

K ū k ā ' i l i m o k u

War God of King Kamehameha 1 - 154th Wing

Vol. 44 No. 8

Hickam Air Force Base, Hawaii

August 8, 1998

More "Aloha" from the Desert 'Snake' in Kuwait

Since the beginning of May, Major David C. Snakenberg from the 154th AGS has been supporting a 120-day TDY at Al Jaber Air Base in Kuwait. For Maj. Snakenberg, this is one of the most exciting and challenging assignments in his 26 years with the HIANG. He is learning as much as he can to better support his unit, personnel and the Guard. The advances in technology provide Maj. Snakenberg direct LAN capability to Hawaii, so here are more of his words from the desert...

The Guard's Role in USAF Contingency Operations

The traditional role of Guard involvement in active duty contingency operations has been the deployment of aircraft packages to operational locations. In some other career fields, like Combat Communications, Security Police and Civil Engineering, they also deploy packages to support and/or augment operations in their areas. The Guard does these kinds of contingency operations very effectively. Our force maturity, unit stability and experience has always made this kind of support our forte.

As I move through my fourth month here at Al Jaber, the area where I see that the Guard's contingency role is less clear or established is in the area of individual augmentee support. The issue here is not whether Guardsmen can do these types of tours, but what credible realistic conditions makes the traditional Guard's fifteen, thirty or forty-five day rotations less attractive to our active duty counterparts. The Guard proved in 1986-87 during the Creek Klaxon Alert at Ramstein Air Base, Germany, that we could support an extended alert commitment, using Guard assets, personnel and resources. So, how does that experience relate to Operation Southern Watch, and individual augmentee tours here?

In the realities of Kuwait, other than the aircraft maintenance/operations packages, it does not relate directly to the operation here. Creek Klaxon was primarily an elaborate

yearlong deployed aircraft maintenance operation, with no support infrastructure tasking. If the question that arises from this comparison is can the Guard effectively perform these individual augmentation tours in Kuwait, then the answer is absolutely! We currently have a handful of Guardsmen doing 120-day tours here, and they are all doing as well as, if not better than, their active duty counterparts. In fact, last week, two additional HIANG individuals arrived here to be the NCOIC and Assistant NCOIC of my Armament Flight. MSgt. Gerry Gapol and SSgt. Monte Hokoana are on station and transitioning nicely to their new surroundings and responsibilities.

There is a proposal being developed by several CONUS ANG units, one of which will be Lt. Col. Peter's new command, to use ANG personnel to support ALL deployed positions for an entire four-month rotation period, here. It is an ambitious plan, but one that has some serious limitations when viewed from the traditional Guard deployment lengths. In reviewing my squadron positions for this proposal, of the approximately sixty-five slots, only eleven had to be filled by active duty members. All the other slots, including mine, were well within the ability of the Guard to fill.

Of the remaining fifty-four slots, only fourteen were identified as having to be filled by a Guardsman on a 120-day tour. This left about forty slots to be filled by Guardsmen on

(see "Snake" on page 2)

'Snake' (Cont. from page 1)

thirty and a few sixty-day tours. A great opportunity for individuals participating in this program to serve from the less traditional deployment areas.

The question that then gets asked is why can't those positions identified as 120 mandatory tours be shorter? The answer is overall mission continuity and conditions imposed by the host nation; that would make shorter tours impractical or of no value added. Certain functions require extensive interface with Kuwaiti military or civilian individuals. As such, changing faces every thirty or forty-five days would be extremely difficult for them to do business with us. Also, their timetable for providing needed services, like ID cards, would rule out any tour shorter than thirty days.

So, where am I going with all this information on deployments? The answer is simple. The Air Force has needs over here for individual volunteers in all areas; Services, Security police, Civil Engineers, Supply, Transportation, Contracting, Fuels, Armaments, Munitions, Communications, PERSCO, IM, Command Post, EOD, and others! The only requirement is you need to step up to a 120-day tour. The active duty folks do it every day all over the world! I see a great need that could be filled by properly motivated and adventurous Guardsmen, who may want an opportunity to grow and mature in their AFSC, in a contingency environment, and bring back a wealth of experience and understanding to their Guard position and unit. A process has been established for volunteering, applying, securing permission, and getting selected, that works. Seeing more Guardsmen filling more of the infrastructure positions here would be very beneficial to the Guard and HIANG. What we may lose in time away from home and work, in the short run, is made up for many times over in the understanding and experience the individual retains and returns with to their functions area!

