

K u k a ' i l i m o k u

War God of King Kamehameha 1 - 154th Wing

Vol. 44 No. 10

Hickam Air Force Base, Hawaii

October 3, 1998

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

Since the beginning of May, Major David C Snakenberg, Commander of the 154th AGS, has been supporting a 120-day TDY at Al Jaber Air Base in Kuwait. For Maj. Snakenberg, this has been 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

This will be his last UTA news article from the desert after extending his "TDY" to six months. As of now, he is due back to work on the 22nd of October. The advances in technology provide Maj. Snakenberg direct LAN capability to Hawaii, so here now is the final episode from the desert...

Logistics Challenges in the AOR

by Maj. David C Snakenberg, Cdr., 154th AGS

On August 30, 1998, Lt. Col. Joseph F Scott took over the leadership of the 4406th Logistics Squadron. The formal Change of Command ceremony occurred on the 1st of September 1998. On that same date, I began the challenge of establishing a Logistics Maintenance Flight for our flightline operation. In reviewing the last four and half months as Logistics Squadron Commander, as well as planning for the new tasks before me, it really struck me how unique the logistics operating environment is here. Unlike Incirlik, Turkey, which is an established base with fifty years worth of U.S. presence, Al Jaber, Kuwait, is still a bare base by our standards.

The only established maintenance backshops here are Armaments, which MSgt. Gerry Gapol and SSgt. Monte Hokoana are the NCOIC and Assistant NCOIC, respectively, and the AMMO dump. The 4406th Operations Group, Provisional, (soon to become the 332 Air Expeditionary Group), has no other permanent maintenance backshop facilities of Palace Tenure personnel. We own AGE

equipment, and are getting more all the time, and we have two Spectro Jr. Joap machines, but the deployed fighter squadrons deploy their personnel to operate them! We have identified these as shortfalls and are currently securing additional core personnel to man them.

The other "backshops", such as Electric/Egress/Hydraulics/Fuels/ECM-Pod shop/Structural-Machine shops, all hang their hats in small Harvest Falcon Pre-PO trailers or General Purpose Shelters, (GPSs), which look like old WWII Quonset huts, only made out of rubber canvas. The deployed folks in those AFSCs simply work out of those areas, but right now, you need to bring what you require to do the job.

Since I have been here, the MICAP process has been outstanding, as you would expect in a contingency environment. It only slows down when we lose SBSS connectivity in the flightline receiving area, which is more often than we would prefer. COM connectivity for operating systems is a major problem from this base. We have no warehouse operation, which is good and bad, depending on the need. Our base has the only SRAN in the AOR, so as a result,

(see "Snake" on page 14)

HIANG Strategic Plan Is Out

The Hawaii Air National Guard Strategic Plan for 1999, entitled "*Voyage Into The Future*" has been published.

Our Vision: *Launa Ole*, a Hawaiian phrase meaning "beyond comparison" or "without peer." It describes our vision for the Hawaii Air National Guard to be a professional force that is second to none, or simply, the best.

Our Mission: Provide America and Hawaii the Right Aerospace Teams for Service in Peace and War.

Our Values: *Integrity, Service, Excellence, Teamwork, and Aloha.*

Our Goals: *People, Relevancy, Equipment, Organization, and Partnerships.*

People: Promote a culture that develops our People as world class warriors in order to achieve and sustain *Launa Ole*.

Relevancy: Ensure relevancy and viability in our missions in order to respond to state and national needs today and tomorrow.

Equipment: Provide our people state-of-the-art equipment and facilities in order to achieve the highest levels of mission readiness and individual performance.

Organization: Continue to make the HIANG an effective and efficient organization in order to accomplish our *mission* by flawlessly delivering the right product and the right service on time, every time.

Partnerships: Nurture existing and establish new interdependent partnerships to further the *goals* and *vision* of the Hawaii Air National Guard.

**Recycle
The Kuka'ilimoku**

HIANG's First "Enlisted" Weapons Director

by Maj. Myles Moriguchi, 154 ACS/DO

The 154th ACS welcomed back SSgt. Patrick Brun, Jr., who has just returned from a five-month tour at Tyndall AFB, Florida, where he attended the MCE Weapons Director Course. He accomplished a major milestone for the 154th ACS and the HIANG by completing this course and becoming the HIANG's first "Enlisted" Weapons Director. Being the first is always a challenge because of the unknown, but SSgt. Brun proved that it could be done. All future controllers will be from the enlisted ranks, and SSgt. Brun blazed the trail for all the others that will be following the 1C551D career field.

While at Tyndall AFB, SSgt. Brun learned what all those other 500 buttons in the MCE Operational Module are used for, along with controller techniques, aircraft capabilities and many other subjects. We at the 154th ACS are looking forward to picking his brain to learn the latest information from the schoolhouse. He will be training other personnel that are selected to attend the 1C551D course from both the 154th ACS and 169th AC&W squadrons.

Congratulations, and welcome back, SSgt. Brun!!!

Next UTAs 

November

7th & 8th

&

December

5th & 6th

Outstanding Air National Guard Life Support Senior NCO of the Year

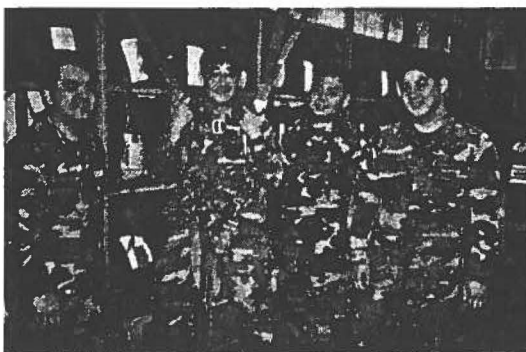
It is with great pleasure that we announce that Senior Master Sergeant Gary Pang of the Hawaii Air National Guard's 154th Operations Group Life Support section has been selected as the Outstanding Air National Guard Life Support Senior NCO of the Year.



From left to right: SrA Joseph Salvador, SrA Nathan Oda, MSgt. Jason Higashionna and SMSgt. Gary Pang

Since June 1994, Sergeant Pang has served as technician supervisor and Life Support superintendent. He oversees the Life Support sections for the 199th Fighter Squadron, 203rd Air Refueling Squadron and 204th Airlift Squadron.

