



Kukailimoku

War God Of King Kamehameha I - 154 Group

Vol. 41 No. 10

Hickam Air Force Base
Hawaii

October 14, 1995

Hawaii Air Guard to Support Operation Deny Flight

by 1st Lt. Charles Anthony

Members of the Hawaii Air National Guard, under the direction of Maj. Gen. Edward V. Richardson, state adjutant general, will deploy later this month to Pisa Air Base, Italy, in support of Operation Deny Flight. The operation is the United Nations sanctioned effort to exclude Bosnian-Serb aircraft from the no-fly zone of Bosnia-Herzegovina. The 203rd Air Refueling Squadron (203 ARS) will provide aerial refueling for NATO fighter aircraft enforcing the no-fly zone.

The 203 ARS will deploy with KC-135R Stratotanker aircraft, flight crews and ground support personnel. They are to depart Hickam Air Force Base October 14 & 15, 1995.

Operation Deny Flight has been ongoing since April 12, 1993.

New OSF Commander

Lt. Col. Robert F. Darrow will assume command of the 154th Operations Support Flight today, October 14, 1995. He assumes command from Lt. Col. Robinson who retired in September.

Distinguished Graduates

The Kukailimoku would like to take this opportunity to recognize some recent distinguished graduates!

Returning to home to the 154th Logistics Group as a Distinguished Honor Graduate from the Supply Management Apprentice Course is SSgt. Terry S. Yonamine.

And, returning home to the 154th Logistics Group as Distinguished Graduates from the Aerospace Propulsion Apprentice, Turboprop/Turboshaft Engine Course are: SSgts. Tony F. Hall and Lance K. Yamashita.

Congratulations not only on your academic achievement, but your dedication to excellence. It's a great credit towards yourselves and the Hawaii Air National Guard!

Fighter Pilot Earns Prestigious Award

by SSgt. Stephen L. Thomas

Lt. Col. Arnold W.

Balthazar, Instructor Pilot for the 199th Fighter Squadron has distinguished himself as the premier fighter tactician of the Combat Air Forces and has been awarded the Lt. Gen. Claire Lee Chennault Award. The AFA recognized him as "The Outstanding Aerial Warfare Tactician" in the entire Air Force. This is the first time in history that it was presented to a member of the Air National Guard.

The award was presented for Lt. Col. Balthazar's work in bringing Night Vision Goggles to the Tactical F-15 arena. The 199th was the test team for his project and we are still the only F-15 squadron worldwide to be able to employ tactically with NVGs.

Lt. Col. Balthazar joined the 199 FS in 1989 and went to Arizona in 1992. Between April 1, 1994 and March 31, 1995, he made enormous contributions to the integration and employment of unique systems and tactics development while

See AWARD, Page 10

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
FY95-139	Electronics Mechanic Supvr	WS-10	16 Oct 95	HIARNG Wheeler
FY95-142	Electronics Mechanic	WG-11	17 Oct 95	HIARNG Wheeler
FY95-143	Electronics Mechanic	WG-11	17 Oct 95	HIARNG Wheeler
FY95-144	Aircraft Inspector	WG-11	18 Oct 95	HIARNG Wheeler
FY95-145	Aircraft Mechanic	WG-11	18 Oct 95	HIARNG Wheeler
FY95-146	Aircraft Mechanic	WG-10	18 Oct 95	HIARNG Wheeler
FY95-147	Aircraft Engine Mechanic	WG-10	19 Oct 95	HIARNG Wheeler
FY95-148	Aircraft Electrician	WG-10	19 Oct 95	HIARNG Wheeler
FY95-149	Aircraft Pseudraulic Sys Mech	WG-11	19 Oct 95	HIARNG Wheeler
FY95-150	Sheet Metal Mechaic (Aircraft)	WG-10	20 Oct 95	HIARNG Wheeler
FY95-151	Aircraft Systems Supervisor	WG-10	20 Oct 95	HIARNG Wheeler
FY95-152	Aircraft Propeller Mechanic	WG-10	20 Oct 95	HIARNG Wheeler
FY95-153	Quality Assurance Sped (Elect)	GS-09	25 Oct 95	154 OG, Hickam
FY95-154	Secreatry (Office Automation)	GS-05	30 Oct 95	154 MXS, Hickam
FY95-155	Airplane Flight Instructor	GS-13	2 Nov 95	203 ARS, Hickam
FY95-157	Secreatry (Office Automation)	GS-05	27 Oct 95	HQ, HIANG
FY95-158	Navigator (Instructor)	GS-12	27 Oct 95	203 ARS, Hickam

Recruiting News

by MSgt. M. A. Geolina, Jr., Recruiter

The Hawaii Air National Guard has several units at different locations on Oahu. These locations include Hickam AFB, Wheeler AAF, Barbers Point NAS, and Fort Ruger.

