

## Spotlight

Pieters named  
top enlisted  
federal employee  
page 3



## Community

Hawaii Guard  
co-sponsors  
CPR Day II  
page 4-5



## Sports

ESGR golf  
tournament  
at Hickam  
page 7



Hawaii Department of Defense

# pupukahi

pupukahi: "harmoniously united"

Vol. 27, No. 3

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April - May 1992

## Calendar

### May 22-24

Hawaii National Guard Association 43rd Annual Conference/Banquet, Turtle Bay Hilton Hotel & Country Club. Business session: Class Bs; all other events: aloha attire.

### May 25, Monday

Memorial Day, federal and state holiday.

### May 27-29

150th Aircraft Control and Warning Squadron Goodwill Ahi Tournament.

### June 11, Thursday

Kamehameha Day, state holiday.

### June 13-14

Hawaii Air National Guard Central District Softball Tournament, Earhart Field, Hickam Air Force Base.

### June 26, Friday

Blood Bank of Hawaii Drive, 487th Field Artillery gym, 22nd Avenue, 8-11 a.m.

### July 3, Friday

Independence Day (July 4), federal and state holiday.

### August 17, Monday

Hawaii Air National Guard Golf Tournament, Hickam Air Force Base Golf Course.

## Guard deploys to Thailand

# Cobra Gold '92

Photo and story by 2nd Lt. Charles Anthony

201st Combat Communications Group

Fifty-six airmen from the 201st Combat Communications Group (CCGP), Hawaii Air National Guard, deployed to Thailand for the 11th annual Cobra Gold training exercise, April 25. They were joined by a second contingent for a total of 108 personnel. An advance party of four departed April 22.

According to Lt. Col. Jeffrey Okazaki, group commander, this is the first time the 201st CCGP has deployed that many people to support the U.S. Army. During the exercise, the Guard unit will provide communications and air traffic control for U.S. aircraft at an air base in Korat, central Thailand.

Approximately 10,000 American military personnel from the Army, Air Force, Navy and Marine Corps will take part in the three-week joint/combined training exercise with U.S. and Royal Thai forces. (A combined exercise involves military personnel from more than one country and a joint exercise involves American forces from more than one branch of service.) U.S. forces also participate in civil affairs projects, providing medical care, education, and road and bridge construction.



Airmen from the 201st Combat Communications Group prepare a pallet of supplies for shipment to Thailand. The unit is providing air traffic control and communications support for exercise Cobra Gold.

Three journalists from the 117th Public Affairs Detachment, Hawaii Army National Guard deployed to Korat, May 3. They will augment the U.S. Army's public affairs team.

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Fairchild Aircraft photo

## Army Guard to get new C-26 aircraft

The Hawaii Army National Guard is one of nine Army Guard units nationwide slated to receive a C-26B aircraft in calendar year 1992. (The HIARNG aircraft is scheduled to arrive in June.) According to the aircraft's manufacturer, Fairchild Aircraft, the model is "ideally suited" to support federal and state National Guard missions. It can airlift 18 passengers or be rapidly converted to Medevac, full cargo or any combination. Its speed is comparable to the C-130, but the C-26B offers greater fuel economy, passenger comfort and convenience. Merlin Express, Inc., a subsidiary of Fairchild Aircraft, provides full contractor logistics support and has provided overall mission capable rates of more than 98 percent to the National Guard.

# Command notes



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

The State Department of Defense is a highly complex organization made up of federal and state full-time military technician, active duty, civilian and drill-status employees. Our people work at a number of locations throughout the state and serve in various capacities in the Hawaii Army and Air National Guard, State Civil Defense and the Office of Veterans Services.

Our diversity makes the management of people, resources and programs uniquely challenging for all of us at every level. However, no matter how difficult it may be, I am committed, as are our division heads, to solving problems or situations that affect our employees or their families. These matters may be as routine as personnel, administrative or pay inquiries as well as others of a more personal nature.

The key to our effectiveness in this problem-solving process is better communication and understanding. All of us need to be able to openly talk to our immediate supervisors and state our concerns. We also need to understand our departmental procedures and policies and, above all, ensure they are complied with. This will help everyone understand both the "how" and "why" we conduct business in a certain way and will avert many misconceptions.

When you have a concern, I ask that you follow these guidelines: First, inform your immediate supervisor about the problem or situ-

ation and give them a reasonable time to correct it or provide you with pertinent information on the matter. If the problem is not resolved within a reasonable time, depending on the situation, go back to your supervisor and request to take the matter to the next higher level of supervision or command. And, if need be, elevate it through the chain, to the top, if necessary. In most instances, the problem will be resolved through this process. Our command/supervisory chain is in place to ensure accountability and is our primary means of resolving potential grievances at the lowest level in the least amount of time. I ask that you give your supervisor and chain of command a chance to solve problems.

I also encourage you to seek the assistance and counsel of our senior enlisted advisor, inspector general or other staff officers. Although they may not wear the same color uniform as you, they are part of my management team and can advise you on a number of issues and provide you with sound recommenda-

tions. Command Sergeant Major Clem Hew and Lt. Col. Henry Arnold, our inspector general, are specifically charged to solve problems for our enlisted soldiers and airmen. They both maintain "open door" policies and are available to help you when needed.

If all else fails, I encourage you to use our telephone "hotline," which I instituted in March. The IG monitors the hotline and all inquiries are confidential. The "hotline" number is highlighted on this page in the "departmental news" section. You have my personal assurance that any issue brought to my attention through the command/supervisory chain will be addressed and resolved -- by me personally -- if that's what it takes.

Beginning this month, I have also asked our various staff sections to provide you with information that can help clarify or improve your understanding of various departmental programs, policies and procedures. These articles will be featured in our "departmental news" section and will deal specifically with changes, updates and explana-

tions of personnel administration and finance payment procedures. Our goal is to ensure all of us have an understanding of these important processes and operations.

In closing, I'd like to congratulate Sgt. 1st Class Charles Pieters from the Hawaii Army National Guard's Recruiting and Retention Office for being named the federal enlisted soldier of the year. It is the first time one of our employees has earned this prestigious award and it reflects well on Sgt. 1st Class Pieters, the Recruiting and Retention Office and our entire organization.

I also want to thank the many people who helped organize the Employer Support of the Guard and Reserves (ESGR) golf tournament, May 1. Special recognition goes to our tournament coordinators, Lt. Cols. Emerick Kaneshi and Edwin Chung-Hoon. I received many compliments from employers and fellow reserve component members. Your efforts will go a long way toward solidifying our relationship with civilian leaders in our communities. Keep up the good work.