The Life Support section is responsible for land and water survival training and the operational readiness of equipment like parachutes, harnesses, helmets, protective masks and life support vests (flares, weapon, radio, life vest).



From left to right: MSgt. Jason Higashionna, SMSgt. Gary Pang, SrA Joseph Salvador, and SrA Nathan Oda

Pang is responsible for the development and management of programs and committees, such as the Life Support Quality Assurance Program, which identifies and corrects equipment problems prior to aircrew use, and motivates each individual to perform at their best; the Life Support Quality Council, which helps to improve the working relationships between the life support and maintenance personnel; and Manpower and Equipment Cost Saving programs.

"The superb and realistic water/land survival training that deploying aircrews received prior to their combat mission over Bosnia-Herzegovina was consistent or better than what the crews needed," said Lt. Col. Edwin Vincent, refueling squadron commander. Col. Vincent said he'd always remember the training he received from Pang. He had to actually use that training when he ejected from an F-4 Phantom in the waters around Hawaii in the '70s.

Pang's distinguished Hawaii Guard career started in March 1970. He attended Life Support Technical School and was an honor graduate. He was then assigned to the 154th Consolidated Aircraft Maintenance Squadron. After a number of years as a traditional Guardsman, he was hired as a life support technician with the 199th Fighter Squadron. Sergeant Pang has received seven certificates of recognition for outstanding performance, and was nominated for the HIANG NCO of the Year Award in 1997.

"We are very proud of his recognition as the National Guard's best Life Support NCOIC," said Col. Peter Pawling, 154th Operation Group commander. "I am only the custodian of this award, for all of the Life Support personnel here at the 154th Wing made life support what it is today," said Pang.

→ **Deadline!**

The *deadline* for the November edition of the *Kuka'ilimoku* is Friday, October 30th.

Chaplain's Corner

by Maj. Robert Nagamine, Chaplain, 154th Wing

With the ever-increasing pace of life and the multi-faceted challenges we face every day, it's important that we manage the stress we have. The following are keys to managing your stress.

Limit the changes you undertake. As a general rule, more changes bring on more stress. Manage the changes that you control. As the saying goes: "Keep it simple."

Changes, on the other hand, are sometimes needed. They could, instead, relieve stress. Identify those things that give you stress and put together a better "game plan" in dealing with those things, situations or people that give you unnecessary stress. There are times when it is better in the long run to make changes, rather than to keep things the same way.

Channel your stress toward the positive. When faced with stressful situations, your adrenal glands release quantities of adrenaline into your blood. Your body gets itself ready to produce extra physical energy. If that energy isn't used, you will frustrate your body. The energy turns inward instead of outward. The result: headaches, upset stomach, fatigue, and various other unwanted symptoms. Exercise channels this energy. Put together a healthy physical fitness program and get yourself into great physical shape. This will put you on the winning track and productively deal with your stress.

Take a "time out" when too many pressures surround you. Take a step back and look at the big picture. This will help put things back into their proper perspective. Get away for a reasonable length of time. Take a drive, see a movie, and spend time on a hobby to give yourself a mental break. This will give you time to sort out the issues.

And finally, tend to your spiritual life and spend time in prayer. Realize that you aren't all alone and that God is with you in both your victories and defeats. The Scriptures says, "Taste and see that the Lord is good; blessed is the man who takes refuge in him." Psalm 34: 8.

Note: Starting this drill, our Protestant Worship Service, which is on UTA Sundays from 0815-0845, will move to the **LGSF Conference Room**, which is on the 2nd Floor in Building #3416. Come and join us!

Worship Services

Protestant Service

(Building #3416)

Sunday UTAs

08:15-08:45

154th Logistics Support Flight

-Conference 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

Legal Line



by MSgt. Joye Romero, 154th Wing/JA

Ingestion of Legal Hemp Products

A number of "hemp" products have appeared on the market touted as a source of high concentrations of essential amino acids and fatty acids. These products, however, are derived from marijuana plants and contain trace amounts of THC, the active ingredient in marijuana.

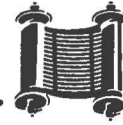
A recent report in the Journal of Analytical Toxicology indicated that positive urine specimens could be produced following ingestion of hemp seed oil and other hemp products, such as hemp oil salad dressing, hemp tea, hemp noodles (hemp saimin?), hemp sausage (huh?), hemp Beer (intriguing) and hemperella (a tofu substitute ... yummy!).

In an effort to protect the efficacy (a big word meaning 'the power to produce the desired effects') of the urinalysis program, the Air Force will soon issue either a general order prohibiting members from using hemp products or issue an interim message change to the drug testing regulation making it a violation to possess or use hemp products.

Members are advised that the DoD has made no changes to the current urinalysis program. The ingestion of hemp products is not a legal defense for testing positive in a urinalysis.

As a consumer, and a member of the Air National Guard, be informed of what is in your food because ... you are, positive or negative, what you eat!

History Corner



by TSgt. Theodore Merrill, Historian, 154th Wing

I've completed and submitted the 1996 Wing History Report. If you're interested in seeing what was written (or not written) about you and your unit for 1996, you can access my files on the "Y" Drive at 154 wg-hq\hist. The pertinent files are 96CHRON and 96CHAP1 through 96CHAP4.

I'm now starting the information gathering stage for the 1997 Wing History report. I'll be periodically bugging you for DOCUMENTS relating to various incidents. Please kokua when I ask for something. Without a SOURCE DOCUMENT(S) about a subject, I can't write about it. Knowing about things is only a small part of my battle; I need to have and submit written proof of the events that are historic to your unit.

I'll be individually contacting you, but to start the ball rolling, I'd like a favor. Would you knock out a quick E-Mail message to me telling me some of the historic events that have happened in your organization for 1997? Nothing fancy or formatted, just whatever comes off the top of your head. (Anyone can do this for me.) That way I can be aware of more information. It'll give me a starting point on what I need to investigate further. Your articles to the *Kuka'ilimoku*, for example, is a good start.

Preserving your legacy!

