

Kukā'ilimoku

War God of King Kamehameha I - 154 Wing

Vol. 43 No. 03

Hickam Air Force Base, Hawaii

March 8, 1997

1977 HIANG Awards Winners

Congratulations are in order to the following individuals on their award presented at the 1997 HIANG Awards Banquet held on March 1st at the Outrigger Prince Kuhio Hotel in Waikiki.

Outstanding Airman - SrA Zur W. Waki, 292nd Combat Communications Squadron

Outstanding NCO - TSgt. Bridget K. Komine, 154th Support Group

Outstanding Senior NCO - MSgt. Dan T. Kiyohiro, 154th Logistics Support Flight

Outstanding Company Grade Officer - 2Lt. Basil M. Badley, 292nd Combat Communications Squadron and Capt. Tamah-Lani S. K. Nakamoto, HQ HIANG

Outstanding Field Grade Officer - Lt. Col. Norbert K. K. Luke, 169th ACWS

Outstanding Service Team - The Royal Guard

Outstanding Improvement Team - The 154th Wing Scheduling Process Action Team

Outstanding Safety Award - Maj. Ron Han, Jr., 154th Logistics Group

Outstanding Unit Award - 203rd Air Refueling Squadron, 291st Combat Communications Squadron

LSF "Kina'ole" Awards Program

by Maj. Bill Petti, Commander, 154th Logistics Support Flight

The 154th LSF launched a new quarterly awards program this past quarter. Entitled the Kina'ole Awards Program, it is based on TQM and Covey principles; emphasizing team effort along with individual performance. The term "Kina'ole" was borrowed from a presentation made by Dr. George S Kanahale at last June's HIANG Commander's Conference. It means "mistake-free, zero defect, errorless performance", and it happens to be the new vision statement of the 154th LSF. Below is a description of the award categories.

Team Award: Given to the worksection, PAT, Working Group or committee which best exemplifies team effort within the LSF. The award-winning team must exhibit the following qualities: (1) be proactive, (2) be result-oriented, (3) use win-win thinking, and (4) show synergy.

Team Leader Award: Given to the supervisor or team leader of a PAT, Working Group, or committee who demonstrated the following leadership qualities: (1) sound preparation/planning, (2) realistic goal-setting, (3) relationship-building, and (4) empowerment.

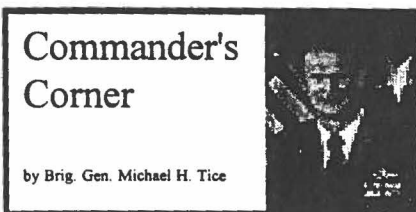
Extra Mile Award: Given to any LSF member who has gone the "extra mile" through outstanding perfor-

mance in a volunteer or extra duty assignment.

Overachiever Award: Given to the individual who turns in an outstanding, flawless performance while working on a specific project.

Best Friend Award: Given to any individual or organization *outside* of the LSF who provides significant assistance to the organization.

Winners for the First Quarter are: **The Mobility PAT** (Team Award), **MSgt. Dan Kiyohiro** (Team Leader Award), **SSgt. Randy Solomon** (Extra Mile Award), **MSgt. Willie Rafael** (Overachiever Award), and **MSgt. Mike Arakawa** (154th LS) and **TSgt. Lester Leung** (154th MXS) (Best Friend Awards).



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 Wing/CC or may be phoned to the Action Line recorder at 449-2741.

Commander's Action Line

Q: *Sir, my question is in regards to the physical fitness run/walk. It has come to my attention that several squadrons are having it at the same time at different areas around the base. Some units are testing at the football field, behind the officers' club, and at the flightline. Doing this really makes it hard on the medics. Why can't it be held at the same location? Having everyone test on the flightline would allow the medical personnel to be positioned in the same area.*

A: After discussing this with our group commanders, we will look into standardizing the fitness run/walk to one each quarter on a Sunday UTA morning along the flightline. We will incorporate this into next fiscal year's training plan. Thank you for your observation and suggestion.

Q: *I recently spoke with Finance to see if I could enroll in the U.S. Savings Bond program. I was turned down because I am a part-timer. Full-timers have the opportunity to participate in this program. Status should not prevent me and other traditional guard members from participation.*

A: Allotments for U.S. savings bonds are available to AGR and technician personnel. It is not available to traditional guardsmen. A steady source of income is required so set allotments can be applied. There is no guarantee that one will receive UTA or active duty pay. It depends when you are scheduled or able to perform such duties. The amount one nets can vary for each pay period. This being the case, one may not have enough net pay to cover the bond denomination requested. U.S. savings bonds are available for at any full service bank or other financial institutions.

I also received the action line inquiries regarding humanitarian medals, replacement of eye glasses and clothing issue. At this time, my staff is still researching these inquiries. Responses will be in next month's newsletter.

Hawaii National Guard Offers Free Computer Training

The Hawaii National Guard is offering free computer training starting

in April.

Classes will be held at the Ordnance Training Company, Regional Training Site-Maintenance facility, 96-1230 Waihona Street in Pearl City.