We value your support in trying to fill the vacancies of these units, which include officer positions as well as enlisted. If you know of anyone who may be interested in one of these positions, please call the recruiting office. As you know, the best source of enlistments happen as a result of referrals from you, the unit member.

There are vacancies in communications as well as on

the flying side of the house.

Give your friends and relatives the same opportunities for training and benefits that you've enjoyed by becoming a member of the Hawaii Air National Guard. Call 449-5601 (Hickam office) or 671-1468 (Waipahu office) with your referral, today!!!

KUKAILIMOKU

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BEELINE

by MSgt. Laura Masuda,
Bioenvironmental Eng Svcs

Depleting the Ozone

In September of 1987 the U.S. and 26 other countries signed a treaty to phase out the production of ozone depleting substances (ODS). They were depleting the protective stratospheric ozone layer and allowing increased levels of solar radiation (ultraviolet) to reach the Earth's surface.

ODS include chemicals, such as chlorofluorocarbons (CFCs) and halons. They are found in refrigerants (refrigerators & freezers), coolants (air conditioning), synthetic foams (insulation, life vests, pads), propellants (aerosol spray cans), cleaning solvents, fire extinguishers, and sterilizers. Typically, these compounds were nonflammable, noncorrosive, nonreactive, low in toxicity and efficient in heat absorption.

How Everyone Can Help.

Have your car air conditioning system properly serviced.

Dispose of old refrigerators and other related appliances.

Look for products not manufactured with or containing ozone-depleting substances. Consider alternatives that do not damage the ozone layer.

Outdoor Protection. Wear protective clothing, sunglasses, liberal use of sunscreen, and wise planning of outdoor activities during daylight hours.

Hawaii National Guard Enlisted Association (HNGEA)

Nominations are now being taken for the following officers for the calendar year of 1996. Nominations are being taken for President, Vice-President, Secretary, Treasurer, Council Members HIARNG, Council Members HIANG. Deadline for all candidates to file is October 30, 1995. Send nominations and resumes to HNGEA Nominations Committee, 3949 Diamond Head Road, Honolulu, HI 96816. For more information, please contact the following: SFC David Aponte - 737-6621; MSgt. Scott Duffield - 449-2080; SrA Ellen Laguatan - 449-1940; SMgt. Robert Nagao - 655-7069; MSgt. (ret) Fred Hirayama - 586-3815.

UTA Dates for Fiscal Year 1996

October 14 - 15 1995
November 4 - 5, 1995
December 2 - 3, 1995
January 6 - 7, 1996
February 3 - 4, 1996
March 9 - 10, 1996
April 13 - 14, 1996
May 4 - 5, 1996
June 1 - 2, 1996
July 13 - 14, 1996
August 10 - 11, 1996
September 7 - 8, 1996

Flu Shots Required

Who: All 154th Wing personnel

Date: October, November, and December UTAs

Place: October and November UTAs will be in the hanger

December UTA will be in the Annex Room

Time: 9:00 am to 2:00 pm

HNGEA 3rd Annual Christmas Tree Pre-sale

Oregon State Douglas Fir Tree - 6ft to 7ft.

Cost: \$40.00 - Make checks payable to HNGEA X'mas Trees '95

Pick-up Point: Moanalua Shopping Center

Date: Friday, December 1 from 4:00 pm to 8:00 pm;
Saturday, December 2 from 10:00 am to 2:00 pm;
Sunday, December 3 from 10:00 am to 2:00 pm

Quality News

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

Steps to a Positive Quality Approach

Capt. Jenni Hesterman
Air Force Pentagon DSN 227-4142
TIG BRIEF 4 July-August 1995

Have your quality efforts stalled? Here are some steps for reexamining and reinventing your quality approach.