-Discoverer's Day-

Monday

October 12th

**Maj. Gen. Edward V "Rick" Richardson
Receives the "We Care for America"
EANGUS Concord Minuteman Plaque**

*by Jan K.N DeRego, 154th Logistics Squadron/
National Secretary, EANGUS*

Being the first Adjutant General in EANGUS history to receive the Concord Minuteman Plaque, Major General Edward V Richardson, Adjutant General of the State of Hawaii, was honored during the "We Care For America" Awards Ceremony held during the 27th Annual General Conference of the Enlisted Association of the National Guard of the United States in Savannah, Georgia August 17-19, 1998.

General Richardson was accompanied by Staff Sergeant Jan K N DeRego, National Secretary of EANGUS, Technical Sergeant Bertram T Narita (Ret.), Area 7 Chairman of EANGUS and Sergeant First Class David Aponte, appointed President of the HNGEA.

MSgt. Blaine D Ross, President of EANGUS, honored General "Rick" with close to 3,000 Air/Army Guard members, State Auxiliaries, State Senior Enlisted Advisors, Command Sergeants Major, State Adjutants General, the National Guard Bureau and Retired Guests assembled to witness the historical homage.

Many enlisted folks from across the nation were appeased the privilege to meet Hawaii's State Adjutant General, who made his first-time appearance at an EANGUS conference.

Since assuming command, General "Rick's" extraordinary service rendered to the Hawaii National Guard, the State of Hawaii, and to our Country has implemented joint Air and Army National Guard and State Civil Defense planning, training and emergency response readiness exercises.

General "Rick" is a command pilot with over 3,660 flying hours, maneuvering the T-33, F-86E, F-86L, F-102A and F-4C aircraft. His military awards and decorations include the Distinguished Service Medal, the Legion of Merit, Meritorious Service Medal, Air Medal with one device, Air Force Organizational Excellence Award, Combat Readiness Medal with four devices, National Defense Service

Medal, Vietnam Service Medal, Air Force Longevity Service Award with seven devices, Armed Forces Reserve Medal with two hourglass devices, Small Arms Expert Marksmanship Ribbon, Air Force Training Ribbon, Hawaii National Guard Medal for Merit, Hawaii National Guard Commendation Medal and Hawaii National Guard 30-year Service Bar. He also received the National Governor's Association Award for Distinguished Service to the State and the Federal Emergency Management Agency Distinguished Service Award.

General "Rick" has repeatedly distinguished himself through the vast success and growth within the Guard community as he continues to illustrate himself by perpetuating the goals and benefits for the Enlisted Corps. The "TAG" has been a dedicated supporter of both the Hawaii National Guard Enlisted Association (HNGEA) and the Enlisted Association of the National Guard of the United States (EANGUS). This award, given to Major General Edward V Richardson, Adjutant General State of Hawaii, was well deserved.

EANGUS, an organization which deals with Guard benefits, legislative, and political issues, has been in existence for 27 years. Under the aileron of EANGUS are fifty State/Commonwealths, four Territories and one Chapter with close to 45,000 annual/life members who support the purpose of EANGUS.

Newly named *National officers* were elected during this year's conference. President: SFC (Ret.) Delano C Kerby, Alabama ARNG; Vice President: MSG Terry L Dell, Iowa ARNG; Secretary: Jan K N DeRego, Hawaii ANG; Treasurer: MSgt Linda L Coyle, Ohio ANG and Immediate Past President MSgt. Blaine D Ross, South Dakota, ANG.

For more information about EANGUS and how we are representing you, visit our web site at <http://www.eangus.org>, or contact Mr. Michael P Cline, Executive Director, at mcline@eangus.org.

In the meantime, join and support your local HNGEA!

HIANG Guardsman Chosen for USAF Honor Guard

The Kukailimoku received the following story from a very proud and grateful Guardsman, who's attached to the 154th Logistics Squadron, Asset Management Flight. This is another story about a HIANG member of whom we should be proud...

In the later part of August 1998, I received a HIANG wide E-Mail asking for a volunteer to represent the Hawaii Air National Guard in a retirement ceremony for the Senior Enlisted Advisor of the Air National Guard, Chief Master Sergeant Ed Brown, in Washington DC.

The purpose for this TDY was to have all 50 States and territories represented by their respective State Honor Guard Chiefs for the Air National Guard Senior Enlisted Advisor Retirement Ceremony. Unfortunately, approximately 20 states did not attend due to poor coordination or poor participation. But, please join me in giving a hand in congratulating Lt. Col. Clarence Fukumoto and SSgt. Robin Hoyohoy of Headquarters HIANG for making it possible for me to attend and represent the Hawaii Air National Guard. "Feel proud HIANG, our state was there!"

This was a dream come true, and the whole experience just blew me away. To this day, I still pinch myself and say, "WOW!" Out of the thousands of members of the Hawaii Air National Guard, I was chosen to go to Washington DC from the 5th to the 12th of September to represent all ranks of the HIANG, the State of Hawaii, the Hawaiian Flag, and the United States of America. This is an honor I will always remember in my heart.

On my first day, I reported to the home of the sharpest Airmen in the Air Force, the USAF Honor Guard Headquarters at Bolling AFB. After two days of open rank inspections and training, I was officially initiated as a member of the USAF Honor Guard. My Class-A service dress uniform was converted to an Honor Guard Ceremonial Dress uniform with silver bands on the pants and jacket, a rope on the collar, a blousing belt with chrome around the waist, the tacking of the Honor Guard patch on the left

sleeve and issue of the official Chrome Brim Honor Guard hat.

After initiation, the USAF Honor Guard instructor stated that I was the very first Hawaii USAF Honor Guard member to go through the Honor Guard Headquarters and was now considered as the Hawaii USAF Honor Guard Chief. For me, this was the biggest honor to hold, and the biggest birthday gift I have ever received.

As an Honor Guard member, I had the privilege to personally be a part of the Retirement Ceremony for Air National Guard Senior Enlisted Advisor Chief Ed Brown. I also had the privilege of touring the United States Capital and participating in Honor Guard Details at the White House and Arlington Cemetery.

I was also given the privilege of greeting Bill Clinton, the President of the United States of America, and personally touring the Pentagon, compliments of my brother-in-law who works there for the United States Navy Headquarters. He introduced me to the Chief of Staff and other officials of the different branches of the military.

