



192D TACTICAL FIGHTER GROUP

VANGUARD



VIRGINIA AIR NATIONAL GUARD

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Enlisted strength showing imbalance

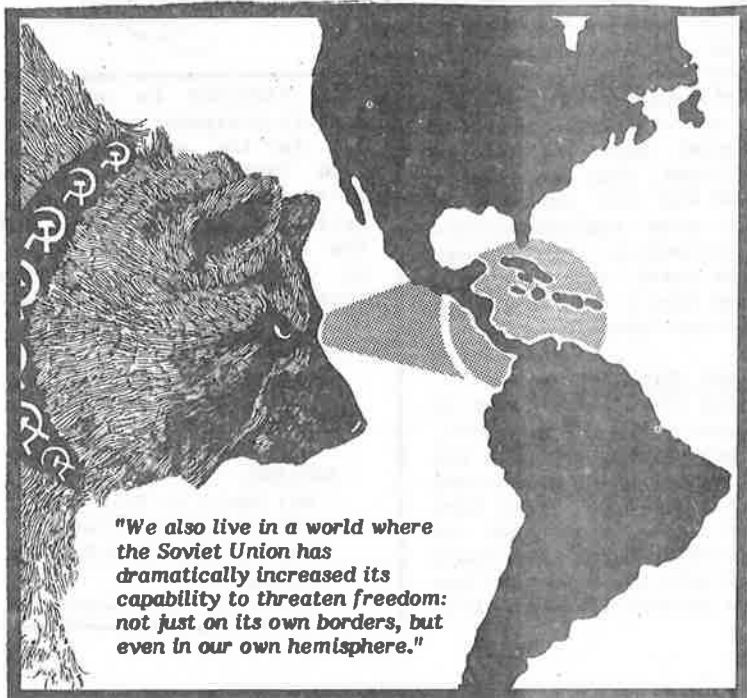
The need still exists to reduce extreme manning levels in MSG and TSG manning while increasing the numbers of CMS and SMS personnel we have on board. Accordingly, CMS and SMS manning will be allowed to go to 110 percent in each grade and an objective for MSG and TSG manning will be established at 115 percent and 120 percent respectively. These percentages are for grade overages only and do not permit the over-manning of any position, AFSC, or unit. The eligibility criteria for promotions without regard to vacancy (Special Promotion Program, redesignated the Deserving Airman Promotion Program) have been redesigned to slow down these promotions and thus help units reach the ANG goal. Also, the selective retention program will be revised and an assignments regulation published.



Inspecting, inspecting, inspecting.....

During the 192d TFG MEI conducted by the 9th Air Force Inspector General, the TAC Inspector General took a look at how the inspectors were inspecting. While SMS Charles W. Roberts, administration inspector, checked the work of TSG Bobby Lamb, publications distribution manager, MAJ Mike Buttell, HQ TAC Inspection Support Division, was looking over SMS Roberts shoulder "inspecting the inspector".

Why we're here --- things we defend



"We also live in a world where the Soviet Union has dramatically increased its capability to threaten freedom: not just on its own borders, but even in our own hemisphere."

In a Veterans Day speech, Secretary of Defense Caspar W. Weinberger addressed the issue of deterrence by saying, "today we must live with the terrible knowledge of nuclear weapons -- knowledge that cannot be banished, nor left to those nations which are least appalled by its prospect."

"And that means we must work to ensure that nuclear weapons are never used, by maintaining the forces necessary to convince any adversary that the costs of aggression would be far higher than any possible benefit."

"This strategy is called deterrence, and since the dawn of the Nuclear Age it has preserved the peace."

"This administration is seeking to preserve deterrence in the face of a tremendous Soviet nuclear buildup by modernizing our own strategic forces. At the same time, we are seeking genuine, mutual arms reduction agreements -- agreements that do not, as in the past, merely codify the build-up of nuclear weapons, but instead produce a

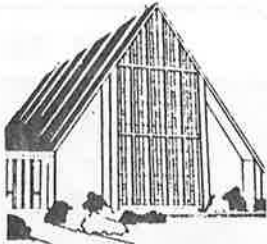
significant build-down of the most destructive weapons ever to threaten mankind.

"...We and our NATO allies have agreed to remove 1,400 nuclear warheads from Europe: One more signal of our desire, indeed determination, to reduce nuclear arsenals.

