

Kūkā'ilimoku

War God of King Kamehameha 1 – 154th Wing

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Operation Allied Force

"The Istres Experience"

*by Lt. Col. Stan Osserman
203rd Air Refueling Squadron*

It's time to take a deep breath and try to recollect all that's gone on in the past two weeks. It was overwhelming, it was awesome, it was scary, it was humbling, and in many ways, it was beyond description.

The members of the HIANG went to France to participate in peacekeeping operations and "no fly zone" patrol over Bosnia-Herzegovina, but we ended up helping develop contingency war plans and then flying those plans in less than two weeks.

The first half of our deployment here at Istres, France was characterized by a rather leisurely schedule of two sorties per day that allowed crews to visit many of the incredible sites of southern France. The winds were usually brisk and cold, but the towns and the people here were warm and friendly.

Olive oil and lavender soap, wine, cheese and Roman ruins were the topics of discussion as we gathered for fine French cuisine at 8 p.m. But the winds of war were stirring and the mission-planning cell and senior staff was working towards a new mission for the members of the 154th Wing's deployed forces.

Lt. Col. Vincent, the 203rd ARS commander, and Capt. Michael Perry, the tanker tactics officer, met with other planners armed with options, suggestions and concerns for USAFE war planners. We all watched CNN and tried to guess what it meant for us and we prepared in every way we could for an operation that seemed elusive at best and overwhelming at the worst.

Then the call came over the secure net to plan for combat operations at maximum tempo. Maintenance was already working around the clock, and the Ops Mission Planning cell began to build mission folders for the crews based on a draft contingency plan. The LG and XP shops were orchestrating the mid-deployment "swap-out" when they learned we needed to make room for more tanker maintainers and crews. Supply, Motor Pool and the medical team were all suddenly busy, and the days of leisurely tours and fine French dining were only a distant memory.

The first challenge was preparation, and we couldn't think of anything else in our power that we could do, but the unknown loomed just ahead and we were missing some critical information from our Combat Air Operations Center in Italy. That information arrived just ahead of the order to launch, and our fist crew went out the door like a sprinter out of the blocks, ushered by adrenaline-powered mission planners.

"Euro 41, cleared as fraggged," was the call that sent Maj. Steve SuaFilo and his crew into the unit's first combat mission. At 1720 hours, local (0620 HST) on 24 March, they were airborne. Before their eight-hour sortie was over, we had launched our second aircraft and had planes and crews ready to support round-the-clock operations. At the same time, support aircraft and crews were arriving from the US, and our mission planners and staff were fine-tuning combat operations that quickly ramped up to eight long missions per day.

(See "Allied" on page 3)

Readiness Relies on People, Quality of Life, Spare Parts

by SSgt. Christopher J. Haug, PACAF News Service

The US Pacific Command commander outlined the top Pacific readiness challenges as recruitment, quality of life and spare parts in an interview here April 1.

"We've got to recruit and retain high-quality people like we have right now," Adm. Dennis C Blair, PACOM commander, said. "The people we're having trouble with right now are the ones (who) have attractive job opportunities on the outside."

To help counter this, Blair said, Congress will continue to increase base pay, closing the gap with civilian sector jobs for the first time in 15 years.

"They have proposed a fix to the retirement system, offering a 50 percent base-pay retirement for everybody who retires after 20 years," he said.

They also plan to fix the pay tables, he said. "Right now, in some cases, you can make more money just by staying around than you can by doing the hard work, taking the exam, having good evaluations and getting promoted to a higher grade. That is going to be changed so that we reward people who achieve, not just people who stick around. There will still be two-year raises but the emphasis will be on those who get promoted to the next pay grade."

Another readiness challenge, he said, is to continue the focus on quality of life. "We need better housing and better medical benefits, especially in the Western Pacific.

"Another part of quality life is force protection," he said. "It's a dangerous world out there with a continued terrorist threat. We have to make sure we are protected against this and make sure terrorists don't succeed in their efforts. You can never guarantee this 100 percent, but we can make

it hard for people who are coming after us that way."

In addition to people and quality of life, the admiral said readiness relies on ample stocks of spare parts. "There is nothing more frustrating than walking up to a piece of equipment that you know you can fix and finding out that you don't have the parts you need," he said. "So, we recently put some more money into that, but we still need to do more.

"I build my readiness thinking around people," Blair said. "If we take care of people and equip them right, we are going to continue to have the kind of dominant force in the future that we have right now."

(Courtesy of Pacific Air Forces News Service)

KUKA'ILIMOKU

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("Allied" – continued from Page 1)

Planners and support staff were working 16-hour days since Saturday, March 21st, and the strain was evident. This was for real. The threats were real, the pressure was real, so was the fatigue. Sortie after sortie took to the air with planners scrambling to correct problems and build packages. Maintenance ran like a well-oiled machine, bringing planes on status in record time. Augmenting USAF crews quickly learned our operations and tactics. The commander and operations officer waited like worried parents, breathing a sigh of relief as the crews called in with their recovery codes.

The Air Component Commander has passed kudos through our mission-planning cell twice this week. He appreciated the 100% reliability of the HIANG. We will all come home with many stories to tell, but few can appreciate the experience we've all lived this week. It will change all our lives and temper our attitudes towards our mission forever.

Bonjour!

*from Maj. Ron Han
154th Logistics Squadron*

With rain gusting and swirling between 35-45 knots on blistering cold 20-degree-weather nights and mornings, our maintainers, suppliers, transporters, and support personnel prepped, fixed, and quick-turned our available jets with flying colors! Whether wrapped in "long johns", Gore-Tex, beanies and gloves, all of our folks have never let any of the elements deter them from completing their mission. In fact, our mission effectiveness rates were right on target and everyone involved in this process should be very proud of their support to our crews!

Integration of diverse backgrounds, geographical regions, and demographics could not hamper or impede our warrior spirit and support to our numerous taskings and common core mission. Although faced with a myriad of challenges, both physically and mentally here in France, logisticians of all specialties have always answered "the call" at any level and produced sterling results.

Mahalo!

from Lt. Col. Skip Vincent

"We engaged in the most intensive tanker combat flying since the Gulf War or the Vietnam conflict. The stakes were very high – and the tanker mission in this conflict was critical. Our Istres tanker team stepped up to the task and your performance was truly commendable.