Classes will include: **Introduction to Computers; Windows 95; Windows NT 4.0; and Introduction to Word 7.0 for Windows**

Other courses, such as **Microsoft Excel 7.0 for beginners, Microsoft Access for beginners, Intermediate Windows 95, and Intermediate Word 7.0** are projected for July 1997.

The Kukailimoku should have a schedule included in the June Edition.

Eligible persons for this training include full-time State DoD employees, members of the Air and Army National Guard and their dependents age 12 and older, and retirees.

A valid ID card must be presented on the first day of class. Training will be provided on the basis of no cost to the federal or state government.

Enrollment procedures are easy. Call the Ordnance Training Company between 9 a.m. and 4 p.m., Monday-Friday, at 455-1519 or 455-1613 to reserve a seat. Minimum seating requirement is six, and maximum seating available is 16.

E-Mail

Air Force News Service

Some personal electronic mail is OK. Engaging in illegal activity on the Internet is not. Between those extremes, some people sometimes wonder where to draw the line.

Now, courtesy of the Air Force, comes "rules of the road" for those out on the increasingly crowded information highway. These can be found in a new instruction, AF 33-119, E-Mail Management And Use, due to the field early this year.

"If used properly, e-mail is a superb tool to complement and improve our communications," said Lt. Col. Frank McGovern, Chief of Air Force Communications and Information Policy at the Pentagon. "However, just like other forms of communication, such as the telephone or correspondence, there is a potential for abuse."

Family Support Program

The Family Support Program Annual Conference is scheduled for April 19-20, 1997 in Waikiki. Details about the conference will be forthcoming as part of the registration packet going out to units and key volunteers soon.

Generally, two key volunteers from each unit (down to flight or detachment level), the unit commander, and the unit military POC for families are invited to this confer-

ence. The military portion of the conference will be conducted on Saturday, April 19th, while the family volunteer portion of the conference will be conducted on Sunday April 20th. The key volunteers are requested to attend both days of the conference. Travel and per diem for neighbor island volunteers will be provided by the Family Support Program.

Registration packets will fully detail all requirements to attend. Please contact the Family Support Program Coordinator at 732-1823 or 1-800-732-6964 for any questions or comments about the '97 Conference.

Interdenominational Worship Service

**-New Day and Time
for UTA Worship Service-
Interdenominational Christian
Worship Service**

is now held
every **Saturday UTA**
11:15 a.m.

Personnel Training Room
second floor
154th Wing
Support Facility

*(You can either worship before
or after
your lunch hour.)*

Please join us!
Everyone is welcome!
Hope to see you there!
-Bring a friend-

Chapter 18, NCOAGA News

by TSgt. Craig Makiya, 154 Wg/MAMP

Attention NCO Academy Graduates! The Chapter 18 NCOAGA 1997 membership drive is in full swing! 1997 is going to be an important year for the organization. In addition to our many community projects, we will be attending this year's Business and Industry Day to be held in April at McGhee-Tyson AFB in Knoxville, Tennessee. Also in the works is Seminar 29, which is the National NCOAGA seminar to be held in Tulsa, Oklahoma.

On January 17th, we held our annual membership meeting at the Pearl Country Club. Our new officers for 1997 are President: MSgt. Douglas Awana, Vice President: MSgt. Craig Harimoto, Secretary: SMSgt. Irvin Yoshino, and Treasurer: MSgt. (Ret.) Mel Wong.

The newly appointed Board of Directors are: SMSgt. Pamela Goya, MSgt. Takao Wada, TSgt. Jody Goya, TSgt. Samuel Kekuna, TSgt. Craig Makiya, and TSgt. Michael Matsuura.

If you have any questions regarding the chapter, give any of us a call or send us an e-mail.

Promotions

The Commander of the 154th Wing, Brig. Gen. Michael H. Tice, asks you to join him in congratulating the following members who were promoted to the ranks indicated after meeting the HQ HIANG SNCO and Wing NCO Promotion Boards respectively during the February UTA and approved by Gen. Kealoha and Gen. Tice.

SMSgt. George Stibbard, HQ HIANG

SMSgt. Dennis Taira, 154th Maintenance Squadron

MSgt. Arthur Kaai, 154th Aircraft Generation Squadron

MSgt. Robert Santos, 154th Aircraft Generation Squadron

MSgt. Lester Sasaki, 154th Logistics Group

MSgt. Robby Shigeta, 154th Aircraft Generation Squadron

MSgt. Jimmy Williams, 154th Maintenance Squadron

TSgt. Raymil Edralin, 154th Logistics Squadron

TSgt. Aaron Vermeer, 203rd Air Refueling Squadron

TSgt. Marc Yoshida, 154th Maintenance Squadron

SSgt. John Dinnis, 154th Communications Flight

SSgt. Keith Iwamasa, 154th Maintenance Squadron

SSgt. Gregory Lum Ho, 154th Maintenance Squadron

SSgt. Andy Nakagawa, 154th Maintenance Squadron

SSgt. Michael Samson, 154th Maintenance Squadron

Gen. Tice says, "Congratulations to you all, and mahalo for your continuing support of your unit, our mission and the 154th Wing!"

