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**Hawaii in last place**

# CONUS Guard tops 100%

"Operation Over the Top," did just that on the mainland last month as the Army Guard topped its 400,000 quota by 3,600. This was the first time that the Army Guard had reached its authorized strength by 400.

Hawaii's Army Guard strength of 86 percent, however, was the lowest in the nation, while the local Air Guard sat at 88 percent.

The Hawaii Army Guard strength still reflects the aftereffects of large losses during 1970. HANG's strength, despite good recruiting gains, has been affected by an abnormally large number of ETS's

that have been, and are still, occurring within an exceptionally short period of time.

The mainland achievement occurred although many people had expressed doubt about the Guard's ability to recruit in the aftermath of the Vietnam conflict.

Additionally, Guard units were faced with stiff competition from the active services with their slick high-priced paid advertising, large bonuses, increased benefits and gilt-edged guarantees.

Despite the competition, the Army Guard had its largest monthly gain in years during December,

normally a slow month.

According to National Guard Bureau sources, the big attractions are still the extra income and the opportunity to learn a skill that is salable in civilian life.

The new 1974 guardsman is different from the man of the past decade, according to the Bureau. He's primarily from the blue-collar and lower income groups, although there has also been a dramatic increase in the re-enlistment of experienced guardsmen.

Hopefully, the mainland trend will reach the 50th State in 1974.



Pupukahi: United, or forward to obtain progress

Volume XIX, No. 4 Spring 1974

## HARNG AFT scheduled:

**Schofield  
Mainland  
Pohakuloa**

Most HARNG units will spend annual field training at Schofield Barracks on Oahu, from August 10 through 24 this year, according to plans now being finalized at Fort Rucker.

Exceptions will be the 487th Field Artillery Battalion, which will spend its AFT at Pohakuloa Training Area on Hawaii, the 297th Supply and Service Battalion, which is mainland-bound, and a few small units and sections that train throughout the year.

Units at Schofield will undergo company-level Army Training Tests for the most part. A lot of time is programmed for work out in the field — considerably more than the 88 hours required by Army directives.

As a result of the stepped-up training program,

two traditional AFT events, the annual Governor's Day Review and the Field Day competition, have been cancelled. The changes will also result in a longer middle-weekend break — from late Friday afternoon until early Monday morning when training resumes again.

The mainland-bound 297th S&S Battalion, commanded by Lt Col Charles M. Wills, Jr., will split its training. Headquarters Company, commanded by Capt Robert T. Tamura, will travel to Camp Pickett, Virginia, and participate in LOGEX '74 between May 4 and 18.

The 298th Field Depot, the 297th's parent unit, participated in a similar exercise (LOGEX RC '73) last year. That exercise involved units from the Army's reserve components. The exercise that the

297th is participating in will primarily involve active Army units.

Later during the summer, the maintenance elements of the Battalion will go to Tooele Maintenance Depot in Utah for their training.

The Utah-bound group will include members of the 291st Maintenance Company, commanded by Capt. William K.M. Ahuna, and elements of the 292nd Supply and Service Company, commanded by Capt. Robert A. Broderick. The group will receive training in their trade specialties at the large equipment-rebuilding facility.

## Employer Support Week

Employers in Hawaii will be visited by members of the Guard and Reserve during Employer Support Week, April 1-6, 1974, as part of a nationwide program to ensure the support of civilian employers — those people who participate in the Guard and Reserve.

This period has been set aside by Deputy Secretary of Defense, William P. Clements, Jr., in recognition of those American Employers who have implemented personnel policies which encourage employee participation in Guard and Reserve training programs as well as to induce other employers to adopt similar policies.

This special effort will be conducted in conjunction with a national campaign soliciting employer support which was mounted a year ago by the National Committee for Employer Support of the Guard and Reserve. The committee is headed by Mr. James M. Roche, former chairman of the board of General Motors.

The program thus far has succeeded in covering more than one-half the nation's employees through Statements of Support signed by employers.

The Statement, in part, assures the employee participant in the Guard and Reserve that job and career opportunities will not be limited or reduced because of such service; that leaves of absence for military training will be granted without sacrifice of vacation time; and that the ensuring agreement and resultant policies will be made known throughout the organization.

While the Statement of Support does not require employers to assure that employee participants in

Guard and Reserve training do not suffer financial loss during training periods because of differences between military and civilian earnings, many employers are paying the individual the difference in salary and in his presentations, Mr. Roche is suggesting this to others.

Today's Total Force for national security is represented by Active, Guard and Reserve Forces, with the latter two accounting for about 30 percent of the total. However, this portion is maintained at about five percent of the defense budget. To put it another way, five guardsmen/reservists can be maintained for the same cost as one member of the regular military.

During Employer Support Week, members of the Guard and Reserve in this area will be visiting with employers to thank those who are already committed to the program of support and to enlist the support of those who have not yet been committed. Employers who are not reached can secure a Statement of Support by contacting any one of the local Guard and Reserve units.

Mr. Roche, in appreciation for the manner in which American employers have responded to his request, has said that he is convinced the employers throughout this nation are cognizant of the importance of the Guard and Reserve to the security of the country and are willing to step forward and be counted in the true American fashion. He added that he is most gratified with the acceptance of the program thus far and is certain Employer Support Week will produce even greater success for the program.

### The Inside Story

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### Publication named

Mrs. Betty C. Hutchison, a typist at the 159th Service Battalion, submitted 35 entries and a C-ration boxtop (meal, combat, individual turkey loaf, B-3) to win the Name-the-Paper-Contest.

A panel of judges selected "Pupukahi." The panel included: Mr. John N. Butchart, vice director of Civil Defense; Colonel Walter F. Judd, executive officer of the HANG; Colonel Paul K. Nakamura, chief of staff of the HARNG, CSM Mitsuo Kobayashi of HARNG, CMSGT Clifford Chee of HANG and Mrs. Jeanett Yoshimori.

Mrs. Hutchison's entry was selected from a list of 86 entries that included 38 submitted by tenacious MSgt Wayne Y. Soma of the 154th Fighter Group.

Betty will receive a \$25 savings bond from the adjutant general for her entry and a bonus of \$10 from the editor for her C-ration top.

The panel also ruled that a contestant need not eat the combat meal in order to qualify for the bonus.

# NGB clarifies COMREL Policy

The National Guard Bureau recently received several inquiries concerning use of drill periods in support of community service activities and in support of civil authorities.

Because these inquiries point toward possible misunderstanding, a clarification of existing policy concerning use of unit training assemblies in support of domestic action and civil authorities has been provided.

Under the provisions of NGR 350-1, the 48 drills and the 15 days annual training presently required by Federal Statute must be maintained for all ARNG units in order to conduct prescribed training to attain and maintain pre-mobilization training level objectives.

The efficient utilization of these 48 drills is considered essential to meeting the post mobilization time that units must meet prior to deployment.

The Total Force Policy of increased emphasis on the Army National Guard to assume more active Army combat missions requires that each of these 48 drills, and annual training, be devoted to achievement of this combat readiness objective.

In addition, NGR 350-1 states that Federal pay for drill periods may not be authorized if drill periods are not directed toward readiness training.

In support of domestic action/community service activities, drill pay may be authorized for individuals/units performing appropriate training in support of these activities.

Examples of appropriate training include, but are

not limited to, heavy equipment operators providing landscaping improvement support to Youth Camp facilities and clean-up campaigns, ambulance drivers/corpsmen providing medical assistance to WALK-A-THON participants, or vehicle operators providing bus transportation in support of

approved community assistance projects.