1. Resources. Is your quality team receiving the resources they need to execute a top notch program? Make sure the budget and facilities provide necessary training, audiovisual aids, or even a quality reading library.

2. Role models. Who are your out-front people? Are they good representatives? Are they volunteers? Your role models affect your programs/credibility.

3. Education. Is everyone educated on quality techniques? Each organization has a unique quality program tailored to its needs. Educate newcomers when they arrive by discussing local practices.

4. Policies. Do your policies support the new culture? We often forget this area when introducing quality principles and ideals into the organization. Consistency of action is critical!

5. Mission statement/goals. What business are you in? What business would you like to be in? Revise your mission statement to reflect your continuous improvement. Don't forget to revise your organization goals, too. Are

your goals measurable? Attainable? Realistic?

6. Leadership. Do you walk the talk? Are you pro-quality only when it suits your needs? Your true feelings may be more evident than you think! Isolate the aspects of the program that you disagree with and decide how you can impact a change. Make a pact with yourself to be a part of the solution.

7. Focus. Where is your focus? It's easy to become focused only on internal difficulties and procedures. Expand your sights! What can your supplier do to make your job easier? What can you do to better meet customers' needs?

8. Moderation. Slow down! Remember, we're talking about a culture change that can take anywhere from five to 15 years. Aim at long-term transformation; work on eliminating fear and encouraging teamwork. Carry out aggressive process action team initiatives.

9. Small victories. Have your teams bitten off more than they can chew? Overwhelmed with huge tasks that may take years to complete? Pick a small project, use a quality approach to improve it, and celebrate success!

10. The "Q" word revisited. Finally, if your organization has turned against quality efforts, eliminate the "Q" word from your activities. Many consultants are entering organizations and successfully implementing quality techniques without ever identifying them as such. The company then introduces the positive

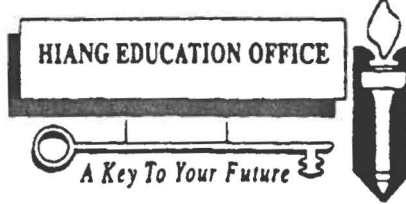
change as a product of a quality approach, rekindling the organization's original enthusiasm. Take an honest attitudinal assessment and, if necessary, use this powerful tool to bring the quality message back home.

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, October 27th, for the November 4th edition. You can also place your article(s) in a "puka" envelope and mail it to 154 Gp/PAO or E-Mail to: J Young@CC@154GP.



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, MPF

Keep up the Good Work
- Congratulations are extended to three outstanding quarterly unit career advisors for FY95.

MSgt. Laura Masuda - 154 MDS

MSgt. Pua Sugai - 150 ACWS

TSgt. Mark Coulbourne - 154 LG

The three UCAs will compete for the Outstanding UCA of the Year award presented at the annual HIANG awards banquet scheduled for February 1996. Thank you for the great support and teamwork...

Unit Career Advisor Course (YPMEC UCA) - The schedule for the FY96 UCA Course at the Professional Military Education Center in Knoxville, TN is available from your unit training managers. The course dates are as follows: UCA 96-1, 26 Feb 96 - 7 Mar 96; UCA 96-2, 3 - 5 Jun 96

Kokua for the Tuition Waiver Program - Request your kokua in obtaining a list of HIANG members that have

used or are currently using this benefit. We are currently working with UH officials and the Board of Regents to continue this program, but we may need members to testify on the positive aspects of keeping this benefit. We would like to establish a list ASAP so we will be prepared in case of short notice on testimony dates!

If you would like to help, please call our office at 449-7794 with your name and information on where you can be reached.

CCAF Graduate - Congratulations are extended to TSgt. Gary Hema from 154 MXS. He has earned an associates degree in Avionic Systems Technology through the Community College of the Air Force. Interested in achieving a degree in your field of study? Stop by or call us in the Career and Education office.

Part-time Vacancies - The following part-time Guard positions are available. A description of the duties and responsibilities is available in your unit's file copy of AFMAN 36-2108 dated Oct. 31, 1994. If you are interested in retraining into any of these fields, you need to stop by our office to complete an application. The deadline date is Nov. 5, 1995.

