fruits

Hot entree items include Salad Bar service.

*Snack Line items also include Salad Bar service, but they cannot be combined with a hot entree.*

*The Snack Line includes four items: Chili Bowl, Corn Dogs, Hot Dogs, Sandwiches, Tacos, Fruit Cup or Soup, a Salad and Chips or Pastry.*

*Sandwiches include: Barbecue Beef, Cheeseburger, Chicken Patty, Chicken Salad, Chili Burger, Fish Burger, Ham & Cheese,*

*Hamburger, Pastrami, Pizza Burger, Reuben, Roast Beef, Salami, Sloppy Joe, Teri Burger, Tuna, etc.*

### Dining Hall Hours

Saturday & Sunday

10:30 - 12:30 Lunch

16:30 - 17:30 Dinner

Price: \$1.85