



Kukailimoku

War God Of King Kamehameha I - 154 Group

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Hickam Air Force Base
Hawaii

January 8, 1994

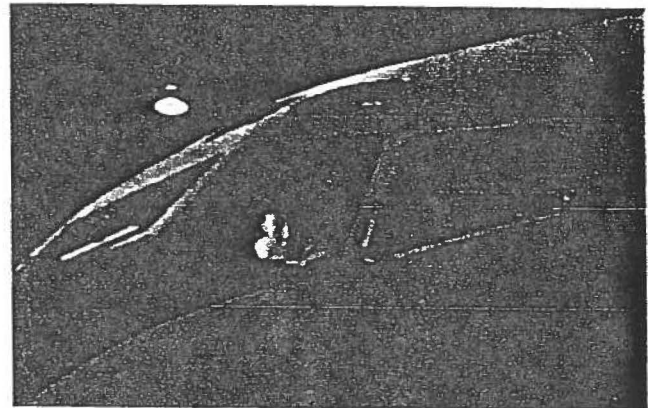
Change in Work Schedule

Maj. General Edward V. Richardson, State Adjutant General, has approved for a test period, implementation of a 154th Group initiative called the 5-4-9 work schedule. The plan came to fruition through the T-Q-M process and is expected to increase productivity and training, while allowing personnel more free time to improve the quality of their lives. The major points of the 5-4-9 work schedule are as follows:

- The test period begins on January 23, 1994 and runs through July 23, 1994 — thirteen two-week pay periods.
- January 31, 1994 is the first Monday affected by the work schedule change.
- The test will involve only the 154th Group — the 201 CCGP and HQ HIANG will remain on their current work schedules.
- Prior to the conclusion of the test period, we will assess the merits of the 5-4-9 work schedule. The Adjutant General would then make a decision to continue, modify or discontinue the 5-4-9 work schedule.
- The 5-4-9 work schedule consists of eight 9-hour workdays and one 8-hour workday within each two week technician pay period. The total hour worked remains eighty per pay period.
- The 8-hour workday occurs on the second Friday of each two-week pay period.
- The scheduled day-off occurs on the second Monday of each two-week pay period.

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Family Day - 1993



Future 203rd ARS KC-135 Pilot

Hawaii Air National Guard Photos

Enjoying the view



COMMANDER'S CORNER



By: Col Michael H. Tice

The Commander's Action Line is your direct link to me. It's your opportunity to find answers to questions you haven't been able to get through normal channels. This program is not a substitute for working within your supervisor/ command chain, but a mean of providing information that isn't available elsewhere.

Inputs can be submitted on a plain sheet of paper or on the new "Commmander's Action Line form," which will be available in the lunch line during UTAs, and placed in a "puka" envelope addressed to: 154 Gp/CC, and routed through our normal distribution system, or you can address your input to:

154th Group
Commander's Action Line
360 Harbor Drive
Hickam AFB, Hawaii 96853-5517

Distinguished Flying Award

The following letter was addressed to Col. Tice, 154th Group commander, from the Assistant Secretary of Defense:

Dear Colonel Tice:

I salute you and the members of the 154th Group for having been selected for the 1993 NGAUS Distinguished Flying Unit Plaque.

This distinctive recognition brings great credit to your unit and the state of Hawaii. Please extend to all the men and women of the Group heartiest congratulations for their hard work and dedication to excellence.

My best wishes for continued success and may the joys of the holiday season brighten your New Year.

Sincerely,

*Deborah R. Lee
Assistant Secretary of Defense*

DEADLINE

We want to let our Kukailimoku contributors to know that the deadline for submission of articles for publication in the next drill's edition is Friday, January 28, 1994.

We must establish a publication deadline because we need time to enter, edit and lay out the stories and photos, and get it to the printer and have it ready for distribution on Saturday's Drill.

KUKAILIMOKU

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This publication is prepared, edited and produced by the Public Affairs Office of the 154 Group, Hawaii Air National Guard, Hickam AFB, Hawaii 96853-5000.

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Perspective

A S T O R S



By Chaplin (Capt) Robert Nagamine

A famous quotation from A Tale of Two Cities describes last year: "It was the best of times, and it was the worse of times." There were both the highs and lows of life. There was the good and bad news. There were the wonderful victories and agonizing defeats. Doesn't life sometimes seem so challenging?!

But now, 1993 is over. We need to concentrate on this new year and the hopeful future. To be successful, we need to accentuate the positives and limit the negatives. Philosophy and discipline are two important areas needed in facilitating successful living.

From a shop called "Successories" in Atlanta, Georgia, I found an inspiring card last year. The writing on the card described the philosophy of a successful person. I think we all should adopt this same philosophy...