## Departmental news -- Continued on page 8

### Army Guard travel

The U.S. Property and Fiscal Office (USPFO), Traffic Branch, is required to use the lowest airfare which meets business requirements when making official travel arrangements for Hawaii Army National Guard personnel.

Travelers should ensure their travel orders authorize a delay enroute before making travel arrangements. Airlines are allowing fewer free stops than in the past and travelers will be charged for fare increases resulting from delays enroute.

The Scheduled Airlines Traffic Office (SATO) will obtain the best available fare based on official travel. Flight routes deemed undesirable by the traveler will be investi-

gated and adjustments made, if authorized.

### Army commissary privileges

Pending distribution of new commissary cards by the end of May, Army National Guard soldiers and their dependents may continue to use their reserve component identification cards to shop at the commissary. Authorization letters are not required. All commissaries have been notified of this policy and Guard personnel encountering difficulty should ask to speak to the supervisor on duty. Unresolved incidents should be reported to the G-1 at 737-6744/8439.

New cards are expected to be issued by the end of May.



Michelle Ai-Chang

"POWER THROUGH COMMUNICATIVE MANAGEMENT" was the theme for the 5th Annual Women's Career Development Seminar held at the Sheraton Waikiki Hotel, April 24. Attendees participated in a wide range of activities, including the team-building exercise pictured.

### Incapacitation pay By Staff Sgt. Shirley Bryant G-1, HIARNG

Incapacitation or "incap" pay is compensation for wages lost when a soldier is injured while on federal military status. This form of pay is especially critical if it is the soldier's sole source of income following an injury.

If an incident occurs, the soldier should report to his or her unit immediately. The unit then arranges for medical care from a military treatment facility. Treatment at a civilian facility is authorized if no military facilities are available.

The unit must also initiate a line of duty (LOD) investigation at this time. The investigation, along with a physician's statement, determines whether the soldier qualifies for incap pay and, if so, the duration of the pay period. If an injury prevents the soldier from performing

his or her civilian work or from seeking employment, the unit must complete an incapacitation payroll packet. The soldier is responsible for providing the necessary medical documents, employer's statement and service member's statement for inclusion in the LOD investigation and payroll packet.

Incap pay is authorized up to 180 days. Requests for pay beyond this period must be initiated by the Military Personnel Office through the National Guard Bureau for approval by the Department of the Army. Requests are initiated four months following an injury if it appears the soldier will be unable to return to work prior to the 180th day. The soldier must also undergo medical evaluation for retention in the Guard at this time.

For more information, call the health systems specialist at 737-6744/8439.

## TAG's Hotline 735-8481 (Oahu)

The Adjutant General has installed a telephone "hotline" in the Inspector General's (IG) office to improve departmental communication and address employee concerns. It is available to any DOD employee for whom problem resolution through supervisory channels has proven ineffective.

The hotline will be staffed during normal working hours. Persons calling during non-duty hours are urged to leave a message on the IG's answering machine.

All inquiries will be held in the strictest confidence.



## pupukahi

State of Hawaii Department of Defense  
pupukahi: harmoniously united

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The Adjutant General
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- Sgt. 1st Class Wayne T. Iha**  
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# Spotlight

## Pieters is enlisted member of the year

### First State DOD employee to win

For the first time ever, a State of Hawaii Department of Defense employee has been named as a Federal Employee of the Year. Sgt. 1st Class Charles L. Pieters, Hawaii Army National Guard (HIARNG), was selected as the 1992 Enlisted Service Member of the Year at the 36th Annual Federal Week Awards Luncheon held at the Sheraton Waikiki Hotel, May 5. Sharing the distinction with Pieters this year is Sgt. Katrina A. Miller of the U.S. Army's 1117th Signal Battalion.

Until recently, Pieters was responsible for the HIARNG's recruiting and retention advertising program. He initiated the direct mail campaign's shift to automation, postcards and bulk mailing. The recruiting office now mails 35,000 cards with the same amount of money it previously required for 20,000 cards. In addition, the program saves approximately 100 staff hours.

Pieters also regularly takes on the additional duty of presenting

"Creating the Future," a multimedia program designed to broaden students' perspectives and encourage them to plan for the future. Before transferring to his present assignment at the recruiters' Station No. #1 located at the 1st Battalion, 487th Field Artillery, he presented the program to more than 2,700 students throughout the state.

Four other Department of Defense employees were nominated for federal awards. The nominees and their respective categories were: Maj. Claude T. Ishida, federal manager/supervisor of the year; Master Sgt. Elmer R. Looney, employee of the year - professional, administrative and technical; Sgt. Samuel K. Makaiwi, employee of the year - clerical and assistant; and Maj. Stanley R. Keolanui Jr., military officer of the year.

Mr. Al Harrington, nominated by the state DOD, was named Citizen of the Year for his patriotic support of the military in Hawaii.



Stephen M. Lum

Sgt. 1st Class Charles L. Pieters (center), co-winner of the federal enlisted service member of the year award, poses with the Mrs. Patricia Saiki, administrator of the Small Business Administration, and Billy J. Brown, district director of the Internal Revenue Service. Pieters belongs to the Recruiting and Retention Office and was awarded the honor for his work as the Hawaii Army National Guard's advertising noncommissioned officer.



Maj. Wayne N. Yoshioka

## Watson is Hawaii National Guard's newest general

Brig. Gen. Bernard M. Watson, commander of the 29th Infantry Brigade (Separate), was frocked by Brig. Gen. Eugene S. Imai, commander of the Hawaii Army National Guard. Watson's wife, Susan, assisted Imai during the April 1 ceremony.

## UH students, DeMello get volunteer awards

Mike and Da Mekaniks, a group of software engineering students from the University of Hawaii, were one of two Department of Defense recipients of the 1992 First Lady's Outstanding Volunteer Award. The group planned, designed and developed a computer database system to assist the Office of Veterans Services (OVS) in improving veterans services. The group, whose faculty advisor is Professor Donald DeRyke, was recognized at a ceremony at the Pacific Beach Hotel, April 16. Pictured are (left to right): Cam Flowers, OVS administrative services assistant, Eric C. Saito, Michael K.M. Kanada and Kazuo K. Chambers, and Larry Lee, OVS director.

