

# ***Kūkā'ilimoku***

## ***War God of King Kamehameha 1 – 154<sup>th</sup> Wing***

Vol. 45 No. 3

Hickam Air Force Base, Hawaii

March 6, 1999

### **HIANG Recognizes Outstanding Guardsmen for 1998**

*by Maj. Tracey J Saiki, 154<sup>th</sup> Wing Public Affairs*

The Hawaii Air National Guard held its 22<sup>nd</sup> annual HIANG awards banquet on Saturday, February 13, at the Outrigger Prince Kuhio. Our TAG, Maj. Gen. Edward V. Richardson, hosted the event of 300+ guard and family members, and honored guests from the National Guard Bureau, Pacific Air Forces, 15<sup>th</sup> Air Base Wing, Hawaii State Department of Defense, and local civic organizations. Congratulations to the following individuals on their successful achievements:

#### **Outstanding Airman**

**SrA Kathy KH Wai – 154<sup>th</sup> AGS**

Senior Airman Wai is the first female tanker crew chief assigned to the KC-135R Tanker flight in the Aircraft Generation Squadron. She has maintained a perfect record of zero defects on all maintenance evaluations. She completed her CDC in less than three months and became work center qualified four months ahead of the minimum required time.

#### **Outstanding Non-Commissioned Officer**

**TSgt. James Almeida, Jr. – 292<sup>nd</sup> CBCS**

**TSgt. Darren Morris – 204<sup>th</sup> AS**

Technical Sergeant Almeida anticipates future needs, then tracks and expedites supply orders to ensure timely arrival of material and equipment, and provides total customer satisfaction for the 292<sup>nd</sup> Combat Communications Squadron. He led the Rifle and Pistol teams to first and third place in the HING, and is a proud member of the unit's Honor Guard.

Technical Sergeant Morris actively ensures smooth flying operations in the 204<sup>th</sup> Airlift Squadron by coordinating the daily, weekly, monthly, and quarterly aircraft schedules, configurations, and fuel. He also ensures successful missions by coordinating prior

permission required messages, diplomatic clearances, lodging, transportation, customs, immigration, and agriculture inspections for worldwide locations.

#### **Outstanding Senior Non-Commissioned Officer**

**MSgt. Scott E Yerxa – 154<sup>th</sup> AGS**

Master Sergeant Yerxa supervises the C-130 aircraft maintenance unit in the Aircraft Generation Squadron. His efforts resulted in an average 111% sortie effectiveness rate – far exceeding the 90% standard. His successful planning allowed the unit to complete 450 hours above the flying program safely and within budget. His is a highly respected leader and role model.

#### **Outstanding Company Grade Officer**

**Capt. Duke Ota – 154<sup>th</sup> LS**

Captain Ota is the Chief of Supply assigned to the 154<sup>th</sup> Logistics Squadron. He is responsible for the timely processing of over 504,000 transactions this past fiscal year, as well as the purchase of over one million gallons of JP8 aviation fuel. He raised the fulltime assigned strength from 80% to 96% by hiring eight personnel in long-standing open billets.

#### **Outstanding Field Grade Officer**

**Maj. James T Yuki – 204<sup>th</sup> AS**

Major Yuki is a pilot assigned to the 204<sup>th</sup> Airlift Squadron. His superior flying abilities and leadership skills were directly responsible for the squadron's "excellent" rating on its first HQ PACAF CERI inspection. As the workday monitor, he is responsible for allocation of all active duty, MPA and ST days valued at over \$100,000.

*(see "HIANG Awards" on next page)*

(HIANG Awards - continued)

**Outstanding Service Team**  
**154<sup>th</sup> LSF & NCOAGA Chapter 18**

Guard members of the 154<sup>th</sup> Logistics Support Flight and Chapter 18 of the Non-Commissioned Officer Academy Graduates Association have given their time and effort to improve the quality of life for seriously ill children and their parents through volunteer efforts with the HUGS program. Their participation brings great personal satisfaction as well as recognition in our community.

**Winning Team**  
**154<sup>th</sup> LSF Plans, Programs  
and Mobility Office**

This team from the Logistics Support Flight implemented a 154<sup>th</sup> Wing cargo marshalling process for all deploying equipment, coordinating all necessary training and safety requirements. The team managed over 17,000 workdays with an exceptional error rate of less than .05%. They were also one of the first to utilize the Integrated Deployment System and the Deployment Management System.

**Outstanding HIANG Unit**  
**203<sup>rd</sup> ARS**

The 203<sup>rd</sup> Air Refueling Squadron supported over 19 real world contingency operations. At the same time, the unit improved training and strength while continuing a tradition of community involvement, such as Youth CHalleNGe.

The following individuals and teams were nominees and have contributed greatly to the continued success of the HIANG displaying exceptional professionalism and unfaltering commitment to excellence:

**Outstanding Airman**

SrA Murphy I Berteau – 154<sup>th</sup> SFS  
SrA Richard M Cline – 154<sup>th</sup> AGS  
SrA Sanders C Dayacos – 154<sup>th</sup> CES  
SrA Kevin A Flores – 154<sup>th</sup> AGS  
SrA Lawrence YT Fong – 291<sup>st</sup> CBCS  
SrA Peter K Kali, Jr. - 204<sup>th</sup> AS  
SrA Clesson K Paet – 154<sup>th</sup> LS  
SrA Byran B Sagayaga – 292 CBCS  
SrA Shon T Uekawa – 154<sup>th</sup> MSF  
SrA Debbie L Weidner – 169<sup>th</sup> ACWS  
SrA Curtis M Yoshimoto – 203<sup>rd</sup> ARS

**Outstanding Non-Commissioned Officer**

TSgt. Rodney G Arguilles – 297<sup>th</sup> ATCS  
TSgt. Douglas W Brandt – 154<sup>th</sup> ACS  
TSgt. Thomas Chock, Jr. - 154<sup>th</sup> LS  
TSgt. Eric Correa – 154<sup>th</sup> AGS  
TSgt. John C Lind, III - 154<sup>th</sup> MXS  
TSgt. Ruben C Mesinas, Jr. - 154<sup>th</sup> SFS  
TSgt. Jusserand F Ramos – 297<sup>th</sup> ATCS  
TSgt. Kelvin K Yoda – 169<sup>th</sup> ACWS  
TSgt. Brunson K Young – 291<sup>st</sup> CBCS  
SSgt. Lyle C Ceballos – 154<sup>th</sup> ACS  
SSgt. Eric K Faurot – 203<sup>rd</sup> ARS  
SSgt. Sterling W Nakamura – 154<sup>th</sup> AGS  
SSgt. Ediann KR Sanchez – 292<sup>nd</sup> CBCS  
SSgt. Lee A Stein – 154<sup>th</sup> CES  
SSgt. Ian P Villafuerte – 297<sup>th</sup> ATCS

**Outstanding Senior**  
**Non-Commissioned Officer**

SMSgt. Dennis H Mishima – 154<sup>th</sup> AGS  
SMSgt. Gary SP Pang – 203<sup>rd</sup> ARS  
MSgt. Raymond W Chang, Jr. - 297<sup>th</sup> ATCS  
MSgt. Raymond N Choy – 154<sup>th</sup> CF  
MSgt. John SK Chun – 154<sup>th</sup> LSF  
MSgt. Maurice Collette – 154<sup>th</sup> SVF  
MSgt. James HW Dang – 204<sup>th</sup> AS  
MSgt. Russel Ducosin – 154<sup>th</sup> AGS  
MSgt. Francisco Flores – 154<sup>th</sup> AGS  
MSgt. Herbert M Funasaki – 154<sup>th</sup> LS  
MSgt. Paul M. Gallagher – 154<sup>th</sup> SFS  
MSgt. Denise Jelinski-Hall – 297<sup>th</sup> ATCS  
MSgt. Robert SK Lee – 169<sup>th</sup> ACWS  
MSgt. Don H Miyamoto – 293<sup>rd</sup> CBCS  
MSgt. Claire L Tanaka – 291<sup>st</sup> CBCS  
MSgt. Vivian C Tsustumi – HQ HIANG  
MSgt. Henry Y Wakumoto – 154<sup>th</sup> CES

