

Vol. 42/No. 8
August 1998



192d Fighter Wing
Virginia Air National Guard - Richmond IAP - Sandston, VA

Exercise a resounding success!

Wing returns from Maple Flag

The 192d Fighter Wing returned home June 13 in high spirits after a successful deployment to Cold Lake, Canada.

The two-week deployment had nearly 80 people and six F-16s from the 192d participating in the multi-national, air forces training exercise.

Maple Flag included air forces from Germany, Italy, Singapore, England, the U.S., and Canada as host. More than 10,000 people took part and more than 150 sorties were flown each day of the exercise.

"Maple Flag is a great training opportunity. It offers pilots broad-based, realistic training complete with adversaries and a variety of targets," said LtCol Steve Hicks, 192d Operations Group commander. The 192d's role as adversary involved replicating Soviet flying tactics and weapon strategies.

"Our goal as Red Air was to break the Blue Air strike package," Hicks explained. "We had to orchestrate our own strike package, and create an effective defense plan working with the knowledge that Blue Air had long-range missile capability."

Flying over Canada's lakes, mountains and plains provided diversity and tested the pilots, according to Hicks. Another positive aspect of

the exercise is the multi-national flavor. "Maple Flag allows the participating countries to plan, fly and learn together," he said. "Pilots had to work within complex scenarios which improved their decision-making skills."

"Everyone involved in the exercise did a fantastic job. It was a huge success," Hicks said. "Integrating with our NATO allies allowed us to learn a lot and share great information. We got training there we can't get at home."

According to the colonel, there were as many as 10-13 aircraft pitted against each other during a mission—instead of the usual two versus two or four versus four in normal training scenarios. "We learned the capabilities of other countries, which enhanced our own situation awareness," he added.

Despite one day when weather conditions limited flying, nearly every sortie scheduled by the 192d was flown. According to Capt Bill Edwards, project officer for the deployment, 92 sorties were completed. "Overall we performed extremely well," he said. "This was excellent training for us and we performed our role flawlessly."

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Commander's Call

New reg. changes Club 2000 plan

Several years ago we initiated an effort to raise money to build a new club/fitness facility on base. As you know the building we now occupy is 50 years old and needs to be replaced. The effort was called "Club 2000." A great deal of energy went into raising funds to attain the Club 2000 goal.

To those who worked so hard on this project I want to say thank you. Our club has served this unit for nearly its entire history. Its finest hours have been when we gathered there to honor unit members. A unit needs to have a life other than work, and to many of us the club has been a place to get to know each other better.

The Air National Guard has recently written a new regulation, ANGI 34-121, providing guidance on the operation of clubs within the Guard. This regulation prohibits the construction of new club facilities on Guard installations. It also provides many guidelines on how club facilities will be operated.

Clubs have been the subject of much attention both with the active duty Air Force and the Guard. The attention is due to some activities at clubs that do not project the positive image the Air

Force is proud of. People do "unwind" at clubs and the consumption of alcohol can at times be excessive. It is an American tradition to associate socializing with the consumption of alcohol; however, sometimes good sense, safety and alcohol do not mix. Tragedies associated with the over-consumption of alcohol have put both the Air Force and the Guard on the defensive. Hence the writing of a new regulation.

At some point we will have to remove the existing building that houses our club. In the short term, however, we will continue to use this facility and will try to make some improvements. The regulation does allow for joint use facilities, if space is available. In the meantime we will go back to the drawing board for a new long-term plan. I solicit your thoughts and input on the subject.

Remember, also, that our club must have a positive effect on our unit or it cannot exist. The positive image we currently project into our community is fragile.

Col. Robert O. "Bob" Seifert

Thoughts from the CMSgt of the AF

Support your unit's leadership

Editor's note: This is the fourth part of a paper written by CMSgt of the Air Force Eric W. Benken. It is part of the chief's Back to Basics program. A complete copy of this paper can be picked up in the 192d FW Public Affairs office.

