



Kukailimoku

War God Of King Kamehameha I - 154 Group

Vol. 40 No. 06

Hickam Air Force Base
Hawaii

June 4, 1994

North to Alaska ... Cope Thunder

Deploy-O-Gram #2

by Capt. Braden K. Sakai, Project
Officer, 199 FS

"THERE'S MOSQUITOES and MOOSES and BEARS, OH MY!" Yes, people, as Chief Kuwana played tour guide for Maj. Hudson and myself, he was a man with a mission, determined to show us a moose on Elmendorf AFB. But before we saw one, we ran into a black bear, BIG mosquitoes (I think they're the state bird), bald and golden eagles, some of the biggest and ugliest looking fishes I've ever seen, and finally a couple of mooses (or meese). Anyway, thanks, Roy, for the great sightseeing tour and for not leaving me there at that isolated bathroom (thank you God for having a bathroom there) in the middle of the wilderness with all that wild-life. (By the way, a couple of those animals were on base, i.e., the bear!, so watch out!)

Well, I'm sure there's a lot of questions out there, such as:

Are we going or not? Is the 203 AREFS still planning on attending CT 94-3? Will there be a swap out? Are we cutting the manpower in half for this deployment? Was Chief Kuwana a race car driver in his



previous life? Am I using this "," symbol correctly?, etc.

As of 10:40 a.m., May 27th, here's the latest: I don't know. Actually, the check's in the mail. My head is still spinning on whether or not the 203 AREFS will participate or not. Well, the latest is, "Plan on everything going per last month's article on CT 94-3", EXCEPT for the possible swap

out on July 23rd. Please be prepared for that NOT TO HAPPEN and also the 203 AREFS will not be working out of Eielson AFB. Lt. Col. Asai assured me there will be a lot of answers to our questions concerning mandays and airlift in the next two weeks. The Bottom Line: WE'RE GOING! So, let's keep FOCUSED and get ready to kick some OKOLE and set the standards at Cope Thunder 94-3.

The conference that was held May 10-14, went pretty well. Everything that was discussed on the last Deploy-O-Gram seems to be in order. Kudos goes to Maj. Malarkey, Maj. Hudson and Chief Kuwana for doing a great job by making some tough decisions and holding their ground when Kadena (our host unit) wanted the world and then some.

Some of the news is: 1) Just about every facility associated with CT 94-3 is being renovated. The barracks for

COMMANDER'S CORNER



By: Col. Michael H. Tice

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.

Commander's Action Line

Q: The Operational Readiness Exercise (ORE), conducted the 11th through the 15th of May, conflicted with school final examinations. Could it have been scheduled at a different time?

A: Yes. The truth of the matter is we didn't realize we had scheduled the exercise during exam week or that it impacted as many people as it did until we got some feedback. The ORE has been on the books for this period since the beginning of the fiscal year and I thought that we had put out ample notice. Unit commanders are afforded considerable latitude for excusals and work shift changes to accommodate personnel requirements. If you have these conflicts in the future, run them up your supervisory chain. In the future, we will include university and community college exam periods in our planning process and avoid those periods when possible.

Q: Why were box lunches served to some people on Saturday, May 14th during the Operational Readiness Exercise?

A: On a normal UTA Saturday the dining hall serves both an afternoon and early evening meal for the night shift. Additionally, they serve on the flight line in the afternoon in order to

accommodate the flying schedule. These requirements spread their 34-person force thin. In May, they were also participating in an overnight exercise at Bellows AFS with the Civil Engineers that spread them even thinner, which prevented flight line feeding and the evening meal support. During the ORE planning, adjusting the exercise flying schedule to allow eating elsewhere, serving MRE's or serving box lunches was discussed. The box lunch option was chosen.

Q: Why wasn't meal service provided during the 11-13 May active duty period for the ORE?

A: The 199th FS and the 154th CAMS were the primary units designated to participate in the ORE. The services flight wasn't a participant due to their own military readiness training plan and workday limitations. Individuals on active duty were paid Basic Allowance for Subsistence (BAS). Had meal service been provided, we would have either charged for it in the lunch line or paid less than the full BAS rate.

Q: The soap dispensers installed in the remodeled men's restrooms on the makai side of the hangar don't seem to work properly and the soap is ineffective. Can anything be done about this?

A: I agree 100%. We've either got the wrong soap or the wrong dispensers. I can't tell you what the solution will be, yet, but the civil engineering folks are tasked to fix it and insure that we have some soap with grease and grime cutting power available.

Q: I would like to know when the last time the drinking water in Bldg. 3415 (Supply, CBPO, FM) was tested. How often is it tested?