Brig. Gen. Gelwin, 5th ATAF Battle Director, cited our performance as nothing less than outstanding. We have accomplished every tactical mission. Every strike package we were assigned to support got their gas when and where they needed it. To maintenance; mahalo for the great job and the personnel touches everywhere; to support functions and the 16th, mahalo for the great support. The mission would fail without you."



Fire & Ice



by CMSgt. Ken Morimoto, 154 LG/QAO

Our F-15 Alert Crew has been tasked to provide F-15 Air Defense Alert at Keflavik NAS, Iceland during the months of April and May. This will be a great opportunity for our folks to accomplish a Real World tasking and to show our capabilities as well as visiting a part of the world that we probably would never get to see in our lifetime.

An added mission to take advantage of is an opportunity for our pilots to do DACT with a significant threat. An additional package is being developed to take a couple of our jets over to Spangdahlem, Germany for two or three weeks.

Here are some Internet sites where you can get more information on Iceland: www.ice-land.org, www.icetourist.is, www.icelandair.com, www.travelfile.com/get?iceair.

*All personnel (even if you're not going with us) should have their medical records up-to-date, including shots, DNA testing, physicals, dental exams, etc. Make sure nothing lapses during a deployment, i.e., your ID card or your Military Driver License - if you intend to drive military equipment, and check your A-Bag (cold weather gear).

Legal Line



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

A number of Air Force active duty members have gotten into much trouble using hemp seed oil.

The most common commercial forms of hemp products are used primarily by body builders and health product enthusiasts. As might be expected, the use of hemp oil results in a positive urinalysis for THC, the active ingredient for marijuana. Several members have claimed "innocent use" of these hemp products at courts-martial and discharge proceedings.

As a result, AFI 44-121, Alcohol and Drug Abuse Prevention and Treatment Program, has been changed and now specifically prohibits Air Force members from ingesting hemp seed oil products. This change became effective 26 Jan 99.

HIANG 7 Habits Workshop 99-3

by Maj. Bill Petti, Commander, 154 LSF

The 3rd Seven Habits workshop of 1999 saw the number of graduates surpass 600 as the 24 individuals who attended added to a grand 619. Facilitating Workshop 99-3 was a "fearsome foursome" of LTC Wayne "Wildman" Wakeman, LTC Roy Smith, Maj. Bill Petti, and Maj. Tracey Saiki.

The graduates were impressed with the diversity and unique experiences of each facilitator. Class satisfaction was further enhanced with the ever-improving refreshment/snack artistry of 2Lt. Cliff "Ben" Heen.

The graduates of this 'all-enlisted' workshop were MSgt. Paul Gallagher (154 SFS), MSgt. Michael Paragas (169 ACWS), MSgt. Vivian Tsutsumi (HQ HIANG), TSgt. Jody Goya (154 AGS), TSgt. Victor Higa (293 CBCS), TSgt. Roy Matsuoka (154 MXS), SSgt. Bryan Bishop (297 ATCS), SSgt. Kristie Cruce (154 WG), SSgt Michael Fisher (154 AGS), SSgt.

Robin Hoyhoy (154 CF), SSgt. Dwayne Lim (154 MXS), SSgt. Russell Miyamoto (154 WG), SSgt. Melvin Rapozo (293 CBCS), SSgt. Ambrose Samala (169 ACWS), SSgt. Kevin Thompson (297 ATCS), SSgt. Jim Willard (154 MXS), SrA Jasleen Jordan-Pagaduan (154 CF), SrA Victoria Lindsey-Mette (154 LS), SrA Joel Membrere (154 AGS), SrA Clesson Paet (154 LS), SrA Aaron Silva (154 AGS), SrA Johnna Wrather (154 OSF), SrA Kaylene Yoshimoto (199 FS), and AIC Anjanette Hintacutan (199 FS).

The next Seven Habits Workshop is scheduled for 27-30 April. To sign up, follow the instructions at <W:/leadership/seven-habits-pcl-schedule-signup.xls>.



1999 HIANG PCL 99-2

by Maj. Bill Petti, Commander, 154 LSF

The second HIANG Principle Centered Leadership workshop was held at the 154th Wing Dining facility 16-19 March 1999. Facilitating PCL 99-2 were Col. Mick Melich and Maj. Tracey Saiki.

The latest edition of the workshop graduated 13 individuals bringing the total number of graduates to 90. Several DOD facilitators from JIPAC, PACAF, and the 15 ABW, who wish to employ our model as a basis for initiating their PCL programs, audited this particular workshop.

Graduates of 99-2 were Maj. Milt Davis (204 AS), Capt. Brian Leong (154 AGS), Capt. Spencer Napoleon (154 AGS), CMSgt. Ron Aniya (169 ACWS), SMSgt. Ron Izutsu (154 LS), MSgt. Bill Beck (154 MXS), MSgt. Clay Chang (154 LG), MSgt. Geraldo Gapol (154 AGS), MSgt. Brian Oshiro (154 MXS), MSgt. Takao Wada (154 AGS), TSgt. Rob Block (204 ARS) and TSgt. Alan Umeda (154 MXS), and Special kudos to Rob Block who came back to finish the workshop after pulling out halfway during the November session because of a Q1 commitment.

The next PCL is scheduled for 18-21 May. For signup information, go to <W:/leadership/7-Habits-PCL-Schedule-Signup.xls>.

HIANG Sponsors



1999 HUGS Easter Party



by Maj. Bill Petti & SrA James Etherton, 154 LSF

For the third year in a row, the 154th Logistics Support Flight and Chapter 18 of the NCO Academy Graduate Association (NCOAGA) played an integral part in the HUGS annual Easter party at the HUGS home in Kaimuki on Saturday, March 27th.

All items necessary for the party were provided for by the 154 LSF. They included hamburgers, hot dogs, paper products, vegetables, candy, gifts, five dozen hardboiled eggs, a piñata, plastic eggs, and even money for inside the plastic eggs. All in all, members of the 154 LSF donated over \$200 in money and party goods to make this year's party a success.