**Outstanding Company Grade Officer**

Capt. Laura LR Jones – 204<sup>th</sup> AS  
Capt. Spencer JK Napoleon – 154<sup>th</sup> AGS  
Capt. Damon L Pescaia – 203<sup>rd</sup> ARS

**Outstanding Field Grade Officer**

Maj. Michael JK Akiona – 203<sup>rd</sup> ARS  
Maj. Dewey DA Arakawa – 169<sup>th</sup> ACWS

**Outstanding Service Team**

169<sup>th</sup> ACWS Computer Maintenance

**Winning Team**

154<sup>th</sup> Services Flight Management  
291<sup>st</sup> CBCS RUTA Meal Acquisition Process  
169<sup>th</sup> ACWS & 150<sup>th</sup> ACWF Communications  
154<sup>th</sup> LSF Maintenance Operations Center

*McC - Source*

## Why ARC Participation Makes the EAF Work

Historically, as well as currently, on-going operations have required Air Force personnel to spend a great deal of time deployed. This deployment requirement has been generated by numerous real-world contingencies, such as Northern and Southern Watch, requiring utilization of Air Force resources, both personnel and equipment. These kinds of contingencies are expected to continue for the foreseeable future. The continuous tasking required to carry out these missions is putting a strain on Air Force personnel and in turn impacting current and future retention, especially the active force.

To address these issues, the EAF concept was created. Its purpose is to provide a force structure that allows real world contingencies and missions to be accomplished while at the same time stabilizing personnel deployments and creating an equitable distribution of deployment across the total force spectrum. To accomplish this, the EAF concept was established consisting of 10 Aerospace Expeditionary Forces (AEFs). These AEFs have a rotation cycle for 15 months with a deployment phase lasting 90 days. The purpose of this concept is to facilitate a unit or individual not having to be deployed more than 90 days a year. It also addresses some past inequities between units where some units have been required to deploy more than others. A final aspect of this concept is that it is to be accomplished without the creation of additional resources. This is accomplished through the utilization of only wartime-tasked resources for the peacetime steady state contingencies.

Historically, Air Reserve Components (ARC) (Air National Guard and Air Force Reserve) have assisted in many of these peacetime steady state missions on a volunteer basis. However, until the recent change in the Defense Planning Guidance (DPG) calling for ARC resources to be used in a shaping mission, it did not take part in any planned or systematic fashion. This was because the structure of the ARC was created to address only wartime requirements. The ad hoc manner in which the ARC previously

participated in these contingencies was not an efficient utilization of these resources. Like the active side, some units were over tasked in supporting these kinds of contingencies while others were not fully utilized.

By being systematically ingrained into the concept, ARC resources can be efficiently and effectively utilized to cover a significant portion of the Steady State mission requirements. With a stabilized deployment requirement, ARC personnel can plan ahead and it will allow employers to better prepare for the absence of their employees. This is critical to the whole EAF concept since there are insufficient active duty resources to cover requirements in the planned 10 AEFs. If the deployments are stabilized, planned far enough in advance and do not occur more than once a year, the ARC can fulfill the requirements through volunteerism and within currently wartime-tasked resources. Without the use of a stabilized volunteer ARC force, a Presidential Selected Reserve Call-Up (PSRC) of reserve forces would be the only way to handle the foreseen workload. This would have a tremendous negative impact on the ability to maintain a viable ARC force structure due to the negative impact it would have on civilian companies who employ Guard and Reserve personnel. Additionally, with additional ARC resources not currently used in steady state contingencies on a regular basis, active duty PERSTEMPO may be further reduced while OPSTEMPO is maintained.

To make this system work, the leadership within the Air National Guard (ANG) and Air Force Reserve Command (AFRC) will develop guidance and procedures for volunteerism, recall, mobilization, sustainment, and demobilization. They will also develop operational guidelines for the sourcing and scheduling of ARC resources to support AEF mission requirements. During each AEF cycle, one or both AEFs will have force elements provided by ARC units.

As previously mentioned, the level of ARC participation will not rely upon a PSRC. To the greatest extent possible the requirement will be met with volunteerism.

*(see "ARC" on Page 6)*

## HIANG CCMS News

by CMSgt. Delbert Dandurant  
 HIANG Command Chief Master Sergeant

Another Senior Non-Commissioned Officer Conference was completed 11-12 February, and from comments heard, it was a successful one. I thank all the committee members who worked on this conference.

Our speakers from the National Guard Bureau, Chaplain, Lt. Col. Charles Woods from the Family Support Office and our Air National Guard Command Chief Master Sergeant, Chief Master Sergeant Gary Broadbent, were great speakers, along with SMSgt. Valerie Benton from the First Sergeants Academy.

They talked about how we can take care of our enlisted folks as we go through the "Year of the Enlisted" and beyond. I would also like to thank our TAG, Wing Commander, 201st Group Commander and other presenters for their participation.

The enlisted issues that were discussed at the conference will be in this newspaper next UTA as we are still finalizing the results. There were some good issues and concerns that were brought up and I thank those of you who had sent them in.

Another success story was achieved at the HIANG Awards Banquet. It was a great turnout and a great night for everyone, especially the recognition of the nominees and the eventual award winners. All the nominees were outstanding and by just being nominated made them all winners. I would like to say, "congratulations" to the following individuals and "Teams": "Airman of the Year", SrA Kathy KH Wai, 154th AGS; "NCO of the Year", TSgt. James Almeida Jr., 292 CBCS; and TSgt. Darren R Morris, 204th AS; "SNCO of the Year", MSgt. Scott E Yerxa, 154th AGS; "Winning Team", 154 LGLX (Plans, Programs & Mobility); "Service Team", 154 Logistics Support Flight; "Outstanding

Unit", 203 ARS; "Company Grade Officer", 1Lt. Duke M Ota, 154 LS; and "Field Grade Officer", Maj. James T Yuki, 204 AS. Fantastic job!

Before closing, I would like to thank all the commanders and supervisors for their support of the conference. And special thanks goes out to Hilo, Maui, and Kauai for their strong turnout at the conference.

Aloha!



## Promotions

The commander of the 154th Wing, Brigadier General Michael H Tice, would like you to join him in congratulating the following members of the 154th Wing who were promoted to the rank indicated, in the unit indicated, after meeting our February NCO Promotion Board. Congratulations!

<u>Rank</u>	<u>Name</u>	<u>Unit</u>
SMSgt.	Stanley Miura	169 ACWS
MSgt.	Rex Nakamura	154 ACS
TSgt.	Roxanne Bruhn	154 MXS
TSgt.	Sandra Dubrett	154 MSF
TSgt.	Nathan Koide	154 AGS
SSgt.	Joel Membrere	154 AGS
SSgt.	James Munoz	204 AS
SSgt.	Jeffrey Pakele	154 AGS
SSgt.	Derek Wheeler	154 AGS

## Next UTAs

April  
 3<sup>rd</sup> & 4<sup>th</sup>

&

May  
 1<sup>st</sup> & 2<sup>nd</sup>



## Chaplain's Corner

by Maj. Robert K Nagamine, Chaplain, 154<sup>th</sup> Wing

Whoever said, "Balance is the key to life" was really on target! Occasionally, we need to take a step back and reevaluate if we have balance in our life. If we have an imbalance, then it will likely show up in how well we function. Our social, physical, intellectual and spiritual needs demand our attention, even when we don't realize it. If we don't fill our wells in these areas, then when we turn to them there will be nothing to draw from. The impact will effect our emotional well being, especially during stressful times. And all of us, of course, have our share of those times.

There's a passage in Scripture that says: *"O Lord, our Lord, how majestic is your name in all the earth! When I look at your heavens, the work of your fingers, the moon and the stars which you have established; what is man that you are mindful of him, and the son of man that you care for him? Yet you have made him little less than God, and crowned him with glory and honor. You have given him dominion over the works of his hands;..."* (Psalm 8). What a great passage this is! The psalmist worships his Creator. Revealing his perspective on life, in his amazement, he describes how insignificant he should be, yet how important to his creator he is.

Whatever faith you may embrace, I hope that you take time to worship and tend to your spiritual needs. Lent is already here and Easter is approaching. I hope that you may find this time of the year a spiritually recharging time.

Note the different services listed and available to you.