I loved this "TDY" and enjoyed all challenges I faced.

To all of the members of the Hawaii National Guard, I would like to encourage everyone to participate in all activities offered to them through the Air and Army National Guard -- the opportunities are endless. Through these opportunities, individuals will grow and gain valuable life experiences, which will help them excel in all military endeavors, as well as their daily lives.

-Thomas Chock Jr., TSgt., HIANG

...**"Hey, Sarg, how do I submit an article to the Kuka'ilimoku?"**

** Oh, that's easy. All you have to do is type up your article in MS Word, save it as an attachment, and E-Mail it to Maj. Tracey Saiki and SSgt. Steve Thomas at 154th Wing Public Affairs at: T Saiki/S Thomas@154Grp!"*



New/'Tougher' Penalties for On-Base Traffic Offenses

In case you weren't aware, on-base traffic offenses will carry a bite from here on out. The 15th ABW Security Forces Squadron has been issuing tickets known as an 1805 (DD Form 1805). This ticket carries *fin*es, and in some circumstances, even *jail time*. Failure to pay fines will result in prosecution in Federal Magistrate's Court in downtown Honolulu. The prosecutor will be a military attorney. In addition, traffic violators are still assessed points on base driving records, which can ultimately deprive you of base driving privileges.

Most offenses can be handled by paying the fine specified on the ticket. Some offenses will require a mandatory court appearance. If you have a mandatory court appearance or wish to contest the ticket in court, your court date will be scheduled and sent to you by mail about a month from the date you are ticketed. Your court date will normally be about a month after you get notice, so it's normally about two months after you were pulled over that you actually appear in court.

What can you get an 1805 for?

1. No Driver's License, or Driving While Your License is Suspended or Revoked

These offenses pack a punch: fines up to \$1,000 and up to 30 days imprisonment for the 1st offense, and up to one year imprisonment for the 2nd offense.

2. Driving Without No-Fault Insurance

For the 1st offense, the penalty is only a fine of up to \$50. For the 2nd offense, you get hit with a minimum fine of \$1,500 or 200 hours of community service. Also, your driver's license will be suspended for 3 months (this can happen to either the driver or the registered owner).

3. Driving After License is Suspended or Revoked Pursuant to a Prior DUI Conviction

A 1st offense will land you in jail for 3 to 30 days and give you a fine of between \$250 to \$1,000, plus another year of suspended driving privileges. Conviction of a 2nd offense will land you in jail for 30 days with a \$1,000 fine. Your license will be suspended for an additional two years. Three strikes and you're out - One year imprisonment, a \$2,000 fine, and a permanent suspension of your driver's license.

4. Reckless Driving

This carries a fine of up to \$1,000 and/or imprisonment for up to a year.

5. Driving Under the Influence of Intoxicating Liquor or Drugs

Your 1st offense will get you a fine of up to \$1,000, a 90-day suspension of your driver's license, and mandatory attendance in an alcohol rehabilitation class. Additionally, your auto insurance costs can double!! Fines and the length of suspension of your driver's license increase dramatically for subsequent offenses. On your third offense, you will be jailed for 10-30 days. 1805 citations for DUI will normally only be issued to civilians, since active duty military personnel will be dealt with according to the UCMJ.

6. Speeding

You will be fined up to \$50.

7. Trespassing

You will be fined up to \$1,000 and/or given six months imprisonment.

8. Parking in a Handicapped Stall

You will be fined up to \$50 for this simple violation.

All other traffic violations will be addressed through on-base Armed Forces Traffic Citations (DD Form 1408).

-Drive Safely-

NCOAGA 18 News

By TSgt. Craig Makiya, Chapter 18

Greetings Chapter 18 Members! It's been a while, but I am back! We finally have some news to report.

First of all, the Hawaii Special Olympics has asked Chapter 18 for volunteers to help run their bowling tournament at the Hickam Bowling Center on Saturday, October 10, from 7:30 a.m. to 3:00 p.m. Volunteers will be needed from 7:30 till 12:00 or from 10:30 till 3:00. Volunteers will be asked to help with the check-in, assist with the actual flow of the event, and to assist with the awards presentations. If you are interested in helping out, call me at 449-1221 or 449-1322, or an E-Mail message will work, too.

Craig Harimoto and Sam Kekuna recently returned from Seminar 30 in Syracuse, New York, and both had a lot to say. According to Craig and Sam, interest is building for Seminar 32 to be held here in our home state in the year 2000.

With banners, Kona coffee, macadamia nuts, pineapples, mai tais, t-shirts, and brochures in tow, Sam and Craig set up shop at Seminar 30. They hosted a morning coffee session and a booth for States night, fully equipped with goodies from Hawaii. A big mahalo to Pam Goya, Sheri Chong, Dale Zuttermeister, Brian Takafuji, and Frances Mahelona for volunteering their time and services in putting together all these items for Craig and Sam to take with them. By the way, if you want to get involved with a committee for Seminar 32, call Doug Awana or Takao Wada if you are interested.

It's that time again. Nominations are now open for Chapter 18 Officers and Board of Directors. We will need to fill the offices of President, Secretary, and seven At-Large Directors. Remember, with the new by-laws, you do not have to be an in-residence

graduate to become a member of the Board of Directors. All that is required is a willingness to participate and carry out the mission of the Association. Send your nominations to me via puka envelope (TSgt. Makiya, 154LSF/LGLM(MOC)) or by E-Mail at CMAKIYA@MAMP@154GP. Nominations will close on Friday, October 31st, at 1500 hours.

And finally, Craig Harimoto is looking for helpers for our General Membership Dinner Meeting. Please send him an E-Mail at CHARIMOTO@MAF@154GP if you are interested in helping him out.

Chapter 18 has been quiet the past few months, but stay tuned, it's going to be full of activity in the near future!

KUKA'ILIMOKU

This funded Air Force newspaper is an authorized publication for the members of the US military services. Contents of the KUKA'ILIMOKU 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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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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Recruiter's Round-up

by TSgt. Vickie Padello, HIANG Recruiting Office

Speakers Bureau

Keep your eyes and ears open ... the Speaker's Bureau is in town! After reading up on the opportunities of being a member of the Speakers Bureau, you will probably find yourself extremely motivated and crave to be a key speaker at one of our requested engagements. If so, pick up an information form, fill it out and send it in a puka envelope to HQ HIANG/DPR, Attn: SMSgt. Simmons. Feel free to call TSgt. Vickie Padello at 448-7578 for assistance or more information.