26 volunteers from the 154th Wing, along with their family members and friends responded. Along with all the supplies, they brought in grills and cooked 200 hamburgers, 200 hot dogs and plenty of delicious, hot French fries. They made bunny ears for the guests and volunteers, ran the games, set up egg coloring activities (altogether, five dozen eggs were dyed by the HUGS children) and hid Easter eggs for the Easter egg hunt. Again, it was hard to tell who was having more fun, our volunteers or the HUGS children. And this year's party received "prime time" news coverage from KHNL, Channel 2.

Because of the help of our HIANG members, the HUGS Easter party was a huge success. This was evident by the smiles on the faces of the children and the appreciation expressed by the HUGS organization and the families of the HUGS children.

The success of this year's party was a result of our generous volunteers who

donated their time, money and services. They are:

From the 154 AGS

Lt. Clifton Heen
Shari Heen
TSgt. Andrew Keaunui
TSgt. Samuel Kekuna
Piliialoha Kekuna
TSgt. Steven Morita
TSgt. Jeffrey Yokono
Benilda & Courtnie Yokono

From the 154 LG

TSgt. Yvette Mirafior

From the 154 LGO

CMSgt. Ken Morimoto
MSgt. Henry Hasuike

From the 154 LS

SSgt. Daryl Oshiro

From the 154 LSF

Maj. Bill Petti
MSgt. Lester Ho
MSgt. Noreen Lucuab
MSgt. Joe Spatola
TSgt. Bradley Ebisuya
TSgt. Yolanda Kawano
TSgt. Craig Makiya
SrA James Etherton
A1C Roberta Aranita-Oshiro,
Kristen, Bronson & Ashley Oshiro

We would like to extend a "GREAT MAHALO" to all the volunteers from the 154th Wing, Hawaii Air National Guard, as well as their family members and friends for making this a highly successful event.

HUGS (Help Understanding and Group Support) is a community-based, non-profit agency that offers support to families with children who have life threatening illnesses.

» Deadline!

The deadline for the May edition of the Kuka'ilimoku is Friday, April 23rd.

Recruiter's Round-up

by TSgt. Vickie L Padello, 154th Wing Recruiting

Recruiting Ribbon Recipients

During the 1st quarter of FY99, TSgt. William Akiona, Jr. of the 154 AGS and SSgt. Stephen Abear of the 169 ACWS were awarded the Recruiting Ribbon. SSgt. Abear will be featured in this month's article.

SSgt. Abear is very much like many career members of the HIANG and has a very unique background with our organization. He has been in the HIANG for 19 years as a non-prior service enlistee. His father, as I fondly remember him, was with the HQ 201st CCG and served for more than 30 years.

SSgt. Abear began as a Navigational Aides Equipment Specialist with the 297th Air Traffic Control Flight at Barbers Point on Oahu. After completing basic military training at Lackland AFB, TX, he attended a long technical training school of about 7 ½ months at Keesler AFB, MS.

SSgt. Abear specialized in this career field for about 8 years when he decided to retrain into a Supply AFSC and subsequently transferred to the 169th ACWS, where he continues to work full time.

"The best thing about the Guard is being a part of the Air Guard OHANA," says SSgt. Abear. "The unique training opportunities and experiences are unmatched by any other organization. Traveling to different places has been very rewarding," he continued.

SSgt. Abear took full advantage of the tuition waiver while earning a college degree. He is also a full time employee with the Air Guard and is happy to be a member of the military and reside in our beautiful state of Hawaii.

SSgt. Abear will continue to refer people to the Air Guard for all of these reasons. It is part of sharing something good with those you care about. "Joining the Air Guard," says SSgt. Abear, "offers people a chance to meet new people, make new friends and be a part of an outstanding organization that has a lot of OHANA!"

Thank you, SSgt. Abear, for your continuous support of the referral program! For all members of the Hawaii Air National Guard ... you, too, can share your experiences with family and friends that you see every day. Just stop by the recruiting office and pick

up a referral form, send an e-mail or pick up the telephone and call the recruiting office at (808) 448-7447.

Mahalo and congratulations to the following **Recruiting Ribbon Recipients for FY98:**

SMSgt. Randall Lum	154 AGS
SSgt. Roxanne Bruhn	154 MXS
SSgt. John Dinnis	154 CF
SSgt. Carol Orr	HQ 154 LG
SrA Leslie McGough	154 MXS
SrA Yurik Resetnikov	291 CBCS

RECRUITING RIBBON ~ Every member of the HIANG who meets the eligibility requirements is eligible for the Recruiting Ribbon. The eligibility requirements are: **Referrals that result in two enlistments within a 12-month period.**

REFERRAL PROGRAM ~ If your referral results in an actual enlistment, you are eligible to receive a one-of-a-kind "Recruiting Team" T-shirt. Just ask your recruiter about the Referral Program for more information.

MAHALO to 154 ACS, Barking Sands, Kauai! The 154 ACS came out in full strength to support recruiting efforts at a Career Fair held by Kauai High School during the month of March. Kauai High not only hosted their own students, 9th through 12th graders, but also hosted some of the neighboring elementary schools as well. As you can imagine, there were many questions and curious onlookers. The members of the unit initiated a hands-on approach and they were more than happy to show off their equipment. High school students were encouraged to take the ASVAB, which will be held at the school in April. Thank you again to the 154 ACS for your continued support!

Aloha!

Next UTAs 

**May
1st & 2nd**

&

**June
5th & 6th**

Diversity - Hawaii Style

by MSgt. Carswell Ross, HRA, 154th Wing

The Air National Guard family is working towards the principle of "unity and diversity," building a more inclusive community, valuing individual differences, rather than focusing on differences as a catalyst of conflict. This is the vision statement of the Human Resources Quality Board (HRQB).

The HRQB was established in 1970 and chartered to analyze policies, plans, programs and practices and recommend changes to increase mission readiness in the Air National Guard, focusing on workforce diversity and assuring fair, equitable participation of all.

To address future recruitment and retaining issues, the Air National Guard created the Human Resource Advisor (HRA) as a Traditional Guard position. The major role of the HRA is to assist State Guard units to reflect the community they serve and to retain these individuals once they enter the Guard.