In my opinion, we should be actively encouraging our members to participate when applicable. Obstructing member participation, except in the most critical of mission considerations, amounts to short changing the

unit, the ANG, and specifically, the HIANG, on some substantial long term gains. From what I have witnessed first hand, the "Total Force" is alive and well, here. Active duty and Guard and Reserve folks are all doing the job as one.

Aloha!

*from Maj. Gen. Edward V Richardson,
The Adjutant General*

House Concurrent Resolution (HCR) No. 84

The State House of Representatives adopted House Concurrent Resolution (HCR) No. 84 during the 19th Legislative Session (1998). HCR No. 84 requests that all State of Hawaii employees use the word "Aloha" as an official greeting when meeting the public or answering the telephone.

"Aloha" is more than just a word of greeting or farewell. It also means mutual regard and affection, and extends a sense of warmth and caring. Using the word "Aloha" helps perpetuate the spirit of our islands.

I support this initiative and urge all personnel, not just State employees, within the State of Hawaii, Department of Defense, to use the word "Aloha" as a standard practice.

Next UTAs 👍

September

12th & 13th

&

October

3rd & 4th

Chaplain's Corner

by Maj. Robert Nagamine, Chaplain, 154th Wing

For the past several months, I've written a series of articles on Creating Successful Marriages. We looked at the areas of expectation, communication, and conflict. Now to complete this series.

There is a reward for working at the relationship and not quitting. There was a person who many considered to have a wonderful marriage. He once described his marriage by saying that the first ten years were terrible, the second ten years were better, but the following ten years were wonderful! Most of our great accomplishments in life come at a great price and sacrifice. Why don't we expect the same with our marriage?

What is at the heart of marriages filled with conflict? Not being of the same mind! If we all had the same values, priorities, goals and attitude, then we wouldn't have too many differences. But we don't. This is why couples are encouraged to be spiritually strong, have the same beliefs and, in good character, live by them.

Here are some "if onlys" to consider... If only couples would be open and humble to learning from each other. If only couples would be considerate to include their spouse's feelings and what they value. If only selfish desires would be put aside and couples looked toward the ultimate good of the relationship. If only couples would continue to work through their difficulties, make changes and hang tough in there. The good news is that with perseverance and persistence, couples can make it happen!

Some couples may need assistance to work out their differences/conflicts. If you are one of them, please realize that you need to take positive action, and possibly seek counseling. If you'd like to stop by and visit with me, I am available on drill weekends.

Feel free to call and make an appointment at 448-7275 or 947-3582.

Your marriage is important! Do your very best to keep it!

Worship Services

Protestant Service
(Support Facility)

Sunday UTAs
08:15-08:45
Classroom #1
Wing Dining Room
All Welcome To Attend

Catholic Services
(across base)

Daily
11:30
Saturdays
17:00
Nelles Chapel

Sundays
07:15
Nelles Chapel
10:15
Chapel Center

Jewish Service
(Pearl Harbor)

Fridays
19:30
Pearl Harbor Aloha Chapel
Makalapa Road

→Deadline!

The *deadline* for the September edition of the *Kuka'ilimoku* is Friday, September 4th.

Chaplain's Office Has an Opening

The chaplain's office in 154th Wing Headquarters has openings for two Chaplain Support Service personnel.

Responsibilities include support of worship and religious services, visitation, counseling and religious education. Personnel serve as members of chaplain readiness teams during combat operations, emergencies, deployments and military operations. They administer resources, logistics and automated systems. Personnel in this specialty are non-clergy members of the Air Force Chaplain Service. They are trained to understand and support the distinctive ministry needs of the military community.

If you're interested, please call NCOIC MSgt. Dennis Dung at 448-7275.

SNCO Promotions

by Col. Peter S Pawling, Commander 154th Ops Grp

Senior NCO Selection Boards simply do not promote people because they do a good job in their present pay grade. They must exhibit the right potential to successfully discharge those greater duties their higher grade will demand.

Please join me in congratulating the following individuals who exhibited the right potential to carry out those greater duties. My hat goes off to:

TSgt. Jason H Higashionna- 203rd ARS

TSgt. Jeffery C Thiem- 154th SFS

TSgt. Michael J Paragas- 169th AC&W

TSgt. Patrick Kinerney- 169th AC&W

MSgt. Preston C Nishie- 169th AC&W

Legal Line

*by Lt. Col. James T Itamura,
Staff Judge Advocate, 154th Wing*

Body Piercing

Is it just me or is piercing one's tongue and wearing a gold post "tongue ring" through it eccentric. Whatever the answer, the Air Force has produced an interim change to AFI 36-2903 regulating the practice of body piercing.