Shadow in the AIR

As the school year kicks off, the recruiters are busy planning the Career Shadow Program. Local high schools will be afforded the opportunity to provide a few lucky students with a tour of designated facilities right here at Hickam AFB! There are three planned sessions, one for each of the first three quarters of this coming fiscal year. The first one is planned for November, and we will highlight the Aircraft Maintenance career fields. If you have vacancies in these areas, this would be an excellent way to show your stuff! Contact TSgt. Tucay at 448-7579.

Center of Influence Event

A plan to influence our centers is in action right now! Let me explain. We will be holding an event for high school principals, VPs and PTSA representatives. A meeting will be held where we'll feed 'em and knead 'em (just kidding!) A very energetic and informative presentation will be put together and presented in the first class Hawaii Air Guard way! They usually walk away (stuffed!) very impressed and jam-packed with information to pass on.

Unit Referral Program

Once again, our unit referral program is gearing up to be in full swing real soon! It has been proven that one out of every four unit referrals will result in an enlistment for the Air Guard. When you send

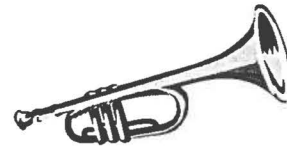
someone you know to a recruiter, they already have an idea of what the Air Guard is about. So, that means they are ready for the commitment that we all know it takes to belong to "A World Class Organization"! Watch for the referral sheets, they'll be around! You may also call 449-5601 for more information.

Recruiting Vacancy

How would you like to be in a position of influence? Are you fired up every time you come to UTAs? Do you have an impeccable appearance when it comes to wearing the Air Force uniform? Are you proud to be a member of the Hawaii Air National Guard? How well do you know your Air Guard entitlements? Have you been in the Guard long enough to appreciate not only what the Guard can do for you, but also what the Guard does for our State and our Nation? Do you buy into our core values:

__INTEGRITY__ SERVICE EXCELLENCE

__TEAMWORK__ ALOHA? Well, if you can answer yes to these questions, you may be what the Recruiting Office is looking for. Be on the look out for a vacancy in recruiting.



ANG Lieutenant Colonel Promotion Selection List for Fiscal Year 1999

The 154th Wing is proud to announce that the following officers were approved by the President of the United States for promotion to the rank of Lieutenant Colonel:

<u>Name</u>	<u>Unit</u>	<u>Promotion Eff. Date</u>
Maj. William C Davis	154ACS	01 Oct 98
Maj. Gerald K Prybil	169ACWS	01 Nov 98
Maj. Gerald E Mansell III	204AS	23 Jun 99
Maj. Lonnie W Mahi	154Wg	21 May 99
Maj. Robert E Freeburg Jr	154Wg	12 Jun 99
Maj. Omar J Faufata	154LG	27 Jul 99
Maj. William C Benton	203ARS	21 Sep 99

Congratulations!

Safety Tips



by CMSgt. Scott R Grimshaw,
Air National Guard Safety Staff

Readiness Center Safety Message

Recently, an Air National Guard unit experienced a fatality. The member involved was killed when a tire rim exploded. The tire was not properly deflated. Until the investigation is completed, we ask that you take "extra" precautions when working around aircraft tires.

- *Have the technical orders handy
- *Use those handy technical orders
- *If you're not sure about a process or situation, stop and ask questions
- *Be careful of negative habit patterns
- *Be aware of your surroundings, the environment, and your co-workers

Having a job is important. To us, having you healthy, safe and alive to complete that job is even more important.

Everybody should understand the serious danger of complacency and relying solely on habit patterns. NEVER take appearances for granted.

Follow technical order procedures to avoid missing that one procedure that will save your life.

Safety First!

The Kuka'ilimoku

is now on the "W"Drive!

That's right! This issue, along with past issues of the *Kuka'ilimoku* can now be read and/or downloaded from the "Newsletter" folder in the "154th Wing Headquarters" folder.

-And Coming Soon...

the 'pa web page'

Social Actions



by Maj. Gayle Seifullin, OIC,
Social Actions Office, 154th Wing

The Air Force expects that all individuals will be given the opportunity to progress in their careers. This progression can be achieved through career-broadening experiences and through assuming positions of increased responsibility. This progression weighs heavily in the member's evaluation; therefore, it is imperative that all supervisors support this practice. The only limiting factor on a member's progression should be his or her own ability, not the stereotypical biases of a supervisor. For example, evaluate this scenario:

A male supervisor criticizes females for every mistake they make, but not the males. He frequently refers to females as "young women" and not by their rank or names. He is openly opposed to placing a female coworker in a position of responsibility, and readily states women do not have the required mental capacity. Since the time the complainant was placed in such a position, despite his objections, he has made life very difficult for her. When the complainant attempts to discuss her perceptions with him, he tells her she has a bad attitude. She fears she will not be given a fair performance appraisal when the time comes.

Some questions to ask yourself:

- What inappropriate behavior has occurred?
- What EO policy violations occurred?
- What impact did and could this situation have on the individual, the unit and the mission?
- Do you think any one specific behavior could be explained away?

Conduct in the workplace affects all who work there. Each of us has a responsibility not only to ourselves but also to others to ensure that each individual's work environment is free of discrimination and sexual harassment. If you are aware of a situation similar to this or others that you feel is inappropriate, feel free to contact Social Actions at 448-7281.



Seven Habits Workshop 98-11

by Maj. Bill Petti, Commander, 154th LSF

The list keeps growing. Another 29 individuals join the fold of the ever-growing list of Seven Habits Alumni. The total number of graduates is now 442. Stephen R. Covey's Seven Habits of Highly Effective People Workshop 98-11 was held in the Wing Dining Facility September 22-25. Facilitating were Lt. Col. Bruce Minato and TSgt. Rob Joy.