There are two HRA positions in the Hawaii Air National Guard. One is located at State Headquarters at Fort Ruger and the other is assigned to the 154th Wing. The State HRA is SMSgt. Steven Kamaura. He is a thirty-year Traditional Guardmember, starting his tenure with the Guard in 1967 as a maintainer in the Consolidated Aircraft Maintenance Squadron. He has held several AFSCs, including Information Management and Education and Training prior to landing the position as State HRA. SMSgt. Kamaura is presently employed by the State of Hawaii in the Department of Human Resources Development as a Personnel Management Specialist.

The 154 Wing HRA is MSgt. Carswell Ross. He is a 16-year member of the Hawaii Air National Guard. He took a 13-year break between leaving the active Air Force

and joining the Guard in 1983. At that time, he was the HIANG's Drug and Alcohol Abuse Technician before joining the Support Squadron in an Education and Training position. He was recently appointed to the Wing HRA position. MSgt. Ross is employed with the State of Hawaii, Department of Defense, Office of Veterans Services as the Veterans Services Coordinator.

The above are who, in the Air Guard, are partially responsible for diversity. Now to address what is the concept of diversity.

The word diversity means "differences"; however, that definition is too broad and leaves room for many interpretations. To focus on what this term means to the Air National Guard, General Weaver has approved the following workforce definition: "Workforce diversity is an organizational behavior that acknowledges and values differences and similarities among people and how the differences can work to improve the organization. It also means understanding the organizational environments with an appreciation for gender, culture and ethnic lifestyles."

From time to time, this "Diversity - Hawaii Style" column will share with you details about the HIANG Diversity Plan, your role in diversity, and more about why we're making this move towards the concept of diversity. Feel free to send e-mail to either SMSgt. Kamaura or MSgt. Ross to discuss your feelings about diversity in the Hawaii Air National Guard.

This installation is still in

Threatcon Alpha

Be Cautious • Be Aware

Report any suspicious activity to Security

EANGUS News

Senate Votes to Enhance Benefits for the National Guard and Reserve

The Senate passed three amendments, which will be of great benefit for the National Guard and Reserve. The Enlisted Association of the National Guard of the United States (EANGUS) supported all three of these measures.

Senator Max Cleland (C-GA) offered an amendment to S. 4, the major personnel benefits package the Senate proposes for military members, which includes Guard and Reserve members in the Thrift Savings Plan. Senator James Jeffords (R-VT) co-sponsored that amendment and proposed two more amendments to S. 4 which would greatly enhance the Montgomery GI Bill benefit for Guard and Reserve members. Senators Mary Landrieu (D-LA), Max Cleland (D-GA), and Jeff Bingaman (D-NM) co-sponsored the measures.

The Senate bill already contains a provision to include active duty members in the plan that has been available to federal employees for several years as a secondary program to regular federal government retirement. Qualified members can invest up to 5% of their basic pay in a variety of stock, bond and money market programs to earn additional retirement income.

One amendment extends eligibility for chapter 1606 benefits to five years after separation from the Guard or Reserve after an individual has completed ten years' service. Currently, eligibility for Chapter 1606 of the Montgomery GI Bill is automatic upon incurring a 6-year National Guard or Reserve service obligation, earning a high school diploma, and completing initial active duty for training, not upon the Reservist's decision to attend school or select non-classroom training. From that point, the National Guard or Reserve member has only 10 years in which to use

his/her MGIB benefits. Active duty members have 10 years after separation to use their benefits.

A part-time student could easily take all of the 10 years currently authorized for MGIB benefits to complete an undergraduate degree. Thus, such Guard and Reserve members are often forced to either attend school during their first enlistment or risk the loss of their benefits. Guard and Reserve members can lose their benefits while they are still in the Guard or Reserve. Ten years after they return from their initial training, the benefit is gone, although the member may stay in the Guard or Reserve for another 10 to 15 years or more.

One of today's amendments will allow the National Guard and Reserve Components to receive accelerated payments. This option will not cost more money, just change the delivery time period for those already eligible.

A fourth amendment dealing with transferability of the Montgomery GI Bill benefit for Guard and Reserve members was not debated. Association executives indicated that it would be a great incentive, but the amendments concerning the Thrift Savings Plan, accelerated payment of the education benefit and changing the limiting date of the MGIB were the critical issues.

Tax Credit for Employers of Reservists Background

Our Ready Reserve forces are spending ever more time abroad to support contingency operations. In fiscal year 1992, Reserve personnel served 5.3 million mandays; in FY1998, they served 13.3 million mandays. Without this service from Reservists, an additional force of nearly 50,000 soldiers would be necessary to maintain our overseas commitments.

(See "EANGUS" on next page)

("EANGUS" – cont'd from prev. page)

While Reservists are willing to do their duty and serve, the high personnel tempo naturally creates frictions with full-time civilian employers. Employers are supportive of the military obligations of the Reservists who work for them, but with valued employees overseas for long periods of time, employers must either do without or hire and train temporary replacements. Small businesses are particularly hard hit by the loss of employees for several months. While employers generally remain supportive, even with multiple activations, employer conflict is often cited as the number one reason why individuals decide to leave the Reserves.

Current

Representative George R Nethercutt, Jr. introduced the Reserve Employer Tax Credit Act, HR 803, on February 23. This bill, if passed, would provide employers a tax credit for employees who participate in the Reserves. Specifically, the bill provides an employment credit equal to 50% of the amount of compensation that would have been paid to an employee during the time the employee participates in contingency operations, such as operations in Bosnia and Southwest Asia. The total allowable credit for each individual employee may not exceed \$2,000 or a maximum of \$7,500 for all employees. The credit would also cover self-employed individuals.

Recommendation

Call, write, fax or e-mail a letter to your Representative in the House, soliciting his or her support of HR 803. Please forward copies of your correspondence to the EANGUS National Office. Should you not know who your Representative is, contact the National Office at 1-800-234-3264.

For a sample letter and more information you may access EANGUS on the Internet at <http://www.eangus.org>, and HNGEA at

<http://www.homestead.com/HNGEA/index.html>.

Please share this with your unit members and reinforce the need for a strong membership in the Hawaii National Guard Enlisted Association (HNGEA) to support these resolutions.

HNGEA News

*by SMSgt. Steven S Kamaura,
HNGEA Scholarship Committee Chair*

Scholarships

The Hawaii National Guard Enlisted Association (HNGEA) is pleased to announce that it is now accepting scholarship applications from its members and their dependents. Scholarships of up to \$1,000 will be awarded. This is just one of the benefits that HNGEA members enjoy.