Members of the US Military are prohibited from attaching, affixing, or displaying objects, jewelry or ornamentation through the nose, ear, tongue or other exposed body part (which includes visible through the clothing) when:

-wearing a uniform

-performing official duty in civilian attire

-wearing civilian attire on a military installation

Exceptions are that women in uniform or in civilian clothes while on military duty may wear one pair of small, spherical, conservative, diamond, gold, white pearl, silver pierced or clip earrings--one piece per ear. Each separate piece must match and fit tightly without extending below the earlobe.

Off-duty, women on military installations may wear conservative earrings within sensible limits. By implication, the policy allows males to wear earrings off-duty, but off the installation.

The regulation reserves the right of the commander to restrict even non-visible body ornaments where it affects a member's ability to perform his duties, such as ensuring safe operation of weapons, preventing a safety hazard to the wearer or others, interferes with the proper wear of protective clothing or special equipment.

Get the point?

(The 154th Wing Legal Office is located down the hall from Wing Headquarters on the second floor in Building #3400.)

Money Matters

by Lt. Col. Allen K Shinsato, Cmdr 154th Finance
Government Travel Card Procedures

In case you didn't know, American Express has lost the government travel card contract, effective 30 Nov 98, to Nation's Bank (VISA).

AmEx has changed one of their procedures. If your card has been inactive for one year and you need to go TDY, you must call AmEx (the number is on the back of your card), give the operator your TDY order number, and have your card reactivated.

AmEx did not give any warning to the government before they instituted this policy (I think it has to do with losing the contract) and SAF/FM is working through the proper channels to try to stop this practice.

This procedure was effective several weeks ago, but I was hoping that the government would come to a quick resolution. Evidently, that has not happened. So, until further notice, you must follow this new procedure if your card has not been used in over a year.

Personnel News

by CMSgt. Iris T Kabazawa, Pers. Supt., 154th MSF
Operation Provide Comfort Participants
Eligible for Medal

The Armed Forces Service Medal has been approved for US military members who participated in Operation Provide Comfort, according to officials at the Air Force Personnel Center here.

The inclusive period for the award of the medal is December 1, 1995, to December 31, 1996, and is limited to those members of a unit participating at least one day in OPC within the designated areas of eligibility -- Incirlik and Pirinlik Air Bases, Turkey, and northern Iraq, north of the 36th parallel.

Also eligible are members who meet at least one of the following conditions:

--Deployed to the area of eligibility as an individual by official orders to OPC for 30 consecutive days or 60 nonconsecutive days; or

--Participated as a regularly assigned crew member of an aircraft flying into, out of, within or over the total land area and air space of northern Iraq, north of the 36th parallel.

Officials said service members who earned the Southwest Asia Service Medal during April 12, 1991, through November 30, 1995, and subsequently became eligible for the AFSM awarded to OPC may elect to receive the AFSM instead of the SWASM. However, they added, no service member may be authorized to wear both medals for service in the Southwest Asia theater of operations, including OPC, during the period between August 2, 1992, and December 31, 1996.

Local military personnel flights have more information. (Courtesy of AFPC News Service)

Vermont Air National Guard F-16 Pilot Position - UFT Slot

The Vermont Air National Guard is accepting applications for an F-16 pilot position. The selected applicant will attend two years of training out-of-state, including an officer commissioning program, if required, and Air Force Undergraduate Flying Training. Applicants must be able to complete an accredited four-year degree prior to pilot training, successfully complete a Class 1 flight physical, be no older than 27 1/2 at the start of pilot training and successfully complete the Air Force Officer Qualification Test.

(See Personnel on page 6)

Personnel (Cont. from page 5)

To request an application, please send a resume, copy of college transcripts and cover letter to 158 MSF/DPMP, Attn. 2Lt. Jeff Rector, 105 NCO Drive, So. Burlington, Vermont 05403-5873 or call (802) 660-5225 or DSN 220-5225. The deadline for completed applications is 1 Oct 98. More information is also available at Internet site "VT.ANG.AF.Mil/Pilot2.HTM".