WINNER vs. LOSER

"The Winner — is always part of the answer;

The Loser — is always part of the problem;

The Winner — always has a program;

The Loser — always has an excuse;

The Winner — says 'Let me do it for you;'

The Loser — says, 'That's not my job;'

The Winner — sees an answer to every problem;

The Loser — sees a problem for every

answer;

The Winner — sees a green near every sand trap;

The Loser — sees two or three sand traps near every green;

The Winner — says, 'It may be difficult, but it's possible;'

The Loser — says, 'It may be possible, but it's too difficult.'

Be A Winner"

Discipline, as well as the right philosophy, is also needed. Discipline is doing whatever is good for us and others, even though it isn't easy. It's getting physical exercise regularly, even though we're tired. On the other hand, it's resting when we really need it. It's working when it's time, and partying when it's time. It's doing whatever is ethically and morally right, even though it might not be immediately beneficial. It's wise management of money when it's so tempting to spend foolishly. It's giving God His due credit for His grace, forgiveness and everlasting love. It's finishing what we started and not leaving a trail of unfinished business. Any more to add? We must believe what coaches say: "Good things happen to those who practice discipline."

May God bless you with a prosperous and very Happy New Year!

For the Family

This new year, let's continue to realize the significant role our family life plays on us. It's wonderful that more and more people are realizing its importance and are trying to do positive things to influence it. They are increasingly seeing that crime and violence in America often reflects deteriorating, broken homes or even non-existent family life. There's truth in saying that if we help our families, we'll really be helping our nation.

So, let me encourage you to: (1) do all you can do to help build your family life and, (2) have your spouse or family members consider

Family Continued from Page 3

getting involved in a family support group. If you get involved with a family support group, you'll be linked to a structure that will help especially during times when the military member of your household leaves for an extended period.

The following is general information on family support groups — A family support group is a group of volunteer spouses or family members of both enlisted and officer personnel. It is organized to help support families. Especially when our unit is called to active duty or if there is a need, family support group members can be there to support one another.

Every family support group decides for itself what it wants to accomplish, according to its needs. However, here are some general purposes of a group: (1) to increase knowledge among family members regarding the obligations and benefits of Guard members, (2) to create a bonding among Guard families, (3) to create an information and communications network that will assist family members while their spouses are mobilized, on annual training, or on some other type of separation, and (4) to provide feedback to its squadron on family member concerns and ideas.

How much time will it involve if your spouse or family member joins a group? It all depends on each individual group. However, generally, it won't require lots of time. Each group decides how involved it wants to be.

If your spouse or family member is interested in joining a family support group, contact your unit.



**Next Drill will be on
February 5th and 6th**

Changes in Command

by SSgt. Stephen L Thomas

1994 starts off with three changes in command in the 154th Group. Lt. Col. Gervin Miyamoto is going to be the new 154th Mission Support Squadron Commander. He will succeed Lt. Col. Alan Fujita, who is retiring in February 1994.

Capt. Phillip Radford, the current 154th Services Flight commander, will be the new 154 SPF commander. Replacing him as the services commander will be Capt. Melissa Zen, who served in our Education and Training Office.

The triple change of command ceremony will take place Sunday, January 9th, 1:30 p.m. in the Diamond Head side of Hanger 3400.

1994 HING State Volleyball Tournament

The 1994 HING (Hawaii National Guard) State Volleyball Tournament is scheduled for April 15-17 1994. It will be held at the Keawe and Kekuhaipi'o gymnasiums at the Kamehameha Schools. The competition will be held in four divisions. Additional information will follow. Questions may be directed to the following points of contact:

Chairman:

MSgt. Rose Vendiola, 449-7794

Assistant Chairman:

SSgt. Kaipō Sing, 449-5105

Men's Open:

TSgt. Russell Campos, 449-7795

Men's Masters:

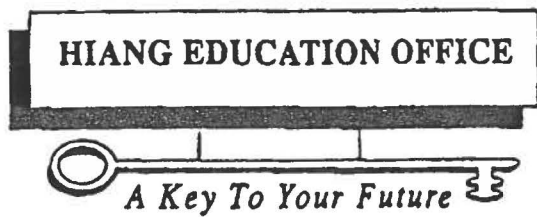
MSgt. Jimmy Pahukula, 449-1201

Mixed (Co-ed):

TSgt. Eddy Compoc, 449-7798

Women's:

MSgt. Larry Kauleinamoku, 449-5545



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

Air Force Ready Reserve Stipend Program (AFRRSP) — Are you looking for financial assistance while you finish your nursing degree or medical residency/fellowship? We might have just the program you; the AFRRSP designed to provide an incentive for health professionals to continue their education and training in the following fields:

Doctorate Fields

General Surgeon

Orthopedic Surgeon

Anesthesiologist

Nursing Fields

Operating Room Nurse

Nurse Anesthetist

Psychiatric Nurse

Trauma Nurse

The program also supports commissioned/non-commissioned persons who pursue baccalaureate studies in nursing. If approved, participants may receive up to \$794.00 per month. Members using this program will incur a Reserve Service Obligation (RSO) of two years for each year in which they receive the stipend. Any full-time nursing students that have obtained an RN license and full-time medical students pursuing doctorates in the above fields may call for an application request.