"We also live in a world where the Soviet Union has dramatically increased its capability to threaten freedom: not just on its own borders, but even in our own hemisphere. In order to meet this challenge we need forces that can respond quickly, flexibly and effectively to meet challenges to our national interests -- as they responded in Grenada. By demonstrating that we have the ability, and the will, to meet these challenges we also help convince our adversaries that it is not in their interest to threaten freedom. We send a clear signal that the United States will not allow its citizens to be threatened -- that we will not be held hostage to nations which do not share our abhorrence of war and tyranny."

Sunday Services

Sunday 0830 - General Protestant
0915 - Mormon
1300 - Catholic Mass



Your Chaplain is available to you and your family 24 hours a day. Do not hesitate to call him if you think he can help or assist you in any way. His telephone numbers are: "A"-387, "C"-66, or 737-0635 (Home) and 737-1527 (Church).

Full Commitment

Lord Chesterfield, an English statesman and writer, said, "Whatever is worth doing at all is worth doing well". This observation carries profound wisdom. This wisdom must be shared again with all people, for it seems that many individuals are willing to perform their work in a half-hearted or slipshod way.

When we do sloppy, half-hearted work we basically tell others two things:

****We do not care about the work.** This results in deterioration of the product and others will suffer the consequences of our lack of concern and our irresponsible behavior.

****We do not care about ourselves.** This is the most important factor; that it is ourselves, our own pride, that we do not care about. We lose self-respect and accept failure as a way of life. And when we lose self-respect, we lose everything. Everytime we do sloppy half-hearted work, we do a disservice to our organization, but most of all, we damage ourselves.

A person with any sense of pride and dignity will always try their best. We owe it to our own self-respect to do the best we can. This attitude will allow us to walk with our heads up and our chests out.

Full commitment or doing our job well is the call of the hour. Let us show our sense of responsibility and self-respect by performing our tasks and discharging our duties well.

Social Actions offers direction

By MAJ ANDREW WILLIS

The Social Actions Office has the responsibility to teach three classes to be consistent with training requirements. We teach SUBSTANCE ABUSE EDUCATION, SOCIAL ACTIONS ORIENTATION, and HUMAN RELATIONS EDUCATION. Questions arise about what areas are covered in each class. To help base personnel understand these classes, a description of each follows:

SUBSTANCE ABUSE EDUCATION - This class is offered on a continuous basis. All persons are to attend. Once the entire group has gone through the class, we start over. The training is designed to help base personnel understand the effects of drugs and alcohol on the individual Air Guard member. Presentations are made to encourage Air Guard people to think about the prevention of substance abuse. Illustrations are given that show how abuse of drugs and alcohol relates to the maintenance of Air Force standards. Air National Guard policy on alcohol and drugs is presented and discussed. Individuals are encouraged to enter discussions. Class participants learn about their responsibilities in the prevention of alcohol and drug abuse.

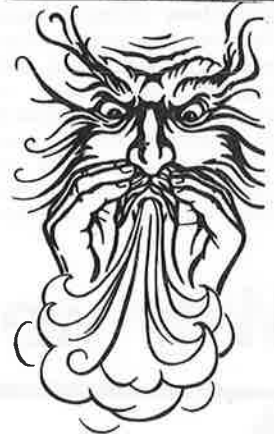
SOCIAL ACTIONS ORIENTATION - All Air National Guard members are to attend this class. Once all members have gone through this class, only the newly gained guardspeople will come to this class. This class is designed to give members information that helps to facilitate positive human relations on the base. The base level Affirmative Action Plan is presented and discussed. Social Actions personnel discuss why the plan was developed, what the plan is to accomplish and how each person fits in with plan implementation. There is a discussion of the complaint process guard members should follow if they have a need to file a complaint of discrimination.

HUMAN RELATIONS EDUCATION - The Human Relations class is offered to each supervisor, E-4 and above. After each member goes through the class, that member will not attend class again until three years have passed. The class is designed to inform supervisors about the human relations climate on base and how they have the primary responsibility

to set the climate that promotes positive human relations. The supervisor receives information about values, prejudices, and discriminatory practices that create people problems. There is discussion about the communication process and about factors that act as barriers to effective communication. Attention is given to some things supervisors can do to improve the base human relations climate and to assure equal opportunity and treatment for all members of the Virginia Air National Guard. For further information telephone me at extension 389.