Mrs. Deanna J. DeMello, wife of Maj. Damien DeMello of the Big Island, also received an individual volunteer award for serving as last year's state volunteer representative. She was instrumental in establishing the Guard's family support program and helped develop the family handbook.



Stephen M. Lum

# Community service

# Guard co-sponsors CPR Day II

By Michelle Ai-Chang

The Hawaii National Guard co-sponsored CPR Day II, Hawaii's second statewide mass cardiopulmonary resuscitation (CPR) training, throughout the month of April. Classes were conducted at fifteen sites throughout the state, including Hawaii National Guard armories at Wailuku, Maui (April 5); Diamond Head and Kaneohe, Oahu (April 12); and Kapaa and Hanapepe, Kauai (April 26). More than 100 Guard members joined other volunteers to conduct the free, three-hour class for the public.

The Guard's presence was most visible on Oahu, at the two armories and Restaurant Row in downtown Honolulu. Maj. Mark C. Chun, commander of Company C (Medical), 29th Support Battalion, spent the day at the Kaneohe Armory with several members of his unit. Chun, along with CPR Day II coordinators Lt. Col. Dennis C.H. Kim (Army) and Lt. Col. Judith L. Fadrowsky (Air), was key in putting together the massive event. In addition to providing instructors, the Guard also transported CPR equipment from Oahu to the neighbor islands, served refreshments and provided audio-visual support.

CPR is used to revive persons experiencing cardiac arrest due to heart attack, electrical shock, drowning or other trauma. The technique consists of alternating mouth-to-mouth breathing with stimulation of the heart to induce blood circulation. "More of us need to know this important rescue technique," said Dr. Frederick Burkle, CPR Day II leadership committee chairman. "It could mean a second chance for a family member or friend." Burkle said fewer than five percent of Hawaii residents are trained in CPR.

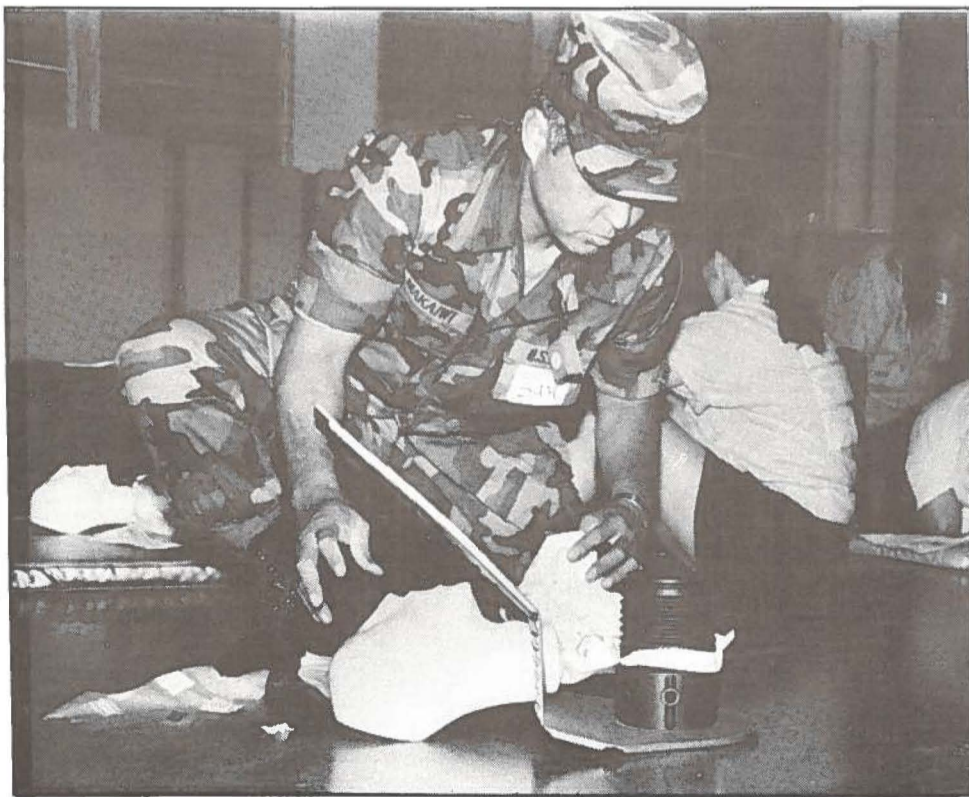
CPR Day II is sponsored by the Hawaii National Guard, American Heart Association and American Red Cross. More than 4,600 people attended last year's "CPR Sunday."



Staff Sgt. Steve K. Rodolfich, a medic with Headquarters and Headquarters Company, 29th Infantry Brigade (Separate), shows Y.F. and Catherine Look of Manoa how to administer the abdominal thrust on an unconscious victim at Restaurant Row, April 12.