The Air National Guard

JFYI-

Our nation's Air National Guard enforces federal authority, suppresses insurrection and defends the nation when mobilized by the president, Congress or both. ANG Units augment the Air Force by participating in operations and exercises worldwide by direction of the Air Staff, major commands or joint/unified commands.

Units are commanded by the governors of the 50 states, Puerto Rico, Guam, the Virgin Islands and the commanding general of the District of Columbia. Each governor is represented in the state or territory chain of command by an adjutant general. The ANG Readiness Center is a field operating agency.

The ANG Provides 100 percent of the interceptor, 9 percent of B-1B bomber, 40 percent of the tactical airlift, 27 percent of the air-rescue capability, 30 percent of the tactical fighters, 25 percent of tactical air support, 41 percent of the KC-135 air refueling capability and 9 percent of the strategic airlift capability of the total force, plus six aircraft for the Air Force's special operations mission.

HIANG 1997 Sports Calendar

HIANG Volleyball Tournament

Date: March 14-16

Place: Ft. Ruger Gym

Chairperson: SSgt.

Kaipo Sing, 154 LS

Phone: 448-5222

HIARNG Volleyball Tournament

Date: April 25 - 27

Place: TBA

HIANG Kauai Ahi Fishing Tournament

Date: June 25 - 27

Place: Kauai

Chairperson: MSgt.

Napua Sugai

Phone: 655-7756

HIANG Softball Tournament

Date: September 19 -

21

Place: To be announced

Chairpersons: TSgt.

Robyn Monterera, 154 LS

Phone: 449-2274

SSgt. Timo Batis, 154

ACS

Phone: 471-6490

HIANG members interested in being tournament chairpersons may contact Lt. Col. Gerimonte at 449-7176.

**Next UTA
April 5th & 6th**

Shot Line

by Maj. (Dr.) Richard E Ando, Jr.,
154th Medical Squadron

The 154 MDS is closing the Immunization Clinic on Saturday UTAs until further notice. The Immunization Clinic is open on Sunday UTAs from 9:00 a.m.-2:00 p.m. for routine immunizations and for only one hour (12:30-1:30 p.m.) for Yellow Fever shots.

The 154 MDS will not have medical services other than emergency or first-aid services during August '97 Active Duty/UTA days due to 154 MDS participation in the 154 WG IRR/CERI. Please reschedule Physical Exams, Medical Evaluations, Dental Examinations, Recruiting Examinations, X-rays, Immunizations, Lab Tests, DNA Tests, Drug Tests, TB Tests and other routine medical services to other UTAs.

The 154 MDS will be manning the IRRE/CERE mobility line at the DPU in order to screen shot records and administer shots to HIANG personnel in preparation for the IRR/CERI.

Please ensure that all personnel have their shot records with them. During the January '97 AD/UTA exercise, there were a number of people who forgot or lost their shot records.

Personnel who are not seen at the exercise mobility lines are encouraged to arrange for screening and shots at the 154 MDS Immunization Clinic prior to the August '97 AD/UTA. This will minimize the chances of getting adverse

shot reactions with multiple administered shots.

During the IRR/CERI, mobility line medics will give all shots that are due or all required shots if you have no shot record. Influenza shots are required for deploying personnel and aircrew personnel will also get all required shots (there is no mandatory DNIF time period after getting a shot). These procedures would be performed in a real-world deployment process as well as in the IRR/CERI.

Please let me know ASAP if there are other 154 MDS services required by you in preparation for the IRR/CERI so that we can coordinate, plan and provide the proper medical services.

The new 154 MDS phone number is 449-9855. Our new fax number is 449-0140. The Medical Office phone number is 538-1915.

Hawaii National Guard Youth Challenge Program

Needs Volunteer Mentors

A Small Sacrifice to Make Help the Youth of Hawaii be Successful Citizens You Can Make a Difference Be Involved in Your Community

For more information, call WOC Antoinette McClain at 684-9350/5790

Mahalo!

Recruiter's Roundup

by TSgt. Bridget Komine

MAHALO!

The recruiting team would like to extend a BIG mahalo to the following individuals for their assistance at the Farrington High School Career Fair on February 7th, 1997. Members like these truly make a difference when we go out into the public to represent the Hawaii Air National Guard.

Maj. Craig Ishizaki - POC

MSgt. Rodney Chang - Site Survey

SSgt. Rodney Arguilles - Site Survey

MSgt. Denis Jelinski-Hall - Air Traffic Controller during the event

TSgt. Charles Goo - Support

SSgt. Douglas Ogino - Support

SSgt. J. Randy Ramos - Support

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DEADLINE

Deadline for submission of articles for the April edition of the Kukailimoku will be March 28th

Internet Surfing Could Become An Addiction

by Susan Griggs, Keesler News staff

KEESLER AIR FORCE BASE, Miss. (AFNS) — The Internet is an amazing information resource. Students, teachers and researchers use it as an investigative tool. Physicians use it to learn more about unfamiliar diseases and the latest medical developments. Ordinary folks use it for shopping, banking, bill-paying and communicating with family and friends. People all over the globe use it to connect with individuals of other countries and cultures.