## Worship Services

### Protestant Service

(Building #3416)

### Sunday UTAs

08:15-08:45

154<sup>th</sup> Logistics Group  
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

## Easter Sunday



April 4<sup>th</sup>

"ARC" (continued from Page 3)

The Secretary of the Air Force may place the Air Reserve Component (ARC) Selected Reserve on active duty. This authority is usually used as a bridge to expand Active Force capabilities, and how ARC units have normally provided Ad Hoc support for real world contingencies in the past.

In the future, ARC staffs will coordinate with the Central Tasking Authority (CTA) the specific capabilities to be filled by the ARC in each AEF. The CTA, which will also have permanent ARC staff personnel serving as ARC liaisons, will outline the requirements by capability, amount, duration, and location. The ARC staffs will then schedule by functional area as required. This scheduling process will be accomplished internal to the ARC using the concept of rainbow operations (or the sequenced deployment of several units for periods of at least 15 days, not including travel time, each to cover the 90-day deployment period of an AEF). The 15 days in-theater deployment may be extended depending on volunteerism. Key leadership positions (Sq/CC, LG, etc.) and critical positions approved by ARC senior leadership may deploy for a period of 30 days. To the maximum extent possible, ARC unit personnel will deploy in the same AEF or at least during the same time frame to maintain unit integrity and facilitate normal unit training. Additionally, ARC personnel will fill AEF leadership positions on an equitable basis with active duty forces. This will enhance and facilitate the total force concept and provide for a much more effective organization.

Through this totally integrated structure and effort, the ARC will provide a large pool of currently untapped resources that make up for the shortfall that exists in the active force structure in implementing the EAF concept.

### **“ANG Enlisted Call” on Television**

*by MSgt. Rose Vendiola, HIANG Retention Office*

The Warrior Network broadcast, “ANG Enlisted Call” is scheduled to air on the 23<sup>rd</sup> of March. This broadcast will air from 1300-1500 EST. All ANG Warrior Network sites not already scheduled to receive a broadcast will receive this one.

#### **Synopsis of the broadcast**

“ANG Enlisted Call” - a discussion of current enlisted issues related to training, personnel and recruiting.

#### **Q&A from the Field**

Questions from the field will be taken via telephone (Commercial: 1-800-524-8842) and fax (DSN: 266-3880, Commercial: 1-888-271-7956).

Panel Members will be:

<b><u>Name</u></b>	<b><u>Phone #</u></b>
CMSgt. Gary Broadbent	327-2385
E-mail: BroadbentG@ngb.ang.af.mil	
CMSgt. Arthur Hafner	278-8677
E-Mail: HafnerA@ang.af.mil	
CMSgt. Mike Menting	278-8136
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### **KUKA'ILIMOKU**

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

Commander: Brig. Gen. Michael H Tice

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## HNGEA News


### EANGUS Legislative Update

by SSgt. Stephen L. Thomas, Public Affairs, 154<sup>th</sup> Wing

Are you receiving the "New Patriot" newspaper from EANGUS, the Enlisted Association of the National Guard of the United States? Definitely not if you're not a member of the HNGEA, the Hawaii National Guard Enlisted Association, the state arm. The "New Patriot" keeps members informed of what's happening with 'Guard issues' on Capitol Hill. Receiving the "New Patriot" is just one of the many benefits of being a member of the HNGEA.

The real benefit of being a member is having a 'voice' in Washington, and because EANGUS has a voice in Washington, the Congress listens to what we have to say. Like I've said many times before, numbers mean a lot; our future depends on the lobbying efforts by our enlisted associations. We need you to join the HNGEA today! Please see Chief Kabazawa, MSgt. Vendiola or TSgt. Komine for more information about the HNGEA.

The Legislature has been pretty busy lately, as far as the military is concerned. As you know, our pay and retirement benefits have improved, and we can now use the commissary twice as many times per year. Obviously, space hasn't allowed us to print all the House and Senate bills that affect you and me in the past, but because there are so many bills pending that concern Guardmembers, we decided to print them this time. Here are just some of the bills now before our lawmakers.

 Senator Kay Grainger plans to introduce legislation to provide 'tax credit' for employers of Guard and Reserve members.

The Citizen's Flag Alliance has announced that there are 225 co-sponsors to the soon-to-be-introduced Cunningham-Martha Flag Protection Amendment. They are reaching for a goal of 290 co-sponsors before the bill is introduced on February 24.

#### House Bills

HJR 5 - The Flag Amendment. Would amend the Constitution authorizing Congress and the States to prohibit the act of desecration of the flag of the United States and to set criminal penalties for that act. Referred to the Judiciary Committee.

HR 44 - Would authorize the payment of special compensation to certain severely disabled uniformed services retirees. Would pay an additional \$300 to those 100% disabled, \$200 for those 90% disabled and \$100 for those 80% disabled. Retirees must have completed at least 20 years of service and have a service-connected disability. Referred to the Armed Services Committee. 31 co-sponsors.

HR 70 - Arlington National Cemetery Burial Eligibility Act. Would enact eligibility requirements for burial in Arlington. Referred to the Veterans' Affairs Committee. 34 co-sponsors.

HR 71 & HR 80 - Would amend the Internal Revenue Code to clarify the exclusion from gross income for veterans' benefits. Both referred to the Ways and Means Committee.

HR 72 - Uniformed Services Former Spouses Equity Act of 1999. Would revise the rules relating to the court-ordered apportionment of the retired pay of members of the Armed Forces to former spouses. Currently, courts have the authority to divide military retirement pay as property. This bill would take away the entitlement for former spouses who remarry. It was also referred to the Armed Services and Ways and Means Committees. 5 co-sponsors.

HR 113 - Would remove certain restrictions (residency, extends enrollment period) on participation in the FEHBP demonstration project for Medicare-eligible DoD beneficiaries. Referred to the Armed Services and Government Reform Committees. 19 co-sponsors.

HR 119 - Military Retiree Health Care Task Force Act of 1999. Would establish a Medicare Eligible Military Retiree Health Care Consensus Task Force which would conduct a comprehensive study of commitments made to members of the uniformed services with respect to health care coverage; agreement and contracts between DoD and VA regarding health care coverage for military retirees; and proposals for health care coverage for Medicare-eligible military retirees and their dependents. Members of the task force will be appointed by the Speaker and the Minority Leader from Veterans Service Organizations, military associations (both officer and enlisted) and the health care profession. Referred to the Armed Services Committee. 57 co-sponsors.

(see "HNGEA" on Page 9)

## ESGR News

*Diff. Source*

### Six State Chairpersons Appointed for Employer Support of the Guard and Reserve

Six new state committee chairpersons for the Employer Support of the Guard and Reserve (ESGR) were appointed today by Charles L Cragin, acting assistant secretary of Defense for Reserve Affairs in a Pentagon ceremony.

James O Campbell of Alaska, Melvin C Thrash of Arkansas, Arthur C Tokin of Hawaii, Dr. George W Schubert of North Dakota, John R Ricottilli Jr. of Rhode Island and Raymond C Jones of the Virgin Islands are the new appointees who join a team of 54 ESGR committee chairs nationwide, one in each state, territory and the District of Columbia. Each has previously served as a volunteer on a state/territory ESGR committee and was nominated by search committees within each jurisdiction prior to their selection.

"The state chairpersons are vital because they provide the leadership to the 4,200 ESGR volunteers, nationwide, who are working to garner support from the civilian employers of Reserve and National Guard personnel," said Cragin. "Our Reservists and Guardsmen are being used in more cases and in more places than ever before. They must have the cooperation of their civilian bosses so that they can continue to meet their military commitments."

While in Washington, DC, the appointees will participate in an intense orientation program to prepare them for their duties.

The National Committee for Employer Support of the Guard and Reserve (NCESGR) was chartered in 1972 to minimize conflicts between part-time military duties and full-time civilian career responsibilities. At that time, the US armed

forces were transitioning to an all-volunteer force.

"Today, more than half of the nation's military strength resides in the National Guard and Reserve," Cragin said. "It is important, particularly as the role of Reserve forces grows, that we not take the support of employers for granted. The state ESGR committees are a vital means to ensure that we don't."