CUSTOMER SERVICE CENTER

If you have a personnel question, give us a call. We are here to help! Phone: 310



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Act will affect some retirement pay

Each year, a few hundred Reservists who have earned enough points for retired pay at age 60 request a discharge from the military, rather than transfer to the retired rolls, while they wait for their annuities to begin.

Once discharged, they no longer are Reservists and therefore avoid the possibility of recall to active duty during a mobilization.

But starting in the year 2000, Reservists who choose to sever all formal ties to the military in this way will suffer a significant financial penalty.

The penalty results from a small change in the military retirement statute made by Congress almost three years ago, but which went undiscovered until recently.

The change only affects persons who joined the military for the first time on or after 8 September 1980. On that date, the President signed the 1981 Defense Authorization Act which, among other things, changed the formula for calculating both active duty and Reserve retired pay for new service members.

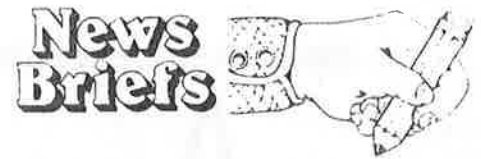
As was announced at the time, persons who join the military on or after that date will have their active duty retired pay based on average basic pay for their final three years in service rather than on their final basic pay.

The annuity formula also for new Reservists, from final monthly pay to average pay during the final three years. Significantly, however, the law does not say the final three years before the member begins drawing retired pay. Rather it refers to the final three years the Reservists was a member of the armed forces.

This small change in terms will have a significant impact on annuities to Reservists who join the military on or after 8 September 1980, earn enough points for retirement and then request a discharge. With the discharge, the former Reservist no longer is considered a member of the armed forces, although he will remain eligible for some Reserve retired pay at age 60.

The annuity for a discharged Reservist, therefore, will not benefit from the military pay raises voted by Congress between the time of his discharge and the time he begins drawing retired pay.

In contrast, those retirement-eligible Reservists who remain subject to mobilization recall through some involvement in the Reserves, even as a name on the retired rolls, will have their future annuities protected from inflation to some extent by active duty pay raises before their retired pay begins. (Air Force Times, 11 Jul 83).



Applications for tuition assistance for the spring quarter must be submitted no later than January UTA. This is for courses beginning 15 February or beyond. Applications can be obtained from the Base Career Advisor, O&T Bldg, Rm 22.

States are urged to use effective personnel force management in the promotion and assignment of members of the top four enlisted grades. Where manning levels far exceed ANG objectives, retraining or selective retention should be considered as a means to achieving a balance among assigned members. Even though some promotions are permitted where the ANG manning objective is exceeded, this authority should be exercised cautiously to recognize only the most outstanding NCOs. Until we know what missions and growth the ANG will face, commanders need to be conservative in the use of promotion authority under the Deserving Airman Promotion Program. The selective retention program still needs to be used where there is an imbalance among assigned members in age, years of service, or grade.

Upward and onward

During the December UTA the Disaster Preparedness section received an overall excellent rating on the MEI. This rating reflects the training and knowledge of base personnel and the specialized teams assigned to each squadron as well as the D.P. office itself. The interest and hardwork put forth by everyone was evident and well rewarded.

We now move ahead and set our sights on the ORI. The new TAC ORI criteria poses a real challenge. With the issue of the mobility bags and especially the Ground Crew Ensemble, training will be enhanced. It will also add a sense of realism to our D.P. exercises. It is this training that will determine our rating for the Ability to Survive portion of the ORI. A continuation of the interest and hardwork as shown during the MEI will assure us of an excellent rating or better during the ORI.

MARTIN LUTHER

KING



J A N U A R Y 1 5



SATURDAY LUNCH

- Salisbury Steak with Onion Gravy
- Mashed Potatoes Green Peas
- Bread
- Salad Bar with Assorted Dressings
- Coffee Iced Tea Milk
- Cake

SUNDAY LUNCH

- Roast Beef with Natural Gravy
- Hash Brown Potatoes Green Beans
- Rolls
- Salad Bar with Assorted Dressings
- Bread and Butter
- Coffee Iced Tea Milk
- Chilled Fruit



Club notes

Bad News - It is time to pay dues.

Good News - Dues have not gone up from last year!