Even journalists use it to find information for stories—like this one.

"It's opened up a whole new world," a friend explained. "You never know exactly where the journey will take you. Doors open and you take off in new directions. You can learn about anything—I mean anything! And you never have to be lonely—there's always someone out there to connect with."

But for some people, the computer world rivals their real world. Some people choose to commune with a computer, rather than their spouses and children. While they expand their horizons electronically, they insulate themselves from intimate settings and relationships. Internet abuse has been cited as a contributing factor in the disintegration of marriages and families and the collapse of promising careers.

Dr. Ivan Goldberg, a New York City psychiatrist who coined the term "Internet Addiction Disorder," explained IAD is not a recognized medical addiction like alcoholism, but "more like an out-of-control behavior that threatens to overwhelm the addict's normal life.

"Such use continues despite knowledge of a persistent or recurrent physical, social or psychological problem caused or exacerbated by net use, such as sleep deprivation, marital difficulties, lateness for early morning appointments, neglect of occupational duties and feelings of abandonment in significant others," Goldberg said.

"Internet addiction has gained credibility among mental health professionals as a clinically significant disorder which negatively impacts social, occupational, family and financial functioning," said Dr. Kimberly Young, director of the Center for On-Line Addiction at the University of Pittsburgh-Bradford, and reviewer of more than 400 IAD cases.

"Anyone with access to a modem and the Internet may become addicted," Young warned. She said home-based computer users are most at risk of developing IAD. Contrary to the stereotype of the computer nerd, a typical addict is a middle-aged female with limited education, although persons of all ages and social groups are prominent in her study.

Dr. Nancy Wesson, a clinical psychologist in Moun-

tain View, Calif., pointed out people can develop behavioral addictions like IAD even when there's no true physiological dependence. She asserted obsessive net-surfing can be just as addictive as excesses of other ordinary activities such as eating, sex, work and exercise.

Bill Cooley, a drug demand reduction specialist with Keesler's mental health clinic, believes the anonymity of Internet communication, which allows a person to escape from reality, has great potential for compulsive behavior or misuse.

"Many individuals go on-line and gain a sense of acceptance from people they don't even know," he suggested. "It's a coming-home feeling that can entice people to the detriment of family, home, career and health."

Some doctors are skeptical of specialists who apply psychiatric terms such as "addiction" or "dependence" to what may seem to be a harmless hobby, but Cooley stressed, "Hobbies don't become harmful in terms of the attention they take away from important aspects of our lives—addictions do."

Cooley, who has extensive experience counseling individuals with substance abuse problems, indicated, "I don't have any studies or data to prove it, but it wouldn't surprise me to find that alcoholics and drug addicts move to the Internet in their search for validation, love or a sense of

INTERNET, Continued from Page 6
importance."

Is "surfing the net" a hobby or an addiction? You may have a problem if you have these symptoms:

- You neglect important family activities, social events, work responsibilities, academic projects or health concerns to spend hours on the Internet;
- A significant person, such as a boss, close friend or partner, has complained you're spending too much time or money on the Internet;
- You're constantly anticipating your next on-line session;
- It becomes impossible to cut back on your Internet time;
- You're determined to spend a brief period on-line, only to discover later that several hours have passed;
- You check your e-mail compulsively;
- You develop cravings and withdrawal symptoms when you're away from the computer;
- You're skipping meals, classes or appointments to get on the Internet;
- You'd rather talk to people on-line than face-to-face;
- You sleep less than five hours a night so you can spend more time on-line.

Since Internet Addiction Disorder is a relatively new mental health concern, few self-help resources are available. Ironically, there are some on-line support groups designed to wean people from the Internet.

Send an e-mail message to the Internet Addiction Support Group at listserv@netcom.com (Subject:

leave blank; Message: Subscribe i-a-s-g)

Visit the IASG web site at <http://www.iucf.indiana.edu/~brown/hyplan/addict.html>; or the Center for On-Line Addiction at <http://www.pitt.edu/~ksy/>

Netaholics Anonymous can be reached at <http://www.safari.net/~pam/netanon/index.html>.

HIANG SEA News

by CMSgt. Delbert Danduran, HIANG Senior Enlisted Advisor

The Senior Non-Commissioned Officers Annual Conference was held at the Outrigger Prince Kuhio Hotel on February 27-28, 1997. It was an excellent conference enjoyed by one hundred and thirty-six senior NCOs.

The speakers came from both of the communities that we are involved with, military and civilian. They included Dr. Terry Shintani (Waianae Diet), Dr. George Kanahele (Management by Values), and Dr. James Dator (Director of Future Studies, UH).