Montgomery GI Bill Payments Increase

Veterans enrolled in the active-duty or reserve-component versions of the Montgomery GI Bill will see a 20-percent increase in monthly education payments beginning Oct. 1st, 1998. President Clinton signed the legislation June 9 approving the increase in benefits.

The benefit to full-time students will increase from \$439.85 to \$528 monthly for active-duty enrollees with three year's service. Total payments for the 36-month maximum will increase from \$15,834 to \$19,008. The rate for enrollees with two year's service goes from \$357.38 to \$429 monthly, or an increase from \$12,865.68 to \$15,444.

Vietnam-era GI Bill enrollees who converted to the Montgomery GI Bill Active Duty Program will see their monthly rates increase to \$716, or a maximum of \$25,776. Montgomery GI Bill-Selected Reserve trainees get an increase to \$251, or to a maximum total of \$9,036.

Other veterans benefits improved under the law taking effect Oct. 1 include:

--A one-time allowance for disabled veterans needing modified controls or wheelchair lifts for an automobile increases to a maximum of \$8,000.

--A one-time specialty adapted housing grant for disabled veterans who have lost, or lost the use of, both lower extremities increased to \$43,000.

--The special housing adaptation grant for veterans who are blind or have lost, or lost the use of, both hands increases to \$8,250.

--A \$50 monthly increase in pensions paid to low income veterans in need of regular aid and attendance.

The law also repeals a 1990 law that permanently ended eligibility for dependency and indemnity compensation for a veteran's survivor who remarries. The pre-1990 policy will allow survivor benefits to be restored if the survivor's remarriage ends.

SGLI Premium Change

The Department of Veteran's Affairs has announced their decision to lower the SGLI premium rates effective 1 July 98. The rates change from .85 to .80 cents per \$10,000 of coverage. New premium rates are:

200,000 - 16.00	100,000 - 8.00
190,000 - 15.20	90,000 - 7.20
180,000 - 14.40	80,000 - 6.40
170,000 - 13.60	70,000 - 5.60
160,000 - 12.80	60,000 - 4.80
150,000 - 12.00	50,000 - 4.00
140,000 - 11.20	40,000 - 3.20
130,000 - 10.40	30,000 - 2.40
120,000 - 9.60	20,000 - 1.60
110,000 - 8.80	10,000 - .80

The reduction is the result of program management efficiencies achieved by the Office of Servicemembers' Group Life Insurance (OSGLI) and the continuing low fatality rates.

Recruiter's Roundup

Undergraduate Pilot Training Board

The Hawaii Air National Guard will hold an Undergraduate Pilot Training Board in October 1998. All prospective applicants must meet eligibility criteria and complete an application package. For more information, contact the Hawaii Air National Guard Recruiting office @ 449-5601.

Speaker's Bureau

by TSgt. Vickie Padello, 154th SG/DP

Did you know that the HIANG has a Speakers Bureau and that we are looking for people to join us? Our goal is to promote awareness and community relations to meet the strength requirements of the Hawaii Air National Guard.

The Speaker's Bureau will provide us opportunities to embrace and educate the community. Regardless of speaking experience, training and guidance necessary for Guard members to succeed at any speaking engagement will be provided.

The key message that we would like to convey in all of our speaking engagements is the type of organization that we are ... ready to serve our nation and state. That the Hawaii Air National Guard is first an organization where our standards are based on a tradition of excellence rooted in our Hawaiian culture. Second, we operate as a team, and thirdly, we share a common set of the right values and live these values - Integrity, Service, Excellence, Patriotism, Teamwork, and Aloha.

We will offer the following themes for our speaking engagements:

*Opportunities for Women in the Air Guard

*Breaking Barriers (minority groups)

*Contributions to the State and Community

*General Purpose Brief

*Benefits Brief

*Air National Guard Jobs/Specialty Briefs

So, you want to embark on public speaking! Well, here is an opportunity for you to meet the challenges and rewards that can be afforded through speaking publicly. Each and every one of us has a unique perspective to pull our experiences from.

The beauty of the Speaker's Bureau is the collage of resources within the Hawaii Air

National Guard. Using your experiences and arming you with information about the Air Guard, we plan to head out into the community and let everyone know the Hawaii Air National Guard really is a community-based force, it is our heritage and strength.

If you would like to participate, complete a Speaker's Bureau biography form and forward it to HQ HIANG/DPR, Attn: SMSgt. Simmons.