HQ 154 Wing Historian
3H0X1 (1 vacancy)
203 ARS Boomer
1A0X1 (4 vacancies)
204 AS Loadmaster
1A2X1 (4 vacancies)

Hawaii National Guard Softball Tournament

by MSgt. James Pahukula

The HING Softball Tournament was held on September 29 - October 1, 1995 at Hickam AFB. Overall, the HIANG teams did an outstanding job in representing their units. A total of 12 teams competed in the open division, ending with championship finals between 154 LG/203 ARS and 169th ACWS. The 154 LG/203 ARS had to beat 169 ACWS twice to win the tournament.

Congratulations to the following teams:

Open Division - 154 LG/203 ARS, 1st place; 169 ACWS, 2nd place; 29 SPT BRG, 3rd place; 292 CBCS, 4th place.

Masters Division - HDQTRS STARC (HIARNG) - 1st place

Women Division - HIANG - 1st place

Co-ed Division - HAKUNA MATATA (HIANG) - 1st place

Group Becomes a Wing

The Headquarters, 154th Group is redesignated the Headquarters, 154th Wing as of October 1, 1995. There is no change in station or gaining command. The unit will continue in assignment to Headquarters, Hawaii Air National Guard.

HIANG Awards Banquet

by TSgt. Manny R. Carlos

It is now our turn to recognize HIANG's outstanding personnel.

The new HIANG Instruction 36-2805, *HIANG Special Trophies and Awards Program*, is out and published. You may view or copy the instruction from the "W:\INFO_MGTPUBS\3_HIANG" directory. The prescribed forms for award nominations (HIANG Forms 16 & 17 in Delrina Formflow) are now available in the "W:\INFO_MGTWILFORM\HIANG" directory.

Nominations for the following HIANG awards are due **no later than November 17, 1995.**

Airman (E-1 to E-4)

NCO (E-5 and E-6)

Senior NCO (E-7 to E-9)

Officer (O-1 to O-3)

Officer (O-4 to O-6)

HIANG Recruiting and Retention

Safety Awareness (Individual) Unit

Community Service

Unit Beautification & Self-help

As specified in the above instruction, **"Any HIANG member may nominate an individual or team for a special trophy or award."** Unit Commanders, however, must certify that nominees for individual awards are members in good standing and meet all Air Force standards. To minimize mail time, use of the Local Area Network to submit nominations is highly encouraged. If you do, E-Mail to

"AWARDS@HIANG@HQHING" through the nominee's unit commander and info a copy to the appropriate Group Commander.

Award winners and nominees will be recognized on February 23, 1996 during the **HIANG Awards Banquet**. If you're interested, the banquet committees need your help and creative ideas. You may contact the following chairs: Awards Banquet Committee (SMSgt. Simmons, 449-5601); Program Committee (Capt. Nakamoto, 733-4229); Invitation Committee (TSgt. Karosich, 449-6960); Fiscal & Escort Committee (Maj. Moerschell, 449-9756); Printing & Publication Committee (TSgt. Carlos, 733-4230).

If you have other concerns regarding the instruction, please feel free to give me call or send me an E-Mail. TSgt. Manny R. Carlos, HQ HIANG/DP, 733-4230, M
CARLOS@HIANG@HQHING.

Self Aid Buddy Care

1st Lt. S. Harada

"The USAF Medical Service is to provide Air Force commanders the medical support necessary to maintain the highest degree of combat readiness and effectiveness to treat wartime casualties, and to provide rapid aeromedical evacuation. To support this mission, it is essential that medical service personnel understand the Air Force's method of providing medical

support during wartime" (MIMSO, November 1993, page 1). In 1979, the Four Echelon Concept was accepted by the Air Force based upon USAF conventional war in Europe.

Where does SABC fit in? It is you! You are considered the First Echelon of care. As the SABC Advisor, the 154th Medical Squadron needs your support and willingness to make the SABC Program operable during wartime as well as in peacetime. Think about what you have learned, you could actually help save someone's life!

You are a special individual and proud to be a member of the HIANG! SABC is just a fraction of the entire Air Force mission, yet the satisfaction of knowing your role is essential. If you need advice, assistance, and or comments, feel free to contact me at 449-7766 during UTA days. Non UTA days contact the 154th Medical Squadron at 449-2461.

Promotions

Hats off to the following individuals who were promoted/appointed to the ranks shown.