Also participating were briefers from HQ PACAF, Hickam NCO Academy, HQ HIANG, and the 154th Wing.

The theme of the conference was "E Huki Like Kakou", Pulling Together. This is what all of us need to do in order to meet the challenges and changes that we are cur-

rently facing, and those we will face in the future.

I would like to thank all the committee members who helped to make this conference a success, and especially the finance committee who kept us within our budget.

The HIANG Awards Banquet was held on Saturday, March 1st, following the conference, and was attended by over three hundred Air National Guard personnel, spouses and friends.

I would like to congratulate all those who were nominated, and also the winners in each category. I know it was a hard decision to select a winner among all the excellent nominees, but all of us realize that every one of you are "**WINNERS**" just by being recognized by your unit.

Aloha!

KUKAILIMOKU

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

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LIFE

Ladies Involved in Firearms Education

LIFE is a non-profit organization of NRA certified firearms instructors that teach basic pistol (Personal Protection, 1st Steps), rifle and shotgun.

Personal Protection is a 12-hour course recommended for novices.

1st Steps is a 6-hour course recommended for those with some experience.

Each meet state requirements.

All materials are provided.

All classes are held at Koko Head Shooting Complex.

For applications, call 396-4604.

1997 Class Schedule

Mar. 8 & 9	Mar. 23
Apr. 12 & 13	Apr. 27
May 10 & 11	May 25
Jun. 14 & 15	Jun. 22
Jul. 12 & 13	Jul. 27
Aug. 9 & 10	Aug. 24
Sep. 13 & 14	Sep. 28
Oct. 11 & 12	Oct. 26
Nov. 8 & 9	Nov. 23

VA Publishes New Veterans Handbook

WASHINGTON (AFNS)

— The latest edition of one of the federal government's all-time best-selling publications is now available from the US Government Printing Office.

Published by the Department of Veterans Affairs, "Federal Benefits

for Veterans and Dependents" has been revised to include changes in law for 1997.

The 87-page handbook describes federal benefits for veterans and family members, such as medical care, education, disability compensation, pension, life insurance, home loan guaranty, vocational rehabilitation and burial assistance. It also outlines claims procedures and includes the latest information on changes in eligibility for VA medical care.

"Federal Benefits for Veterans and Dependents" sells for \$5.50 a copy, but is available free via the Internet at <http://www.va.gov/benefits.htm> or via VA-On-line, a bulletin board that can be reached by modem at 1-800-821-8387.

Addresses and phone numbers of all VA benefits offices, medical centers, national cemeteries, counseling centers and other VA facilities are listed. Also, a toll-free number, 1-800-827-1000, is listed to connect callers to the nearest benefits counselor.

"Federal Benefits for Veterans and Dependents" ranks second in total sales at the US Government Printing Office. Some 2.8 million copies of all versions have been sold through January.

For copies, ask for GPO stock number 051-

000-00212-1 from the Superintendent of Documents, PO Box #371954, Pittsburgh, PA 15250-76954. To order with VISA or Mastercard, telephone 202-512-1800.

Reserve Forces Essential To DoD Missions

by Maj. Donna Miles, USAR,
American Forces Press Service

WASHINGTON (AFNS)—During the past year, more than 10,000 members of the Guard and Reserve have been called to active duty to support the peacekeeping mission in Bosnia, and Defense Department officials say that number is likely to increase in the months ahead. They point to Operation Joint Endeavor as a textbook example of the critical role the reserve components play in US military operations.

"We do not conduct any significant mission anywhere in the world today without the reserve forces," Secretary of Defense William Perry said as he wrapped up an around-the-world trip that included a Thanksgiving Day visit with troops in Bosnia. "This particular mission draws heavily on the reserves because the concentration of our civil-military capability is in the

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reserve forces.”

In Bosnia, reserve component members have carried out the brunt of the civil affairs mission and provided much of the medical, security, psychological operations, transportation, logistics, intelligence and public affairs support. Many Guard and Reserve members have served in Bosnia or the surrounding areas; others have carried out support roles and replaced deployed active-duty forces in Germany and the United States.

The Bosnia mission demonstrates “the reserves have really come of age. And they are more essential now, today, to the total force than they ever were before,” said Assistant Secretary of Defense for Reserve Affairs Deborah Lee.

She said the concept of the “total force” has been talked about for years. “But I think that now active-duty commanders have come to view it as ground truth,” she said. “They are becoming more and more familiar with reserve capabilities than they ever have been before. They realize that the idea of a total force has moved beyond the theoretical and has become a reality, and a practicality in the defense business.”

That wasn’t always the case. Lee said she re-

members the climate when she was first named the defense secretary’s top reserve adviser. “One of the big issues and concerns at the time was access to the reserve components. Meaning, could the president really call them up? Would we get enough volunteers if we needed volunteers for duty? Could we really ask people to go for three or four weeks of annual training, vice two weeks, for joint exercises?”