The deadline for the submittal of applications is July 30, 1999. If you are not a member of the HNGEA, we strongly encourage you to contact your First Sergeant.

For information about scholarships and the application form, please contact any of the following individuals:

SMSgt. Steven Kamaura, 733-4230

MSgt. Rose Vendiola, 448-7445

MSgt. Vivian Tsutsumi, 733-4108

* * * * *

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

"Oh, that's easy, Airman! All you have to do is type up your article in MS Word and E-Mail it as an attachment to Maj. Tracey Saiki and SSgt. Steve Thomas at 154th Wing Public Affairs. Address it to: T Saiki/S Thomas @154Grp. And, if you're off base, send it to T Saiki/S Thomas@HIHIK.ANG.AF.Mil."

Military Pay



by CMSgt. Gary R Broadbent, Command Chief
Master Sergeant, Air National Guard, National
Guard Bureau

"Uniformed men and women deserve a pay increase."

Senate Bill 4, otherwise known as the "Soldiers', Sailors', Airmen's and Marines' Bill of Rights Act of 1999," includes a fiscal year 2000 pay raise of 4.8 percent, .4 percent more than that proposed in the president's budget. It would also return all the armed forces to a retirement plan offering 50 percent of basic pay after 20 years' service.

The Clinton administration and the Senate are haggling over the size and shape of a proposed increase in military pay and benefits. Whatever the decision, our military men and women deserve *better pay and benefits*.

Recruitment is off, experienced veterans are leaving in droves and standards are being lowered. Raising the military's pay and benefits alone won't solve all the problems facing the US military in today's environment. Disenchantment among today's service personnel include too frequent deployments to places overseas, shortages of critical parts to keep planes flying and equipment working and low morale, caused, in part, by boring and little-rewarding peacekeeping roles.

It is also true that the military services will never be able to compete with the private sector when it comes to levels of pay. But it is a fact that military personnel haven't had a significant pay increase since 1982. A corporal in the Army with four years of service is paid \$2,017 a month, while an Army major with a dozen years of service gets \$4,949 a month.

Whether it's the administration's 4.4 percent pay hike or the Senate's proposed 4.8 percent increase, the nation must pay its military men and women more if the United States is to maintain an effective military force.

In this era of an all-volunteer force, recruitment is down. Standards for new troops are being lowered. Experienced pilots, in which taxpayers have invested millions of dollars in training, and various other highly qualified technical experts are leaving the military services in swarms for better pay and less stressful jobs on the outside.

The Senate version would cost taxpayers \$7 billion more over the next five years than the president's \$36.5 billion package. And it includes a troubling provision, which should be eliminated, that would allow military educational benefits to be passed to other family members. Defense Secretary William Cohen suggested the Senate version would create a "GI bill with the GI." That would be a bad idea. Military educational benefits should go to military people.

The real question is how to pay for increased pay and benefits. Congress, the Clinton administration and the Pentagon could find the money, or most of it, within the existing defense budget by simply working together and forgetting about politics.

First, the president and Congress could agree to allow unneeded military posts and bases to be closed, no matter in whose district or state the bases are located.

Secondly, the acquisition of planes, ships and other weapons should be determined solely by the Pentagon, based on military need without any consideration about in which state they are built.

The men and women in uniform who protect this nation deserve better. Let's find the way to give them the pay hike they need.

Results of the Year of the Enlisted Force Survey

The following is a brief list of some of the more common questions recently submitted to the SNCOs...

Question:

Why is the HIANG Awards Banquet always held at an expensive hotel? By doing this, the cost of tickets go way up and most people who are "obligated" to go are paying a lot, and most times don't even bring family. The banquet could be held at the Officer's Club here on base, Ft. Shafter's Skyview Terrace, or even our own dining hall.

Answer:

The committee goes to hotels that deal with the military and give military discounts. The committee will look into the issue of having it at another location. One of the suggestions was to have it during the 154th Wing's Family Day in the F15 Hangar. Some of the outer island participants viewed that as a good idea because they can attend and it will be at a location they all know. Also, none of the above-suggested areas hold 300 or more people.

An individual suggested we do away with this Banquet. But a majority of the participants reminded this individual that the banquet has been an HIANG tradition and it recognizes the best of the best in the HIANG.

It was requested that supervisors go back to their sections and ask everyone what they are willing to pay to attend this function. This will give the committee some kind of base to go on to go out and look for a location for that price range. Also it was brought up that each squadron has a "welfare fund" that they can use to supplement the cost for the lower ranking members. Any suggestions can be e-mailed to the address on the LAN (Awards@HIANG@HQHING).

Question:

Management emphasizes the unit's responsibility to ensure a unit force management plan is in effect. However, how is one assured that the group, wing, and state level have a force management plan that is fair and equitable? The force management plan within the higher tier is surely to affect the unit force management in

some way. After all, upward mobility and progression is not isolated within the unit level.

Answer:

Force Management is VERY important. Supervisors can do it within their own organization. They should be training their replacements – not just one, but many. Also, if your section does not have a succession plan, you need to create one. There should be no reason why there is not a succession plan in place at this time. SNCOs MUST take charge and make things happen.

Question:

What programs and actions do we, the SNCO Corps, plan on doing to mentor and guide our younger troops who will someday take the lead? After all, they are the future of the Hawaii Air National Guard while most of our SNCOs are within their golden years of their careers. Aren't knowledge and experience to be shared?

Answer:

SNCOs and management are giving Junior NCOs the opportunity to attend 7 Habits (Covey), Leadership Seminars, PME Courses and Skill level upgrades. SNCOs must provide personal guidance and instill values. Regulation AFI 36-401, Mentoring Program, can be used to guide Supervisors in the informal and formal portion of mentoring. But the most important thing is that Supervisors MUST let their people do the work. Give them the tools they need to do the job and let them do it. They cannot learn if they do not apply it themselves.

Question:

I am a Staff Sergeant and have been in the HIANG since 1982. I am concerned with the lack of promotion opportunities for others and myself because of slotting. I am presently in a SSgt. slot and have virtually no chance of being promoted until someone dies or retires. I know of at least one other individual who is close to retiring in a year or so who is a SrA. Because the National Guard is so different from the regular Air Force, why is our rank structure based on theirs? We have technicians with 10 to 20 years experience that are SrAs or SSgts.