A: The last water sample test for that facility was 1989. On June 1, we sent water samples to a private lab for analysis. Our environmental management office will notify the building manager of the results when we get them. The 15th ABW performs periodic water testing throughout the base as required by the Safe Drinking Water Act. To date, no drinking

Legal Line

by Maj. James T. Itamura

Standards of Conduct

All Air National Guard personnel must be familiar with and must comply with AFR 30-30. All Commanders are required under paragraph 28, AFR 30-30, at least annually, to bring the Standards of Conduct to the attention of all Air National Guard personnel under their supervision. This outline is presented in order to comply with that requirement. The rules apply to all guard members - AGR, technician and traditional - unless otherwise indicated.

General

Any private business activity, or financial interest which conflicts, or which appears to conflict, with official duties must be avoided. Inside information gained through an Air National Guard position must not be used, or appear to be used, for private gain or the interest of family or friends. A government position may not be used to induce, coerce, or influence any person for the financial benefit of an Air National Guard member or any other person.

Commercial Soliciting

Full-time personnel may not commercially solicit or make sales to anyone junior in rank or grade, at any time, on or off duty, in or out of uniform. The same prohibition applies to traditional Guard members on duty. This includes insurance, stocks, mutual funds, real estate, or any other services or goods. It does not apply to a one time sale of personal property or a private dwelling, or to employment and sales by off duty personnel in a retail store.

Personal Conduct

Criminal, infamous, dishonest, immoral, disgraceful, or other conduct prejudicial to the government is prohibited. Moreover, personnel must avoid any action that might result in or create the appearance of using public office for private gain; giving preferential treatment to any person; discriminating against anyone or denying anyone equal opportunities or treatment; impeding government efficiency or economy; losing

complete independence or impartiality; making a government decision outside official channels; or affecting adversely the confidence of the public in the integrity of the government.

Gifts to Air National Guard Personnel

Personnel may not solicit contributions for a gift to a superior, or make a donation towards a gift for a superior, or accept a gift from anyone receiving less National Guard (or technician) pay than themselves or from a subordinate. However, voluntary gifts or contributions of nominal value on special occasions such as marriage, illness, transfer or retirement are allowed provided any gifts acquired with such contributions do not exceed a reasonable value.

Bribery and Graft

Criminal penalties may be imposed for soliciting, accepting or agreeing to accept anything of value in return for performing or refraining from performing an official act. With rare exception, any gift, gratuity, favor, entertainment, loan or any other thing of value may not be accepted from anyone doing business with the DoD or from anyone who may be affected by the performance or nonperformance of the official duty of DoD personnel.

Use of Government Personnel or Property

Government resources such as telephones, typing assistance, chauffeur service, photocopy machines, computers, postage, or office supplies may not be used by any personnel for other than official business. Personal use of scrap material, such as wood and metal, is prohibited.

Use of Titles

Full-time duty personnel (AGRs) cannot use their titles or positions in connection with any commercial enterprise or for endorsing a product. Retired or Reserve military personnel are permitted to use their military titles in connection with commercial enterprises if they indicate their Retired or Reserve status.

Outside Employment

Full-time Air National guard personnel (AGRs) must not engage in outside employment

See *LEGAL*, Page 6

New Hat Policy Explained

by Col. Michael Tice

In March 1994, the 15 ABW Commander rescinded all no hat area's on Hickam AFB with the exception of the Main Exchange and the Flight line. At about the same time, I asked the '89 Council to review the 154th Group "no hat" areas. The resulting policy reflects their recommendations to me.

"The only 'No Hat' area authorized within the 154th Group is the F-15 Flight line and taxi way area. The AFR 35-10 rule making the wearing of headgear optional 'when wearing utility or organizational uniforms in designated work areas' will apply when performing work on aircraft, vehicles or equipment on paved/concrete areas adjacent to our facilities. Individuals transiting from point A to point B will be expected to wear appropriate head gear.

My aim is to provide for your safety and convenience while complying with the intent of AFR 35-10 and BGen Kealoha's policy. We want to have people who look smart, and whose appearance, military courtesies and attitudes reflect professionalism and pride in the HIANG and the Air National Guard. When I refer to a "No Hat" area this also indicates an area where a BDU shirt is optional unless otherwise directed by your supervisor. The basic rule of thumb is if you are performing duty in a "No Hat" area, *you are* authorized the option of not wearing your hat and or BDU shirt while you are performing your duties. However, once you have finished, or are going to visit another unit/office not within your work area (e.g., lunch wagon, CBPO, Mail Room, etc.), you must put your shirt and hat on. Here are examples of situations when its optional and when its required.

No Hat Required Situations

- A mechanic from the engine shop is working in the hanger and needs to return to the engine shop for tools or parts. This mechanic may walk across the concrete area between the hanger and his shop without putting on his hat or shirt. (Reference above policy — "when per-

forming work on aircraft, vehicles or equipment on paved/concrete areas ...).

- A team of Civil Engineers is pouring concrete in the Motor Pool yard. No hat is required for the same reason as above.
- A mechanic at AGE needs to go out in the AGE parking area to service a generator. No hat is required.
- A mechanic is dispatched from his shop in Bldg 3400 or 3416 to the flightline to work on an aircraft. No hat or BDU shirt is required.
- A crew chief working on the flightline needs to pick up parts at 154 RMS and return them to the flight line. No hat required. Although this is outside the crew chiefs work area, he is performing his or her duty.