Graduating from this most recent workshop were Lt. Col. Pat Casey (154 OG), Maj. Tim Fujino (204 AS), Maj. Morris Miyose (169 ACWS), MSgt. Stephen Baldonado (154 MXS), MSgt. Elmer Looney (293 CBCS), MSgt. Richard Riehn (154 OSF), MSgt. James Tachihata (154 AGS), TSgt. Wilbert Fermin (169 ACWS), TSgt. Nathan Higa (154 AGS), TSgt. Ross Hoopai (154 AGS), TSgt. Kevin Kalani (154 AGS), TSgt. Charles McKee (154 LSF), TSgt. Robert Myint (154 MXS), TSgt. Gerald Oshiro (154 MXS), TSgt. Alan Umeda (154 MXS), SSgt. Melvin Cansibog (154 MXS), SSgt. Rafael Delasierra (154 AGS), SSgt. Sandra Dubrett (154 MSF), SSgt. Fel Feria (169 ACWS), SSgt. Stuart Hino (154 AGS), SSgt. Lori Human (154 MSF), SSgt. Edward Paco (154 LS), SSgt. Oscar Peltier (154 LS), SSgt. Rosalind Rosaldo (154 LS), SSgt. LeeAnn Tran-Vuong (154 OSF), SrA James Etherton (154 LSF), SrA Renee Takafuji (154 LG), and Ms. Carolyn Taketa (HQ HIANG).

The next workshop is scheduled for October 27-30 in the Wing Dining Facility. This particular workshop will now be fully integrated as part of the *HIANG Leadership Program* along with the *HIANG New Member Orientation Program*, the *HIANG*

Q2 (HIANG Leadership) Seminar, and *Stephen R. Covey's Principle-Centered Leadership Workshop*. Consequently, seats for the Seven Habits Workshop will now be allocated based on the assigned strength of the major groups and divisions in the HIANG: LG – 13 seats, OG – 6 seats, 201 CCG – 4 seats, SPTG – 4 seats, HQ HIANG/199 WF – 1 seat, HQ WING/MDS – 1 seat, and HQ HING – 1 seat. In addition, there will be three (3) workshops scheduled annually on the Big Island, Kauai, and Maui to service the GSUs. To facilitate scheduling, it is recommended that each unit assign a POC to work with the LG Training Office in reserving seats. The LG Training Office can be reached at 448-7397.

HNGEA Christmas Tree Sale



by CMSgt. Al DeRego, 154 MXS

The Hawaii National Guard Enlisted Association will again be selling 6-7 foot Sheared Douglas Fir Christmas Trees this year. This year's most nostalgic and aromatic fund-raiser will again be at Moanalua Shopping Center across from the Navy/Marine Golf Course.

For your convenience, the sale will be held Friday, Saturday, Sunday and Monday, November 27th through 30th. On Friday, the hours will be from 2:00 p.m. to 8:00 p.m. On Saturday, Sunday and Monday, the hours will be from 10:00 a.m. until 6:00 p.m.

Please come out and join us (and become a member of the HNGEA). Please support your HNGEA by purchasing a fresh, aromatic Christmas Tree for a \$42.00 donation.

For further information, please call CMSgt. Al DeRego at 449-5362.

PCL 98-3 Graduates 13

by Maj. Bill Petti, Commander, 154th LSF

13 individuals made the right decision in attending Stephen R. Covey's **Principle-Centered Leadership Workshop 98-3** on September 22-25. They gained valuable insight into the key principles involved in good leadership, such as pathfinding, alignment, empowerment, win-win agreements, and modeling. Facilitating the workshop were **Col. Mick Melich** and myself.

Graduates of the workshop were **Lt. Col. Skip Vincent** (203 ARS), **Maj. Raphael Carreiro** (154 MXS), **Maj. (Sel) Elsie Coopman** (154 AGS), **2nd Lt. Clifton Heen** (154 AGS), **SMSgt. Mel Ige** (154 LG), **SMSgt. Cliff Ono** (154 MXS), **SMSgt. Glenn Sugawara** (154 LS), **MSgt. Ray Chang** (297 ATCS), **MSgt. Art Kaai** (154 AGS), **MSgt. Noreen Lucuab** (154 LSF), **MSgt. Michael Morris** (169 ACWS), **MSgt. Ben Ormita** (154 MSF), and **MSgt. Robert Santos** (154 AGS).

Generally, Principle-Centered Leadership is open to all Seven Habits graduates who are officers and Senior NCOs. However, unit commanders may exercise discretion in allowing E-5s and E-6s into the workshop.

The next workshop is scheduled for November 17-20. Interested participants may contact myself at 448-7378 or the LG Training Office at 448-7397.

Are You Concerned about Hawaii's Environment?

Would you be interested in pursuing a masters degree in urban and regional planning? The University of Hawaii is offering an accredited masters degree in planning, with areas of concentration in land use and transportation planning,

environmental management, community-based planning, and international development.

If you are concerned and committed to positive social change, or just interested in the urban and regional planning field (the "U" has the only professional planning degree program in Hawaii), this may be just what you're looking for.

The Department of Urban and Regional Planning, UH Manoa campus, maintains a state-of-the-art computer GIS laboratory with the latest hardware and software for mapping, spatial modeling and statistical analyses. Courses emphasize the integration of research and professional practice, and faculty is active in research throughout the region.

According to Dr. Karl Kim, professor and chairman of the Department of Urban and Regional Planning, there are many opportunities for planning students to "earn while they learn". You can work part time, either as a research assistant on funded research projects or as an employee of a consulting firm or planning organization.

Dr. Kim said, "If you have strong academic abilities and are interested in improving the quality of life in our community, the UH is looking for students who will make a contribution as to how our streets, neighborhoods, cities, landscapes, and regions will be planned."

The department has a website at www.durp.hawaii.edu. You can E-Mail Dr. Kim directly at karlk@hawaii.edu with any requests for information. Or, you can reach the department by telephone at 956-7381 or by FAX at 956-6870.

("Snake" – continued from Front Page)

we service three Kuwait bases, Oman and the UAE. A big tasking, considering there are only 16 supply folks assigned, including supervisors.