We have planned two sessions during the Sep 98 UTA, where we will provide additional details on expectations, and entertain questions and recommendations from participants of the Speaker's Bureau. The meetings will be held on the 12th & 13th of September from 1230-1330 in the 154th Logistic Group's Classroom #2.

To obtain a form or more information on the program, please call me at 448-7578.

KUKA'ILIMOKU

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The punctuation of the name of this newsletter was researched by the Indo-Pacific Languages Dept. at the University of Hawaii.

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Social Actions

by Maj. Gayle Seifullin, 154th Wing Social Actions

What's hanging on your wall?

We don't wait for an accident to happen before we teach safety, so why do we wait for harassment to occur before we intervene?

What is the role of management in educating workers about sexual harassment? There has been increased media attention to the subject which has exposed men, women and bosses to this topic. Most of us have opinions about this topic. What is yours? However, few of us really understand why it is such a big deal. **Many question** whether sexual harassment is as frequently truly experienced as reported in the media. **What do you think?**

An environment which has non-traditional students, such as a woman mechanic or male nurse, has a gauntlet to run if they are to succeed in their chosen career paths. A need to prove sexual orientation as well as ability is often questioned. Unfortunately, what is seen is an increased drop out rate as it is easier to drop out than to endure. Those who chose to endure will frequently dismiss treatment as inconsequential no matter how they feel.

People are never too young or too old to learn how to treat others in a fair and humane manner. Everyone benefits from participating in complete discussions on how their actions affect others, how to deal with offensive behavior, and what personal actions promote or inhibit such treatment in the work place. Facilitate this type of dialogue and it can prevent acts of harassment whether they are intentional or unintentional.

For training, please contact either Maj. Gayle Seifullin or 1st Lt. Mark Ishiki at 449-8000 or 449-2782.

HNGEA News

by SSgt. Stephen L Thomas

Why join the HNGEA? Because membership means clout in our nation's Capitol. Clout means we'll have a better chance at being heard when it comes to support of National Guard issues by our representatives on the Hill. Right now, our national organization, EANGUS, is fighting for your benefits.

For example, the House version of the FY 1999 National Defense Authorization Bill, HR 3616, contains a provision that would expand Reservists' access to commissary stores from the current 12 to 24 visits a year.

Since the Senate bill does not contain a similar provision, the Senate must recede to the House on this provision in order for it to become law. Early indications were that this would happen.

Today, EANGUS got word that the grocers have gotten to Senator Kempthorne, the current chairman of the Senate Armed Services Personnel Subcommittee. He has indicated that he doesn't want the Senate to recede to the House on the commissary issue in conference.

Please call your Senator and express your opinion on this issue. Let him know that the National Guard wants and deserves increased access to commissaries. And, get as many people as you can to do the same. We've got to work hard on this one.

And, if you're not a member of the HNGEA, you should be. Contact Bridget Komine in the HIANG Recruiting Office and become one. Your HNGEA needs you!

Aloha & Mahalo
Brig. Gen. Dwight M Kealoha
for your service with us
over the last 2 ½ years!

HIANG SEA News

by CMSgt. Delbert Dandurant, HIANG SEA

World-Wide SEA Conference

These are some of the issues, concerns, and general briefings from the WW SEA Conference held at Gunter AFS, Montgomery, AL, 30 Apr to 8 May, 1998.

The Enlisted Force of Tomorrow will be:

An expeditionary force

Highly technical

More tactical

Understanding the Air Force vision

Develop Airmanship will consist of:

Professional reading

History of the enlisted heritage

Mentorship and professional development

Professional military education

Leadership must:

Focus on mission

Communicate only facts

Career counsel our troops

Encourage innovation

Get back to basics

Be optimistic

PME:

Course 8 will be in two phases

SNCOA six classes a year (1 added)

Better monitoring of CR 5 & 8

Automatic enrollment in CR 5 or 8 upon promotion to E-7

First Sergeants:

People are trained and mission ready

Family needs are met

Adviser to the squadron/flight commander

Enforcer of discipline and standards

ANG First Sergeants authorized (861), assigned (827) E-9 F/Sgt. (0), E-8 F/Sgt. (16 authorized/66 assigned), E-7 F/Sgt. (845 authorized/827 assigned). Excess of E-8 F/Sgts will be resolved through retirements and rightsizing of units.