If support provided to a community service activity does not contribute to the combat readiness training of an individual or unit, participation must be in a volunteer, non-pay status under the provisions of NGR 350-1.

## Authorized & prohibited projects

Community relations projects are definitely encouraged for Hawaii's National Guard units, although they necessarily have to take a back seat to the organizations' operational and training commitments. In addition, costs have to be considered and special emphasis is still being placed on fuel economy.

There are also some general restrictions on activities and organizations that can be supported.

Support of commercial, profit-generating events is of course prohibited. Also, providing services that complete with civilian companies are generally pro-

hibited.

Certain types of assistance to special groups is also unauthorized. These groups generally fall into the categories of political, religious, or fraternal organizations.

Units that are considering undertaking community service projects should check with the headquarters of the Hawaii Army or Air National Guard and the Department's Public Affairs Office before they commit themselves. It could save a lot of embarrassment and perhaps some later unfavorable command or legal action.

## Expert Infantry Badge is super infantry test

Years ago, there were people who would "walk a mile for a Camel cigarette" — if you believe the company's advertising. Hopefully, the walk offset the damage to the smokers' hearts and lungs.

Between now and field training in August, another group is going to be going on 12-mile forced marches loaded down with all of their equipment, firing a variety of weapons from rifles to anti-tank rockets, and boning up on military subjects from first aid to adjusting mortar fire.

The men — all volunteers — are shooting, running and studying for the expert infantry badge, worn by less than 15 percent of the men in the active Army's infantry units, and an even smaller percentage of guardsmen and reservists.

When the test is finally given in August, the candidates — both officer and enlisted — will take a series of practical tests and a few written examinations.

The 12-mile forced march has a three-hour time limit. Beside that, the candidate also has to pass the advanced physical fitness test.

Some of the other infantry-related events include tests in cover and concealment, communications, land navigation (day and night), military intelligence and combat techniques.

The commander of the 29th Infantry Brigade, Brig Gen Edward M. Yoshimasu, has directed all of his subordinate commanders to assist men who want to qualify for the badge.

If you're the elite infantryman you think you are, check with your unit commander and he'll make arrangements for you to get into the training program.

If you're not interested, you can still walk a mile for that cigarette. However, all that's good for is a case of emphysema and maybe a side order of lung cancer.

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**MG Valentine A. Siefertmann** .....  
Adjutant General of Hawaii  
**MAJ Gerry Silva** ..... Editor  
**CW3 Duncan Chang** .. Associate Editor  
**SP4 Paul Imada** .. Art & Photography

## Department blood drive 52 pints at midpoint

By Duncan Chang

Fifty-two Department of Defense employees answered the Blood Bank of Hawaii's urgent call for blood donations in January. "Actually, there were more than 52 volunteers who answered the call," said Major Ronald J. Silva, the Department's coordinator. "Some volunteers were rejected because of their medical history or because they were under a physician's care and receiving certain medications."

"The Blood Bank has several service plans designed to meet the needs of every individual," continued Major Silva. "Total blood protection is made possible by joining the Blood Service Plan. Membership will completely cover all blood charges in Hawaii, and up to \$30 per unit anywhere in the world, for one year. The premium is just one blood donation annually."

Major Silva also pointed out that those unable to donate blood may join by a cash payment of \$8 for a family membership or \$4 for an individual. A family membership covers husband, wife and all children under 19. "If you'd like more information or have any questions, please call the Blood Bank at 536-7771. They'll be happy to help you," he said.

"Incidentally, we're planning to have another Blood Drive some time in March or April in the Fort Ruger area, and we're hoping to get more than 52 pints during the next drive.

Major Silva concluded with these thoughts: "Blood is the Gift of Life and can come from one source only — people. Two thousand pints are needed monthly for our island's safety."

The men who donated their pint, by unit, were:  
**154TH CAMRON:** Simanu Afoa Jr., George K. AhCong, Norman C. Ault Jr., Harry M.Y. Awana Jr., Charles R. Calvan, Dexter S.D. Ching, Ronald Cozo, L.C. Gant, Hiroshi Go, Henry T. Hasuiki, Thomas F. Hirao, Kyle H. Kamikawa, Byron G. Kim, David C.F. Leong, Rudolph O. Luat, Randall K.H.M. Lum, Gordon Y. Makishima, Harold T. Mattos, Michael M. Montero, Kenneth Morimoto, Samuel Pacarro, George Padilla, Robert F. Ramo, Jose Salvador, Raymond Sato, Steven D. Shideler, Fred Takara, George Tokoro, John Wahinekapu, Charles M. Yabui and Wallace Yara.

**201ST MCS:** Jiro D. Arakaki, Delos W.H. Chow, Joseph G.C. Fatt, Walter T. Furuyama, Charles Y.C. Kim Jr., Clifford Y. Kobashigawa, Elmer T. Looney, Leo S. Nakano, Walter T. Nishihara, Clement M. Oshiro, Buenaventura Z. Pabingwit, Clifford K. Tsuyama, James M. Yamada, and Maximo P. Valenzuela.

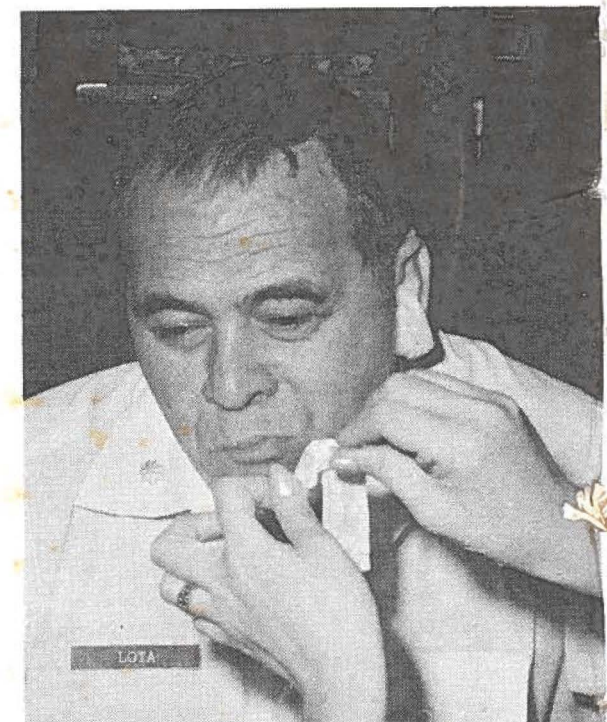
**ARMY AVIATION SUPPORT FACILITY:** Richard S. Gima, Carlos L. Medeiros, Juan Ramones, Robert Y. Segawa, and Robert Yamaguchi.

**DYNALECTRON:** Roy Brown, Charles Rhodes, Kenneth Shake and Philip G. Spencer.

**154TH COMBAT SUPPORT SQUADRON:** Ignacio Gabriel Jr., Wayne T. Soma and Carl



MSGT Ignacio Gabriel Jr. (top), of the 154th Combat Support Squadron, and SP5 Robert Y. Segawa of the Army Aviation Support Facility, squeeze out a quart between them.



Lt Col James K. Lota of the 154th FIG, is just about to have his temperature taken with a disposable paper thermometer.

Tonaki.

**154th FIG (Hq):** Wallace M. Asato and James K. Lota.

**154th USAF HOSPITAL:** Toshiyuki Watabayashi.

**USAF PERSONNEL:** Laverne Grenoble and Mrs. Ronald Hight.

# Big (75th) MAC due in April

Elements of the 75th Maneuver Area Command (MAC), an Army Reserve organization from Houston, Texas, will wring out the Hawaii Area Command (HAWCOM) during a command post exercise scheduled for April at HAWCOM's Diamond Head headquarters.