Hat Required Situations

- A mechanic who is working in the hanger goes to lunch at the lunch wagon. A hat is required.
- A person who is working without a BDU shirt or hat needs to go to their car in the parking lot. A shirt and hat is required.
- A person who works in building 3416 who is not a "maintainer" has business in the hanger area. A hat is required when crossing the area between the two buildings. Likewise, people who work in the administration parts of the hangar will wear hats if they have to go to building 3416.

I solicit your help in complying with and enforcing this policy. Show your individual and unit pride by working to improve our image. Look sharp, feel sharp, render proper salutes and salutations when appropriate. Think quality and continuous improvement.

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

Cobra Gold Deployment

by MSgt. R. Vendiola

I had the opportunity to participate in the Cobra Gold Deployment held in Thailand. It was an eye-opening experience. After a few toilet cultural shocks, I realized I had to get used to it - after all, this was my home for the next three weeks.

Cobra Gold is a joint task exercise that included the Army, Marines, Navy and Air Force personnel. The 201st CCGP units involved were from the 293 CCSQ, 291 CCSQ, 292 CCSQ, 298 ATCF and the 297 ATCF. Going on the first phase of the deployment required setting up the combat communications needed for the deployment participants. It wasn't as easy as I expected. We worked with active duty personnel, California and Alaska Air Guard members. If conflicts arose, it would be ideal to have it resolved within the first week of the phases.

The camaraderie and teamwork among the different unit members were commendable. Everyone seemed to become one unit working towards one purpose - providing round the clock communication support for the deployment customers, often resulting in 12 - 24 hour shifts. Although members worked hard, they also played hard. Morale was high among the troops as the deployment of the first phase initiated. By the third week, everything seemed to slow down and it seemed the troops were ready to go home.

It seems coordination, planning and flexibility throughout the deployment are essential key elements for a successful mission. The 293rd CCSQ management staff should be complemented for a smooth deployment - many combined years of expertise.

I'm sure this is just one of the incentives that keep 201st CCGP members in HIANG. Let's not forget the friendships that will last a lifetime. A great deal of admiration to the men and women of the 201st CCGP who participate on deployments - the long hours, hard work and dedicated team spirit to the mission goal will definitely be remembered. Mahalo for allowing me to be part of an elite team.

KUKAILIMOKU

This Armed 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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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, July 1st, for the July edition. You can also place your article(s) in a "puka" envelope and mail it to 154 GP/PA

LEGAL, Continued from Page 3

that interferes with official duties or discredits the government or DoD. The employment must be consistent with an individual's rank or position. Employment with an organization involved in a strike is prohibited unless the individual was on the payroll before the strike started. Teaching, lecturing, and writing are encouraged, but must not depend on government information that is not available to the general public or authorized for that use. Off-duty employment must be approved in advance by the member's unit Commander.

Gambling, Betting, and Lotteries

Gambling is not permitted while on duty or on government property, on or off duty. This includes conducting a pool or lottery, raffles, a game for money or property, and selling or purchasing a ticket or slip. Certain activities, such as bingo games, have been approved and specifically exempted from these restrictions if they are conducted pursuant to established procedures and in accordance with applicable state laws.

Indebtedness

All just financial obligations should be promptly paid, including State and Federal taxes, and spousal and child support.

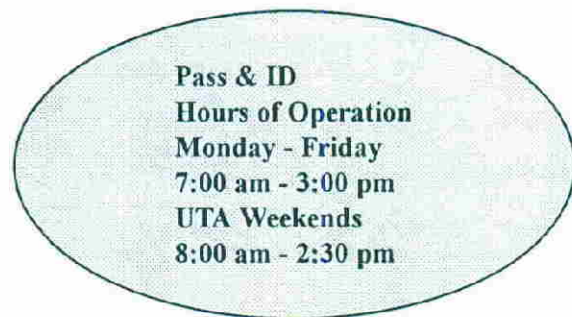
Conflict of Interest Laws

Most conflict of interest statutes, separate from Standards of Conduct above, apply only to civilian officers and employees, and all military officers on full-time duty (AGRs). They apply in differing degrees depending on the status of the officer (full-time, retired, or special employee).

Certain officers in the grades of Lieutenant Colonel or GS-13 and above must complete DD Form 1555, Statement of Affiliations and Financial Interest. The laws are detailed, but generally prohibit officers from representing others in matters in which the government has an interest, and prohibit officers from active participation in government decisions which could affect the officers' personal interest. See AFR 30-30 for further information in this area.