(See "Survey" on next page)

("Survey" continued from last page)

If the Air Force is going to become more and more dependent upon the reserve forces, they should recognize this as an area, that we are very different from them and should not be limited by their rank structure. Recently, we were visited by an AFRES unit that told us that they are implementing a new regulation that allows enlisted with 15 years, good conduct, recommendation for supervisor, etc., to be promotable to TSgt. without it being held against their UMD or whatever as for being overgrade.

Answer:

Everyone, everywhere has the same problem, BUT you must look for or create your own promotion opportunities. If it takes retraining into another career field, you might have to do that. The rank structure exists and will not change in the near future. If there are people eligible to be promoted but are not given th opportunity, someone needs to speak up. Go up through your chain of command and find the answer(s). The Deserving Airman Program can also be used to promote SSgts and TSgts to the next higher grade. It is the First Sgt's responsibility to look at the Unit Manning Document (UMD) and address any morale issues.

Question:

There seems to be a lack of military discipline in our manners, dress and appearance. What are the SNCOs doing about this? Some of ou SNCOs are the source of the problems.

Answer:

We, the SNCOs, create our own problems. We need to correct people, review regulations, and abide by these regulations. We must wear the uniform with PRIDE. Regulations are available on the Internet.

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.

Official Travel...



by Maj. Millie Santiago-Madera, ANG DTS Prog Coord.

SCOTT AIR FORCE BASE, IL (AMCNS) -- Since the Defense Department amended its policy on official travel nearly a year ago, its Office of Hearing and Appeals has received and denied hundreds of appeals from federal employees who inappropriately purchased tickets for official travel. At Scott Air Force Base alone, more than 20 military and civil service employees have had to cough up nearly \$4,000 because they failed to coordinate their travel plans through a government-approved travel office - a violation of DoD policy.

"They've really tightened the screws to ensure people follow the rules," said CMSgt. Phillip Brown, chief of Air Mobility Command's traffic management branch. The "rules," which are actually Defense Department directives, specify that when arranging travel, all government employees - military or civilian - must use a commercial ticket office contracted by the government; an in-house travel office, such as a base traffic management office; or a General Services Administration travel management center.

Though the rules have been in place since January 1995, they were rarely enforced, said MSgt. Milto Lawrence, chief of customer service for the finance office here. That changed in April 1998, when the Defense Department amended the policy to stipulate that travelers who arranged transportation through a non-authorized ticketing agency were not authorized reimbursement, he said.

"The only exception is if unusual circumstances exist, such as the non-availability of a government-approved ticketing agency," said Lawrence. "Non-availability doesn't mean the base travel office is closed for the day. It means that there isn't a government-approved travel office located in the general area." The chances of there not being an approved agency to assist a member are slim to none, said Brown, because most contracted travel offices have toll-free numbers people can call any time of day to purchase tickets. They can even request to pick up their tickets at the airport if they're not near the ticketing office. And if the office doesn't have a 24-hour, toll-free number, Brown said, people can simply contact their installation's on-call traffic management representative via the base dispatcher and he or she can arrange ticketing.

(See "Travel" on next page)

("Travel"- cont'd from prev. page)

Though the DoD policy change has been in effect for nearly a year, Lawrence said many people still haven't caught on. "I have five requests for reimbursements sitting on my desk right now, and all five will most likely be denied because the individuals didn't go through a government-approved ticketing agency," he said. Why did the Defense Department suddenly decide to get tough on these "offenders?" "It's simply a matter of economics," said Lawrence. "The government has contracts with several airlines to provide reduced rates for official travel, and it pays for these special rates."

Lawrence said he believes many people are trying to save the government money when they book their own flights (advanced super-saver fares can often be lower than the government rates), but they are in effect creating a breach of contract. "I recently received a request for reimbursement from a captain whose father is a pilot for Northwest Airlines," he said. "He decided to purchase his tickets for an upcoming TDY directly from the airline so he could take advantage of his family member's discount and save the Air Force some money. Even though the captain "saved" the Air Force almost \$200, he still will most likely not be reimbursed the \$80 he spent on the tickets because he did not purchase the tickets through any approved agency."

"Boy, was he surprised when he learned that," Lawrence said. "He really thought he was doing the Air Force a favor." Lawrence said many people have had a hard time adjusting to the policy because in their words, "it just isn't common sense," but he said they should keep in mind that contracted fares offer them protection. For instance, if travelers need to change their tickets, there are no fees involved as they are protected from any processing fee. "I've seen many employees who purchased their tickets in advance at a discount rate, only to have their trip canceled," he said. "And guess what? They can't return their tickets or get their money back because they didn't buy the tickets from a government-approved agency."

To make sure people don't wind up paying the transportation costs for official travel, Lawrence said they should always contact their local traffic management office or commercial ticket office before purchasing airline tickets. "That's the only foolproof way to ensure your money doesn't become the government's."

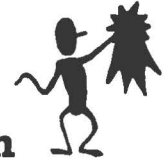


Promotions

The commander of the 154th Wing, Brig. Gen. Michael H Tice, would like you to join him in congratulating our most recent promotees; wearing the rank indicated effective 7 March 1999.

SMSgt. Doug Awana	154 AGS
MSgt. Carol Togami	154 MSF
MSgt. Mike Parrilla	154 AGS
MSgt. Nicholas Muragin, Jr.	154 CES
MSgt. Mark Colbourne	154 MXS
TSgt. Jodi Landfair	154 MDS
SSgt. Kevin Palea	154 AGS
SSgt. Stanley Kim	154 CF
SSgt. Kenneth Nakamura	154 MXS

Mahalo for your support to the Wing and your unit!



Honorable Mention

by SMSgt. Gary Soma, 154 MXS/LGMCP

A1C Elijah Tiqui completed his BMT and then attended the Aircraft Hydraulic Systems Apprentice course at Sheppard AFB, Texas. Elijah was one of the top students and graduated with honors. His instructor described him as "a hard working mechanic and an excellent student, too."

A1C Tiqui is one of the new additions to the F-15 Hydraulic shop. We need these new and talented people as we face the challenges of the new century.

Welcome home, and congratulations!