154 AGS

MSgt. William F. Zambo

154 CES

MSgt. Leslie C. Silva

154 MXS

SMSgt. Gary I. Soma

154 SG

SSgt. Gina T. Kuriyama

199 FS

TSgt. Marc W. P. Ochoco

Combined Federal Campaign

The Combined Federal Campaign is on again! This year, it runs from October 2 until November 10.

President John F. Kennedy established the CFC in March 1961 to consolidate numerous charitable campaigns. CFC was developed in response to Federal employee wishes for a single campaign, to reduce administrative expenditures, to permit voluntary payroll withholding for contributions, and to support local, national, and international health, welfare, and philanthropic organizations.

The Hawaii-Pacific Area CFC will solicit on behalf of over 1200 national, international and local charitable organizations. CFC donors designate where they wish their contributions to go. The Aloha United Way serves as the Principle Combined Fund Organization (PCFO) for the Hawaii-Pacific Area CFC.

If you haven't donated before, your local volunteer CFC representative will give you a brochure listing all the local, national and international organizations covered, i.e., American Cancer Society, American Lung Association, Boy Scouts of America, etc. From there, you can choose to whom, how much, and whether you want to start a payroll deduction or simply make a one-time donation.

Your Group POC is MSgt. Galen Redoble.

He's Back!

TSgt. Mark W. Coulbourne of the 154th Group Propulsion shop won the 6th Annual Gold's Gym Natural Bodybuilding Contest on September 3rd. This year's competition was classified as a "natural" contest because the contestants are subject to drug testing. Last year, TSgt. Coulbourne won the 1994 Armed Forces Bodybuilding Contest.

This contest is a national qualifier meaning the winner is qualified for two years to enter any invitation only national contests held on the mainland.

Proceeds from the contest, which was sponsored by Gold's Gym and Ironman Magazine, will go to the Muscular Dystrophy Association.

Congratulations, again, Mark!

HNGEA Annual Meeting and Luncheon

Meeting

Place: Queen Kapiolani Hotel

Date: November 18, 1995

Time: 9:00 am to 11:30 am

Luncheon

Place: Queen Kapiolani Hotel

Date: November 18, 1995

Time: 11:30 am

Cost: \$10.00 per person

Please let us know if you wish to attend no later than November 5, 1995. Please contact the following for more information:

SFC David Aponte 737-6621

MSgt. Scott Duffield 449-2080

SrA Ellen Laguatan 449-1940

SMgt. Robert Nago 655-7069
MSgt. (Ret) Fred Hirayama
586-3815

Bicycle Safety Helmets Mandatory

Effective October 1, 1995, IAW DODI 6055.4, AFI 91-207 and 15 ABWI 31-210, all personnel are required to wear an ANSI or SNELL approved bicycle safety helmet while operating a bicycle in the performance of official duties.

TSgt. James from the 15 ABW Security Police says that bicycle riders not wearing bicycle head gear protection, anywhere on base, will be ticketed. This includes flightlines and shop to shop rides.

Any organization requiring bicycle safety helmets is requested to forward their order to 15 SUPS/LGSMR. They'll need the following information:

Unit; Organization/Shop Code; POC; Quantity by size (SM, MED, LG, XLG)

If you have any questions, please contact MSgt. Saunders at 15 SUPS/LGSM at 449-1572.

204 AS Conducts Airdrops

by SSgt. Stephen Thomas

The week of September 11th was a busy one for the 204th Airlift Squadron. Crews of the 204th joined their active duty counterparts from Oklahoma and Pennsylvania for loadmaster airdrop training and flight engineer tactical mission qualification training ("check rides") performing airdrops near Wheeler Army Airfield and touch n' gos at Bradshaw landing strip on the Big Island supporting the US Army's 25th Infantry Division.

On one morning, for example, long before dawn, loadmasters arrive to brief and load and strap down "bullets and beans" for the "troops in the field" in the cargo bays of four C-130H aircraft. After rigging and parachutes are checked, a pre-flight check is performed. At 7:30 am, it's time to go.

At 8:00 am, clearance is given by the tower, and each "heavy", one by one, rumbles and bounces down Hickam's runway and lifts off under a bright Hawaiian sun. Banking low and to the right over Diamond Head, with the "hum" of four large bumble bees, the squadron heads westward toward the north shore of Oahu.