First Sergeant's rank depends upon the number of people assigned to the Unit: E-7 (50-250), E-8 (251-500), E-9 (501+)

First Sergeants Academy dates are out in the field for 1998 & 1999. All F/Sgts attending the academy before 1 Oct 1998 can wear the Diamond while attending the course. However, no one will be authorized to wear it after 1 Oct 1998 if they have not completed the F/Sgts Academy. After 1 Oct 1998, the Diamond will be presented upon graduation from the academy.

The next World-Wide First Sergeants Conference will be in Minneapolis, MN, 1-6 Sept 1998. One First Sergeant from each State is authorized. Unit funded.

Readiness Issues:

Retention of enlisted & Officers

Tempo impacting all area's

Deteriorating facilities

Aging of aircraft

Insufficient funding

Part shortages

Drug violations

Other Issues:

Miss-use of government credit cards

Day care for single parents during UTAs

Need of more participation in the OAY program for National recognition

CMSgt. Ron Palmer (EFAC Chair) believes there is a good communication path between the committee and the field. Need more awareness at the Unit level.

No downgrading of crew chiefs if General Weaver has anything to do about it.

Nothing is being done about the over executed slots that ANG/MP are supposed to be working on. It will work-out by itself with time.

Major General Weaver:

Explained his vision and how his leadership team is designed and what is expected of them.

We need to improve our communications to the field.

Diversity of our Force

Any more ANG Base Closures, our people will be taken care of

Closer relationship with the Army NG

More visibility in the field

Update our technology or seek new ones

Seek new missions

Highlights:

CMSgt. Edwin B Brown, ANG SEA, will be honored with a formal retirement ceremony on 11 September 1998 at Andrews AFB, Washington, DC. There are twelve candidates for his position.

General Weaver was formally invited by the State SEAs to be at Williamsburg, VA in November 1999 to receive the "Order Of The Sword".

The proposed ideas of what each State will be doing for the "Year of the Enlisted".

Editor's Note:

We apologize, but no Menu was submitted this month.

Seven Habits Workshop 98-9 Drives Number of Graduates to 384

by Maj. Bill Petti, Commander, 154th LSF

29 individuals graduated from the latest 7 Habits Workshop held at the Wing Dining Facility during the week of 21-24 July. Facilitating the workshop was Lt. Col. Bruce Minato and TSgt. Robert Joy.

Graduates of Workshop 98-9 were:

Lt. Col. Clarence Fukumoto (HQ HIANG), SMSgt. Anna Blair (201st CCG), MSgt. Tony Gabriel (154th AGS), MSgt. Leslie Mizumoto (154th LG Staff), MSgt. Gareth Ishida (154th MXS), MSgt. Michael Morris (169th ACWS), MSgt. Gary Hema (154th MXS), TSgt. Craig Handa (154th AGS), TSgt. David Wilkinson (154th LS), TSgt. Theron Gandaoli (154th MXS), TSgt. Garrick Hiramoto (154th MXS), TSgt. Mark Crabbe (201st CCG), TSgt. Gina Kuriyama (154th OSF), TSgt. Mona Fujimoto (204th AS), TSgt. Ben Robles (154th OG), TSgt. Dawn Bishop (199th FS), TSgt. Michael Zheng (154th AGS), SSgt. Dwayne Caspillo (169th ACWS), SSgt. Thomas Mahi (154th AGS), SSgt. James McKee (154th LS), SSgt. Irenio Mateo (154th LS), SSgt. Ray Sherwood (154th LSF), SSgt. Robert Pascua (154th LSF), SSgt. Mike Gabster (154th MXS), SSgt. Marcel Cabel (154th MXS), SSgt. Euwell Babb (169th ACWS), SSgt. Sabrina Carrerio (169th ACWS), AB Colyn Funakoshi (154th MXS) and Ms. Lenora Lee (154 SFS).

The next scheduled workshop is for 25-28 August. Interested LG members are advised to work through their chain of command. HIANG members outside of the LG may e-mail or call me at 448-7378.

First HIANG-wide Principle-Centered Leadership Workshop

by Maj. Bill Petti, Commander, 154th LSF

Stephen R Covey's PCL Workshop 98-2 was held in the Wing Dining Facility 28-31 July. *Principle-Centered Leadership* provides a holistic, integrated approach to personal, interpersonal, managerial, and organizational effectiveness. Workshop attendance is open to all Commanders, Field Grade Officers and Senior NCOs in the HIANG.