Violations

Suspected violations of AFR 30-30 should be brought to the attention of the suspected violator. If such person is one's supervisor or the communication is not expected to remedy or does not appear to have remedied the problem, the matter must be reported promptly to the immediate supervisor of the suspected violator and the Standards of Conduct Counselor who is your unit Staff Judge Advocate. If appropriate, the matter will then be reported according to AFR 124-4. Violators are subjected to prosecution under the State Code of Military Justice and are also subject to adverse administrative action.



**Pass & ID
Hours of Operation
Monday - Friday
7:00 am - 3:00 pm
UTA Weekends
8:00 am - 2:30 pm**

MENU

Saturday

Mushroom Chicken or Veal Cutlet with Gravy
Mashed Potatoes
Corn/Broccoli
Minestrone Soup
Salad Bar
Coffee, Chocolate/White Milk or Punch
Assorted Ice Cream
+Snack Line+

Sunday

Roast Beef or Fried Chicken with Gravy
Rice
Corn/Broccoli
Cream of Mushroom Soup
Salad Bar
Coffee, Chocolate/White Milk or Punch
Brownies
+Snack Line+

The Plain Tooth

by Capt. Baysa, 154 Tac Hosp Dental Clinic
(this month, Capt. Baysa shares an article entitled
"Dental Profiles" by SMSgt. Neumann of HQ AFIA/
SGM)

The use of AF Form 422, *Physical Profile*, is a valuable tool for dental-patient management. The Air Force needs to ensure personnel are ready to deploy whenever needed, so quick and proper profiling will let commanders know the status of their troops. On the other hand, inappropriate profiling can confuse commanders and cause problems with all concerned. Knowing *why* we profile dental patients and *when* to do it, is crucial to meeting Air Force needs.

The purpose of profiling is to communicate information to nonmedical authorities on the physical condition of military members. The use of a 4-T profile limits worldwide qualification and ensures conditions identified at one base do not become problems at remote or TDY locations. At the end of the profile period, the member should be ready to deploy. The profiling system is arranged so patients whose condition cannot be resolved after a year could face a Medical Evaluation Board (MEB). How do these guidelines affect dental patients?

Dental personnel should identify members with dental conditions that preclude worldwide qualification. Once identified, dental officers need to determine if the required treatment can be accomplished within 60 days; if it can, the 4-T profiling should not be done. This identification process becomes particularly important when mobility-assigned or rated personnel are involved. In some MAJCOMs, all personnel who are not rated are classified as on mobility status because any member can be deployed at any time if there is no recognized condition to exempt the member. In these commands, profiling is feasible for any patient whose treatment cannot be completed within the 60-day window.

When is profiling not appropriate? Whenever the profiling action is not used to identify a patient's dental condition; for example, when the

member's dental status is not known or when the member repeatedly has not reported for an examination. This problem should be handled through the patient's chain of command in order to ensure the member reports for a dental examination. If a patient continues to avoid needed dental treatment after the examination, the patient's squadron should be involved. To profile a patient simply to identify appointment compliance problems is not appropriate. This situation also causes consternation within the member's unit if the member is removed from worldwide qualification and the unit is unaware of a problem.

In order to ensure maximum readiness of all personnel, appropriate profiling is necessary. The profile should identify a condition requiring longer than 60 days to resolve and should not be used to identify nondental conditions such as a history of broken appointments. Close communication between the dental clinic, involved units, and flight medicine personnel will help to streamline the profiling process and ensure appropriate profiling is done.

Kudos

by MSgt. Wayne Soma

Special mahalos from PACT!

MSgt. Anna Blair, Field Operator for Parents And Children Together (PACT) along with MSgt. Craig Harimoto, president of the ANG NCO Academy Graduates Association, Chapter 18, wish to sincerely thank all the volunteers who helped on Kid's Day on May 17th.

The 12-hour newspaper selling efforts at the Nimitz and Lagoon Drive intersection netted \$1,300.00 for PACT.

Special thanks to SMSgt. Ron Muranaga and TSgt. Neil Nakayama who did extra shift work.

A good time was had by all!

Bulletin Board

Air National Guard Senior Enlisted Advisor Selected

National Guard Bureau, Washington, DC

CMSgt. Edwin B. Brown, currently the Air National Guard Liaison to the Air Force Senior NCO Academy at Gunther AFB, Alabama has been selected as the Senior Enlisted Advisor to the Air National Guard.

Some members of the HIANG are looking for other members of the HIANG interested in promoting Hawaiiana within the HIANG through music and using their talents to promote the Hawaii Air National Guard.

We are looking for individuals that would be interested in either singing, dancing or playing bass, guitar, steel guitar or ukulele.

We would like to form a choir and another Hawaiian band and a dance group. If you're interested, please contact SSgt. Steve Thomas at 449-7750 during UTAs or 449-6693 during the week.

Shotline

Medical services will not be available this UTA weekend. The 154th Tactical Hospital deploys to Alpena, Michigan tonight. At Alpena, they will undergo medical readiness training, which is a tri-annual requirement.