Flying in random formation at approximately 600 feet over the blue-green Pacific with verdant valleys off to the right, they circle around the north shore and head towards Wheeler AAF. Inside the cargo bay, the loadmasters unstrap

their loads and make a final check in preparation for the "drop". Around the cargo bay several red lights are illuminated.

As the aircraft nears the drop zone, the sound of the hydraulic system is heard as the flaps are lowered to reduce the air speed. Then the tail door is raised and the ramp is lowered (instantly, one has an unobstructed view of the rear and the lush terrain below). On the ground, a Drop Zone Support Team (DZST) from the US Army's 25th Infantry Division prepares for another Mass Container Delivery System (CDS) airdrop from the Hawaii Air National Guard.

Suddenly, at an altitude of approximately 800 feet, the nose of the aircraft goes up, and just at the right time, the lights turn "green" and a cable releases the back straps, and mere gravity forces the cargo to roll out of the bay, and parachutes are automatically deployed. According to SSgt. Chris Abbot, loadmaster with the 204 AS, this was a relatively light load; heavier cargo would require extraction chutes which pull the cargo out of the aircraft. Minutes later, the tail door closes and the ramp goes back up and the empty plane banks back towards the southeast, concluding another successful airdrop.

Now, it's off to the Big Island for a "maximum effort landing and takeoff" on a short runway at Pohakuloa training camp. As soon as the aircraft touches the runway at Bradshaw, the props are thrown into reverse to slow the

plane down. Brakes are applied, and once it's come to a complete stop, full thrust is applied for shortest distance take-off. The C-130H is the only large aircraft capable of landing and taking off on an aircraft carrier.

Tomorrow, members of the 204 AS will drop more cargo, cargo that will include heavy equipment, and troops, up to 72 of them at a time. "When we drop troops, we usually work with a "jumpmaster" from the Army's 25 ID at Schofield," said SSgt. Abbot, a prior service veteran who's flown all over the world. "Prior to takeoff, we brief and coordinate signals and procedures—who's going to do what. "We're dealing with human lives, here," he added.

At the conclusion of this training exercise, the 204 AS will be qualified to perform airlifts, airlandings and airdrops in support of PACAF and the State of Hawaii. "We're excited about the future," said SSgt. Abbot. "We're here to serve," he continued.

SPSs Deploy to Osan

by SSgt. Stephen L. Thomas

Thirty-three security police personnel from the 154th Group along with two Combat Arms Training and Maintenance (CATM) personnel deployed to Osan AB, Korea on September 23rd aboard one of our KC-135s to join their active duty counterparts of the 51st Security Police Squadron to supplement some of their troops while they are away in training.

Twenty-eight members of the 154 SPS, 4 members of the 169 ACWS/SP and 1 member of the 292 CBS/SP will be split up into four different flights, working alongside the 51 SPS.

Our personnel will be required to provide security coverage over areas containing priority resources, base security patrols, and town patrol. Our CATM section will be assisting the CATM personnel at Osan in providing weapons training to the active duty personnel stationed at Osan.

Our people will not only experience working in a foreign country and having to deal with these people in a professional matter, but they will be required to perform in an entirely different working environment. Their jobs will place them in areas that require a higher security alertness, plus they'll be working in a high tension environment.

According to MSgt. Scott Duffield of the 154 SPS, training of this nature, involving the deployment phase and representation from three different units has never happened before.

Reserve Officers To See New Personnel Rules

Robins AFB, GA (AFNS) —

Air Force Reserve officers should learn early next year what the minimum and maximum time-in-grade requirements will be for promotion as a result of the Reserve Officer Personnel Management Act.

The Air Force and the other services are in the process of writing policies to implement new rules under ROPMA, which takes effect October 1, 1996.

"The minimum times established in the new law are less than current minimums," said Lt. Col. Ron See, Chief of the Plans, Programs and Analysis Division in the Headquarters Air Force Reserve Personnel Directorate. "However, I don't think we will adjust the promotion opportunities for all grades at minimum allowed. We won't know what they will be until after they are submitted to the chief (Maj. Gen. Robert A. McIntosh, Chief of Air Force Reserve) and he gives his recommendations. Our working group's goal is to have leadership approval and new proposals to present during the mid-winter commanders conference in January."