The 75th MAC designs and administers a variety of tests to organizations from an entire Army area down to a platoon. Its area of responsibility covers the western United States from the Mississippi River to the Pacific Ocean.

The organization being tested, HAWCOM, is under the operational command of the Commander in Chief, Pacific. It was established to assist the civilian community in time of war by coordinating the efforts of all military forces not required for combat missions.

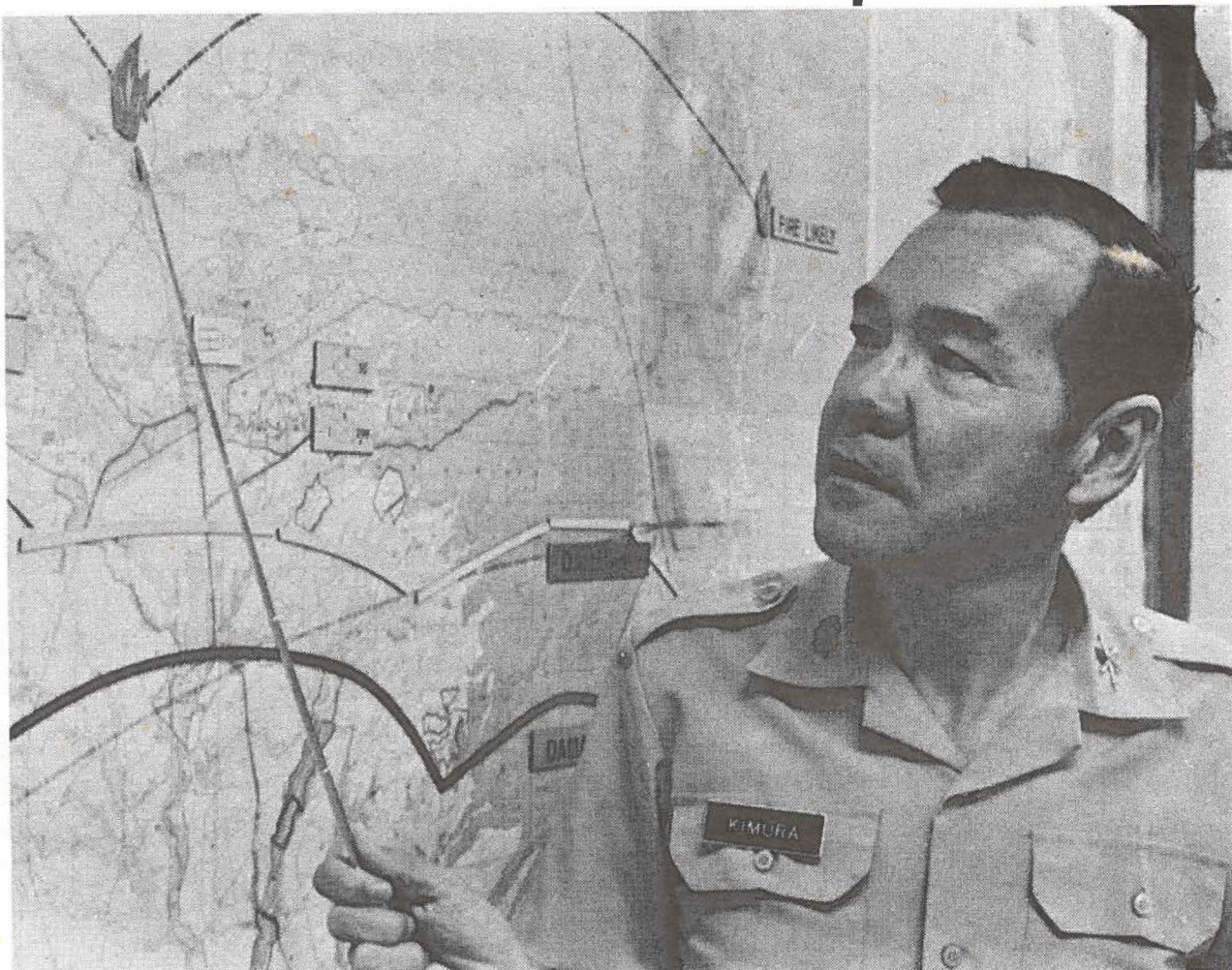
The people who man the HAWCOM headquarters come from all of the service elements located in Hawaii, and a significant number are provided by the Army Guard's Headquarters and Headquarters Detachment.

The exercise will take place primarily at the HAWCOM emergency operations center (EOC), Battery 407. The site is one of the concrete-jacketed funnels in the complex that was bored into the rim of Diamond Head crater by the Army between 1916 and 1945.

The test scenario is expected to cover most phases of the HAWCOM mission, including the organization's response during the pre-attack, attack, and post-attack phases of a simulated enemy strike.

The 75th MAC is headed by Maj. Gen. Felix A. Davis, who commanded engineer units on active duty during World War II and the Korean conflict. He now operates an engineering firm in Texas.

This will be the 75th's first overseas assignment,



Lt Col Tom T. Kimura of the Military Support to Civil Authority Section, gives a damage report during a previous HAWCOM exercise.

although the organization normally conducts over 100 tests and evaluations throughout its area of responsibility during a year.

## Mileage reduced

Acting Governor Ariyoshi has directed that all State agencies effect a 20% reduction in mileage of State-owned vehicles and privately-owned vehicles used by employees on a mileage reimbursement basis. The mileage reduction became effective on January 25, 1974. The reduction has been computed from the mileage driven during December, 1973.

The memo said, "It is recognized that implementation of these instructions at once may pose some problems for the remainder of the month; however, it is expected that full compliance will be achieved during February."

## Essential stops

The latest change to AFM 35-10, the Air Force's uniform manual, has authorized persons living off-base to make essential stops enroute to and from work while wearing fatigues.

The manual spells out what are essential stops and include errands between home and base — grocery shopping, department store visits, service station waiting periods. Bars, recreational facilities and entertainment establishments are still off limits in fatigues.

# Equal employment policy

Major General Francis S. Greenleaf, chief of the National Guard Bureau, has called the Guard's Equal Employment Opportunity program "informed and aggressive," but added a note of caution in a letter to the State Adjutants General.

"It's not enough for the NGB to publish plans and programs, employ EEO officials and establish special programs," he said. "The Guard's approach to equal employment problems also must reflect dignity and concern for the rights of others."

In this light, General Greenleaf urged the State Adjutants General to exercise care in screening individuals for the EEO counselor program, "not only for qualifications but for understanding, empathy and deep concern for people."

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empathy and deep concern for people."

Major Ronald J. Silva, the Department's equal opportunity officer, commented on the local situation. According to Major Silva, "Hawaii does not have the types of discrimination problems that prevail in some mainland areas. The reason is Hawaii's unique ethnic and cultural make-up.

"However, since discrimination may take on more subtle forms in our island community, it is important that we foster a work environment based on merit and competitive processes in which complaints of discrimination will remain minimal or become non-existent."

The equal employment opportunity program was enacted into law during the 92nd Congress as "Nondiscrimination in Federally Assisted Programs." No longer may race, color, religion, sex or national origin affect the rights or responsibilities of others in programs receiving federal financial assistance.

# Maui typist wins \$100

By Duncan Chang

"Oahu's loss is Maui's gain," Captain Melvin Ida said with a chuckle.

He was talking about Mrs. Dorothy H. Rodrigues, a typist with the Maui based headquarters of the First Battalion. Dorothy was commended by Captain Ida for her superior clerical performance and with the commendation went to a \$100 check for her achievement.