**Interdenominational
Bible Study
Prayer
Fellowship
Group Dining Hall
8:00 AM Sunday Drill
All Welcome!**

Kai Po'ha Canoe Club

by SSgt. Stephen L. Thomas

Speaking of canoeing, Kai Po'ha Outrigger Canoe Club, a member of Hui Wa'a Association, is now offering its services in the Hawaiian sport of canoeing and associated Hawaiian arts.

The canoe club promotes the Hawaiian culture through the sport of canoeing and seeks to enhance fellowship among the clubs and an overall social well-being with each and all participants.

Membership is open to males and females, civilian or military, Guard or Reserve, ages 12 and up.

For inquiries or to join Kai Po'ha call SSgt. Nelson Waikiki at 449-3941 weekdays or 422-4809 evenings and weekends, or come down to Hickam Harbor and meet the team.

Range Issues Warning

The Wheeler Army Air Field combat arms firing range complex, located in Wheeler gulch, is off limits to everyone except those scheduled for training. Private firearms use is limited and controlled by the Rod and Gun club.

For more information, call MSgt. Stephen Wheeler at 656-6320.

Portraits

**Effective June 1st, 1994,
officer's portraits will be taken
on Saturday UTA mornings
between 7:30 AM and 11:30
AM.**

**Appointments are required by
calling 449-9374.**



CAMS

News and Views

By MSgt. Fred M. Higa, Jr.

June means the end of a lot of things for a lot of people. Schools will graduate their seniors, lower grades are happy to have the summer to themselves, the state closes the books on their fiscal year, people go on vacation with their families and the HIANG prepares for their training activities and deployments. June also marks the beginning of the hurricane season. We cannot forget what happened almost two years ago when Hurricane Iniki touched down with all its fury and wreaked havoc on our islands. Iniki put life in perspective for many of us, forcing us to acknowledge that we are not immune from natural disasters. It would behoove us all to take the necessary steps to insure we are not caught off guard again. Look at what you have in your homes to sustain you and your families in the event another disaster occurs. Check the phone book for information... Just a thought, folks, just a thought.... My apologies for not having the CAM Sq News & Views in last month's Kukailimoku. Didn't make the deadline due to LAN training, ORE preparations and catching up on two weeks of left over work... Anyway, here's what's news in CAMS... Effective immediately, **ALL NO HAT, NO SALUTE AREAS ARE NO MORE!!!** This means that the only place where you don't have to wear a hat is on the flight line ramp, the taxi-way, and hush house area. Work detail leaders must remember to salute officers for their work crew. These are AFR 35-10/35-11 directives as well as base policy. So when you exit the mess hall, walking between buildings, coming to work from the parking lot, just remember to have your uniform on properly and wear your hat. See your super-

visor or your unit First Sergeant for more information... Congrats are in order for our newest promotees: Major David Molinaro (Avionics OIC), CMSgt. James Andrade (Maint Control NCOIC), MSgt. Wallace Wong (Plans & Scheduling), and TSgt. Lester Leung (Avionics Maint)... CMSgt. Harold DeMello and MSgt. Henry Hasuike just returned from Robins AFB where they attended the F-15 PIWG (Project Improvement Working Group) last month... Good luck to MSgt. George Mishina (Quality Assurance) as he has decided to put his tech orders on file as a technician and retires as of July 1st. George contributed 27 years to the technician force and 31 years to the HIANG. Have a great retirement!!! Speaking of retirements, Col. Melvin Morris, our Deputy Commander for Maintenance, has also decided to retire effective July 1, but will continue on as a traditional Guardsperson for awhile. Big shoes to be filled, no doubt!!! Congrats are in order for Michael Riehn (Avionics Auto Test Station) as he exchanged wedding vows with bride Victoria. Welcome to the CAM Sq family, Victoria... Good show and good luck to LTC. Kyle Breedlove and CMSgt. Rolland Tang (154 MSF) as they start the long arduous task of getting the HIANG connected to the local area network (LAN) program. Much thanks to the Texas ANG for helping to re-configure all the HIANG computers so that we can all talk to each other via "chat". The light at the end of the tunnel gets bigger and brighter as we get each computer connected to the network... Our CAM Sq Recognition Banquet is coming real soon. This year it will be held at the Pacific Beach Hotel with what appears to be a great program and buffet dinner to end the year. Chairperson MSgt. Lester Ho and his working group are working hard to make this last (maybe) banquet one to remember. Our annual fundraiser will be coming up shortly and your continued support to keep the banquet costs to a minimum is again being solicited... That's all the news for now, so, 'til next month, "A college education seldom hurts people if they're willing to learn a little something after they graduate." (Author unknown).... fhiga

Undergraduate Navigator Training Board

Guess what's happening July 8th and 9th? You got it, the 154th Group will be holding its' annual UNT Board. They are seeking applications from qualified individuals, both male and female. The board will select primaries and alternates for the FY96 UNT classes.