The first PCL Workshop was held in April 1998 and attended by the HIANG Senior Leadership. Some 28 individuals have graduated from PCL with the completion of this workshop.

Facilitating Workshop 98-2 was Col. Mick Melich and myself. Graduates were: Lt. Col. Sue Higgins (154th MSF), Lt. Col. Al Satogata (154th CES), Lt. Col. Terry Hudson (154th MXS), Lt. Col. Clyde Torigoe (204th AS), Lt. Col. Kyle Breedlove (154th CF), Maj. Keith Kunichika (154th WG/FM), Maj. Ron Han (154th LS), Maj. Marty St. Louis (HQ HING), CMSgt. Ken Morimoto (154th LG Staff), CMSgt. Larry Kauleinamoku (154th LG Staff), CMSgt. Cal Yoshimoto (154th AGS), CMSgt. Jack Uhrig (154th LSF), SMSgt. Dennis Mishima (154th AGS), MSgt. Scott Yerxa (154th AGS), and MSgt. Gerald Gono (154th MXS).

PCL Workshops will be held every other month a week after the 7 Habits Workshop. The next workshop is scheduled for 15-18 September. Enrollment is on a first-come, first served basis. Interested individuals may call LG Training at 448-7398 or me at 448-7378.

Aloha,
Oklahoma Air National Guard!

"The Air Force 6-Step"

Operational Risk Management
by Maj. Mike Compton,
154th Wing Safety



Last month, I introduced the four principles of risk management. This month, I will introduce the Air Force 6-Steps to Risk Management.

My goal is to introduce the terms of ORM. Then you can use them when discussing the risks of various on and off-duty operations.

1. Identify the Hazards

Start with the mission purpose. Use a timeline to identify possible hazards. Brainstorm; past accident reports and other tools from AFPAM 91-215 can help ID hazards. This is the most important step. We can not control hazards we don't anticipate. About a third of our time is spent here.

2. Assess the Risks

We make a hazard into a risk by assessing the exposure and severity. A high risk would be a hazard that we are exposed to often with a critical impact on mission accomplishment. We use a chart to assign risk categories and rank order them.

3. Analyze Risk Control Measures

Starting with the highest risk, we propose risk controls. Each risk could be controlled using a variety of alternatives: Reject, Avoid, Delay, Transfer, Spread, Compensate. We may propose a combination of controls for each risk.

4. Make Control Decisions

The responsible person decides which control measures we will implement. The control's cost will drive which controls are selected.

5. Risk Control Implementation

After the risk control decision is made, assets and POC must be allocated to implement specific controls. This should be documented.

6. Supervise and Review

Even the best plan will require changes during the battle. We must ensure the controls are actually cost effective. We must also detect and control new hazards.

Tuition Assistance Program

by MSgt. Rose Vendiola, HIANG Retention Office

Its that time again! If you're thinking of using the HING Tuition Assistance Program (TAP) to attend the University of Hawaii system campuses for the Spring '99 semester, submit your application to the Military Personnel Flight (MPF). You need to completely fill out HING1-R dated Spring 1999 and HING Form 2-R. These forms must be signed by your unit commander and turned into 154 MSF/DPMH no later than 4 October 1998. There will be no applications accepted after the suspense date.

TAP applicants have to meet all criteria listed in Policy Directive 1996-2. The most common problems we had this past semester were ETS dates during the applied period and members attempting to achieve more than one Associates or Bachelors degree. Members' ETS date must be on or after the end of Spring Semester 1999 (by 31 May 1999). Unit members may contact SSgt. Dubrett at 448-7436 to make an appointment to extend/reenlist. Letters signed by unit commanders stating the member's intent to reenlist will not be accepted. Note that the authorized dollar amount covers only tuition and does not include student and other fees. Additionally, the TAP program will not be responsible for tuition related charges for late withdrawals and dropped classes. Also, the intent of this program is to provide assistance for one Associates degree and one Bachelors degree.

Please plan ahead to take advantage of this terrific program. See your unit IM for an available Spring 1999 application or come up to the Customer Service Desk at the 154th Military Personnel Flight, Bldg. 3417. Additional questions may be directed to SSgt. Gaskins or me at 448-7445, or TSgt. Agcaoilili at 733-4230.