Other key changes include eliminating time-in-service requirements, promoting the "best qualified" rather than those "fully qualified" and allowing reservists to request delaying promotions for up to three years.

The "best qualified" stan-

dard means the reserve will set a promotion quota by category. For example, if the reserve sets a quota of 40 majors in a certain category, only 40 captains would advance to major in that category. Under current law, everyone who is fully qualified is eligible for promotion.

Unit vacancy promotions will continue under ROPMA. To be promoted within a unit, officers still would have to meet "fully qualified" standards and be selected by a promotion board before they could advance in rank.

The new law provides for "hip pocket" promotions for up to three years. That means reservists can apply to voluntarily delay accepting their promotion until they find a position in their new grade. If they cannot locate a job in the selected reserve, they will be forced to join the Individual Ready Reserve. If they decline the promotion, it's the same as being passed over. Two pass-overs for officers seeking promotion to lieutenant colonel or below mean automatic transfer to the IRR.

Numbered Air Force commanders will probably have approval authority for hip pocket promotions, said See.

ROPMA also allows the services to convene boards to determine which surplus officers should be retired. Only officers with more than 20 good years of service would be subject to these boards, so retirement benefits would be protected.

See ROPMA, Page 10

ROMPA, Continued From Page 9

The act clamps down on last-minute promotions just before retirement. Officers would have to serve three years in a rank to retire at that grade. If their retirement is mandatory because of age or years of service, they would have to be promoted six months or more before retirement to retire at the higher rank.

When called to active duty, reservists would remain on the "reserve active status list" for up to 24 months, thereby avoiding having to compete with active duty officers for promotion. During call-ups, they would no longer lose rank or date of rank when transferring to active service. Under current law, reservists called to active duty can be credited with less time in grade by their active duty commanders.

ROPMA is the first major revision of statutes governing reserve officer personnel management in 40 years.

Award, Continued From Page 1

serving as the F-15 Director of Test for the Air National Guard Air Force Reserve Test Center (AATC) in Tucson, Arizona.

Lt. Col. Balthazar is the sole individual in the Air Reserve Component responsible for F-15 Operational Test and Evaluation (OT&E), Tactics Development and Evaluation (TD&E), and special projects. He provides this service for all six F-15 Fighter Groups in the Air National Guard which

represents almost one-third of all F-15s in the Combat Air Forces. In this role, he made advances in three major areas: night combat operations, electronic warfare, and the introduction of space-derived information into the cockpit. He has accomplished these successes, despite a low budget and with no personnel support, through sheer tenacity.

Lt. Col. Balthazar single-handedly introduced Night Vision Devices into the night air-to-air tactical arena. The application of NVG use in the air-to-air role represents an innovation in Night Tactics in the F-15 which is revolutionizing night employment! This award not only reflects positively on the 154th Group, but the Air National Guard as well.

Youth Challenge

Help the youth of Hawaii become successful citizens by joining Youth Challenge!

The Hawaii National Guard Youth Challenge Program is looking for volunteer mentors.

If you didn't read the article in last month's Kukailimoku about this very successful program, it is graduating more youth than they have role models to turn to for guidance during the second phase.

Take the challenge yourself and become a mentor - a small sacrifice - a great reward. Please contact 1st Lt. Steve Lai at 684-9350 or 5790.

Wanted: Your Inputs!

The Kukailimoku is your Wing newsletter. It is one of many tools that we use to communicate with each other and share information within the 154th. Hopefully, you've seen a story that you really enjoyed or really found informative or enlightening.

The 154th Public Affairs Office would like your help. We are looking for information on interesting people and events that have happened or will happen within your unit or section. We would like to print stories about your training and/or experiences you consider worth talking about. That way we can get the word out to everyone on your activities or accomplishments.

We're also looking for articles or information on outstanding individuals who have distinguished themselves in various ways such as graduating from a tech school as an honor graduate or distinguished graduate, performed outstanding volunteer work for the community, was given a special award or who has excelled in other ways.

Act now! Our readers can be one of our best sources of information. Please don't hesitate to call us (or come see us), and don't assume that someone else has already given us a call and given us the news. We would rather receive many calls on the same subject than no calls.

154th WING ORGANIZATION