Capt. Ida leaned back, took another sip of black coffee and reminisced.

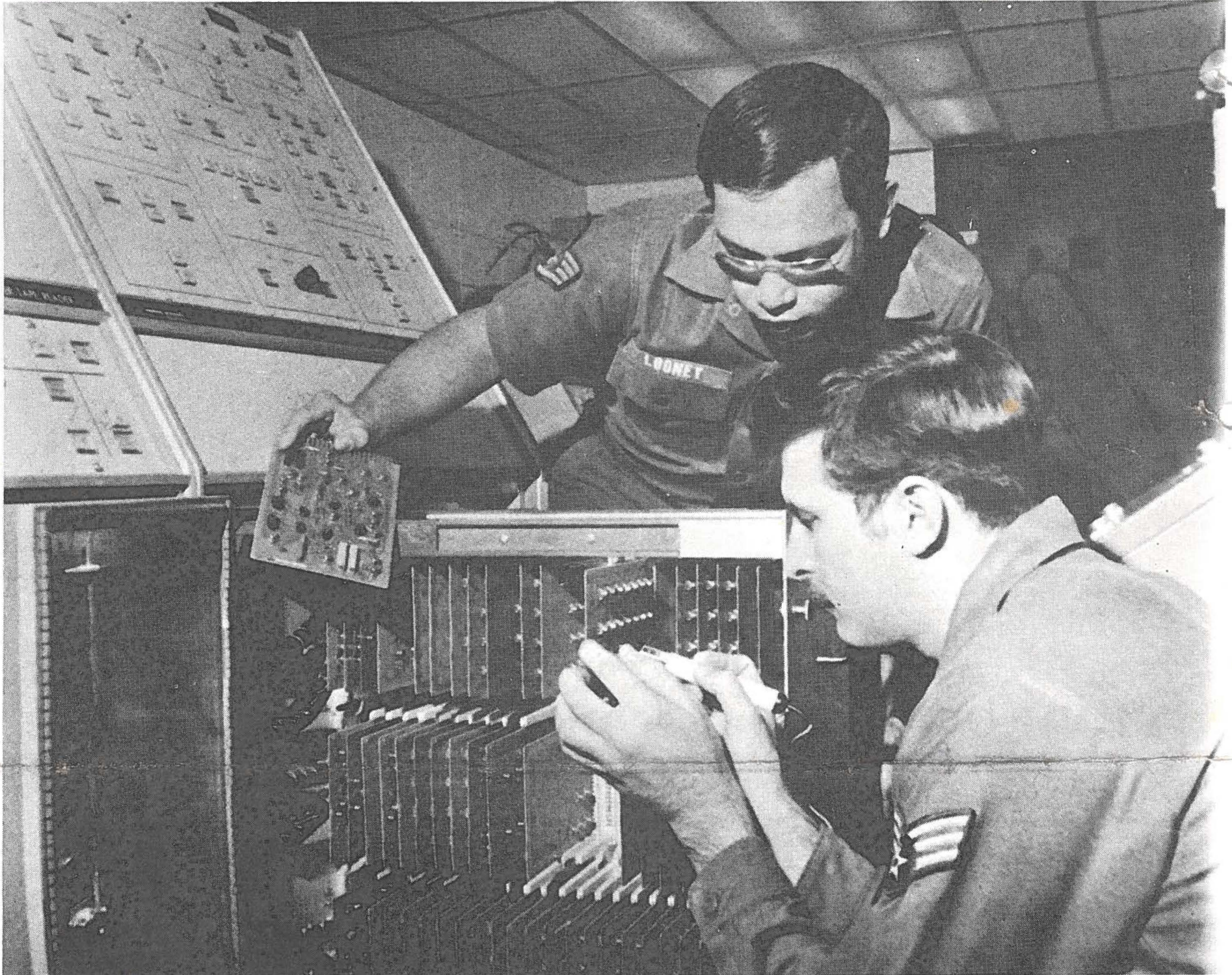
"You know, it's kind of funny now when you think about it, but Oahu's GI office had a chance to hire her. But they told her to come back another time."

Dorothy was born, raised and educated on Maui and is the proud mother of ten children. She loves to cook and bake and, quite obviously, adores children. She is also in love with her job and with the people she works with.

Judging from her recent award, we're pretty sure workers like her too.



# Computerized communications for 201st mob com squadron



SSGT Elmer T. Looney and SGT Joseph Lindo perform some of the initial maintenance in the on-line van. The equipment is housed in two separate semi-trailer vans.

Story and photos  
by SSGT Gregg Kakesako

Space-age computer technology now plays a key role in the communications operations of the 201st Mobile Communications Squadron, a Hawaii Air National Guard unit.

Last October, the HANG unit, commanded by Lt. Col. Paul S. Mori, received two Autodin Digital Subscriber Terminal (DSTE) vans.

The two modified 30-foot semitrailer vans, fully

equipped, are valued at nearly \$200,000 and provide the HANG unit with another modern high-speed communications capability.

Essentially, DSTE is a rolling computer-teletype center, fully carpeted, air-conditioned and the latest addition to the 201st MCS communications inventory.

According to SMSgt George Hayashi, 201st MCS telecommunications supervisor, nine operators and two maintenance men are assigned to the vans.

"At the moment," Hayashi said, "six men are trained to operate the van."

The team chief of the 201st MCS DSTE operations is TSgt. Timothy T.F. Ho. Other personnel trained so far are: Sgt. Nicomedes C. Cabe, AIC Don H. Miyamoto, AIC Dean Nanazaki, AIC Eric B.C. Fong, and AIC Bentley K. Alama.

Basically, DSTE is a mobile high-speed teletype unit that provides all the equipment necessary for transforming messages contained on punched tape or punched IBM cards into electrical signals necessary for transmission over the Autodin system.

Autodin is the acronym for Automatic Digital Network. It is a computer controlled, high speed, secure and flexible communications network that switches millions of messages daily all over the world.

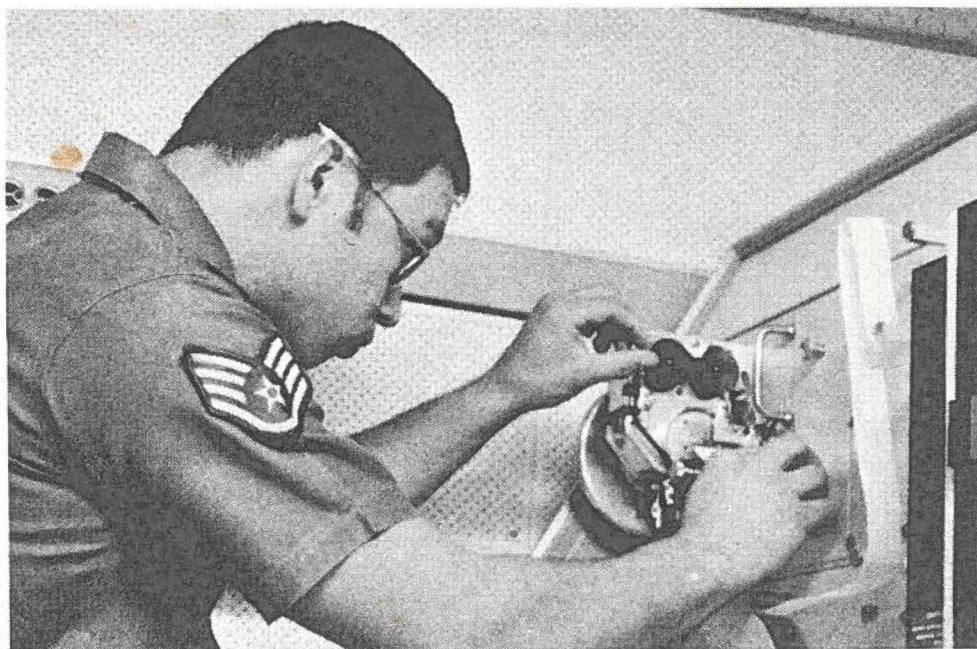
Autodin switching centers have replaced the automatic and electro-mechanical teletypewriter switching centers, and now handles most of the military's general purpose teletype messages.