For more information, call Lt. Col. Terry Jones at (703) 695-3620 in the Office of the Assistant Secretary of Defense for Reserve Affairs or Lt. Col. Mike Edrington at NCESGR at (703) 696-1381, or visit the Reserve Affairs web site at <http://www.raweb.osd.mil/>.



### See the *USS Missouri!*

Would you like to see "the world's most historic battleship"? It happens to be the USS Missouri (BB-63), now homeported right here at Pearl Harbor next to the USS Arizona.

The NCOAGA, Chapter 18, is sponsoring a tour of the great battleship on Monday, the 5<sup>th</sup> of April 1999, and family & friends are welcome!

We will have four tours that day. The first one will be at 0945, the second one at 1000, the third at 1015 and the last one will be at 1030. Trolleys leave the USS Bowfin every 15 minutes for Ford Island and the USS Missouri tour. Please arrive 20 minutes before tour time at the USS Bowfin museum.

Cost: \$10.00 for adults 13 years and older  
5.00 for children 4-12 years  
Free for children under 4 years

A \$1.00 per person deposit at sign up is required. Each tour group will consist of 15 people for safety reasons on board.

Please contact MSgt. Joe Spatola at 449-6040 to sign up for a specific tour time.

Thank you for supporting the NCOAGA, Chapter 18. "Be square."

"HNGEA" (continued from Page 7)

HR 121 - Military Retiree Health Care Relief Act. Would amend the Internal Revenue Code of 1986 to allow a refundable credit to military retirees for premiums paid for coverage under Medicare Part B. 3 co-sponsors.

HR135 - Veterans' Access to Emergency Care Act of 1999. Would improve access of veterans to emergency medical care in non-VA medical facilities. Authorizes the reimbursement of enrolled veterans for expenses incurred in the treatment of any medical emergency which poses a serious threat to life or health. Referred to the Veterans' Affairs Committee.

HR 205 - Would amend Title 10 to permit Medicare-eligible military health care beneficiaries to enroll in FEHBP. Referred to the Armed Services and Government Reform Committees. 6 co-sponsors.

HR 284 - Would require employers to give employees who are members of a Reserve Component a leave of absence for participation in an honor guard for a funeral of a veteran. Referred to the Veterans' Affairs Committee.

HR 289 - Requires a report to Congress regarding a tax incentive to encourage individuals other than members of the Armed Forces to participate as members of honor guards at funerals for veterans. Referred to the Ways and Means Committee.

HR 303 - Would permit retired members of the armed forces who retired with over 20 years of service and who have service-connected disabilities to receive VA compensation concurrently with retired pay without deduction from either.

HR 362 - Would extend commissary and exchange privileges to veterans with a service-connected disability rated at 30% or more and to the dependents of such veterans.

HR 363 - Would repeal the two-tier annuity computation system applicable to annuities for surviving spouses under the Survivor Benefit Plan for retirees so that there is no reduction in such an annuity when the beneficiary becomes 62.

HR 364 - Would provide a Veteran's Employment and Training Bill of Rights, to strengthen preference for veterans in hiring. Referred to the Veterans' Affairs Committee.

HR 475 - Would extend eligibility for the military health care system and commissary to unremarried former spouses who were married for

at least 17 years (during the member's service) to a uniformed services member who performed at least 20 years of service.

HR 476 - Would prescribe alternative payment mechanisms for the payment of annual enrollment fees for TRICARE.

HR 500 - A bill to increase the rates of military basic pay and to revise the formula for the computation of retired pay for members of the Armed Forces who first entered military service on or after August 1, 1986. Referred to the Armed Services Committee.

HR 566 - Stand Down Authorization Act. Authorizes the Secretary of the VA to conduct Stand Down events (an outreach and assistance program for veterans) and establishes a pilot program that will provide for an annual Stand Down event in each state. Includes support from the National Guard for such events. Referred to the Veterans' Affairs Committee. 53 co-sponsors.

#### Senate Bills

SB 4 - A bill to improve pay and equity for members of the armed forces. This bill was amended by incorporating SB 169 February 1. Would increase base salaries for all military employees by 4.8% and require that all future military pay increases be .5% or more than the Employment Cost Index. Would revise the pay chart to divert funds to the middle ranks, officer and enlisted, where retention is most critical. Would eliminate the "Redux" retirement plan, returning retirement pay to 50% of a member's highest paycheck. Would create a military Thrift Savings Plan. Sen. Max Cleland plans to introduce an amendment which would permit Ready Reserve members to participate also. Would eliminate the requirement for a \$1,200 payment to receive Montgomery GI Bill education benefits and allow lump-sum payments instead of monthly for those benefits. Would increase MGIB benefits payments. 25 co-sponsors. Passed the Senate Armed Services Committee as amended on January 27, 1999.

SB 4 - One amendment adding Guard and Reserve members to the Thrift Savings Plan has already been introduced. Three more amendments, which will enhance the MGIB benefit for Guard and Reserve members, are being introduced now.

(see "HNGEA" on Page 13)



## Chapter 18, NCOAGA News

by TSgt. Craig Makiya, Chapter 18, NCOAGA

Our General Membership meeting was held on Sunday, February 7, 1999. I would like to congratulate our new officers: President – Samuel Kekuna, Secretary – Takao Wada; Directors – Douglas Awana, Pamela Goya, Kathy Fritz, Craig Makiya, Robert Garcia, Wayne Pontes, and Irvin Yoshino. Also still serving their terms are Vice President, Craig Harimoto and Treasurer, Brian Tom.

General Tice, 154<sup>th</sup> Wing Commander, was our keynote speaker, and he gave us some very interesting news that will concern the HANG in the near future.

Douglas Awana, Seminar 32 Chairman, gave us a detailed report on the progress of the "Big Show" to be held in the year 2000. With little more than a year to go, the anticipation and excitement is building for Seminar 32. Volunteers are still needed for the numerous committees out there. And if you still don't know what Seminar 32 is, contact any of the officers or a Board of Directors member.

Michael Matsuura, membership chairman, reported that 1998 had 50 paid members. Our goal for 1999 is to quadruple that number to 200. To become a member of Chapter 18, contact any of the officers or access the "W" drive at W:\NCOAGA\Apps.Doc.

New Chapter 18 President Samuel Kekuna was the final speaker of the evening. Sam gave us his goals for Chapter 18 for the upcoming year. And with Seminar 32 right around the corner, he reiterated the importance of recruiting more members for the Chapter. An inspirational speech, indeed!

Chapter 18 is selling discount tickets to the Battleship Missouri. Tickets are good for Monday, 05 April 1999 (an off day for technicians). Tour times are 0945, 1000,

1015, and 1030. Cost is \$10.00 for adults and \$5.00 for children under 12 (children under 4 are free). The normal cost for adults is \$13.00 and \$8.00 for children. Contact any member of the Board of Directors (see above) for tickets.

Our first community project for 1999 will be held on Saturday, March 27<sup>th</sup>. 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.

For the 3rd year in a row, Chapter 18 of the Non Commissioned Officers Academy Graduates Association (NCOAGA) has been called upon to provide manpower for their annual Easter Party. This year's party will be held at the HUGS home on 3636 Kilauea Avenue in Kaimuki (across from Leahi hospital).

Volunteers will be needed from 0900-1500 to cook hamburgers and hot dogs, as well as set up, clean up, and run the games that the HUGS organization sets up. HUGS is also asking for volunteers to bring along their hibachis to help with the cooking.

Because I will be on TDY until March 21<sup>st</sup>, please call James Etherton (LG Analysis) at 448-7393 or e-mail him at EthertonJ@MA@154Gp if you are interested in helping out for this worthwhile cause.

And finally, renovation of the old CRC continues... Our next cleanup day is Saturday, 17 April at 0800. Come out for some hard work and good fun. Once the renovation is complete, this facility will become our "official" Chapter 18 clubhouse. Contact Pamela Goya for more details.

Until next month...  
BE SQUARE ... and remember ...  
YOU CAN MAKE A DIFFERENCE!

### ⇒Deadline!

The deadline for the April edition of the Kuka'ilimoku is Friday, March 26<sup>th</sup>.