The following are minimum qualifications for meeting the UNT Board:

- By Federal law, navigators must be United States citizens
- Education: Must have a Bachelors degree or have met the requirements to graduate with a Bachelors degree prior to meeting the board
- Eye Sight: 20/20 or better (uncorrected)
- Test requirements: Must have taken the Air Force Officer Qualifying Test (AFOQT)
- Age: Must complete the Academy of Military Science (AMS) and enter UPT prior to age 27 1/2. For the board, your birth date must be after April 1, 1969
- Medical: Must be administered and successfully pass a Flying Class I physical, only if selected

Applications are now being accepted. If you are interested, please contact the 154th MSSQ Recruiters at 449-5601. They will be happy to answer any questions you may have regarding the UNT Board. Their mailing address is 154 MSSQ/DPR, 360 Harbor Drive, Hickam AFB HI 96853-5517.

Undergraduate Pilot Training Board

Guess what's happening in October? You got it, the 154th Group will be holding its annual UPT Board. They are seeking applications from qualified individuals, both male and female. At this time, board dates are not known, but we will

keep you posted as to when they will be. The board will select primaries and alternates for the FY96 UPT classes.

The following are minimum qualifications for meeting the UPT Board:

- By Federal law, pilots must be United States citizens
- Education: Must have a Bachelors degree or have met the requirements to graduate with a Bachelors degree prior to meeting the board
- Eye Sight: 20/20 or better (uncorrected)
- Test requirements: Must have taken the Air Force Officer Qualifying Test (AFOQT)
- Age: Must complete the Academy of Military Science (AMS) and enter UPT prior to age 27 1/2. For the board, your birth date must be after April 1, 1969
- Medical: Must be administered and successfully pass a Flying Class I physical, only if selected

Applications are now being accepted. If you are interested please contact the 154th MSSQ Recruiters at 449-5601. They will be happy to answer any questions you may have regarding the UPT Board. Their mailing address is 154 MSSQ/DPR, 360 Harbor Drive, Hickam AFB HI 96853-5517.



US Savings Bonds

When looking for a way to save for tomorrow, consider US Savings Bonds. More than 55 million Americans participate in the US Savings Bond program. Series EE Savings Bonds currently guarantee 4 percent interest compared with the 2 percent or so offered by most banks.

Guard members can purchase Series EE bonds at half their face value in denominations of up to \$10,000. For example, a \$100 bond costs \$50 and a \$1,000 bond costs \$500. There is a purchase limit of \$15,000 in actual costs — \$30,000 in bonds' face value — per calendar year per individual. The bonds mature to their face value in later years.

It's easy to buy bonds. You can buy them over-the-counter or through a bond-a-month purchase program at local financial institutions. The simplest method, however, is the pay roll savings plan. A set amount is deducted from each paycheck for part or all of a bond's purchase cost. For example, a monthly deduction of \$50 buys a \$100 bond every month; \$25 deductions buy the bond every two months.

Series EE bonds can be redeemed beginning six months after purchase. Bonds mature in 18 years. Two extensions, the first for 10 years and the last for two years, can be added to the initial term of 18 years for a final maturity of 30 years.

For the first five years after purchase, Series EE bonds earn 4 percent, compounded semiannually. After five years, the bonds become eligible for a variable market-based interest. After the 18-year mark, the interest rate is the guaranteed rate in effect when the extension begins.

Some good reasons to buy bonds:

- Interest is free from state and local taxes.
- You pay no federal taxes on the interest earned until the bonds are cashed or reach final maturity in 30 years.
- If used to help pay college costs, some or all of the interest may provide special tax benefits.

—Bonds begin earning interest on the first day of the month that half of the purchase price is paid.

—If lost, stolen or destroyed, you can replace them at no cost.

—Bonds can be turned in for cash on demand.

—You pay no commissions or maintenance fees.

For more information on US Savings Bonds, check with the finance office, call the Treasury Department toll-free at 1-800-487-2663 or write to: US Treasury Department, Savings Bonds, Washington, DC 20226.

Pay Raise Vote

by TSgt. David P. Masko, Washington, DC,
Air Force News Service

If the House has its way, military people will get a 2.6 percent pay raise in January.

By a vote of 55-1, the House Armed Services Committee rejected a Clinton administration proposal for a 1.6 percent military pay raise in its markup of the fiscal 1995 Department of Defense Authorization Bill.

After identifying sufficient money to fund the raise, committee members recommended a 2.6 percent increase in basic pay, basic allowance for quarters and basic allowance for subsistence.

However, the budget process for fiscal 1995 is far from over. In September, Congress will begin another round of budget debates and look at a final vote for the pay raise and other changes to President Clinton's proposed Defense Budget.

As part of this budget plan, the committee also unveiled a Cost-Of-Living Adjustment for military and civilian retirees, and a Continental United States COLA to partially defray non-housing costs incurred by people assigned to high-cost areas.

COLA equity adjustments for military and civilian retirees would be set in fiscal 1995, while CONUS COLA would not become effective until July, 1995.