A comparison between DSTE and a standard teletype machine is quite astounding. DSTE's maximum capability is 6,000 words per minute, while a standard teletype machine, using perforated tapes, punches out about 100 words a minute.

Using another comparison, a good secretary or stenographer on an electric typewriter can barely rap out 100 words a minute.

Using another comparison, a good secretary or stenographer on an electric typewriter can barely rap out 100 words a minute.

At the moment, the 201st MCS' DSTE vans are undergoing a complete maintenance check under

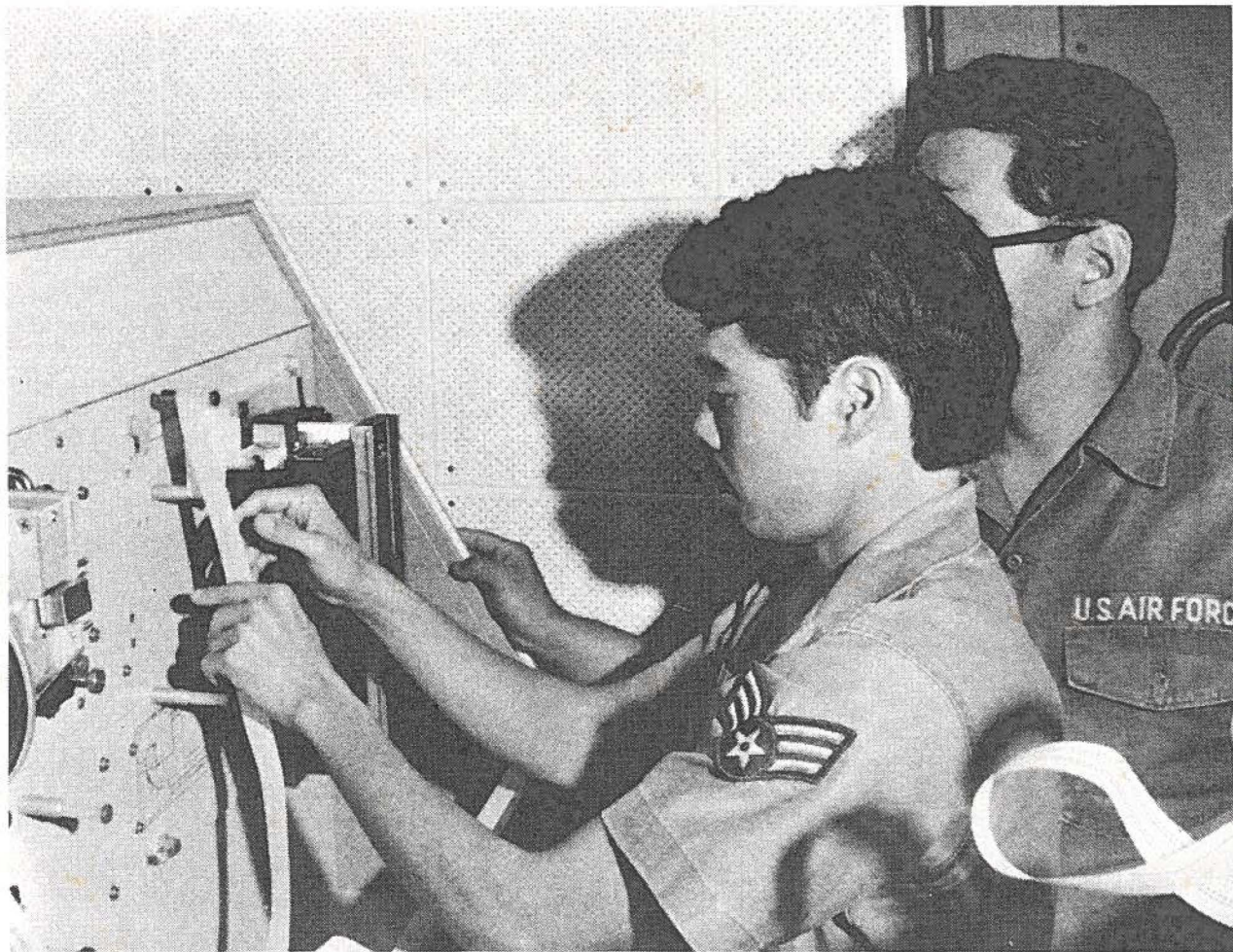




SSGT William Niau punches out data card inputs on the universal keyboard located in the off-line van.



The on-line van includes (front to rear) a card reader, dual tape reader, control console, card punch, printer and tape punch.



SGT Karl Watada threads a tape reader in the off-line van.

the supervision of SSgt Elmer T. Looney, with the help of two members from the Air Forces' 1st MOB.

The 1st MOB personnel, performing 30 days of TDY with the 201st MCS to conduct maintenance training, are SSgt. Dennis Bowers and Sgt. George Belka.

Besides Looney, the other 201st MCS main-

tenance personnel assigned to the DSTE vans are: Sgt. Stephen T. Yamamura, and Sgt. Joseph A. Lindo.

By mid-March, the HANG unit hopes to run a test through the Autodin switching center at Wheeler Air Force Base in Leeward Oahu, which is the Autodin center for the whole Pacific area.

## HANG survey

An attitude survey of major HANG units on Oahu was completed in later December, and a preliminary report has been drafted.

Questionnaires were returned by 655 airmen from the 154th Fighter Group, 201st Mobile Communications Squadron and the 169th Aircraft Control and Warning Squadron.

The survey, initiated in the fall by Headquarters HANG and conducted by Lt Col Melvin Yen, was designed as a management tool to measure irritants, reduce them and thereby increase retention.

The largest percentage of the people surveyed indicated that they intend to re-enlist. There was also a significant group (26% overall) who were undecided.

The questionnaire included specific questions about areas from "top management concern" to "the Guard image."

There was also a space for suggestions that was well used by a significant number of airmen.

Hair was the most frequently mentioned topic in the write-in section. The subject has been the topic of concern, and sometimes heated discussions throughout the nation's Guard and Reserve forces for several years (see related article on page 8).

Another irritant was scheduling of drills and field training. This topic was discussed in depth at a February HANG commander's conference, and alternatives are being considered.

A large percentage of airmen were not satisfied that management was concerned about them as individuals, however, the majority felt that the Air Guard was "open to suggestion."

Review of all the write-in comments and their correlation with other areas of the survey has not been completed, however, there were some very encouraging comments. These include suggestions on proposed benefits and a concern for improving the HANG public image by participating in more community service.

# The Department, by Dynamic Duncan

By Duncan Chang

Up the ladder of success — congrats to **MSG Herbert "Slick" Furukawa** who was promoted to the prestigious rank of sergeant major with the 298th Field Depot . . . A strong believer in higher education, Slick decorates his walls with diplomas he received completing numerous extension courses. There are currently only 13 sergeants major in the Hawaii Army National Guard.