Four years later, Lee said those questions have all been answered yes. “I do not hear from our leaders anymore about concerns on access,” she said. “The reason, I think, is that the president has called up the reserves when he has been advised to do so. We have gotten superb volunteerism when we’ve needed to do so. And the reserves have in fact made themselves available for longer, short-duration exercises.”

With high-profile missions during the past four years in Somalia, Haiti and Bosnia, the reserve components “have been there, and they’ve performed superbly,” Lee said.

But while the Guard and Reserve have become a key factor in defense planning, Lee said every effort is being made to ensure no units or individuals are called on to carry out more than their

fair share of missions.

“My notion has always been that we must not call reserve units in back-to-back years, if we can help it,” she said. “For example, we do not anticipate mobilizing units for Bosnia if they were already called to Haiti. “Now there may be individuals who were in both Haiti and Bosnia, perhaps because they volunteered, or perhaps because they changed units. But there should be no units that are called to both missions.”

Lee said now that a third rotation of reserve component members could be mobilized for the Bosnia mission, that’s becoming more of a problem. Most of the units that have been called to active duty so far to support Operation Joint Endeavor have come from the Army Reserve. An effort will now be made to use more Army National Guard units, when possible, Lee said.

“It’s an effort to spread the work around to a larger number of units in order not to tax any single unit or units too much,” she said.

Retirement Pay Based On Law, Date Of Entry

by Maj. Oscar P. Seara, Headquarters Air Reserve Personnel Center

DENVER (AFNS) — Members of the Air Force Reserve and Air National Guard contemplating retirement in the next century may be surprised to learn that two different formulas apply for computing retirement pay. The difference, in dollars and cents, depends on when they entered military service.

If they joined before Sept. 8, 1980, one formula is used; but if they joined on or after that date, another applies. Both methods are based on federal law and affect all active-duty and reserve component members, not just Air Force reservists, according to Rosie Westbrook, chief of the retirements branch at Headquarters Air Reserve Personnel Center in Denver.

Federal legislation directs that retirement pay for people who first entered the military before Sept. 8, 1980, and who subsequently qualify for retirement, be calculated based on the highest pay grade in which they satisfactorily served and the pay scale in effect when they retire. People who entered the military on or after Sept. 8, 1980, have their monthly retirement pay computed using the average of the base monthly pay in effect for the three years just before they receive retirement pay.

In both cases retirement points are part of the overall

equation for members of the Guard and Reserve.

The whole process of figuring retirement pay may sound daunting, but if reservists use the following formulas, they can get a very good idea of their monthly retirement pay:

—Total retirement points divided by 360 equals years of service;

—Years of service multiplied by 2.5 equals percentage of base monthly pay that can be drawn for retirement; and

—Percentage of base monthly pay multiplied by monthly base pay in effect upon retirement equals final pre-tax retirement pay.

Those entering service on or after Sept. 8, 1980, have to make one additional calculation:

—The sum of the monthly base pay for the 36 months before they receive retirement pay divided by 36 equals the average base pay for the members' previous three years. Plug this number into the above equation where it states "monthly base pay in effect upon retirement."

The following examples, using the 1997 pay chart, illustrate how the formulas work:

Example 1: TSgt. John Smith entered the military Sept. 7, 1980. His 3,395 retirement points divided by 360 equals 9.43 total years of service. The 9.43 years of service multiplied by 2.5 equals 23.575, the percentage of base monthly pay that can be drawn. Multiplying 23.575 percent by \$2,040, the base pay for a technical sergeant at 20 years

taken from the 1997 pay chart, equals \$480.93. This amount represents pre-tax monthly retirement pay.

Example 2: TSgt. Jim Jones entered the service Sept. 9, 1980. His 3,395 retirement points divided by 360 also equals 9.43 total years of service. The 9.43 years of service multiplied by 2.5 equals 23.575, the percentage of base monthly pay that can be drawn. Adding together the base pays for 1995 (\$22,260), 1996 (\$23,767) and 1997 (\$24,480) equals \$70,507. Dividing this sum by 36 equals \$1,958.53, the average base pay for the past three years of service. Multiplying the percentage of base monthly pay that can be drawn (23.575) by the average monthly base pay for the past three years of service (\$1,958.53) equals \$461.72. This amount represents pre-tax monthly retirement pay.

One thing reservists will notice right away is the \$19.21 difference between Smith's monthly pay and what Jones receives. This extra amount is the result of using the different calculation methods.

"The retirement pay computation formulas can be confusing—no doubt about it," Westbrook said. "However, it's important members know exactly how many retirement points they have and, with that, exactly how their retirement pay will be computed."

Even though people who entered the military on or after Sept. 8, 1980, may get less retirement pay than those who

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entered before that date, Fred Ratiiff, chief of ARPC's Personnel Programs Division, said they should keep in mind the periodic cost-of-living adjustments granted by Congress.

Westbrook advised people not to hesitate to seek help when trying to figure out their potential retirement pay. "The pay computation information presented in our examples is very general in nature," she said. "Even though it may apply to many people, it does not cover every situation. There are numerous other factors that may have an impact on retirement pay."