We have no permanent enclosed aircraft hangars here. We have "hard top" Butler-type buildings, flow-through sunshades, and portable "Rubber" rubber canvas sun shades to park the jets in. All the HASs are convertibles, with large holes in them, rendering them unusable. In fact, the Kuwaitis have a lawsuit against the French firm that designed them, since they said they would withstand a 2000-pound bomb! The claim was put to the test during the Gulf War, and the French design did not meet the challenge! We use the HASs for all kinds of storage, including using four of them as our "bomb dump". CMSgt. Reggie Chun and SMSgt. Galen Redoble could spend an entire 120-day tour here, just being in a "state of shock" over the AMMO facilities and operation! However, this is "war time" logistics at its basic level.

Our vehicle maintenance and operations sections are the backbone of the operation here. Nothing larger than a C-130 can land here, by order of the Kuwaiti Air Force. That means our "flightline" is 55 miles away, at the commercial airport. Everything comes into the base by tractor-trailer! Water, foodstuffs, supplies, and parts come in by land. The vehicle operations section has five drivers who make over 125 runs a month, moving over a million and one-half pounds of cargo a month. They do a super job! With such an old fleet, vehicle maintenance is ALWAYS busy! Keeping the military series vehicles operating is the biggest challenge. The wear and tear on the military series assets is excessive and non-stop. The vehicle numbers and quality have improved with the recent arrival of four R-

11 refuelers and new '98 tow tractors. We are expecting 56 new vehicles and equipment items in late October. They are sorely need here. We currently have about the oldest vehicle fleet in the USAF, and it has hampered the mission, but CENTAF has invested many dollars to upgrade the fleet!

POL humps, too! Prior to the arrival of the F-15Es, we had only six R-9 refuelers and one R-9 defueler. They were all 83 models and way past their life cycle. When the F-15Es came, they gave us seven R-11s, four of which have arrived. Also, we have only been using the Automated Fuels System for about three months, now. Every drop of aviation gas on this base, about 200,000 liters, is trucked in every day. There are no pipe-fed tanks here. In the middle of an "oil rich" state, there are no pipelines to the bases, go figure!

I know I will not meet all the goals I had set for myself in establishing the back shop maintenance operation. Simply too much to do, too many Kuwaiti and US activities involved, and too little time to do it in. However, we were able to physically set up the LGM OIC/QA office on the flightline, as well as the new LGX office function. All are fully equipped with COM/computers/furniture, and ready for business! Both have had major impacts on the maintenance operation already! While I was able to identify and justify 45 additional Logistics Squadron Palace Tenure positions, I will not be here to see the additional personnel arrive to do the job. There is still much more to do, but not to worry, as those filling in behind will take it to the next level. There are dozens of improvements happening all the time, from force protection to quality of life. New hard billets are going up with the goal to get everyone out of tents.

(see "Snake" on page 15)

("Snake" – continued from Page 14)

An in-ground swimming pool will be ready by December ... kind of cold for December, but will definitely be a BIG hit next summer! If the HIANG ever has to deploy here in the future, I believe we will find a fully equipped base that has transitioned beyond a "bare base" operation.

The "opportunities to excel" are numerous and constant, here. Ingenuity and diplomacy are other necessary attributes required. The productivity and quality of the Active/Reserve and Guard folks deploying here as Palace Tenure 120 day personnel has been nothing short of **OUTSTANDING**. On the active side of the house, most of these folks have deployed to the desert three or four times, yet they continue to remain positive and upbeat in their jobs! As I am winding up my six months here, I will miss working with my Kuwaiti counterparts, and the hundreds of fine men and women that I had the pleasure to command and work with in supporting the mission here. See you all at the November UTA!

The Desert Snake!

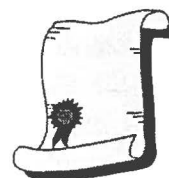
Hawaii's Enlisted Can Now Obtain USAA Insurance

San Antonio—Personal finance experts say one way to save money on insurance is shopping around for the best price available for the protection needed. But, they caution, also keep insurers' financial strength and reputation in mind.

Active duty enlisted personnel in Hawaii, as well as Hawaii residents actively serving as enlisted members of the National Guard or Reserve, can add USAA to their shopping list. The San Antonio-based association opened its doors last month to people in those categories of enlisted service who live in the state.

The association is phasing-in its new business with enlisted personnel by expanding to individual states periodically. It plans to complete the rollout to all 50 states, with the possible exception of one or two, by the end of this year. The insurer began offering auto insurance to enlistees in Germany in January 1996. USAA offers personal property and casualty insurance, e.g., auto, homeowners and renters.

Personnel interested in USAA can call 1-800-531-8080 for more information.



HIANG Awards

by Maj. Ann Greenlee, Personnel, HQ HIANG

It's the BEST time of the year! Now is the time when we once again have the opportunity to recognize our outstanding HIANG performers for 1998.

Nominations for Outstanding Airman, NCO, Senior NCO, Company Grade Officer, and Field Grade Officer are now open and can be made by a supervisor, co-worker or anyone having knowledge of a person's achievements. We also want to recognize teams and units who have improved processes, served our community, and excelled at their mission.

The nomination process is easy! HIANGI 36-2805 is on the "W" Drive and has the formats. You can copy those over and fill in the blanks, or make your own. It doesn't need to be on that form; just make sure you address all the criteria. Once that's accomplished, forward it to the member's supervisor and commander via E-Mail. The commander will forward it on to me at AWARDS@HIANG@HQHING.

Nominations will close on December 8th (that's the Tuesday after December's drill). So, mark your calendar and be sure to show our appreciation for our outstanding HIANG members.

154th Wing Goodwill Fishing Tournament

From the Editor: Unfortunately, this article did not reach the Kuka'ilimoku before press time last drill, but at least you can read all about it this time around...

This year's tournament was held on August 22, 1998 at Hickam Harbor.

The day started at 6:00 a.m. and ended at 4:00 p.m.

16 Teams entered the tournament.

An awards banquet was held at the Consolidated Support Facility following the tournament.

Awards were based on the largest fish caught.