## \$\$ & Sense

by MSgt. Brian Tom, 154th Wing Finance

### Military Pay

#### UTA            Pay Dates

Mar 6 & 7      Check date should be 24 Mar

Apr 10 & 11    Check date should be 28 Apr

#### **Rescheduled Unit Training Assembly (RUTA) ANGI 36-2001, January 15, 1997**

Rules To Follow: 1) A RUTA must be requested and approved in advance of the missed period. If the request and/or the approval were initially made verbally, approval must be documented prior to the RUTA being performed. 2) Training received during a RUTA must be of equal to or better quality than the training that would have been received during the missed training assembly. 3) If the RUTA is at the request of the member, the unit commander may deny or approve based upon valid circumstances as determined by the commander. 4) Training objectives, such as ancillary training, physicals, and unit continuity and cohesiveness must be maintained. 5) A RUTA will not be performed outside of the fiscal year of a missed UTA. 6) A RUTA must be approved by the commander or his designated representative.

#### **W-2s**

Reminder: Duplicate W-2s for tax year 1998 can be obtained by using "PayCall". PayCall provides direct account access for military pay customers using an automated integrated voice response system. The phone number is 1-800-755-7413 or DSN 926-1281.

#### **Civilian Pay**

It is a Technician's responsibility to initial all leave taken during a pay period. Initials should be accomplished on the timesheet. SF 71s may replace initials but need to be maintained by supervisors for six years. Technicians must also sign their timesheets

verifying all information is correct. Any disagreements should be elevated using the proper chain of command.

Effective April 25, 1999, technicians will be able to make changes to their Federal Employees' Group Life Insurance (FEGLI) Option C deductions. FEGLI Option C offers coverage for spouses and eligible children. For more information, please call your Human Resource Office at 733-4116.

#### **State Active Duty (SAD) Technician Personnel Regulation 990-2.**

Rules To Follow: 1) Technicians need only sign leave for the number of hours he or she is away from his technician duties while performing SAD. Technicians must sign for leave whether or not the technician receives the SAD pay. He must be on some official leave status when absent. 2) The appropriate leave statuses when on SAD could be Annual Leave, Law Enforcement Leave, Comp Time, or Leave Without Pay.

### **Royal School**

by SMSgt. Irvin Yoshino, 154 MXS

The 154 MXS will be doing a community service project at Royal School on Mar 13, 1999 (Saturday) between the hours of 8:00 a.m. and 2:00 p.m. The project will be the removal of playground equipment, mandated by law. We will need 20 people for this project. Even if you are not a Maintenance Squadron member and would like to help, come on down. Please E-Mail or call me at 448-7220. E-Mail: IYoshino@HIHIK.ANG.AFMil.



Please Recycle the Kuka'ilimoku



## Tuition Assistance Program

by MSgt. Rose Vendiola, HIANG Retention Office

It's that time again! If you're thinking of using the HING Tuition Assistance Program (TAP) to attend the University of Hawaii system campuses for the Fall 99 semester, submit your application to the Military Personnel Flight (MPF) ASAP. You need to completely fill out HING 1-R dated **FALL 1999** and HING Form 2-R. These forms must be signed by your unit commander and turned into **154 MSF/DPMH no later than 12 March 1999**. There will be no applications accepted after the suspense date. TAP applicants have to meet all criteria listed in Policy Directive 1996-2. The most common problems we had this past semester were ETS dates during the applied period and members attempting to achieve more than one associates or bachelors degree. Members' ETS date must be on or after the end of Fall Semester 1999 (by 31 Dec 1999).

Unit members may contact SSgt. Dubrett at 448-7436 to make an appointment to extend/reenlist. Letters signed by the unit commander stating the member's intent to reenlist will not be accepted.

Note that the authorized dollar amount covers only tuition and does not include student and other fees. Additionally, the TAP program will not be responsible for tuition-related charges for late withdrawals and dropped classes. Also, the intent of this program is to provide assistance for one Associates degree and one bachelor's degree.

Please plan ahead to take advantage of this terrific program. See your unit IM for available Fall 1999 applications or come up to see the Customer Service Desk at the 154<sup>th</sup> Military Personnel Flight, Bldg. 3417. Additional questions may be directed to MSgt. Vendiola at 448-7445 or your unit career advisor.

## HIANG Seven Habits 99-2

by Maj. Bill Petti, Commander, 154 LSF

The second Seven Habits Workshop of 1999 added another 26 individuals to the ever-growing army of graduates that now total 595. Facilitating workshop 99-2 were **Lt. Col. Bruce Minato** and **TSgt Rob Joy**. Based on feedback from class participants, these two facilitators put on one of the most dramatic presentations, yet. Might I also add that the food and refreshments were first-class as usual thanks to the superb efforts of **2nd Lt. Cliff "Ben" Heen**. Of course, we must also mention the fine classroom setup performance by our **LG Training Office**.

Our most recent graduates were **Lt. Col. James Iwamura** (HQ HIANG), **Maj. Greg Fournier** (HQ 154 WG), **Maj. Stan Snow** (199 FS), **Capt. Wade Oganeku** (199 FS), **Capt. Jeff Protacio** (HIARNG/C/193<sup>rd</sup> Avn), **1<sup>st</sup> Lt. Marcus Badley** (154 CF), **CMSgt Rolland Tang** (154 CF), **MSgt. Roy Kudo** (154 MXS), **TSgt. Jerry Dagulo** (154 MXS), **TSgt. Paul Kamakawi'woole** (154 LSF), **TSgt. Keith Kamiyama** (297 ATCS), **TSgt. Emric Katada** (297 ATCS), **TSgt. Lester Leung** (154 MXS), **TSgt. Joseph Rayray** (154 AGS), **TSgt. Randy Sagario** (154 LSF), **SSgt. Blaine Agena** (297 ATCS), **SSgt. Timothy Amrich** (154 MXS), **SSgt. Joseph Castro** (154 LS), **SSgt. Daryl Funakoshi** (154 MXS), **SSgt. Ian Villafuerte** (297 ATCS), **SSgt. Romualdo Ruiz** (154 LS), **Sgt. Ronald Timbreza** (154 AGS), **SrA James McMillan-Chau** (169 ACWS), **SrA Antonio Perry** (169 ACWS), **AIC Heidi Kong** (169 ACWS), and **Ms. Thelma Yonehiro** (HQ HIANG).

The next workshop is scheduled for 23-26 March in the 154<sup>th</sup> Wing Dining Facility. Individuals may view sign-up procedures and the annual workshop schedule on the "*W*" Drive under Leadership/Seven Habits-PCL-Signup.xls file.

"HNGEA" (continued from page 9)

One will include the Guard and Reserve in the transferability of the benefit that was proposed for the active duty. Another will allow accelerated payments of MGIB benefits for the Guard and Reserve. And the last will expand the limiting date from ten years after becoming eligible for the benefit to five years after separation.

SB 5 - A bill to reduce the transportation and distribution of illegal drugs and to strengthen domestic demand reduction. Contains a section, 4401, which authorizes funding for state plans for 2000 & 2001, which needs to be reworded to send the money directly to the National Guard. 13 co-sponsors. Referred to the Judiciary Committee.

SB 71 - Would establish a presumption of service-connection for veterans with Hepatitis C who, during a period of service: received a blood transfusion before December 31, 1992, were exposed to blood, underwent hemodialysis, underwent tattooing, body piercing or acupuncture, were diagnosed with unexplained liver disease, experienced an unexplained liver dysfunction or served in a health-care position or specialty.

SB 122 - Guard and Reserve Special Duty Assignment Pay Equity Act of 1999. To amend title 37, United States Code, to ensure equitable treatment of members of the National Guard and the other Reserve Components with regard to eligibility to receive special duty assignment pay. Referred to Armed Services Committee.

SB 169 - A bill to improve pay, retirement, and educational assistance benefits for members of the armed forces. Incorporated into SB 4.

SB 258 - Would authorize additional rounds of base closures and realignments in 2001 and 2003. Referred to the Armed Services Committee. 5 co-sponsors.

SB 270 - Soldier's, Sailor's, Airmen's and Marine's Bills of Rights Act of 1999. Would improve pay and retirement equity for members of the Armed Forces. 14 co-sponsors.