Woman Becomes Guard Adjutant General

COLCHESTER, Vt. (AFNS) — A Vermont woman has become the first female National Guard adjutant general after election by the state legislature.

Martha Rainville pinned on the stars of a major general March 1st at the Green Mountain Armory at Camp Johnson.

Vermont is the only state to elect its Guard adjutant general. In other states, the governor makes the appointment.

Rainville joined the Vermont Air National Guard in 1988 after an active-duty tour in the Air Force. Until her election she commanded the 158th

Aircraft Maintenance Squadron. During that tour her unit placed first in aircraft maintenance in the Air Force's 1994 William Tell Fighter Competition, recording a first-ever perfect score in weapons loading.

From The Editor

If you are a regular contributor to the *Kukailimoku* and/or have a column in the Wing newspaper, you should have already been issued a "**Kukailimoku**" folder with the name of your column, the name of your office and who the story is by on the outside. If you haven't been issued one, yet, and you currently have a column, or would like to start one, please ask us for a "**Kukailimoku**" folder and we'll make one up for you (or you can make one of your own, if you wish). This 'heavy' folder helps ensure your disk gets to us *and back to you* safely.

Even though our office has a fax and is hooked up to the LAN, unless your article is small, we'd prefer you submit it to us on a floppy disk (in Microsoft Word) via distribution or by dropping it off at our office.

Whenever you submit an article for publication via fax or LAN, please make sure you have a title or "headline" and a by-line on each one (the by-line should include your name, rank, title and office

where you work).

When submitting through distribution, please include the above, plus a printout of your article with your name, office symbol and telephone number on it along with the diskette with your story(s) composed on it. Your diskette should *also* have your name, office symbol and telephone number on it so it'll get back to you.

If you don't have a "**Kukailimoku**" folder, place it in a regular "mailer" and either bring it to the *Kukailimoku* office or put it in distribution. Submitting your article(s) this way makes it easy to identify and it will also protect your documents and ensure their return. When we've finished with it, we'll return it to you for next time.

Please bring your article(s) to the 154th Wing Public Affairs Office, Room #211, in Building #3400, or mail it to 154 WG PAO. E-Mail or fax "short stuff" to: S THOMAS@CC@154GP.

Remember, the deadline for each issue is noon on Friday one week before drill. If you have any questions, don't hesitate to call the 154th Wing Public Affairs Office at 449-7745.

Looking forward to hearing from you.

BX E-x-p-a-n-d-s!

by SSgt. Stephen L. Thomas,
Commissary/Exchange Advisory
Committee

Last August, I wrote an article about our new Base Exchange. In case you missed it, here's an update:

At a cost of \$14.6 million, the new "BXTRA" is nearly completed. As soon as it is, the great conversion will commence. Much of the stock from the old store will be moved in, and the Four Seasons complex out in Earhart Village will also be moved over and incorporated. (You'll then have one-stop shopping—nice, uh?.)

The new double-decker building will house all the hard-line items, such as appliances, furniture/concession, a first-class lawn & garden shop, sporting goods section, household section, pet supplies, automotive and electronics ("Power Zone") section, and, of course, Toyland.

Then the old 'main store' will be renovated and have wider aisles. It will house all the soft-line items, such as clothing, linens, domestics, cosmetics, etc.

The new building will offer 80,000 square feet of retail sales space on two floors. It will include nine checkouts, restroom facilities, an elevator and five stairwells. Combining the two stores, the new BX complex will hold 120,000 square feet of retail sales space!

Mr. Vaughn Gallacher, the new store manager, said that there will be expanded lines and a larger stock. Once the

great move is made, you'll see more of everything in both buildings, which also means greater selection! For you music fans, the audio section, alone, will have more than 10,000 titles on CD! Awesome!

Your Hickam BX will be one of the largest BXs in the world, and the largest BX in the US Air Force!

What about the food court? That, too, will be renovated and become part of the BX complex. It will still have "Anthony's Pizza", "Frank's Franks", "Robin Hood" and "Sweet Reflections", but it will also have added a "Chicken Loft" and a "Taco Bell" with a drive-through. Yum!

The new food court will feature a promenade between the two exchange buildings with cafe-type seating.

There will be ample parking in front of the new building (main entrance) as well as in front of the old one.

Just to give you an idea of what I mean by the BX's e-x-p-a-n-s-i-o-n, increased selection, and what to expect in the future, here are some figures for you to look at:

"BXTRA"

Present & Future Square Footage

	<u>Present</u>	<u>Future</u>
Automotive	250	900
Computers	550	3,100
Electronics	2,550	6,700
Furniture	15,300	18,900
Hardware	600	3,500
Housewares	1,900	5,200
Linens	1,700	6,000
Music/Video	900	5,100
Outdoor Living	12,800	16,500
Photography	350	400

Sewing	25	100
Sporting Goods	1,800	8,200
TOTAL	39,725	76,400
+92%		

"Main Store"

Present & Future Square Footage

	<u>Present</u>	<u>Future</u>
Boy's Wear	800	300
Cosmetics	3,850	5,400
Food/Snacks	500	900
Giftware	1,200	1,400
Girl's Wear	800	3,000
Health/Beauty	1,850	2,600
Infant's Wear	600	1,500
Jewelry/Watches	1,750	1,750
Lady's Wear	7,100	9,000
Magazines	450	1,500
Men's Wear	4,700	10,000
Shoes	2,000	3,000
Stationery	1,800	3,200
Tobacco	100	300
TOTAL	27,500	46,550
+69%		

I'll keep you posted on the grand opening. In the meantime... be patient.