\$10	E-1 - E-5
\$15	E-6 - E-9
\$20	All Officers

Pay your club dues early.

Five Year Plan gets another look

Due to actions under consideration which affect the future strength of the ANG, the implementation of a five year program to reduce MSG and TSG grade manning will be delayed until a better projection of outyear missions and growth can be made. Congress has asked the USAF to review what additional missions could be given the reserve forces, and an extensive review of where the ANG can grow even more is under way. Additionally, TAC has adopted the Logistics Composition Model (LCOM) as a basis for aircraft maintenance manpower requirements. Should the ANG accept LCOM, an additional 4,000 spaces could be added to our units. If LCOM is accepted by all gaining MAJCOMs and the ANG, nearly 8,600 authorizations could be added to our strength, all without any increase in aircraft. The ANG already has nearly 13,000 enlisted spaces programmed for incremental growth between now and FY89. Not all of this growth will be in the top four enlisted grades, but until a better estimate can be made, a five year planned drawdown of experienced NCOs will not be implemented. However, NGB will evaluate the top four situations annually to ascertain the future need for a five year plan.

OPSEC Update

By LTC GEORGE W. DAVIS

On a day-to-day basis, we must keep in mind, that the need for overall security is not limited to major combat operations. Foreknowledge of any combat operation could enable an enemy to disperse, go into hiding, or change his offensive tactics. Air Force experience has shown that an enemy can obtain information about planned actions in time to apply countermeasures - taking away the operational element of surprise. Also, studies have shown how certain knowledge about operations may be made available to an enemy without violating any security rule/regulations. In many overseas areas, foreign nationals are used to clean-up work areas. By posting flight schedules/refueling areas, etc., in these areas, where this information would be readily available, an enemy could have access to this information, enabling him to predict important aspects of a planned operation. In addition, facts about specific activities can be revealed in unclassified communications. The awareness and eliminations of these leaks, and other types of information leaks helps to protect the surprise element in combat operations.

During the months ahead, we will consider other aspects of the OPSEC program, keeping in mind that OPSEC is an overall security program, designed to enhance mission effectiveness. It is applicable to all peacetime as well as wartime missions, whether operational or supporting. Every manager or supervisor has a responsibility to maintain operational effectiveness at the highest possible level. This responsibility includes the obligation to apply required OPSEC principles and procedures in promoting overall security, without detracting from operational effectiveness.

The success or failure of most major combat operations is contingent upon the element of surprise. Pearl Harbor, December 1941, The Battle of the Bulge, December 1944, and the North Korean Invasion of South Korea, June 1950, are excellent examples of what the element of surprise can accomplish. Everyone knows, that before a military operation can be launched, personnel must be assembled, equipment and transportation massed, and numerous other activities completed. Prior to any large scale military operations,

definite patterns of behavior or action are followed, and these patterns can become warning signs to enemy intelligence collectors. This is one reason why both the Warsaw Pact and NATO advise each other when they are planning to conduct major exercises/maneuvers. This procedure minimizes the possibility of increasing tensions between these two military forces.

Although technology has enhanced attempts to gain information about planned operations, this is not an innovation; it is an age-old practice. The activities of opposing forces are constantly monitored to obtain indications of planned operations, because such forewarning may provide time to institute countermeasures that reduce or negate the advantage of surprise.

This unit recently received the new copy of TAC Pamphlet 50-27, Combined Security Training, dated 12 December 1983. All unit OPSEC Representatives/POC's will have a copy of this document by the January UTA. If there is a requirement for additional copies, contact your OPSEC POC. This pamphlet is For Official Use Only (FOUO), therefore suggest users review AFR 12-30, section C, to insure proper handling.

TAC Pamphlet 50-27 addresses all elements of security. These elements are: Communications Security (COMSEC), Information Security, Physical Security, Operations Security (OPSEC), Reporting and Investigating Espionage, Sabotage and Subversion, and Protection of the President. Although OPSEC is listed as an element of security, in reality it encompasses all security elements taken to deny a potential enemy information of intelligence.

As has been noted during recent exercises, deployments, and the MEI, security is a topic which applies to every member of this unit. Although the unit commander is responsible for the implementation and success of the OPSEC programs, the OPSEC Representatives, Officers, NCOs, enlisted personnel, and civilians must all accept the responsibility of security, in order to have an effective OPSEC Program.