SB 309 - Amends the IRS code to provide that a member of the uniformed services shall be treated as using a principal residence while away from home on qualified official extended duty in determining the exclusion of gain from the sale of such residence. Referred to Finance Committee. One co-sponsor.

SB 350 - Military Health Care Improvement Act of 1999. Would improve health care benefits under TRICARE: expedite and reduce the costs of TRICARE claims processing, permit increased reimbursement levels for TRICARE, require portability of benefits between regions, and bring the fee structure and copayments more in line with comparable civilian HMOs. Referred to Armed Services Committee. 2 co-sponsors.

For more information on legislative issues that concern you, you can go to either the HNGEA or EANGUS Web Page at [www.hngea@aol.com](http://www.hngea@aol.com) or [www.eangus.org](http://www.eangus.org).

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## 1<sup>st</sup> TEL -- A Telling Success!

by Maj. Bill Petti, Commander, 154 LSF

The first Transition to Effective Leadership (TEL) workshop was held in the 154<sup>th</sup> Wing Dining Facility 16-19 February. Combining the elements of the old HIANG Leadership Seminar and several Covey programs, the program fulfilled several expectations of the attendees. For 7 Habits grads, it was a deeper exploration of the basic Covey principles. For PCL grads, it reinforced the link between the personal and interpersonal levels of leadership with that of the managerial and organizational.

The four-day seminar was highlighted by a visit by the Adjutant General MG Edward V Richardson. BG (Retired) Rodrigues, BG Tice, and Col. Dobashi were also involved by giving presentations.

The first graduates were Lt. Col. Pat Casey (154 OG), Lt. Col. Roy Cornella (291 CBCS), Maj. Keith Kunichika (154 WG), Maj. Dave Snakenburg (154 MXS), Capt. Tamah Lani Nakamoto (HQ HING), MSgt. Randy Avilla (154 AGS), MSgt. Norman Eclarin (154 AGS), MSgt. Kathy Fritz (154 SVF), TSgt. Rocky Bruhn (154 MXS), TSgt. Nathan Enriques (169 ACWS), TSgt. Douglas Pilares (154 AGS), TSgt. Al Regina (154 LSF), SSgt. Dawn Bishop (199 FS), SSgt. Dominador Molina (154 AGS), SSgt. Robert Nakamatsu (154 LS), SSgt. Darryl Wannomae (297 ATCS), SSgt. Kelly Wilkinson (154 LS), and SrA Ken Guerrero (154 MXS).

The next TEL is scheduled for 20-23 April. You must be a graduate of the 7 Habits course and be an E-5 or above to register for this one.



## An Easter Tradition



by SrA James Etherton, Analysis Section, 203 MXS

Where is *Peter Cotton Tail*? If you are curious to meet him, he is likely to show up at the HUGS group home on Saturday, March 27<sup>th</sup>. This is when the 154 LSF and Chapter 18 of the NCOAGA will host an Easter party for HUGS. HUGS is a respite program for families of seriously ill children.

This year will mark the third consecutive year that the Hawaii Air National Guard has been involved with the HUGS Easter Party. The party gives the families and children a day to relax and have fun. Last year, over twenty HUGS families attended the party with over 30 National Guard members cooking, serving food, and hosting children's activities. The party was a huge success and we anticipate an even bigger party this year.

This project is a very worthwhile community event in that it affords members of the Guard the opportunity to be involved with a program that most of us have never been involved with before. The HUGS program caters to families facing grave circumstances. Last year, I met a twelve-year-old girl who is waiting for a life-saving bone marrow transplant. She told me that her chances of survival are about 50/50, even IF she gets the operation. She told me this matter-of-factly and didn't seem to be depressed that the doctors only give her a fifty-percent chance of survival. She told me that any chance is better than the alternative. This really touched my life and I hope that this year I can meet another child like her.

While the project is pretty much on track as far as logistics, I would like to offer all members of the Guard the opportunity to come and see what HUGS is about. If you

are interested in finding out more, please call Jim Etherton at 448-7393.

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## Hair Testing for Drugs?

from MSgt. Lee Ann Schweger, Deputy Chief,  
Substance Abuse Branch, National Guard Bureau,  
Counterdrug Directorate

*I've been getting a lot of questions on the option of hair testing for drugs. Attached is the text of a news story on the topic, and this is why we don't do it. It isn't an option at this time for us ... it is not reliable. This is part 1 of 3 ... I will release the other segments as they become available.*

*Over the last decade, drug testing has become a common and some say necessary intrusion into our lives. It's used in our legal system, schools, and workplaces. It can be a factor in getting a job or losing one. A snippet of hair is replacing the urine sample as the easiest way to test for drug use. But a three-month investigation by "CBS This Morning" correspondent Roberta Baskin uncovers serious questions about the reliability of hair testing. The first of her three-part report follows.*

With so much at stake, the accuracy of a drug test is critical. You would have thought that by now the multi-million dollar drug testing industry would have developed safeguards to ensure that hair tests provide fair, reliable and consistent results. But experts say they aren't there, yet. Drug testing is moving out of the bathroom and into the barbershop. A snippet of hair can reveal more information about drug use than a urine sample. Chemical analysis can detect whether you have used cocaine, marijuana, PCP or amphetamines within the last three months, instead of just the last three days.

General Motors, Blockbuster Video, and 1,000 other companies around the US are now using hair testing to screen job applicants for drug use. The New York City and Chicago police departments are using hair samples to test recruits. Hair tests have been used as evidence in child custody cases. Schools in Louisiana and Indiana now use them to test students.

(see "Hair" on Page 15)



## Keeping You On "Q"

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

### Harmony Between Service and Power

Gandhi had power, but he had none of the means we usually associate with power: wealth, official position, and military might. His power was based solely on the willingness of people to follow his lead. They were willing to serve him because his life was devoted to serving them.

One of the greatest challenges of leadership is to develop harmony between service and the power that is necessary to exercise this leadership. This is a power that influences the spirit of humanity.

Power provides the authority to convince people to act in a way that moves an organization toward its objectives. One can exercise power through control or through service. **Control** motivates people through their attachments – by supervising employees, determining their compensation, and offering job security. **Service** motivates people through their sense of personal obligation and moral imperative. This is exercised by setting an example and creating the moral authority to ask others to take individual responsibility.

The greatest source of power in any organization is **personal power**: the character, courage, determination, knowledge, and skill of the individual members of the organization.

To move an organization toward its objectives, we need to harness this personal power, not emasculate or destroy it. When leadership exercises its control through demagoguery and fear – exemplified in the extreme case by Hitler and Stalin – individuals surrender their personal power to the leader. The organization then suffers from the lack of spirit, creativity, and commitment.

Gandhi spent his life as a trustee for humanity. His talents, power and influence were all used for the benefit of humanity, not for personal gain. An important lesson to be learned from Gandhi's example: *Power is given to you by others. It is not yours; it is in trust with you and it is a great responsibility. Power is to be used for the benefit of those whose trustee you are.* ♦

## Think Safety!

*"Hair" (continued from Page 14)*

There's even an over-the-counter home test available for suspicious parents. According to Ray Kubacki, head of Psychemedics, the largest hair testing company, sales are brisk. He says, "It's in over 10,000 drugstores nationwide and, quite frankly, this is an area that we look at as a building area."

For years, scientists have researched hair samples to determine a body's exposure to drugs. Many say it's not yet an exact science. And, they say hair testing should not be used by itself to determine drug use. In fact, the Society of Forensic Toxicologists still stands by its 1990 conclusion that "The use of hair analysis for employee and preemployment drug testing is premature and cannot be supported by the current information." Dr. Douglas Rollins, head of the Center for Human Toxicology at the University of Utah, says, "I don't think it's ready; I think it is premature, and as a scientist, I'm concerned about the release of information before it's actually ready to be released."

His research on rodents focuses on questions of accuracy and fairness. Rollins found that black hair retains levels of drugs up to 50 times higher than light-colored hair. He is now investigating whether that same color bias exists in human hair. Rollins explains, "For example, the color bias issue, where black colored hair could have a higher concentration than blond colored hair. Until these issues are resolved, we don't know how to interpret the data that are being generated out there by state of the art technology."