Christmas parties were plentiful during the past holidays, but one that goes on year after year without much fanfare is the one given by the officers and men of the **487th FA Bn** for the students of HARC. And let me tell you, the students and the "red legs" have a great time.

Back to work after receiving a 1973 tax exemption (another girl) is **GI, HARNG's Shirley Inouye**. Some people will do anything to get a tax break. Welcome back, Shirley. . . Not back to work yet, but the happy mother of a bouncing boy is the Air Guard's **Sandy Murayama**.

Building 5's rear parking area is beginning to look like a Datsun haven. Just take a count of 240-Z's nestled there.

Air Guard's **CBPO Major Richard Settsu** called in from Hickam to let us know that a new kind of service will be available to all Air Guard personnel. Fittingly called, "customer service," Major Settsu said that this new service will provide answers to any and all questions about personnel entitlements and benefits. Call 449-5701 or write CBPO.

HARNG's 227th Engineer Company's new Commander, **Lt Wayson Wong**, is a good example of the success story. It wasn't that long ago when, then, Sergeant Wong was a full-time recruiter and still debating about attending OCS.

Better late than never kudos to **LTC Harold Mattos (HANG)** and **CW4 Tom See (HARNG)**. They were selected by the HNG Association as the outstanding field grade and company grade officers for 1973.

Good to see **ISG Marcellino Sagon (12th AG Company)** back at work again after a long illness . . . Happy retirement to **Annie Lum (USPFO)**, **LTC Frank Carlos (HANG)** and **TSgt Richard Ogawa**. They represent over 85 years of faithful and loyal service. **LTC Herbert Isonaga (HANG)** is also pausing out. **Major Kenji Sumida** replaces LTC Isonaga as the new commander of the 154th Combat Support. Another HANG promotion is "**LTC Ritchie Kunichika**, who's full-time opera-

tion officer for the Air Guard.

First State employee to be recognized for outstanding performance happens to be a woman. She's **Jane Kokubun**, who was cited for her part in maintaining the officer personnel data cards in HARNG's GL office.

State JUMPS Coordinator **LTC David deCosta** announces that a "jumping" change in pay procedures for Army Guardsmen is coming sometime this year. LTC deCosta forewarns everyone that "all you guys who have been holding out on your wives when the checks used to come quarterly, will now have to come up with an explanation for the sudden monthly green.

## Student observers at Ruger

Twenty-eight students from high schools around the State toured the Department's Ruger facilities on February 21. The group was a part of the State government's Student Observer Program.

The program allows students to spend nearly a week visiting and learning about State government operations. This includes visits to, and discussions with, members of the Legislature, State supreme court justices, and departments and agencies of the executive branch.

The Thursday afternoon tour was hosted by Major General Valentine A. Siefermann, State adjutant general and director of State Civil Defense. It included stops at State CD's emergency operating center — Birkhimer Tunnel, the consolidated State maintenance shops, and equipment displays.

The Birkhimer tour was conducted by CD Intelligence and Education Office, Robert Schank. The

HANG personal equipment display was manned by **1LT Leroy Perry** of the 199th FIS, and **SSgt Fred S. Takara** from the personal equipment shop.

An H-58 helicopter from HANG's Troop E was also on display. It was flown in by **CW2 Ronnie Hopkins** and **Major Garrett Easley**, the unit's Army advisory. **SP5 Robert Segawa**, **SP5 Daniel Suchito** and **SFC George Obayashi** from the HANG aviation maintenance shop were also available to answer questions.

The shop tour included stops at the machine shop, hosted by **MSgt Ronald Fukuhara**, the signal shop, hosted by **MSgt Tom Higa** and the automotive repair shop hosted by **SFC Shunichi Kamisato**, and the instrument shop, hosted by **SFC Robert Fukuhara**. Major Van Takahashi coordinated the shop tour.

## Dual Missions for State Civil Defense

By Fred C. Pugarelli

The State Civil Defense Division is one of the three components of the State Department of Defense. The others are the Hawaii Army National Guard and the Air National Guard.

The mission of State Civil Defense is to:

1. Minimize loss of life and reduce property damage in the event of natural disaster or mass casualty situations, restore essential public services, and expedite the recovery and rehabilitation of the individuals affected.

2. Insure maximum survival of the population, minimize property damage, provide for the welfare and safety of survivors, and manage the total resources and production of the State in the event of nuclear war.

State C.D. frequently calls upon various agencies, including the National Guard, for assistance during episodes of heavy rains, heavy surf, tsunamis (tidal waves), hurricanes, high winds, tornadoes and earthquakes.

The objectives of the Division's natural, man-made and nuclear disaster programs are closely related and cannot be treated separately.

The organization, facilities and training for natural disaster and mass casualty accident planning would be utilized in a higher degree for nuclear attack.

State CD coordinates the civil defense planning of all organizations (both public and private) within the Islands.

Upon the declaration of a civil defense emergency, the Division, headed by the State director of Civil Defense (who is also the adjutant general), becomes the nucleus of an emergency State headquarters in direct support of the Governor. That headquarters coordinates and directs all government, business, community and individual actions and activities throughout the State.

Each of the State's four Counties has a Civil Defense Agency headed by a deputy director (the County mayor) and operated by an administrator and his staff.

During localized emergencies, each County is responsible for activating its emergency operating center to handle the situation, and if the disaster is of sufficient magnitude, the County may call upon State CD for assistance.

State CD, in turn, may then call upon other State, as well as Federal agencies, to provide additional emergency operations capability and, after the disaster, relief efforts.



Stanley Harter, communications officer for State Civil Defense, adjusts one of the teletypes on Birkhimer's test console.



Bud Kaye, a volunteer, transmits an intelligence summary over the tunnel's internal teletype.

## NGB studies ANG hair policy

Hair length has become a growing problem in the Air National Guard, and two committees have been established to study the alternatives and recommend solutions.

One group is sponsored by the National Guard Association of the United States and is chaired by Major General Duane L. Corning, South Dakota adjutant general and NGAUS vice president. The committee met December 7 to review the basic issues. It will present its recommendations to the NGAUS executive council early this year. Those recommendations that are approved by the council will be forwarded to appropriate agencies within the Defense Department for their consideration and study.

Members of the NGAUS committee are Brigadier Generals William W. Spruance, Delaware, and William R. McCall, District of Columbia; First Lieutenants Conrad Slate, Tennessee, and Ronald D. Prox, Delaware; and Second Lieutenant Alexander T. Mahon, Ohio, with Technical Sergeant Marvin S. Lessin of Delaware attending as an advisor. The committee was appointed by NGAUS President, Major General Henry W. McMillan.

The Air Director at the National Guard Bureau,

Major General I.G. Brown, also appointed a group to investigate the hair issue.

The NGB committee held a mid-December meeting in Knoxville, Tenn.

## Open house next

A gala open house at Wheeler Field is being planned by the 169th AC&W Squadron for the weekend of May 4 and 5. The event is being planned by **MSgt Jose "Pepe" Motas**. The open house will give families, guardsmen from other units and interested people in the community a chance to visit the unit and view their facilities.

The last open house, which was held two years ago, attracted several hundred visitors.

The event is a rare opportunity for the community to visit the largest radar unit in the State.

## ROTC trophy

For the second consecutive year, the 169th AC&W Squadron will present a trophy to the outstanding second year ROTC cadet at Leilehua High Schol. This is paid for by voluntary contributions from squadron members. Last year's winner was Cadet Herman Aquinaquoc.