<i>Winners</i>	<i>Team Name</i>	<i>Boat Name</i>	<i>Team Captain</i>
First Place: 35lb Ono	Flips & Dale	JR III	Dale Zuttermeister
Second Place: 28.5lb Sailfish	Da Winnas	Musubi	Ritchie Kunichika
Third & Fourth Places Tie: 27.5 lb. Ono	Wai Kane Ono	Jessica J	Dwight Miura
27.5 lb. Sailfish	Same Smell II	Strippers	Dave Dyas
Fifth Place: 26.5lb Aku	Renegades	Paulina N	Dwayne Fong
Sixth Place: 22.5 lb. Aku	Morning Sun	Janie K	Lester Matsushima

Total fish caught: 11 Aku; 2 Sailfish; 1 Mahimahi and 3 Ono

First fish caught of the day, for the second year in a row, was Lucky K, Capt. Frank Kobayashi.

Sponsors/Donations

Matsu Lures: Wayne Matsumoto

Zutt Lures: Dale Zuttermeister

Shiroma Lures: Ron Shiroma

Kade Lures: Wayne Kadekawa

Screen Man: Danny Vilorio, Cellular Phone

Dwight Miura: Ground Crew/Refreshments

George Kaneshiro: Coolers

Larry and Sachi Honda: Cash

Pacific Marine: Lures

Hana'paa Hawaii: Gift Certificates

John Lee: Ground Crew Lunch/Refreshments

Mike Hironaka: Banquet Pupus

KGU, AM 76 Radio

Committee and Ground Crew:

Rodney Tokuda: Radio/Rules

Gary Soma: Radio/Rules

Wayne Kadekawa: Rules

Dale Zuttermeister: Prizes/Rules

George Kawaguchi: Setup

Napua Sugai and Lester Matsushima: Advisors

Pam Goya: Publicity/Booklet

Ivan Mineshima: Finance/Banquet

George Ganeko, Setup

Kaipo Sing: Radio/Setup

Danny Ardo: Radio/Setup

Billy Chang: Posters

Harvey Maeda: Weigh Master

Rose Vendiola: Finance

Dan Kiyohiro: Radio

Robyn Montera: Radio

Suzette Momohara: Weigh Master

(see "Tournament" on Page 17)

("Tournament" – cont'd from page 16)

Winning Teams

Flips and Dale: Dale Zuttermeister, Captain; Rudy Villanueva; Robert Cabilan; Edmund Billena; Roberto Carlos; and Boat Owner, Buddy O'Brian

Da Winnas: Edward Tang; Wayne Higa; and Boat Owner and Captain, Ritchie Kunichika

Wai Kane Ono: Kenneth Johnson; Wallace Kakemoto; Ricky Torrijos; Dwight Miura, Captain; Kirk Liu; Philip Chee; and Boat Owner, Jonathan Johnson

Same Smell II: Dave Dyas, Captain; Ed Pickering; Pat Oka; and Boat Owner, Kevin Kahauolopua

Renegades: Dwayne Fong, Boat Owner and Captain; Takao Wada; Stan Good; and Terry Goto

Morning Sun: Lester Matsushima, Captain; Herbert Honjo; and Boat Owner, Lionel Keahi

Other Teams:

The High Road: Gary Soma; Billy Chang; and Boat Owner and Captain, Frank Kobayashi

Day Dreamers: Damon Pescaia; Mike Perry; Henry Rabaino; and Boat Owner and Captain, Stephen Suafilo

Su-u-lyn: Owen Uehara; Melvin Ige; Grant Kushi; Kurt Uehara; and Captain and Boat Owner, Ken Uehara

Triple L: Rena Sunaoka; Garrick Hiramoto; Dwayne Caspillo; and Captain and Boat Owner, Leighton Tsubota

Keikilani: Grant Kaneshiro; Craig Arakaki; Aaron Silva; and Captain and Boat Owner, Gerald Gono

Nai'A: Joseph Rayray; Norman Kaleo; Michael Fisher; Ian Kaikaina; and Captain and Boat owner, Byron Ariz

Roxy M: Jason Koga, Captain; Rex Koga; Eric Correa; Rolando Espinosa; and Boat Owner, Shawn Meador

Recycle: Steve Oka, Captain; Mike Kang; and Boat Owner, Howard Sato

Wrong Heads II: Edward Essman; Wayne Kadekawa, Captain; Robert Garcia; and Boat Owner, Alfred Batalona

Green Bottles: Mark Bustin, Captain; Mark Peleholani; Kent Yamauchi; and Boat Owner, Guy Takemoto

Mahalo to all of our sponsors, supporters, volunteers and participants. Although not many fish were caught, a lot of fun and goodwill was enjoyed by all.

SPORTS

**HIANG
Basketball Tournament
Oct 5 – Nov 13
(Mon/Fri Nights Only)
Fort Ruger Gym**

Your Opinion Counts!

Vote!

**Saturday
November 3rd**

Christmas Party



The 154th Maintenance Squadron will be having a Christmas Party on Sunday, Dec 6th (UTA), from 1 p.m. to 5 p.m. at Foster Point.

Services Continuing Adventure

Strategic Planning: The Second Step

Before you decide where you have to go, you must first find out where you are.

Services second step was finding out where we were. We considered all the official guidance concerning our mission. We evaluated what we have been doing. We looked at our strengths (those things we do well), weaknesses (things we need to improve), opportunities (things that could benefit our customers and ourselves if done) and threats (things that could prevent us from accomplishing our mission). This process was long, and took place over a couple daylong meetings. The commitment shown by this working team was awesome. The team is 99% drill status, and we all had to give up personal time to accomplish the task. We each learned a lot about each other and about our unit.

We each made a commitment to work together toward making Services an outstanding unit. This process showed us parts, bits and pieces that we were not completely aware of before. We learned that we have many strengths and patted ourselves on the back for these. We learned that many of our weaknesses and threats came from an unclear understanding of our mission. We allowed priorities to be made for us, outside the unit, rather than by defining them clearly for ourselves. As a result, many of the areas we should be taking care of were not. These were the areas that could prove fatal to our unit, our unit members, other guard members, and ultimately, our mission. We learned that most of us look forward to improvement, even for our strengths. We learned just how important it is to keep focused on the mission, our entire mission.

We are the 154th Services

In peace and in war, we proudly embrace our challenges as a capable force trained, ready, and deployable. We provide the "critical 8" services for the military and civilian communities.

*Food service, mortuary, search and recovery, lodging, laundry, MWR, fitness, exchange

(We're sorry, but we didn't get this UTA's Menu out in time for publication, but we promise the food will be good!)