New Chief

from Lt. Gen. Ed Baca, Chief, NGB

It is a pleasure to announce that the President has signed and is forwarding to the Senate the nomination of Major General Russell C Davis for assignment as Chief, National Guard Bureau with concurrent promotion to Lieutenant General. Both actions will be effective upon Senate confirmation and will be announced by subsequent message.

I am joining the Secretaries and the Chiefs of Staff of the Army and the Air Force in extending congratulations to General Davis.

History Notes

by TSgt. Theodore Merrill, Historian, 154th Wing

Asian American and Pacific Islander soldiers and airmen of World War II who received the A team of historians at the Presidio of Monterey, California, is searching for members who received the Army's Distinguished Service Cross (DSC), the nation's second highest award for valor.

During the war, some 5,000 DSCs were awarded to US Army (including Army Air Forces) personnel. Upon completion of the research project, a special awards board will consider upgrading some of the DSCs to the Medal of Honor.

I've read of this project in the past. It has come to light that due to the prevailing racial climate of the 1940s, either very few or no Medals of Honor were awarded to the above groups when they would have otherwise been warranted.

Due to Hawaii's diverse racial climate, I feel that there may some applicable WWII DSC holders out there who were or are still in our communities (your grandfathers, fathers, uncles, friends, etc.).

Anyone with information about this project is urged to contact:

Commandant
Defense Language Institute
Attn: ATZP-MH (Dr. Jay Price)
Presidio of Monterey, CA 93944-5006
(408) 242-6116
E-mail: price@pom-emh1.army.mil

Guard Gets Discount on Aloha

Aloha Airlines is now offering a discount on airfares to the outer islands to members of the Hawaii National Guard.

Aloha has confirmed a \$39.00 fare, plus tax, effective immediately through December 31, 1998. The total fare will amount to \$43.51 through September 30, and \$44.12 from October 1, 1998.

When making reservations, you should ask for the special "HING fare" to qualify. Of course, you'll need to show your ID card at the time of ticketing. Ticketing may be accomplished at all Aloha Airlines ticketing locations. Open ticketing is not allowed--confirmed reservations are required.

Goodwill Fishing Tournament

The *deadline* to submit your entry form for the 154th Wing Second Annual Goodwill Fishing Tournament is *August 12, 1998*.

Please contact a POC for more information:

Iris Kabazawa, 154WG/154SG

Sandy Hogan, 154OG

Pam Goya, 154LG

Jackie Jakahi, 201CCG

All HIANG members, retirees and their families are invited to the awards dinner immediately following the tournament at the 154th Wing Dining Facility. Cost is \$5.00.

**A Warm Farewell
to Col. Gary "Pork" Peters,
who's departing to be
the new F-16 Wing Commander
in Terra Haute, Indiana!**

Primary Elections

September 19th

The Primary Elections is next month! Are you registered to vote in the Primary? If you're not, you should be. If you're not, you won't be able to vote. Does that bother you? When the time comes, do you know where to vote, or who or what to vote for, or against? Are there issues that concern you?

You'd be amazed at how many people not only don't know when to register, how to register, or when to vote, or where to vote, but who or what to vote for, or against!

There are those people who don't believe their vote will count. Then there are those people who are quite happy with the way things are going. Other people just can't be bothered. And, of course, there are some people that just don't care! Based on statistics over the past decade, more than half this nation didn't even register, let alone vote (and they seem to be the most vocal when it comes to issues that affect them). Ironically, in other countries, people will make great sacrifices and walk for miles, even give their lives so they can cast their vote!

Like every election, there will be several very important issues for you, as an overburdened taxpayer, to decide on. This is your opportunity, once again, as an American citizen of legal age, to have a say about local and national issues. Once you are registered, bone up on the *issues* that will affect you, as well as the candidates.

If you do need to register to vote, don't wait until the General Election; do it now. You will then be entitled to vote in the Primary as well as the General. Registering to vote is as easy as filling out a form and mailing it in. It can be picked up at any satellite City Hall, your local Post Office or local State Library (you can even find one right in front of the yellow pages of your GTE Hawaiian Tel Everything Pages telephone directory).

The deadline to register for the Primary is August 20th. The Primary Election will be held on September 19th. The deadline to register for the General is October 5th. The General Election will be held on November 3rd. If you will be away during either the Primary or General Election, you can still vote--you can vote *absentee* (as a matter of fact, you can vote absentee even if your not). In either case, there will be a polling place near your home.

So, register now; and vote!

Then, again, if you don't care, I guess, as an American citizen, you have the freedom not to...