## Master aviators

# Phillips Cockett Panerio & Doole

By SP5 Ben Kalb

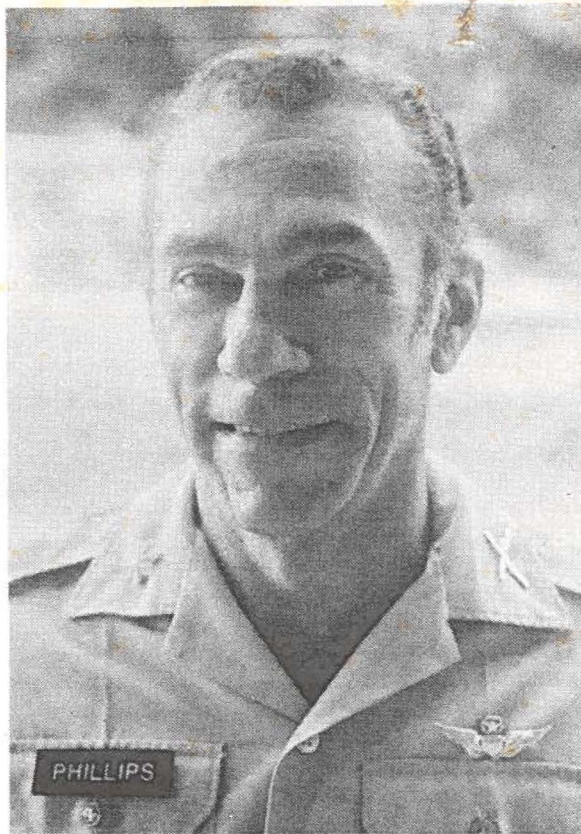
What has eight legs, has been wearing a uniform for over seventy years, flies, and is the only one of its kind in Hawaii? If you answered "CSM Bill Duncan," you're wrong — this time. We're talking about a group of four Army Guard aviators — master aviators. Between them, they have 16,900 hours of flying time.

"They" in this case are Lieutenant Colonel Paul Phillips, Lieutenant Colonel Irwin Cockett, Major Candido Panerio and Chief Warrant Officer Two Jimmy Doole.

Becoming a "Master" is no easy thing. You don't just go down to the local PX and say, "I want my 'Masters' badge" — far from it.

Becoming a "Master" takes a minimum of fifteen years of experience and at least 3,000 flying hours. You must also hold a current instrument rating. And once you get the "Masters" rating, you don't just sit back and relax. You have to fly at least eighty hours per year, pass a written exam, physical exam and a familiarization test for each type of aircraft you are authorized to fly.

Lt Col Phillips is more or less the captain of the squad, having received his "master" designation in 1967. Lt. Col Cockett received his in July, 1973. CW2 Doole earned his in October, 1973 and Maj



Lt Col Paul Phillips, the first of the four masters to achieve the rating.

Panerio in December, 1973.

All four members of the group have distinct stories about how they got started, but there is one common denominator — the flying bug.

"I got the flying bug, so to speak, in World War II," said Doole, now a dean of counseling at Punahou School. "I still have it. Most of the guys who flew in the war were glad to give it up. I just wanted to continue with it. I still get a big charge out of it."

"I've always been interested in flying," said Panerio. "It's something I got interested in as a kid."

"It's always been my childhood desire," said Phillips. "I guess it was just my love of the flight game."

"I've always been impressed with flying, but from a more practical standpoint," said Cockett. "I was in Special Forces (a charter member of the Green Berets in 1953), and they taught us everything from skiing to underwater demolition. Some of us thought we should also be trained as pilots. It stimulated our minds knowing that we could go back home with that kind of training under our belts."

Cockett has an impressive list of decorations. They include the Silver Star Medal and Distinguished Flying Cross with Oak Leaf Cluster. He was in the Army for twenty-two years and joined

the Guard in April, 1971 as a HARNG flight instructor.

"I realize that I probably would not have become a master aviator if it wasn't for the Guard," said Cockett. "I probably would have retired. Joining the Guard permitted me to reach the fifteen-year mark."

Cockett, who spent three tours in Vietnam and was wounded four times, is glad to be home now after spending most of his life overseas.

"I really enjoy the challenge of flying. My family and friends suffer when I remain on the ground. Last year, I spent most of my time teaching.

"Anybody can fly a plane when the engine is going. What I'm interested in is what happens when the engine stops and you have passengers in the back seat."

Lt. Col Phillips got his commercial pilot's license in 1947 and joined the Guard in 1950 when the aviation unit was formed. He earned the Hawaii National Guard Medal for Merit in 1965 for a rescue attempt at the top of the Pali. In that one, the rescue rope accidentally tore off part of the helicopter's main rotor blade — something that is almost always fatal — but Phillips managed to land the craft and make the rescue.

"I've been involved in a few close ones, but it has never deterred me from flying," said Phillips, now the State aviation officer.

Maj Panerio is the commander of Troop E. In civilian life, he is a foreman at Barbers Point.

"Originally, I wanted to make flying a full-time career, but then I got married, had a family and had to give flying up for a while. The Guard started advertising for aviators in 1954, and I decided to make it my part-time career. I try to fly as much as I can. It gives me a lot of self-satisfaction."

Doole, a former basketball and basketball coach at Punahou, began flying in WWII.

"Everyone at school (Dartmouth) figured they were going to go, so my buddies and I wanted to get the best possible deal."

He signed up for Navy aviation training school and became a Marine aviator. Doole later flew bombers in the South Pacific.

When he got out, he was still in the Marine Reserve, but the Marines didn't have an aviation unit.

"The Guard gave me a new lease on life," said Doole.

"The only reason I've stayed in the Guard is to fly. If I couldn't do it, I'd quit tomorrow."

Hopefully, all four will be around for a long while. So, the next time you're in the back seat of an aircraft piloted by one of the Masters, turn your attention away from the Playboy centerfold for a moment and look up front at a different kind of perfection.

## 1,000 point enlisted promotion policy

By CSM Mitsuo Kobayashi

A new regulation governing promotions of Army National Guard enlisted personnel became effective on December 1, 1973. The new regulation standardizes Army National Guard promotion qualifications and procedures nationwide and insures promotion of the best qualified people. The regulation, NGR 600-200, requires mandatory review by a selection board of all individuals being recommended for promotion to grades E5 through E9.

Basically, selection boards will make their selection using a 1,000 point system. Under this system, a maximum of 750 administrative and commander's evaluation points may be awarded by the commander recommending promotion. A maximum of 250 points may be awarded by the selection board. It then becomes the responsibility of the selection board to review all documents attached to each recommendation for promotion to insure accuracy and that administrative points have been awarded fairly.

Each member of the board then makes his own appraisal of the person being recommended for promotion, and the recorder computes the points to be awarded by the board. Selection boards may recommend only those enlisted personnel who have achieved the minimum scores shown below:

Promotion to Grade	Minimum Total Score
E5	500
E6	550
E7	600

E8 650  
E9 700

These scores must be a composite of administrative points and board evaluation points. In no case will a person be recommended for promotion on administrative points alone.

If more than one person is selected for promotion to the same pay grade, a lineal list is prepared by the recorder in the order of merit based on total

points awarded by the board. The top man will be promoted. A person not promoted due to a lack of vacancies will retain his or her score or one year unless his or her commander recommends a re-evaluation by a subsequent board.

This new promotion system for the Army National Guard is a result of studies conducted by the Department of the Army and the National Guard Bureau to develop an effective reserve component enlisted career program.

## EM Association meets

By MSGT Wayne Y. Soma

Members of the Hawaii National Guard Enlisted Association and their guests attended the organization's second annual general membership meeting and banquet at the Hickam NCO Club on December 14.