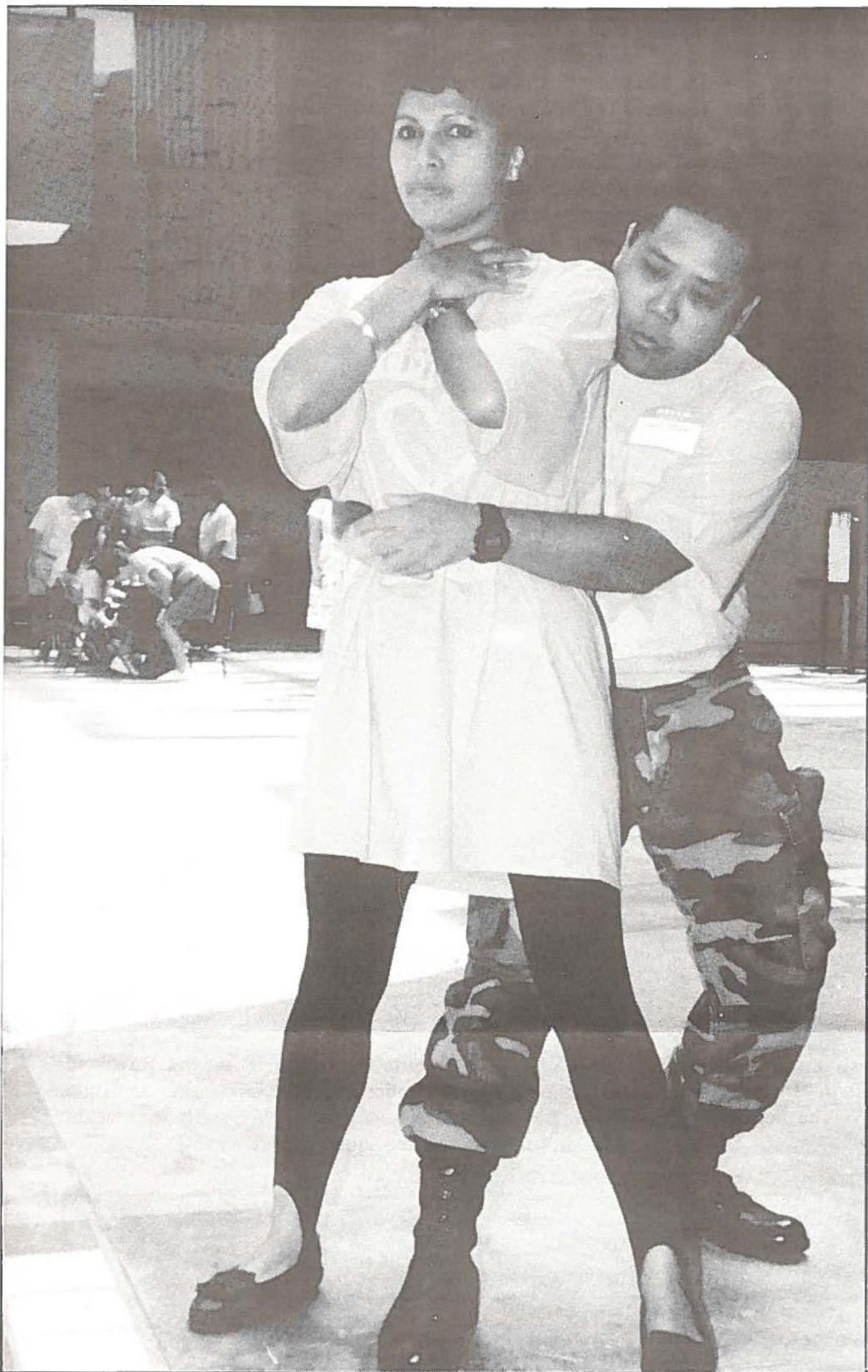
Sgt. 1st Class Alfred Nebre, readiness NCO for Company B, 1st Battalion, 299th Infantry; and Queenie Pezorio, the unit's full-time civilian clerk-typist, tape down bed rolls for CPR Day II training mats at the Kapaa Armory, April 26.



Sgt. Samuel Makaiwi, administrative specialist for Detachment 1, Headquarters and Headquarters Company, 1st Battalion, 299th Infantry, sets up a cardiopulmonary resuscitation mannequin at Molokai's CPR Day II, April 4.

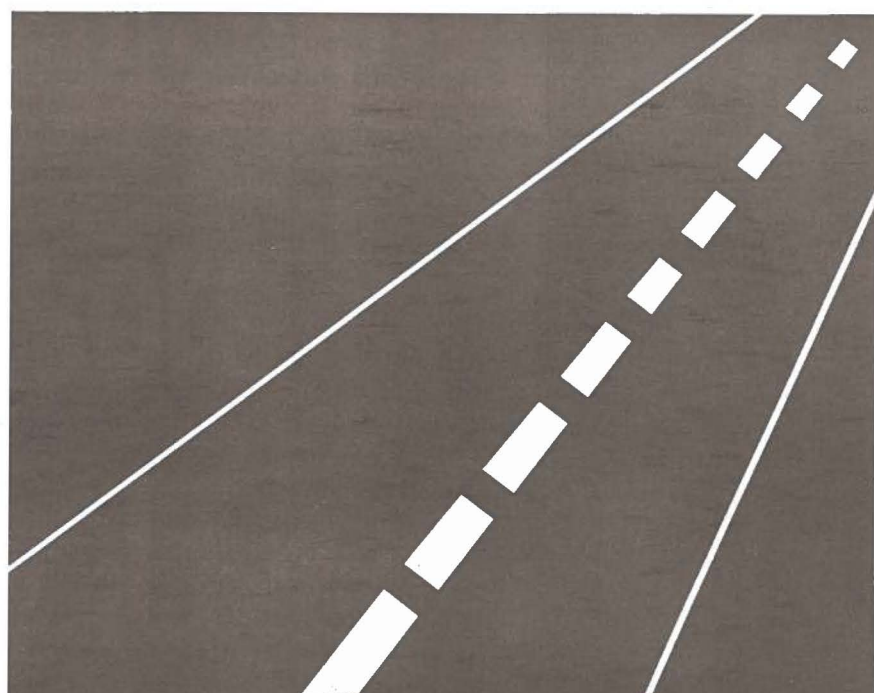


Sgt. Rosalinda Cadran, a pharmacy technician with Company C (Medical), 29th Support Battalion, shows Charlee-Mae Crivello of Hilo how to open the victim's airway at the University of Hawaii at Hilo gym, April 12.



Staff Sgt. Stephen M. Lum

CPR Day II volunteers Tech. Sgt. Gary G. Mau, a precision measurement laboratory technician with the 154th Consolidated Aircraft Maintenance Squadron, and Anna Blair, demonstrate the abdominal thrust at Restaurant Row, April 12. Also known as the Heimlich maneuver, the method is used to clear the obstructed airway of a conscious victim.



## Kauai controllers "adopt" highway

The 150th Aircraft Control and Warning Squadron officially "adopted" a three-mile portion of Kokee Road in April. Quarterly clean-ups will be conducted by unit volunteers or counted as part of physical training, depending on the squadron's mission requirements.

Lt. Col. Norman Nitta, commander of the 150th ACWS, said the benefits to the unit and the Guard are that it improves the environment, boosts unit pride and morale, provides physical exercise and enhances the Guard's public image. The public benefits by getting cleaner highways at little cost.

Adopt-A-Highway is a public service program for volunteers to pick up litter along Hawaii's state highways. It is a way for environmentally conscious citizens to make a personal contribution for a cleaner Hawaii. Community groups, churches or businesses agree to pick up litter quarterly along a two-mile or longer section of highway for at least two years. To assist volunteers, the Department of Transportation provides high-visibility vests, trash bags and safety information; removes filled bags and heavy or hazardous items; and erects a highway sign in recognition of the group's efforts.

Units interested in finding out more about the program should call the Department of Transportation district office on their island.

## Department supports food drive

State Department of Defense employees donated a total of 1,315 pounds of food and \$677 to the State of Hawaii Food Drive this year. As in past years, Hawaii Army National Guard soldiers also helped to transport 8,614 pounds of food from pick-up sites around Oahu.