At the National Institute of Standards and Technology in suburban Washington, Dr. Michael Welch sent identical hair specimens with various drugs to 19 hair testing labs. Some labs found drugs where none existed, some missed drugs that should have been found. Welch says, "My impression is that experienced laboratories do a good job of determining what drugs are in what hair sample. I think standards certainly would improve the situation. Laboratories could assure themselves and their customers that they were making more accurate measurements on the drug levels in here."



## Recruiter's Round-up

by TSgt. Vickie Padello, HIANG Recruiting

**Speaker's Bureau** ~ Here is the latest scoop on the speaker's bureau! Funding for publicity brochures has been approved and will be printed very soon. The working group is in the process of compiling a mailing list of identified organizations. An informational letter along with the brochures will be mailed out to these groups.

When the speaking requests start coming in, I'm sure we will be very busy telling the Air Guard story to our communities. You can still become a member of the speaker's bureau by completing a biography form. You can pick one up at the Recruiting office.

**Career Shadow** ~ A successful career shadowing event took place on February 17<sup>th</sup>. The professional attitude of the Air Guard members who handled the tours was beyond reproach. There were a total of 27 students from all over the island of Oahu. The high schools that were represented included Aiea High School, Campbell High School, Farrington High School, Leilehua High School and Mililani High School.

The tour began with an awesome showing of the KC-135! Mahalo to the aircrew that took the kids through the tanker! Students were then taken through several different aircraft maintenance shops and back shops. They talked with mechanics and maintainers for the KC-135s and were really impressed with the magnitude of the many different aspects of maintaining such a huge aircraft! You can bet that they will be out there sharing their experience with others!

A GREAT BIG MAHALO goes out to the people that really made a difference in the lives of these kids. They are SMSgt. Dennis Mishima, SMSgt. Calvin Yoshimoto, MSgt. Russel Ducosin, MSgt. Francisco Flores, MSgt. Vince Ramos, TSgt. John Lind, TSgt. Stan Masuda, TSgt. Gerald Oshiro, SSgt. Andy

Nakagawa, SSgt. Dean Oliveros, and SrA Joe Salvador! I hope we haven't forgotten anyone! You are all a wonderful part of our "World Class Organization"! If other shops/sections are interested in showing off what they've got to offer, contact TSgt. Ricky Tucay at 448-7579.

**MORE MAHALOS!** ~ A special thank you goes out to A1C Emily Aguilar from the 154 MDS for helping out at the Pearl City High School Career Fair! It's always great to have alumni to help us out.

Mahalo to the 297 ATCF for towing their mobile ATC tower out to Nanakuli High School! We were the only military exhibit, and did a terrific job of showcasing the Air Guard.

A special thank you to MSgt. Jelinski-Hall for the flawless coordination, and to SSgt. La Madrid for sharing her Air Guard experience with four sessions of high school students.

And mahalo to TSgt. Goo, TSgt. Katada, SSgt. Agena, SrA Barros, and A1C Hall. They put up the equipment and tore it down, and still managed to be available to answer questions from inquiring students. We couldn't have done it with out you!

**NUMBER CHANGE!** ~ Don't forget! Our number has been changed to 448-7447. Please give this number the widest dissemination possible!

**Aloha!**

### 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 "154<sup>th</sup> Wing Headquarters" folder.

*-And Coming Soon...*

The 'PA Web Page'!

## **\$ Commissary is Still a Bargain \$**

*by SSgt. Alicia K Bortlik, USA,  
American Forces Press Service*

WASHINGTON -- There are 2,000 good reasons to shop in your commissary, and it's part of Kaye Fannin's job to make sure you know what they are. Fannin is the Defense Commissary Agency consumer advocate, a position the agency created in 1998 as a kind of combination spokesperson, booster, problem solver, confidante, ombudsman, and more.

Studies have shown regular shoppers annually save 20 percent to 26 percent on groceries, she said -- and that comes to about \$2,000 for a family of four. Commissary shopping, she said, is a part of every service member's total military pay and compensation package. "It is a benefit to you and, through continuous shopping, you will save money over going outside the gate", she said. The commissary agency's biggest challenges come from outside the gate, she admitted. "Customers see cheaper prices at off-post stores and wonder whether they're getting the best deals on post." Fannin's answer is an emphatic "yes."

Part of her job, as consumer advocate is to respond to customers' concerns and explain how the commissary works. Pricing issues are among the most frequent she fields. "The perception of a lot of our shoppers is that commissaries aren't competitive. I believe that is a misperception," she added. "I'm not saying they can't find things cheaper. Customers can go into a market off base and find items that are cheaper than in the commissary -- but we call them 'loss leaders.'" Those are items sold at or below cost to attract shoppers. Commissary customers may routinely find lower-priced specials outside the gate, but their commissary register tape for the whole market basket will be consistently lower, Fannin said.

She's quick to point out ways the commissary agency keeps prices low and saves customers money. One is special savings, offered when companies agree to put certain items on sale for lower than current prices, Fannin said. "It's our way of saying to customers that industry is working with us to keep us competitive," Fannin said.

Trading partners also provide the coupon packets found at the commissary entrances and throughout the store. The commissary agency also negotiates with its trading partners for the lowest price, she continued. It went into high gear recently when there were reports that it was paying almost 15 percent more than civilian markets for the same items. "We talked to our trading partners to make sure they all know that we must have the lowest, rock-bottom price," Fannin said. "They didn't respond to that lightly."

Four major companies, for instance, gave agency officials a lesson in their pricing policies. "They said they start us in their 'lowest-price' range, but we sometimes don't stay there because there are some costs associated with getting distributor items to commissaries," Fannin explained. The meetings weren't one-sided: traders agreed to provide shoppers with more special savings items and the commissaries with the option of selling "value brands," she added.

She said DeCA is testing value brands in Southeastern US commissaries to see how well they sell. Value brand products are of comparable quality to national name brands but sell for less. Some companies sell national and value brands of some items, she said.

Another hot issue among vocal customers is a 1 percent price rise that hits commissary shelves Oct. 1, 1999. "Our customers are not going to be pleased with the price increase," Fannin acknowledged. "But even a 1 percent increase is going to be a better deal than shopping outside the gate." Customers have been asking whether the 1 percent is an increase in the 5 percent surcharge the agency uses to pay for a number of maintenance and construction expenses. It's not, Fannin said, but rather an attempt to cover losses due to theft and spoilage. Civilian markets add in such losses when setting their prices -- it's part of the normal cost of selling goods, she said.

Fannin said she has received numerous e-mails and phone calls from concerned customers in her first six months on the job. The top issue, she said, is item selection -- patrons tell her they want what they want everywhere they go.

*(see "Commissary" on Page 19)*

## DoD Responds to "60 Minutes" 'War At Home'

*(The following letter was addressed to Mr. Phillip Scheffler, Executive Editor for the CBS Television Show, "60 Minutes" by Mr. Kenneth H Bacon, Assistant Secretary of Defense for Public Affairs)*

February 5, 1999  
Mr. Phillip Scheffler  
Executive Editor  
CBS "60 Minutes"

Dear Mr. Scheffler:

The January 17 "60 Minutes" segment, 'The War at Home', was a great injustice to the men and women serving in our armed forces. Your program profiled several cases of extreme violence and suggested that atypical cases illustrate the problem of family violence in the military. Your segment portrayed as uncaring or ineffective the thousands of commanders, leaders, family advocacy specialists, chaplains, health care providers, and others in the Department of Defense (DoD) who work hard and with much success to prevent and treat family violence. Military leaders are vitally involved in our programs designed to detect and prevent spouse abuse and to address abuse when it occurs. Your program failed to acknowledge the tremendous value and demonstrated successes of these comprehensive programs.

In addition, your January 17 segment claimed that the rate of spouse abuse in the military is "almost five times higher than in the civilian population." We know of no data that supports your claim. As officials of the Departments of Defense and Justice told your co-producers in the weeks prior to the program's airing, it is wrong to compare the DoD rate to various surveys of civilian populations. The military takes spouse abuse so seriously that it counts emotional maltreatment and other abuse without any

physical injury as spouse abuse. Almost all civilian institutions and statistics record only physical violence. Yet "60 Minutes" chose not to acknowledge that over two-thirds of DoD's spouse abuse incidents do not involve physical injury.