About 200 members heard Maj Gen Valentine A. Siefermann, State adjutant general, present his views on coming changes in the Hawaii National Guard. The general also challenged the Association's members to use their talents and experiences to make the HNG "number one" again in the nation.

Door prizes included two trips to the neighbor islands. Winners were SMSGT David J. Pontes of the 154th CAMRON and MSG Walter Yap of the 159th Service Battalion.

During the business session, an election of new officers was conducted. The newly elected slate includes: President, CSM Mitsuo Kobayashi of HHD, HARNG; and Vice President, TSGT Howard Hironaka of the 199th FIS (HANG). Councilman for HARNG are: ISG Edgar W. Alexander, MSG Ronald A. Camara, MSG George Cho, SFC Lawrence K.K. Mun, MSG Lester Nakaichi, SGM Isayas D. Santa Ana, and CSM Donald Leong.

The new councilman for the Hawaii Air National Guard is TSGT George I. Kaneshiro.

Other dignitaries present were: Major General Benjamin J. Webster (ret), the only honorary member of the Association; Brigadier General Frederick A. Shaefer III and his wife; and Brigadier General Edward M. Yoshimasu and his wife.

# Employer support, a two-way street

Since 1635, employers and citizen-soldiers have been partners in the common defense of community, colony and country. In the early days, the bosses themselves were in the militia along with their workmen. Today, between 1 percent and 2 percent of all U.S. workers are needed in the National Guard and Reserve Force units so fewer employers are themselves active in the reserves, but almost all still wholeheartedly support their hometown Guard and Reserve.

Obviously, then, it is the duty of every Guard and Reserve commander to fulfill his share of the responsibilities in this proven and productive partnership. Here are six ways you can do so:

1. **INFORM ALL EMPLOYERS ABOUT DRILL DATES, WELL IN ADVANCE.** Let them know as far ahead as possible, when your drills and annual training are to be held. Your people should follow up with a reminder several weeks before.

2. **IRON OUT PROBLEMS PERSONALLY.** If employer problems crop up, try to smooth them over by personal contact. Establish cordial relationships with employers and you will usually receive great cooperation.

3. **TELL THEM ABOUT THEIR EMPLOYEES' ACHIEVEMENTS.** Whenever a guardsman or reservist is promoted, completes a course, comes back from camp, wins an award or does something outstanding, write to his boss about it and let the employer know how glad you are to have the employee in your outfit, and that you appreciate the employer's cooperation.

4. **THANK EMPLOYERS AT LEAST**

## Arty wins basketball

By Ben Kalb

Last year the 298th Field Depot won the Oahu championship of the Hawaii National Guard Basketball League and the 487th Field Artillery Battalion took the runnerup spot. This year, the 487th turned the tables and dribbled off with a 6-0 record and the championship trophy.

In the process of winning the title, the 487th Squadrons (72-18), the 154th Fighter Group (73-33), the 169th Aircraft Control and Warning Squadron (96-28), Special Troops (81-32), the 298th (74-54) and the 159th Service Battalion (54-33). That's a combined total of 450 points scored and only 195 points given up.

Members of the winning team were Wade Souza, Neal Tamura, Wayne Francisco, Guy Fouche, Eugene Feleciano, Charles Victorino, Robert Ochman, Greg Chun, Dudley Chang, Alex Lima, Joe Lima, John Heffernan, Martin Waldeck, Franklin Pacarro and Richard Cabalse.

ANNUALLY. Hold a Bosses' Night, invite them to be guardsmen or reservists or a day, take them out on an actual field exercise, or just write them a warm, appreciative letter. But whatever you do, let every employer know personally that you recognize and are grateful for his support.

5. **BE ACTIVE IN YOUR HOMETOWN.** Above all, make your unit a live, vital element in your community . . . cooperate in community affairs . . . do good-turn projects whenever you can within your military mission. One of the benefits will be increased employer support.

## 19 women now in HNG

By Major Richard Settsu

One of the Hawaii National Guard's smallest minority groups made significant gains within the past twelve-month period. There are now 19 women in the organization — 15 in the Air Guard and 4 in the Army Guard.

The HANG contingent includes two officers, Captain Meriem Saromines, social actions officer with the 154th Combat Support Squadron, and Captain Carolyn Beres, a clinical nurse with the 154th USAF Dispensary.

HANG's enlisted women include Sergeants Eileen Camat and Janet Cox, aircraft control and warning operators with the 150th ACW Squadron at Kokee. Airman Basic Linda Brooks is also an ACW operator at the Kauai unit.

Women in the 201st Mobile Communications Squadron include: Airman First Class Mariko Best, a communication center specialist, Airmen Basic Katherine Castillo, an administrative specialist; and Jan Okamoto and Collette Tamburi, air traffic control operators.

Besides Capt. Beres, the 154th USAF Clinic

includes Airman First Class Jacqueline Doyle, an apprentice medical administrative specialist; Airman Linette Muraoka, a dental specialist; and Airman Nora Takashiba, an apprentice medical service specialist.

HANG has two women in the personnel field — Sergeant Phillis Dickens, assigned to HQ HANG at Fort Ruger, and Airman First Class Iris Kabazala, of Hickam's 154th Combat Support Squadron.

The 15th woman in the organization belongs to HANG's smallest unit, the 199th Weather Flight. She's Airman Basic Donna Culnan, a weather observer.

Three of the Army Guard's four women are assigned to Fort Ruger units. Two of them are PFC Linda Stevens, a journalist and broadcast specialist with the 117th Public Information Detachment and PVT Sandra Mascoto, a clerk typist with the same unit.

The third woman in the Ruger area is Specialist Four Lionila Angelias, operating room specialist with the 229th Medical Company.

The fourth woman in the HANG is PVT Gall Warok, a clinical specialist with the 293d Service Company at Honolulu Airport.

The progress made during the past year has been significant, however, it appears to be just an indication of changes still to come.

## Incentive awards

By Major David Kaahaaina

SFC Robert C. Fukuhara, technician at CSMS No. 1, attached a crank handle to the cleaning rod of the M16A1 rifle. This device, and a plastic guide, will make the job of cleaning the chamber much easier. SFC Fukuhara received \$25 for this idea.

MSG Tom T. Higa, technician at CSMS No. 1, built a test set which will enable maintenance personnel to troubleshoot and test the accessories of the new family of Army radios. This device will reduce the time required to troubleshoot and test the accessories. MSG Higa received \$90 for this suggestion.

The tow bar formerly used for group handling of the OH-58 helicopter required two men to insure a safe operation. SP6 Mitsuo Oyama, AASF No. 1, suggested a two bar that can be used by only one man. A \$50 award has been approved.

## Uniform changes

Dress boots, sweaters, and stocking caps are new additions to Air Force uniform options, resulting from the latest change to AFM 35-10, the dress and

Ankle-fitting dress boots, without buckles or straps, have been authorized for all service uniforms except the summer shirt with bermuda shorts. They must be smooth or scotch-grain black leather and may have plain or capped toes.

A blue sweater, described as coat style, V-neck, AF Shade 1503, also has been authorized with service uniforms, with the same shirt/shorts exception. A stocking cap, the blue U.S. Navy watch cap, may be authorized by installation commanders for cold weather wear with fatigues, according to an Air Force News Service release.



Our model for this quarter is Moira Maeda, a Patricia Stevens model. She's five feet tall, is a talented Tahitian and hula dancer, and shoots a tough game of pool. Moira likes outdoor sports including tennis, archery, rifle shooting and deep sea fishing. Photo, courtesy of Patricia Stevens International Modeling Agency and School.