Health Issues

by Michelle Hailey, Executive Secretary
University of Pennsylvania Health System
Office of Legal Affairs

Check the ingredients listed on your shampoo bottle, and see if they have a substance by the name of Sodium Laureth Sulfate, or simply SLS. This substance is found in most shampoos, and the manufacturers use it because it produces lot of foam and it is cheap. BUT the fact is that SLS is used to scrub garage floors, and it is very strong. It is also proven that it can cause cancer in the long run, and this is no joke.

I went home and checked my shampoo (Vidal Sassoon); it doesn't contain it; however, others, such as Vo5, Palmolive, and Paul Mitchell, the new Hemp Shampoo ... contain this substance. The first ingredient listed (which means it is the single most prevalent ingredient) in Clairol's Herbal Essences is Sodium Laureth Sulfate.

So I called one company, and I told them their product contains a substance that will cause people to have cancer. They said, "Yeah, we know, but there is nothing we can do about it because we need that substance to produce foam.

By the way, Colgate toothpaste also contains the same substance to produce the "bubbles". They said they are going to send me some information.

Research has shown that in the 1980s, the chance of getting cancer was 1 out of 8,000 and now, in the 1990s, the chances of getting cancer is 1 out of 3, which is very serious.

So I hope that you will take this seriously and pass this on to all the people you know, and hopefully, we can stop "giving" ourselves the cancer virus. This is serious, after you have read this, pass it on to as many people as possible, this is not a chain letter, but it concerns our health.



Hazardous Recall Bryers All Natural Ice Cream

DALLAS (AFPN) -- The Army and Air Force Exchange Service, in conjunction with Good Humor-Bryers Ice Cream, announces a hazardous recall on Bryers All Natural Ice Cream in Pints Plus in three flavors: vanilla; vanilla, chocolate and strawberry; and butter pecan.

Only ice cream sold in the continental United States is affected by the recall. The ice cream is suspected of containing metal fragments.

The only code that is affected by the recall is BF34998. The code number is located on the bottom of the container. Customers should return the affected product to their local exchange for a full refund.

Wet 'N' Wild Mascara

DALLAS (AFPN) -- AM Cosmetics, in compliance with the US Food and Drug Administration, is recalling its Wet 'N' Wild brand Megalash Mascara because of microbiological contamination.

Only the black color is affected. The product is contaminated with Burkholderia cepacia bacteria. Burkholderia cepacia is a bacterium, or germ, which lives in damp or wet places, and causes rot in plants. This organism rarely causes infection in healthy people, but can be a problem for persons with cystic fibrosis, and certain other individuals who cannot fight infections properly.

Army and Air Force Exchange Service customers should return the affected product to their nearest retailer for a full refund.



Please Recycle the Kuka'ilimok



The Plain Tooth



by Capt. Garret G Miyagawa, DDS, 154th MDS

Why is it recommended that 3rd molars (wisdom teeth) be extracted?

Wisdom teeth that erupt with good alignment and position that are easily accessible to proper dental hygiene may not need extraction. It is the 3rd molar that erupts with poor alignment (impacted), defective enamel formation, and difficult to clean that may be more prone to dental disease.

A partially erupted wisdom tooth with minimal to moderate exposure can be more prone to infections and complications. A common occurrence with partially exposed teeth is that it may lead to bacteria and food products migrating under the gums causing soft tissue infections and swellings as well as caries on the wisdom and adjacent tooth. Fully erupted and totally impacted molars may also experience similar consequences. Symptoms can range from mild discomfort and redness to excruciating pain and life-threatening swelling.

We would all be wiser if more preventive rather than corrective dentistry was practiced. Our concern is not if your teeth experience discomfort, past or present, but whether the potential exists and if so, what kind of access will you have to dental care in an emergency situation during active duty.

And that's **The Plain Tooth**, the whole tooth and nothing but the tooth.

Shake It Off and Step Up!

A parable is told of a farmer who owned an old mule. The mule fell into the farmer's well. The farmer heard the

mule 'braying' -or- whatever mules do when they fall into wells.

After carefully assessing the situation, the farmer sympathized with the mule, but decided that neither the mule nor the well was worth the trouble of saving. Instead, he called his neighbors together and told them what had happened and enlisted them to help haul dirt to bury the old mule in the well and put him out of his misery.

Initially, the old mule was hysterical! But as the farmer and his neighbors continued shoveling and the dirt hit his back ... a thought struck him. It suddenly dawned on him that every time a shovel-load of dirt landed on his back ... he should SHAKE IT OFF AND STEP UP! This he did, blow after blow.

"Shake it off and step up ... shake it off and step up ... shake it off and step up!" He repeated the thought to encourage himself. No matter how painful the blows, how distressing the situation seemed, the old mule fought "panic" and just kept right on shaking it off and stepping up!

It wasn't long before the old mule, battered and exhausted, stepped triumphantly over the wall of that well! What seemed like it would bury him actually blessed him ... all because of the manner in which he handled his adversity.

That's life! If we face our problems and respond to them positively, and refuse to give in to panic, bitterness, or self-pity, the adversities that come along to bury us usually have within them the potential to benefit and bless us!

Remember that FORGIVENESS, FAITH PRAYER, PRAISE and HOPE ... are all excellent ways to "SHAKE IT OFF AND STEP UP" out of the wells in which we find ourselves!

(Author unknown)

154th LSF Unveils Its Roll of Honor

by Maj. Bill Petti, Commander, 154 LSF

The 154th Logistics Support Flight unveiled a plaque honoring its most distinguished award winners at a Victory celebration during the March Sunday UTA. The names of outstanding individuals and teams were inscribed in a beautiful koa plaque, which now hangs on display outside of the LG's Na Koa Conference Room.

Since the unit's activation on 12 July 1995, eight (8) individuals and teams distinguished themselves by earning awards at the HIANG level or higher. The intent of the plaque is not simply to recognize past achievements, but to instill excellence in individual and team performance and establish a legacy for the future of the unit.

In addition to the presentation of the Roll of Honor, the Victory celebration also paid tribute to our most recent HIANG award recipients: the LGLX section for winning the HIANG Best Team Award and the LSF earning the HIANG Community Service Award along with Chapter 18, NCOAGA.