The DoD regards all forms of abuse as serious because it is an offense against our institutional values, as well as the victims. Our view is that one incident of spouse abuse is one too many. Commanders, special staff officers, and family advocacy program providers do their utmost to determine the best course of action in these emotionally-charged, complex situations, including spouses who want to reconcile. These providers exercise great care and attention to the facts. We ask that "60 Minutes" do the same.

Sincerely,  
Kenneth H Bacon  
Assistant Secretary of Defense  
for Public Affairs

## **-Wanted-**

**Your** story! The 154<sup>th</sup> Wing would really enjoy reading a story from your unit. Become a 'reporter' and write a story about what's going on in your world. Are you daring enough to write one? We're daring enough to publish it! Go for it! Just drop the *Kuka'ilimoku* a line or two with your name and story as an attachment in MS Word. Send it to: S Thomas & T Saiki@CC@154GP, or, if you're off base, to: S Thomas & T Saiki@HIHIK.ANG.AF.Mil.

## **St. Patrick's Day**



**March 17<sup>th</sup>**



*"Commissary" (continued from Page 17)*

"They have an item they like, they PCS to another part of the country or world, and they want that product to accompany them," she said. "They find out their new commissary doesn't stock the item and they don't understand why." Sometimes it's possible to get the item and sometimes it's not, Fannin said. Sometimes there's no way to get a product, perhaps because a company only sells it in certain areas, for example, regional brands of potato chips, soda and canned goods. "But if there is a way, we will do it," she said.

Fannin is the commissary shoppers' direct link to agency policy and decision-makers. She is responsible for maintaining two-way communications between commissary patrons and agency officials. She is the agency's liaison to the National Military Family Association and other groups representing commissary shoppers.

"If you don't take care of your customers, someone else will," the consumer advocate said. "We have to make sure we listen to what they have to say and factor that in when we make decisions."

Customers are still encouraged to use local channels to voice concerns about their local commissary. Shoppers can also fill out a "Your Action Line" customer comment card, which is sent to the commissary agency's inspector general's office for review. "As I get comments from the field through letters, calls or e-mail, I provide the IG with follow-up so they can keep track of what our customers are saying," Fannin explained. "We look at it from a statistical perspective as well as to identify any trends or continuous problems in certain areas."

For now, Fannin does most of her customer work by phone and e-mail. Commissary customers call or e-mail their concerns to her, and she responds. "Turnaround time is almost immediate," she said. The response is the answer or a note that she's working on the question or has sent the issue to another commissary department with a deadline for action.

In addition to fielding customer questions, Fannin helps develop new ways to involve customers in the commissary. One initiative is

for the agency to form a commissary consumer panel, the members of which represent the customer base. The panel would be a sounding board. The commissary agency might find panelists by tapping local commissary councils and other interested groups. "This would give consumers another forum for input," she said.

Along those same lines, the agency already has a seven-member retiree council, which met for the first time in November, last year. Six are retired service members and one is a retiree's spouse. The council will meet twice a year.

To reach Fannin, go to the Web site below or call toll-free 1-800-699-5063, ext. 48772 or DSN 687-8772. Her e-mail address is [fanninpf@hqlee.deca.mil](mailto:fanninpf@hqlee.deca.mil). Fannin's mailing address is:

Consumer Advocate  
Office of Public Affairs  
Defense Commissary Agency  
1300 E Avenue  
Fort Lee, VA 23801-1800.

Related Site of Interest: [WWW.DeCA.Mil](http://WWW.DeCA.Mil).

**Ed Note:**

Hickam has a local group called the Hickam Commissary & Exchange Advisory Council, made up of members of the Air Force and the HIANG. The council meets once each quarter to discuss issues of concern to the Hickam community.

If you have a question, comment or concern with either the commissary or the Base Exchange, feel free to contact SSgt. Steve Thomas as I represent HQ 154<sup>th</sup> Wing for the HIANG as well as the 15<sup>th</sup> Logistics Group for the Air Force.

**This installation is still in**

**Threatcon Alpha**

**Be cautious • Be Aware**

**Report any suspicious activity to Security**



# What's for lunch?

154th Wing Dining Room

## Menu

### -Saturday-

#### \*Main Line\*

Hamburger Curry  
Shoyu Chicken  
Steamed Rice  
Buttered Green Beans  
Egg Drop Soup  
Tossed Greens  
Assorted Fruits  
Bread/Butter  
Jell-O w/Fruit Cocktail  
Chocolate Brownies w/Walnuts  
White Milk  
Chocolate Milk  
Fruit Punch  
Iced Tea

#### +Snack Line+

Tuna Sandwich  
Chili Dog  
Saimin

### -Note-

For reservations concerning the Multi-Purpose Training Facility (MPTF), please call or send an E-Mail request addressed to K Fritz@DCS@154GP or K Fritz @HIHIK.ANG.AF.Mil to check on availability. She can also be reached at 448-7510 or by fax at 448-7514. **Mahalo!**

*FYI-*

The Menu can also be found on the "W" drive under the 154<sup>th</sup> Wing Mission Support Flight.

*Bon Appetit!*

### -Sunday (Brunch)-

#### \*Main Line\*

BBQ Beef  
Veal Cutlet w/Gravy  
Steamed Rice  
Steamed Zucchini  
French Onion Soup  
Tossed Greens  
Assorted Fruits  
Bread/Butter  
Bread Pudding  
White Milk  
Chocolate Milk  
Fruit Punch  
Iced Tea

#### +Snack Line+

Eggs to Order  
Grilled Ham Slices  
Steamed Rice  
Hot Turkey Sandwich w/Gravy



#### Lunch Hour

10:30 - 12:30

#### Dinner Hour\*

16:30 - 17:30

*\*No Dinner Served on Sunday*

*-Sunday is brunch only-  
from 0930-1130*

All personnel will present a military ID card in order to eat in the dining facility.

Traditional Guardsmen will sign in on the AF Form 1339.

Officers, AGRs and Traditional Guard personnel on Active Duty and receiving BAS will sign in on the AF Form 79 and pay **\$3.00** for the **Saturday** meal and **\$3.40** for the **Sunday** meal.

# ***SECURE YOUR MEMBERSHIP***



\$1,750 Tax Exemption\* Tuition Assistance  
State Clothing Allowance

***All those who share the interest and concerns of the Hawaii National Guard are eligible to join the Association. For more information contact your First Sergeant or call your Executive Council at 733-4228.***

**Hawaii Air National Guard  
Goodwill Golf Tournament**

**At the Mamala Bay Golf Course, Hickam AFB**

**Monday, 12 April 1999, 0730 Hrs – SHOTGUN**

**REGISTRATION AND CHECK-IN: 0645 Hrs**



**Open to all Hawaii Air National Guard members, their families and friends**

**USGA AND LOCAL RULES APPLY / MAXIMUM HANDICAP: 24 FOR MEN and 30 FOR WOMEN**

**FORMAT: HANDICAP STROKE PLAY, A – B – C – and Calloway Flights  
(Tournament Committee will determine flights)**

**Chairperson: MSgt. Carl Wai (Ph: 448-7731/Fax: 448-7721)**

**ENTRY FEE: E1 to E5 \$ 30.00  
E6 to O3 \$ 35.00  
O4 and Up \$ 36.00  
Civilians \$ 54.00**

**ENTRY FEE INCLUDES THE GREEN/CART FEES, CLOSEST TO THE PIN, LUNCH, AWARDS AND PRIZES**

**LUNCH, AWARDS AND PRIZES AT THE 154<sup>TH</sup> WING DINING FACILITY IMMEDIATELY AFTER PLAY**

**Make check payable to: LS Golf Fund**

**Mail Check and Entry Form to: 154<sup>TH</sup> Wing/FMFP  
360 Harbor Drive  
Hickam AFB, Hawaii 96853-5517  
Attn: MSgt. Brian Tom**

**ENTRY DEADLINE IS: Friday, 19 March, 1999**

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**Entry Form**

Name: \_\_\_\_\_ Hdcp: \_\_\_\_\_ Unit: \_\_\_\_\_ Phone (Day): \_\_\_\_\_

Rank: \_\_\_\_\_ Entry Fee: \$ \_\_\_\_\_ Wish to golf with: \_\_\_\_\_

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