Seek out the Senior Enlisted Advisor and First Sergeant

There are those who bad mouth the SEA for "never coming to our unit." Of course, they never take the initiative to invite the SEA to the unit or volunteer to help in any of the many events

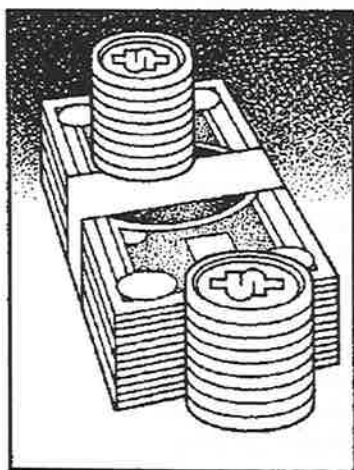
taking place in a wing or unit, like award ceremonies, NCO inductions, etc.

An SEA has thousands of individuals to see and respond to. If you really want to make an impression, introduce yourself to the SEA and ask: "How can I help? You can count on me if you need anything." Unfortunately, in most units we rely on a handful of people to do all the work. They are the doers, the people who make things

Continued on the next page

Use this valuable education benefit

College tuition assistance is an important benefit for many Guard members. A letter from



the office of the Adjutant General of Virginia, dated July 8, reviews this benefit for Virginia Air and Army Guard members.

It reads, in part: The Virginia National Guard Tuition Assistance

Review board is authorized to award tuition assistance grants during State fiscal year 1999 (July 1, 1998 through June 30, 1999).

Grants will be awarded to all eligible members

of the VaNG in accordance with the priorities outlined... Actual grant amounts will be based on the number of applicants and funds available.

Grants are expected to be 50 percent of tuition, not to exceed \$500 per semester. If this money isn't used during the assigned year, it is lost and future funding could be cut.

Applications must be submitted through MSgt Bob Roza, ext. 6710, base retention manager. The deadline for Fall '98 classes has passed. The deadline to apply for tuition assistance for Spring Semester '99 classes is close of business of the November drill weekend; the assistance deadline for Summer Semester '99 is COB of the April '99 drill weekend.

Applications may be submitted any time prior to the deadline. Applications are available through Roza; they must be completely filled out and signed by the applicant's commander before the form can be sent to the Adjutant General's office. For more information call Roza or visit him in the Military Personnel Flight.

Personnel actions

Accessions: April – June 1998

SSgt Faith M. Ogletree, 203d RHF
 SSgt Jimmy L. Kidd, 203d RHF
 SSgt David Henry, Jr, Comm
 SrA Jonathan D. Walker, AGS
 A1C Billy J. Scott, 203d RHF
 SSgt Antonio A. Dildy, AGS
 A1C Stephen L. Conley, CES
 SrA Jeffrey D. Powers, AGS
 SSgt Kristian Q. Andersen, CES
 SSgt Timothy Harris, III, SVF
 A1C Joshua R. Mann, 203d RHF
 SSgt George Alicea-Ruiz, OSF
 A1C Audra L. Garcia, 203d RHF

A1C James M. Caldwell, 203d RHF
 SrA Amon J. Whitehurst, Maint
 SrA Lisa G. Toomer, 149th FS
 SrA William G. Truitt, Jr, Comm
 A1C Ashraf S. A. Hanna, Maint
 SSgt Delsha M. Walker, 200th WF
 A1C Christina S. Macdonald, Med Sq
 SrA Lisa A. Simmont, Med Sq
 A1C Michael S. Martin, CES
 SrA Jeffrey A. Vittone, Maint
 SSgt Wekena E. Grover, 203d RHF
 SrA Mary E. Benton, 203d RHF
 SSgt Charles R. Welsh, Sr, LGS
 SSgt Robert J. Ingram, Jr, 203d RHF
 SrA Jonathan L. Smith, OSF

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Personnel actions

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SrA Kenneth G. Titus, Jr, AGS
SrA John F. Nye, Maint
TSgt Catherine A. Hotmar, MSF
SrA Brian D. Morlock, LGS