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
FY94-058	Personnel Officer	GS-13	20 JUN 94	SPMO, HONOLULU
FY94-057	Aircraft Survival Flight Equip Repairer	WG-09	16 JUN 94	199 FS
FY94-056	Electronic Mechanic	WG-11	10 JUN 94	150 ACWS
FY94-055	Supply Clerk	GS-04	10 JUN 94	154 RMS

Less Talk - More Action

by Maj. Galen Yoshimoto
This article appeared in the August 1993 issue of *Quality Progress*.

Employees are sick of talk. They want action. They want to help managers fix their organizations. This conclusion was drawn from focus groups conducted by Sibson & Company, Inc. in San Francisco. During the past three years, more than 50,000 employees worldwide, representing all levels, functions and industries, told Sibson & Company, Inc. that, "We want to do our jobs. We want to do them well. We want to contribute to a successful company. Get out of your way and let us do it."

In today's world, if employees could send a postcard to their managers, here's what they would say:

• "I want change."

Employees think their jobs and their companies could be better. But managers rarely ask them

about customers or do nothing about employees' suggestions, so employees assume managers don't care and feel uncomfortable speaking up.

• "Nothing here is ever implemented." Employees are often cynical and angry about the constant parade of initiatives that come with the usual promises of imminent improvement. These initiatives quickly become just another program-of-the-month to them. Nevertheless, employees will support these initiatives if they think it will work. In fact, if they believe in the value of change, they will brush managers aside, implement initiatives themselves, and build momentum for further change. Managers should prove, first of all, that they are serious about change — perhaps by eliminating layers in organizations without eliminating jobs.

• "I want to be customer driven." Employees love customers and get satisfaction from helping them. They want

the managers' encouragement to use their own judgment and decide how best to serve the customer — they don't necessarily need complete autonomy.

• "I hate corporate stuff." Most employees think corporate staff members contribute nothing of value. They think more listening and action from corporate staff members would help mend this rift and, at the same time, make corporate staff members more secure in their roles in the organization. Employees tend to see corporate staff siphoning money that could be better used to buy new trucks or upgrade this plant. Employees want to know how the corporate staff serves them and what the staff's role is in serving the customer.

• "Give me measures I can use." Employees are tired to being given mysterious performance measurement.

COPE, Continued from Page 1

both officers and enlisted all have new carpets, beds, bathrooms, etc. Thunder Ops and the hangar offices also have brand new top of the line equipment, desks, carpet, restrooms, etc. 2) The location of our living quarters is within reasonable distance to the flight line. For the enlisted troops, the distance is a half mile. For the officers, the distance is approximately 2 NM. The dining hall for the enlisted folks probably won't be completed, so all of us will be eating at the North Star Inn (the main billeting office building), which will be an inconvenience, especially for the enlisted, since it's about 2 NM from their barracks, the opposite direction from the flight line. 3) We currently are trying to cut out per diem to save a lot of money, which from what I understand, will be either both the billeting and meals will be group billed (paid for already, if there's enough money available from the Group) or just the meals themselves. 4) finally, while in Alaska during July, we will experience 24 hours of daylight (possible sleep deprivation). This is actually VERY dangerous for you hard core fishing people and party people; you won't know when to go to bed. We'll need to come up with some sort of buddy system, i.e., watch out for each other—any suggestions out there? Give your supervisor your suggestions, and LET'S BE CAREFUL OUT THERE! Remember, there's "Mosquitoes and Mooses and Bears out there, and God knows what else." In other words, "HUMANS ARE NOT ON TOP OF LOCAL FOOD CHAIN."

Hopefully, this article answered some of your questions. I know how frustrating it is to be last in getting information or not getting it all. Even this Project Officer is still waiting for some answers. The best thing we can do for ourselves and the HIANG is BE READY TO GO.

The intent of this article is to give you first hand information from the Project Officer himself (without going into too much specifics, you need to talk to your supervisors on those issues), which you see isn't much, but once more information comes down to me, it will get out to your

supervisor.

There will be another Deploy-O-Gram in the next issue of the Kukailimoku. If you have any questions/suggestions concerning the deployment, please don't hesitate to either contact the POC from your section or call me at 449-2862/ fax 449-7192. HIANG NO KA OI. NANA OKOLE!

No Hat - No Salute Policy

by Lt. Col. Gary L. Peters, Chief of Safety

I would like to take this opportunity to clarify a misunderstanding of the Group's new "No Hat" policy. This policy change has stimulated much interest in the field of safety. "No Hat" policies are governed by the installation commander in accordance with AFR 35-10 para 2-20. The revised policy allows for no hats when accomplishing assigned tasks within the designated working area, i.e. when going back and forth between the flight line and the hangars and/or warehouse. The policing of this revised policy is dependent on integrity.