Quality News

by Capt Tracey J. Saiki
Quality Advisor, 154th Wing

Keeping You On "Q"

"The Essence of Quality"

By Lt Col Scott Gough, Air Force Advisor, 162nd FW
(TIG Brief, Jan-Feb 97)

Terms like "quality", "total quality management," and "Quality Air Force" have now been around long enough to be widely known but not necessarily well understood. This lack of understanding had generated some wild misconceptions about what those terms mean.

People say quality is touch-feely management or management by committee. Quality, right or wrong, seems to summon such deep-seated responses. When quality has emotional baggage like that attached to it, it's time to find a new word or term. The principles of quality are too important to the health of an organization to be tainted with the negative perceptions that the word evokes.

The best term I've found to replace "quality" is "continuous improvement". All that quality seeks to do is institutionalize the idea that organizations should continuously seek to improve themselves. Quality principles and tools have no use except as mechanisms to help us improve what we do in a regular, organized, and systematic fashion.

Continuous improvement doesn't have to be quantum leaps in productivity or huge reductions in cycle time. Continuous improvements are most often *evolutionary*, not *revolutionary*.

What's most important is that a mechanism is in place to point out to us when improvement becomes possible. "Quality", "total quality management," and "Quality Air Force" are those mechanisms that guide us toward our goal of continuous improvement.

The key to continuous improvement is management by fact. Without data, statistics, and measurements, we cannot know how we are doing, and if our efforts to improve actually bear fruit. Further, we need some appreciation for how others do similar jobs before we can claim we are the *best* or suggest to ourselves that no improvements can be made.

Anecdotal evidence is incomplete evidence. Claims and assertions are rather empty if we don't have the numbers to back them up. Management by fact requires that we be thorough and precise as we measure our progress. It gives us the data to assess where we are and leads us to our goal of *continuous improvement* - the goal toward which *quality* strives.

"Sign Me Up".....

In search of trainers, teachers, designers, program managers, curious minds.....those interested in learning to make **Computer Based Training (CBT)** programs for use in their units of for Wing/HIANG wide use. Training will be conducted in one or two four hour blocks at no cost to the units. Please contact the support group commander's office at 449-9293 or e-mail Capt Saiki.

The Seven Habits of Highly Effective People - a holistic, integrated approach to personal and interpersonal effectiveness. An in-depth experience and everlasting understanding of: being proactive; beginning with the end in mind; putting first things first; thinking 'win/win'; seeking first to understand, then to be understood; synergizing; and sharpening the saw. A three-day workshop held quarterly. The first workshop is 26, 27, and 28 March. Open to all wing personnel. Seating is limited. To register, LG personnel contact TSgt Joy; OG, SPTG and HQ WG personnel contact Capt Saiki. *Tentative course dates: June: 25, 26, 27; Sept: 24, 25, 26; Dec: 17, 18, 19.

Two Scoops of Praisin'

169 ACWS - MSgt Preston Nishie

Last month, a twelve-member PAT was formed to determine how the Maintenance section can best serve the Operations section. Presently, there are no standards or guidelines to measure how well the Maintenance section is supporting the Operations section. An action plan will be developed to improve the service, working relationship, and effective feedback.

154 MXS/LGMVG - MSgt Wescott Lee

We have all faced the problem of the lack of resources and personnel, and felt helpless to fight the inevitable. The Integrated Avionics Team was born to combat the affects of reorganization and two level SPMD cuts. This team consists of a strong personnel force with different AFSCs, backgrounds, experiences, ideas, and strengths. This team remains focused on one Mission and one common vision. Our people and

resources are better utilized. This has helped us tremendously in providing the best possible product to our customers. We have committed ourselves. We are united in this effort. We have found rewards of sharing knowledge. "Never tell people the best way to do a task. Ask them instead, to provide the best way. They may surprise you."

The Integrated Avionics Team was initiated by a vision.
A vision that set no limits or boundaries in our capabilities.
A vision of dedication, excellence, and accountability.

A vision where ideas can grow into reality.
A vision where every initiative broke new ground.
A vision that would "Lead Organizational Change".
A vision to Educate, Motivate, and Celebrate.
A vision of "E Pluribus Unum" Out of many One.

We The Integrated Avionics Team created this entity to provide the best service possible by using our most important resource.
Our people.

Obstacles are those frightful things you see when you take your eyes off your goal.

People who say it cannot be done should not interrupt those who are doing it. March '97