The annual drive is conducted by Hawaii Foodbank, Inc. and assists more than 340 agencies, including emergency food pantries and shelters. On average, the Foodbank distributes more than 300,000 pounds of food monthly.



Stephen M. Lum

Staff Sgt. Scott T. Nomura and Spec. Gayne A. Palmero, Headquarters and Headquarters Company, 29th Support Battalion, load part of the 1,315 pounds of food donated by State DOD employees in April.

# Hawaii Army National Guard



**Brig. Gen. Eugene S. Imai**  
Commander, HIARNG

People are the most valuable asset in any organization. This is true in the civilian sector as well as in the military, and the HIARNG is certainly no exception. How we

manage our most valuable asset will in large measure determine how they perform for the HIARNG.

The events surrounding the evening of May 2, 1992, clearly demonstrated that we have top quality leaders and soldiers in the HIARNG. Two units, the 297th Supply and Service and the 29th Support Battalions, were placed on alert as possible support back-up for civil authorities should the planned demonstration in Waikiki over the Rodney King verdict have exceeded the capabilities of the police. The STARC and 29th Brigade staff developed the operations plan and the units prepared their soldiers for the possible action. Unit leaders ensured all soldiers were properly equipped, trained, and fed, and transportation was arranged in ample time should the services of the HIARNG have been necessary.

Civil authorities were able to handle the crowd (which numbered more than 300 at its peak) with their own resources.

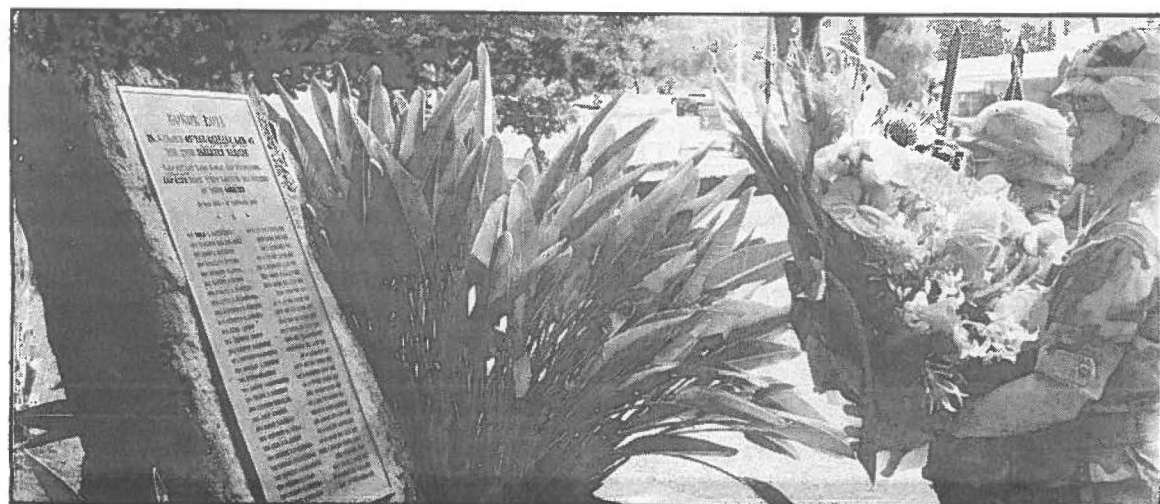
While the services of the HIARNG were not needed, civil authorities, including the governor and lieutenant governor, were grateful of the readiness of the National Guard, and in particular of the two battalions. The willingness and readiness of every soldier to help protect our community was clear as I met with the members of the 297th S&S Battalion that evening. Saturday turned out to be a long day for those soldiers, but I want each of them as well as their families to know that the community appreciates their readiness.

We clearly have outstanding leaders and soldiers in the HIARNG, and our officer and enlisted career management programs must pro-

vide for effective recruiting, education and training, assignment, and career progression to ensure that we maximize this most valuable resource. The officer career management program is being finalized and will identify possible career paths for all officers so that they can take the initiative to become cross-trained in other skills, should they choose to do so. Once the officer system has been finalized, the same process will be applied to the en-

listed positions. The system must ensure that the process is clearly understood and is open, and individuals must ensure that those things which are under their control, such as civilian and military education, have been met so that they qualify for consideration to higher positions.

In this manner, we will get closer to maximizing that most valuable asset in the HIARNG, our people.



Command Sgts. Maj. Arthur Delos Santos, U.S. Army Reserve, and James M. Reis, 29th Infantry Brigade (Separate), place floral sprays at the brigade's May 3 memorial ceremony for the 29 soldiers who died on active duty during the Vietnam conflict.

Staff Sgt. Stephen M. Lum



Sgt. 1st Class Wayne T. Iha

**KAUAI NO KA OI --** Pfc. William Maycong (left) and Sgt. Raymond Morden of Company B, 1st Battalion, 299th Infantry, set up an 81mm mortar during training at Mimino, April 11. Maycong is an assistant gunner and Morden, a gunner and squad leader.

# Hawaii Air National Guard



**Col. Allen M. Mizumoto**  
Commander, HIANG

The increased public pressure to reap the peace dividend by reducing the defense budget will challenge our vision and leadership to ensure that our units are in tune with the requirements of the future. Significant changes in warfare, threat, and the budget will necessitate that we re-examine the missions we have today, the way we train and operate, and the way we manage and utilize our funds.

Improvements in technology have greatly affected the way wars are fought. A target that required

thousands of bombs to destroy in World War II took only one or two to neutralize during Operation Desert Storm. The breakup of the USSR and the demise of the Communist Party that represented a major threat to world peace has caused a major reorganization in the structure of our Air Forces and the creation of a new philosophy of "Global Reach - Global Power." The proposed reduction of 25 percent of Air Force personnel will require that difficult decisions be made to ensure that the forces remaining maintain the capability to respond to regional conflicts in a timely manner and can be successful in any confrontation.

More close to home, Maj. Gen. Richardson has created a planning board comprised of the senior leadership and planners in the department to reassess where we are today, and what changes, if any, need to be made in the future to ensure the viability of our units. He also asked that we identify what actions will need to be taken to continue our tradition of excellence, while providing the capabilities required by our gaining commands.

What it means is that we cannot

continue to live on our past laurels and be satisfied with the status quo. We have to be innovative future thinkers who can assess what the needs of our nation will be five to 20 years from now and position ourselves to be ready to be in tune with these future needs. We have to continue to have the vision and foresight that brought us into the mission of our refueling tankers. A mission that will be pivotal to the success of "Global Reach-Global Power" for years to come and ensure that the Hawaii Air National Guard will be a viable, necessary force.