AFOOSH Standard 127-100, para. 1-4e, page 10, addresses the wearing of apparel, "Hats or caps **will not** be worn in the immediate frontal vicinity of an aircraft while engines are **operating**." Flight lines do not have to be designated "No Hat" areas. It is the individuals personal responsibility to ensure that all articles are secured on his person prior to working on aircraft or entering the flight line.

Please do not let this policy override good common sense. As the Chief of Safety, I'm gratified with your concern over the preservation of our important national assets. But I'm in total support of the commanders decision to enhance the military presences within the 154th Compound. I know that the wearing of a proper uniform at all times will promote professionalism within the organization. Professionalism breeds safety. Please contact Lt. Col. Peters at 449-2862 if you have any further concerns with the new policy.

PAY, Continued from Page 11

Under the committee bill, federal civilian retirees will receive their COLA in April, while military retirees' COLA will be delayed until October.

To deal with the immediate impact of this inequity, the committee wants to move the 1995 COLA payment date from October to April, when federal civilians receive their COLA.

In addition, the committee said it will seek to work through the budget process to find a solution to the disparate COLA payments dates for fiscal years 1996, 1997 and 1998.

Congressional appropriators said they were also very concerned about the potential impact of the Revenue Reconciliation Act of 1993, under which active-duty people are taxed for reimbursements relating to out-of-pocket expenses incurred while moving from one duty station to another.

"The act was intended to treat government workers like those in the private sector. The unintended effect, however, will be to severely penalize the nation's soldiers, sailors, airmen and Marines," said a committee member.

During Manpower Budget Overview hearings this year, the committee found CONUS non-housing costs vary from 5 percent below to 19 percent above the national average.

"It is possible for a servicemember to move from an average-cost to a high-cost area and suffer a more severe loss in purchasing power than would result from a reduction in rank," the member said.

"The committee realizes the tax law change has created great distress and considerable uncertainty for many military families."

The committee voted to establish a CONUS COLA to "partially defray" the added non-housing costs incurred by servicemembers assigned to high-cost areas.

Overall, the House-passed budget resolution provides \$263.3 billion in defense funding.

QUALITY, Continued from Page 12

They want clear performance measures that have significant relationship to their jobs. They want to be involved in the design and revision of these measures so everyone will have the same expectations. They also want everyone to be measured by the same system. If managers measure each other against different criteria from those they use for employees, what does that say about the company's values?

- *"I know more than you think I do!"*

Employees believe they know more about the business than senior managers think they do. Employees want managers to be open and honest with them and not to have any secrets.

- *"Don't lie to me."* Employees want the truth. They don't want to hear in October that there won't be any layoffs, than get pink slips in January. They want managers to take a long-term view of the company's developmental needs and to create change while including employees in the process. They also want to make positive contributions to long-term planning.

- *"Give me hope."* Employees believe that things can and will get better. They need manager's support and help.

What do managers think of these findings? According to Sibson & Company, Inc., their reactions generally fall in three categories"

- "They said that?"

- *"We already knew that."* (even though nothing has been done about it.)

- "Let's do something about what employees are saying."

No matter what managers' initial actions are, they should follow up with a simple and straightforward approach:

LISTEN, UNDERSTAND, AND ACT.

COMMANDER, Continued from Page 2

water on Hickam has failed to meet health and environmental standards. If you would provide more specific information about your concern we'll investigate further.

Q: I am the proud owner of a new car. During drill, I come to the National Guard as early as I can to park in the parking lot. But the parking lot is always full with early shift people. When will more parking be available? I can't see myself parking on the coral and dirt!

A: The goal of paved parking for all 154th Group and our 201st CCGP neighbors has been on our agenda since this facility was built in the early 60's. Over the years, available construction dollars went to higher priority projects. Current plans for our new Composite Support Facility include improving the coral parking lot. Hopefully, the building construction costs will be low enough so these improvements can be made without exceeding the contract ceiling. The bad news is the existing paved parking will be lost before improvements can be made to the coral lot. Future projects, including a Vehicle Maintenance/AGE facility, Fuel Cell Repair and Civil Engineering Squadron are being planned to include additional paved parking adjacent to the facility.

Central Slow Pitch Tournament

June 10-12, 1994
Hickam AFB, Hawaii

Check SGLI Deductions/ Premium Increases

Air Force News Service, Randolph AFB, Texas

"Service members should check their leave and earnings statements to ensure the right premium is being deducted for Servicemen's Group Life Insurance", said Air Force military Personnel Center officials here.

They explained that a recent audit by some military personnel flights showed too little money was being deducted from some people's pay—\$8 a month instead of \$16 for \$200,000 worth of coverage.

"In such cases members will have to pay back the money owed", officials said.

SGLI coverage currently costs 8 cents per \$1,000 worth of coverage; however, this will increase to 9 cents per \$1,000 July 1st. Officials said the increase is necessary due to the higher amounts of coverage and to maintain cash reserves at required levels. Service members who have automatic \$100,000 coverage will see their premiums rise from \$8 to \$9 per month.