Also recognized were the LSF's Combat Pistol Team consisting of TSgt. Charles McKee, TSgt. Rafael Rodriguez, SSgt. Roy Hayamoto, and SSgt. Christine Spencer which finished 2nd out of 20 teams during the Commander's Pistol match in February. This was an incredible feat since the team was put together just before the entry deadline.

New Services Emblem

by Capt. Melissa Zen, Commander, 154th SVF

You may begin seeing a new emblem around Services activities. This is an emblem that we completed and has been submitted with a request to make it official. We would like to share it with all of you in case you were wondering what the different elements were about.

Yin/Yang has become a familiar symbol in Hawaii. It is often used to represent wholeness, men and women and light vs. dark.

The **ipu** is a traditional Hawaiian drum that is used to keep the group moving in harmony (practicing steps or movements in unison). Today the ipu is used in dance. All the steps of the dance (Hula) derive from the Hawaiian martial arts. Each step was a movement that warriors had to use in battle. The hula stance itself is the position of "Ku", the Hawaiian god of war. Hula derives from warrior training. When used in public, ipus are always dressed with a lei. We have chosen the Maile lei to complete our presentation.

The **calabash** (bowl) represents a group that is tied together. When Hawaiians gathered and were close as a family, they ate out of one bowl. There are a lot of symbolic meanings tied to bowls. If I wanted to lessen the power of an enemy, I would carve his image on the bowl so that I could symbolically take food (or what ever I keep in the bowl) from his mouth and use it for myself. If I have a defeated enemy and wanted to decrease his personal power, even in death, I would decorate the bowl with his teeth. That way I could do in death what I could not do in life, especially if the bowl is a spittoon. In this case, the bowl stands for our mission. We provide all the basics that allow a temporary place to be called home. It is all part of our mission, it is in our calabash.

The last symbol is a **poi pounder**. Poi is the staple of Hawaiian food. Everything starts with taro. Taro means life to the Hawaiians. Taro is the elder brother that enabled the younger brother, Humans, to exist. Poi is made from taro with the poi pounder. It symbolizes food and wholeness, since poi is one of the most complete natural foods you can get. If all you had was poi and no other food, you would survive and be healthy.

Additional reasons we choose the symbols we choose are as follows:

Yin/Yang (light blue - day) (dark blue - night)

Services has functional areas that cover day and night.

Life (food)/Death (Mortuary)

Men/Women

(See "Emblem" on next page)



("Emblem" - cont'd from prev. page)

Ipu (gold):

Keeping and creating traditions.

Past to the present to the future.

History: our tie to it and our creating of it.

Harmony: working in harmony to accomplish a goal - keeping in step with each other.

Recognition of the history of hula.

Services mission includes MWR: Entertainment (today's hula)

Maile Lei (green)

Continued growth as a unit and as individuals.

The best-quality.

Honor/pride.

Calabash (brown)

Unity as a group that is grounded.

'Ohana - Family.

Working/Being together.

Dependence: all for one/one for all.

Completeness as a team - synergy.

The multiple functions that are part of our mission, all put together in one bowl: food service, lodging, MWR, search & recovery, fitness, laundry, field exchange, mortuary.

Poi Pounder (gray)

Basic needs: Food.

Taking care of and supporting through providing the basic needs.

The beginning, the foundation of all possibilities.

We wanted an emblem to represent Hawaii, our unit, our mission and our vision. We believe that with this emblem that we have developed, it does this.

Scam Artists Are At It Again

Y2K Bank Scam

If anyone ever asks you for your bank account information over the phone, don't give it to them under any circumstances. If there is a legitimate problem at your bank, they'll send you written notification.

An individual received a call from a man telling him he represented his bank and that they were having difficulty meeting requirements to be computer ready for Y2K. He said all bank customers would need to transfer their accounts to a bond account specially designed to protect their money until the bank could fully comply with Y2K requirements. He then said to verify that he

was talking to the proper account person the individual needed to confirm information about himself, his account numbers and then give verbal authorization to transfer funds to this specially designed account. The individual doesn't trust folks who do this kind of thing so he asked the caller which of the banks he uses did he represent. He was not able to do that and hung up at that point.

Some people would be scared to think they would lose all their money (which he said was sure to happen if the victim didn't do this now) and would supply the information without first checking this out. The individual notified the Phone Company of the call. Since he had caller ID, he could give them a number but the identifier just said "out of area". It came from a 248 area code, which is around Detroit.

Telephone Scam

Another individual received a telephone call from someone identifying himself as an AT&T Service Technician that said he was running a test on the telephone lines. He stated that to complete the test the individual should touch nine (9), zero (0), pound sign (#) and hang up. Luckily, the victim was suspicious and refused. Upon contacting the telephone company he was informed that by pushing 90# you end up giving the individual that called you access to your telephone line and allows them to place a long distance telephone call, with the charge appearing on your telephone bill. The individual was further informed that this scam has been originating from many of the local jails and prisons.

Please pass this information on to friends or family because this is a huge scam that is going on all across the country.

Free Antiviral Software

The Norton Antiviral Software and the McAfee Antiviral software is available to use on your home computer "Free of Charge". The government's license agreement allows this.

SPECIAL MEMBERSHIP MEETING HAWAII NATIONAL GUARD ENLISTED ASSOCIATION

Saturday – 22 May 99
Fort Shafter's Community Club/Skyview Terrace

Itinerary

0730 – 0830 Registration
(Continental Breakfast)
0830- 1200 Business Session
(Sessions w/ HNGA
[Officers Association])
1200-1300 Luncheon

Menu

Teriyaki Chicken
Egg Dipped Sauted Mahi Mahi
Rice, Mixed Vegetables
Green Salad, Rolls, Ice Tea, Coffee

UNIFORM: Class B



UNIT POCS: Air Guard/SMSGt Carl Simmons/733-4228
Army Guard/SGM Leighton Siu/733-4220

REGISTRATION IS REQUIRED: Detach and forward bottom portion no later than 4 May 99. If unable to attend, your proxy may be submitted using the form located on the reverse:

-----Deadline 4 May 1999-----

NAME:

UNIT:

() Will attend meeting and luncheon
\$10.00 fee enclosed

() Will attend meeting/Not
attending luncheon

Checks Payable to: HNGEA
3949 Diamond Head Road
Honolulu, Hawaii 96816