The addition of a search and rescue unit to the HIANG in the near future is another example of a mission that has significant value to our gaining command that will add value to our state as well as to our nation. The peacetime application of this unit will provide a tremendous service to the people of this state as well as to this part of the hemisphere. The refuelable HC-130 Hercules aircraft and refuelable MH-60 Blackhawk helicopters will provide a search and rescue capability that can be a tremendous asset to our state and communities.

## New F-15 jet fighters arrive

By Maj. Stanley Osserman

154th Mission Support Squadron

Though they look the same from the outside, the recently arrived F-15 A/B Eagle jet fighters are very different from their earlier counterparts.

The biggest change is the MSIP or multi-stage improvement program that boosts the avionics capabilities of the older F-15. The newer model has a ground programmable navigation computer, enhanced target sorting, ability to carry the latest missiles, and track-while-scan radar. (The advanced radar allows pilots to "lock-on" to several targets and launch radar missiles while maintaining visibility of other aircraft on the radar.)

"In the air defense mode, we'll get a much cleaner radar scope, less 'birds' (erroneous radar returns), and better capabilities in the electronic warfare environment where we have to contend with radar jammers and electronic deception," said Maj. Gary Peters, flight safety officer for the 154th Composite Group. "In the air superiority role, the new improvements will give us more flexibility in our tactics and a better picture of the battle area."

The 199th Fighter Squadron (formerly the 199th Tactical Fighter Squadron) will be the first Air National Guard unit in the world to have a full squadron of the new F-15s. The HIANG received its first aircraft in December and the most recent were flown in from Holloman Air Force Base, New Mexico, April 20.

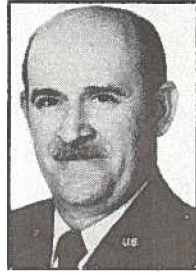
# People



Hammon



Latorre



Macknik



Madeira



Mizumoto



Sablan

The State of Hawaii Department of Defense announces the following personnel changes:

**2nd Lt. Wayne J. Acosta** was appointed as the assistant base civil engineer, 154th Composite Group. Acosta enlisted in the Army Reserve in 1983 and transferred to the Guard in 1989 after receiving his commission. He graduated from James Campbell High School and has a bachelor's degree in electrical engineering from the University of Hawaii. He and his wife, Mary Cris, have a 1-year-old daughter, Michelle.

The Office of Veterans Services announced the appointment of **Patricia Hammon** to the Commission for Memorials for the Korean and Vietnam conflicts. Hammon, a nurse and Vietnam veteran, replaces Don Gillum who passed

away in late 1989.

**Command Sgt. Maj. Francisco Latorre Jr.** was promoted May 16. Latorre is the Troop Command's command sergeant major. He was previously the first sergeant of Headquarters and Headquarters Company, 29th Support Battalion.

**1st Lt. Tom Y. Madeira** is a civil engineering technician for HIARNG Facilities Management. Madeira graduated from Mid Pacific Institute and the University of Hawaii. He is a basketball fanatic and would like to coach the sport someday.

**Maj. Robert Maglasang** is the new commander of the 292nd Combat Communications Squadron. The former chief of maintenance and detachment commander was born in Wahiawa and graduated from California State University at San Jose. He has previously served with

the 291st Combat Communications Squadron and 199th Weather Flight.

Maglasang replaces **Lt. Col. Louis S. Macknik**, who retired with more than 27 years of military service.

**Capt. Lyle McMillan** was appointed as the chaplain for the 201st Combat Communications Group, April 16. McMillan is a member of the Church of Latter Day Saints, Waipahu Ward, and transferred to the Guard from the Army Reserve. He is employed full-time as a physical therapist for the Rehabilitation Hospital of the Pacific.

**Capt. Gary Mizumoto** has been appointed as the 293rd Combat Communications Squadron detachment commander. Mizumoto enlisted in the Guard in the 1970s and received his commission in 1985.

**Col. Donald D. Orton,**

support personnel management officer, has been appointed to the Professional Education Center Support Council by Maj. Gen. Raymond F. Rees, Army National Guard director.

Established March 1, the council reviews programs and activities conducted at the Professional Education Center, provides guidance for improvement and change, and develops strategies for problem resolution.

**Staff Sgt. Nicolas M. Sablan**, Company D, 1st Battalion, 299th Infantry, was awarded the expert infantryman badge (EIB), April 6. He is the first soldier from Company D to earn the EIB in more than a decade. Only 72 of the 600 applicants (mostly active component soldiers) passed the rigorous test which included a 12-mile road march with full combat gear and a weapons proficiency



Wong

test that was completed in three hours.

A TOW (tube-launched, optically tracked, wire-guided missile system) section leader, Sablan is employed full-time as a Navy aircraft refueler.

**Sgt. 1st Class Alvin Wong**, warehouse worker, was voted by co-workers as the Outstanding U.S. Property and Fiscal Office

(USPFO) Employee. The bi-annual award is presented to the USPFO employee who most epitomizes the values and philosophy of Total Quality Management (TQM). Wong received a trophy and will be taken out to lunch by the U.S. Property and Fiscal Officer, Col. Melvin Ida. He will also have reserved parking and free coffee for the next six months.

# Sports



Stephen M. Lum

The tournament's overall low net winning pair was **Majs. John Penebacker** (left) and **Richard Young** (center left) of the Hawaii Army National Guard (HIARNG). Other members of the foursome were **Dick O'Connell** of Hawaiian Electric Co. (center right) and **Maj. Spencer Mukai**, HIARNG.

## ESGR hosts golf tourney

Overcast skies and strong gusts marked the Sixth Annual Employer Support of the Guard and Reserves (ESGR) Golf Tournament held at Hickam Air Force Base's Mamala Bay Golf Course, May 1.

A total of 148 players took part in the tournament which serves to bring together reservists and their employers. Among the employers represented were Nissan Motor Corporation, Hawaiian Electric Co., First Hawaiian Bank and several state agencies.

Nearly 40 corporate and private donors contributed prizes for the tournament, which were awarded at the Hawaii Air National Guard's Operations and Training Facility following play.

The annual tournament was dedicated to the memory of Jack Baker this year. Baker was an active supporter of the Guard and Reserves and served as ESGR state chairman for many years. Tournament coordinators for the Hawaii National Guard were **Lt. Col. Emerick Kaneshi** (Army) and **Lt. Col. Edwin Chung-Hoon** (Air).