Montgomery GI Bill, Chapter 30 —

This program is available to Title 32 AGR individuals who started their FIRST AGR tour on/after November 29, 1989 other than Initial Active

pursuing doctorates in the above fields may call for an application request.

Montgomery GI Bill, Chapter 30 — This program is available to Title 32 AGR individuals who started their FIRST AGR tour on/after November 29, 1989 other than Initial Active Duty Training (IADT). Eligibility information was sent to qualified officers and enlisted members. If you are eligible and have not been contacted, please call MSgt. Vendiola for additional information at 449-7794.

94 HING Fun Run/Walk

WHO: Members and Family of the Hawaii National Guard & State Department of Defense Employees

WHEN: Monday, January 17, 1994

TIME: Check-in 6:00 - 6:50 am, start time 7:00 am

WHERE: Bellows Air Force Station, Waimanalo

WHAT: 5 kilometers (3.1 miles) Fun Run/Walk

HOW MUCH: \$10.00 early entry (no later than January 10th); \$15.00 late entry (after COB January 10th)

DIVISIONS: Trophies will be given to the top finisher, male and female, in the following age divisions: under 12, 13-17, 18-28, 29-38, 39-48 and 49+

Mail registration form to:

1994 HING FUN RUN/WALK

c/o 1-193rd Avn

Bldg. #832

Wheeler AAF, HI 96854-5114

or to POCs

154th Group personnel who participate will be given a waiver for the annual physical fitness 1.5 mile run.

POCs: HIANG, CMSgt. Ho, 449-5701

HIARNG, Capt. Murakami/Capt.

Protacio, 622-3174

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, Room 210, Monday-Friday.

JVA NO.	POSITION TITLE	GRADE	CLOSING DATE	LOCATION
FY94-019	AIR TFC CON SPECL (OFFICER)	GS-11	01 FEB 94	KOKEE (150)
FY94-018	AIR TFC CON SPECL (OFFICER)	GS7-11	25 JAN 94	KOKEE (150)
FY94-015	MATERIALS HANDLER	WG-06	19 JAN 94	HICKAM (RMS)
FY94-012	PRODUCTION CONTROLLER	GS-09/AGR	12 JAN 94	HICKAM (203)
FY94-011	AIRCRAFT ENGINE MECHANIC	WG-10	11 JAN 94	HICKAM (CAMS)

Work Continued from Page 1

- There are deviations from this schedule.
- The Monday after each UTA weekend is a day off, even if it is the first Monday of the pay period. During these two-week pay periods, we work the second Monday in exchange. This breaks up the technicians "12-day work week."

- July 4th is a scheduled Monday off and a Federal holiday. Normally, we would have the next day off, but the day off moved to the first Monday of the pay period, June 11th. This supports our preparation for the July 9-10th UTA weekend.

- The number of technician work days available for a Traditional Guardsperson to make up missed UTAs will decrease by fourteen days per year. The process action team's research shows no Traditional Guardsperson made up UTAs on the Monday after the UTA weekend during the past three years.

- It is Col. Tice's intent that all functions within the 154th Group be closed on the scheduled Mondays off with the following exceptions:

- 24-hour shift workers will remain on their current schedules.

- The Group Headquarters will remain open Monday through Friday, 7:30 a.m. to 5:00 p.m. However, the Headquarters personnel will stagger their day-off to provide this coverage.

- Col. Tice will consider other deviations and approve them on a case-by-case basis.

- The provisions of State of Hawaii DoD Policy Directive 1989-6, Flexible Working Hours Program, will remain in effect. This directive allows supervisors to facilitate any special requirements by technicians.

Hawaii National Guard Enlisted Association 1994 Membership Drive is on —

A by-laws change approved at last year's annual membership meeting changes the annual due's structure. The new structure is as follows: E1-E4 is \$6.00; E5-E6 is \$10.00; E7-E9 is \$15.00. The increase in the due's amount was due in part to the increase of the national body's increase starting in 1994. The 1994 application forms can be found in your orderly room. Please contact TSgt. Scott Duffield at 449-0300 or MSgt. Wayne Y. Soma at 449-6986 if you have any questions.

Scholarship applications will be solicited starting next month. MSgt Wayne Soma and SSgt. Pam Yashiki (203rd AREFS) will be spearheading this program for the current year. Please contact them for more information.