## Hawaii Guard volleyball tournament results

**By Tech. Sgt. Russ Campos**  
Fourteen Air and seven Army Guard teams competed in the 1992 Hawaii National Guard State Volleyball Tournament at the Kamehameha Schools' and 487th Field Artillery gyms, April 24-26. For the first time, the tournament included a men's masters division for players age 40 and over.

After three days of exciting pool play and semifinal action, the scores were settled and the final winners were:

**Coed Division - First Place**, Headquarters, State Area Command/298th Service Battalion combined team; **Second Place**, 29th Support Battalion.

**Men's Masters Division - First Place**, 154th Resource Maintenance Squadron/154th Tactical Hospital combined team; **Second Place**, 154th Consolidated Aircraft Maintenance Squadron/

154th Mission Support Squadron combined team.

**Open Division - First Place**, 154th Mission Support Squadron; **Second Place**, 193rd Aviation.

## Hawaii Guard marathon team competes in Lincoln Marathon

Four Hawaii National Guard runners went to Nebraska to compete in the 15th Annual Lincoln Marathon that also serves as the National Guard Bureau annual marathon trial, May 3. Staff Sgt. Jason Caires, 154th Consolidated Aircraft Maintenance Squadron, 154th Composite Group, was the first Hawaii finisher with a time of 3:11:54. Other runners were 1st Lt. Stanley Toy, Company B, 2nd Battalion, 299th Infantry; Capt. Shirley Alvaro, Headquarters, State Area Command; and Staff Sgt. Wade Kaneshiro, Headquarters and Headquarters Company, 2nd Battalion, 299th Infantry. Alvaro finished first in her age divi-

sion for the Guard and will represent Hawaii in upcoming Army and Navy marathons.

## Air Guard sponsoring masters softball

**By Chief Master Sgt. Cornwall Matsusaka**  
The Hawaii Air National Guard is sponsoring a "masters" team in this year's Hawaii National Guard State Softball Tournament, Aug. 30-31. The unit integrity requirement will be waived and players may be from either the 154th Composite Group (154th COMPG) or the 201st Combat Communications Group (201st CCGP), but they must be age 40 or over by Aug. 29. Every effort will be made to support and include players from the neighbor islands. Persons wanting more information should contact Chief Master Sgt. Cornwall S. Matsusaka, 449-0301 (154th COMPG), or Senior Master Sgt. Galen Nakahara, 449-9739 (201st CCGP).

# Awards and recognition

Members of the Hawaii Army and Air National Guard were recently presented with awards in recognition of their outstanding performance.

### Meritorious Service Medal

Col. James J. Navin, Company C (Med.), 29th Support Battalion  
 Lt. Col. Louis S. MacKnik, 292nd Combat Communications Squadron  
 Capt. Michael L. Tarpley, Company C, 1st Battalion, 299th Infantry  
 1st Sgt. Joseph H. Viveiros, Headquarters, State Area Command (-Det. 1, 2, & 3)  
 Master Sgt. Mitsuo Yoshizu, Headquarters, State Area Command (-Det. 1, 2, & 3)  
 Sgt. 1st Class James E. Yap, Headquarters and Headquarters Company (-Det. 1), 1st Battalion, 299th Infantry  
 Staff Sgt. Albert Domingo, Headquarters and Headquarters Company (-Det. 1), 1st Battalion, 299th Infantry  
 Staff Sgt. Jose M. Feliciano-Crespo, 227th Engineer Company  
 Staff Sgt. Edmond S. Hara, Headquarters and Headquarters Company, 29th Infantry Brigade (Separate)

Staff Sgt. Leslie E.N.M. Tam, Headquarters and Headquarters Company, 29th Infantry Brigade (Separate)

Sgt. Jimmy C. Barrientos, Headquarters and Headquarters Company (-Det. 1), 1st Battalion, 299th Infantry  
 Sgt. James M. Narita, Det. 2, Headquarters, State Area Command, Military Academy

### Army Commendation Medal

Sgt. 1st Class Keun Sook Barnes, Headquarters, State Area Command (-Det. 1, 2, & 3) (2nd award)  
 Sgt. 1st Class Raymond L. Ganotise, Headquarters, State Area Command (-Det. 1, 2, & 3)  
 Sgt. 1st Class John S. Gibo, Headquarters, State Area Command (-Det. 1, 2, & 3)  
 Staff Sgt. Michael R. Gomez, Headquarters, State Area Command (-Det. 1, 2, & 3)

### Air Force Commendation Medal

Lt. Col. Thomas B. Chang, 154th Consolidated Aircraft Maintenance Squadron  
 Senior Master Sgt. Richard Y.F.

Farm, 150th Aircraft Control and Warning Squadron

Master Sgt. Roy Y. Ichimura, 169th Aircraft Control and Warning Squadron Army Achievement Medal (1st Oak Leaf Cluster)

### Army Achievement Medal

Chief Warrant Officer Wayne N. Blankenship, Headquarters, State Area Command (-Det. 1, 2, & 3) (1st Oak Leaf Cluster)  
 Chief Warrant Officer Kenneth C. Shanley, Headquarters, State Area Command (-Det. 1, 2, & 3)  
 Chief Warrant Officer Earl R. Young, Headquarters, State Area Command (-Det. 1, 2, & 3)  
 Chief Warrant Officer Ritchie K. Kunichika, Headquarters, State Area Command (-Det. 1, 2, & 3)  
 Chief Warrant Officer Nelson M. Kunitake, Headquarters, State Area Command (-Det. 1, 2, & 3)  
 Sgt. 1st Class Norman P. Batino, Headquarters, State Area Command (-Det. 1, 2, & 3)  
 Sgt. 1st Class Justin J.L. Fo, Headquarters, State Area Command (-Det. 1, 2, & 3)



Maj. Wayne N. Yoshioka

Brig. Gen. Eugene S. Imai, commander of the Hawaii Army National Guard, presented the Meritorious Service Medal to Staff Sgt. Albert Domingo, Sgt. 1st Class James E. Yap and Capt. Michael L. Tarpley at the Wailuku Armory, April 12. The recipients are from the 1st Battalion, 299th Infantry, 29th Infantry Brigade (Separate).

Sgt. 1st Class Richard S. Gima, Headquarters, State Area Command (-Det. 1, 2, & 3)  
 Sgt. 1st Class Edna G. Nazareno, Headquarters, State Area Command (-Det. 1, 2, & 3)  
 Staff Sgt. Clarence Y. Mariano, Headquarters, State Area Command (-Det. 1, 2, & 3)  
 Sgt. Gregory C.E. Yee, Headquarters, State Area Command (-Det. 1, 2, & 3)

# Departmental news — Continued from page 2

### Travel vouchers

Army Guard personnel are reminded that it takes 2 1/2 weeks to process temporary duty (TDY) claims and vouchers provided there are no unusual circumstances (i.e. amendment to orders, itinerary changes, improper completion of travel vouchers, incomplete documenta-

tion or computer problems). Diners charge cards may be issued to frequent travelers.

### State retirement

The State of Hawaii's employees' retirement system (ERS) videotape will be aired on Oceanic Cablevision's public access station (channel 22) this month. The popu-

lar pre-retirement video will be shown Wednesday, May 27, at 6:30 p.m., and Saturday, May 30, at 2:00 p.m.

### Auxiliary sponsors Navatek cruise

The Hawaii National Guard's Spouse Auxiliary is

organizing a luncheon cruise on the Navatek I, June 27, 12-1:30 p.m. Tickets are available to any Guard or family member and includes a cruise to Koko Head, Hawaiian buffet lunch and entertainment.

Ticket prices are \$25 for adults; \$15 for children, ages 5-11; and free for children under the age of four. For reservations or more information, call Iris Kinoshita at 944-1625.

Auxiliary cookbooks are still available for \$10 from any auxiliary member.

### Fitness centers open to Air reservists

Air Force News Service  
 Air Force reservists may now use morale, welfare and recreation (MWR) fitness centers on active duty Air Force bases regardless of duty sta-

tus. Reservists are required to maintain the same fitness levels as active duty personnel, and the change in policy is in line with Total Quality Force initiatives. Depending on facility availability, reservists may be asked to use certain facilities during non-peak periods.

The Air Force is presently working on guidelines for other MWR activities for all categories of users.

### Facilities projects

Departmental engineers are busy overseeing a score of facilities projects. Sewer work at the Hawaii State Veterans Cemetery is ongoing and construction of the visitor center is scheduled to start in June. On Kauai, the county planning commission has approved the building of a veterans center with construction to begin shortly.

In addition to construct-

ing new facilities, the department is also making major improvements to existing structures, including termite treatment, repainting, and roof, electrical and air conditioning repair. Improvements include the installation of a 300-kilowatt standby generator at the State Emergency Operating Center and modification of the Wahiawa and Diamond Head armories. Improvements to the Molokai and Waiawa armories are planned for the future.

### Capstone update

It was recently announced that the capstone program will become a peacetime training and affiliation program. It will be geographically oriented to provide training support for reserve component units as opposed to focusing on command relationships for specific operations plans.

# Drugs hurt businesses

Capt. Denise DeVor  
 G-1, HIARNG

"America does not have a problem of absenteeism and low productivity... America has an alcohol and drug problem." George Gallup Jr., national pollster.



DeVor

abused. Although we often think of abusers as back-alley addicts, experts believe as many as half of the 1.6 billion prescriptions written annually are improperly taken or abused. The result of this misuse is that as many people are addicted to prescription drugs as to alcohol.

MARIJUANA is America's #1 illegal drug. Traces of the drug remain in the body long after the high has passed and hampers work performance even when smoked away from work or on nonworking days. Airline pilots tested on a flight simulator had trouble landing properly 24 hours after smoking a joint even though they reported feeling normal.

COCAINE is no longer priced beyond the reach of most people. Crack, a cocaine derivative, is cheaper and widely available. Because it has no odor and is easy to conceal, many users smoke it at work.

ICE, a smokable form of methamphetamine, is even cheaper than crack. It is easy to use and its effect lasts longer than crack. The drug is especially popular in Hawaii, making it a big problem.

The Guard is depending on you to help coworkers help themselves. Drug abuse is everyone's problem. And the hardest part for many of us is admitting that abusers aren't just people we hear about, but people we know.

(Based on *Stranglehold: Drugs and the American Workplace*, National Business Crime Information, Norcross, GA 30092, 1-800-241-5689.)

Drug abuse has seized American businesses by the throat. Every year, employee drug use costs American business an estimated \$50-100 billion in lost productivity, absenteeism, insurance benefits, on-the-job accidents and losses as a result of impaired judgement. That's about \$300 for every person in America.

According to surveys, the typical drug-abusing employee is absent from work 16 times more often than the non-abuser, late to work three times as often, and uses three times the normal level of health benefits.

ALCOHOL is the most widely abused drug. Although crack cocaine and ice make headlines, alcohol still has the greatest impact on the workplace and society:

- Six to 10 percent of American workers are estimated to be problem drinkers;
- More than 25 percent of all hospital admissions are alcohol-related;

These are the harsh realities of a substance that is a legal and acceptable part of our social routine.

PRESCRIPTION DRUGS are frequently

# Training Schedule

Listed below are the inactive duty training dates for all Hawaii Army and Air National Guard units. Dates for subordinate units are the same as their parent headquarters, unless otherwise indicated. All dates are subject to change.

	Jun.	Jul.	Aug.
<b>Hawaii Army National Guard</b>			
HQ, STARC, HIARNG	6-7, 27-28	-	15-16
29th Infantry Brigade (Separate)	27-28	-	15-16
227th Engineering Company	6-7, 27	-	14-16
Troop E, 19th Cavalry	6-7, 27	-	15-16
1st Battalion, 299th Infantry	6-7	-	15-16
2nd Battalion, 299th Infantry	27-28	1	15-16
1st Battalion, 487th Field Artillery	27-28	-	8-9
29th Support Battalion	6-7, 27	-	8, 15-16
Troop Command	6-7, 27-28	-	15-16
298th Engineer Detachment	13-14, 28	-	1-2, 9
1st Battalion, 193rd Aviation	16-17	26	15-16
297th Supply & Service Battalion	16-17	18-19	8-9
451st Aviation Detachment	5-7	17-19	-
452nd Aviation Detachment	6-7, 27-28	-	15-16
117th Public Affairs Detachment	13-14	17-19	15-16
<b>Hawaii Air National Guard</b>			
HQ, Hawaii Air National Guard	6-7	18-19	15-16
154th Composite Group	6-7	18-19	15-16
201st Combat Communications Group	6-7	18-19	15-16