Promotions: April – June 1998

CMSgt Alvin D. Franklin, HQ, Log Gp
SMSgt Rudolph M. Mangrum, AGS
SMSgt Michael J. Bouley, Maint
SMSgt Kathryn A. Massie, LGS
SMSgt Robert N. Barnette, Spt Gp
SMSgt Michael A. Duke, St HQ
MSgt James L. Taylor, LGS
MSgt Paul M. Stimpson, III, MSF
MSgt Jamie E. Pleasants, SFS
MSgt Lloyd L. Meredith, 203d RHF
MSgt Francisco Gonzalez, 203d RHF
MSgt Michael A. O'Neil, SFS
MSgt James A. Heilman, FW
MSgt James L. Buchanan, Maint
MSgt Raymond E. I. Whelan, CES
MSgt Angela M. Dicentes, OSF
TSgt Tyrelle F. Rogers, Med Sq
TSgt Richard R. Turnbull, CES
TSgt Carl D. Capps, 203d RHF
TSgt Willard L. Pearson, 203d RHF
TSgt Bernard G. Hughes, 203d RHF
TSgt Steven T. Garcia, 203d RHF
TSgt Nealer W. Brown, AGS
TSgt Charles W. Felber, AGS
TSgt Jonathan F. Larsen, AGS
TSgt Jeffrey W. Marks, AGS
TSgt Deborah J. Banks, MDS
TSgt Reginald Williams, LGS
TSgt Mary B. Wise, CES
TSgt Cassandra M. Huff, LGS
TSgt Ronnie A. Grumbine, LGS
TSgt Nathan L. Burton, LGS
TSgt Edward J. Waters, Jr, LGS
SSgt Andrew H. Bridges, 203d RHF

SSgt Jeffrey R. Hall, Maint
SSgt Richard S. Holt, AGS
SSgt James W. Pike, Jr, 203d RHF
SSgt Richard L. Summerell, 203d RHF
SSgt Danielle X. Smith, 200th WF
SSgt Todd S. Renigar, 203d RHF
SSgt Lisa A. Smiley, Comm
SSgt Donald M. Groce, AGS
SSgt Kevin W. Bradley, LGS
SSgt Travis R. Crawford, Maint
SSgt James J. Profita, 200th WF
SSgt Dennis E. Bird, Jr, AGS
SSgt Darrell T. Lloyd, Maint
SSgt Theresa A. Watson, CES
SSgt Michael H. Coppage, 203d RHF
SSgt William L. Graham, 203d RHF
SSgt John L. Sincavage, 203d RHF
SrA Michael J. Pickens, 203d RHF
SrA Clarence L. Wilson, Jr, SFS
SrA Andrew B. Motley, Maint
SrA Ryan T. Gardner, AGS
SrA Kimberly A. Dyer, AGS
SrA Alicia R. Goforth, SVF
SrA Frederick E. Phillips, AGS
SrA Robert J. Avery, Maint
SrA Sheneida L. Curry, AGS
SrA Tyrone L. Rather, Maint
SrA James M. Smith, 149th FS
SrA Ghanda M. Ross, MSF

Announced Retirements

SSgt Erland C. Cline, Med Sq
SSgt Lowell Pado, Log Sq
TSgt Grover Hockman, AGS
TSgt Curtis L. Paige, AGS
TSgt John A. Tipton, MDS
TSgt Erwin A. Hightower, MDS
MSgt Wayne T. Vanstaten, CES
MSgt Denise C. Jones, LGS
MSgt Paul Peterson, SFS
Maj Blair H. Nelson, OSF
Maj Michael C. Morrisette, OSF

Military prepares to roll up its sleeve

Anthrax shots for all by 2005

Despite the easing of tensions in Southwest Asia, the Department of Defense has begun immunizing its members against anthrax, a highly-lethal bacteria which could be used as a biological weapon.

Anthrax is an infectious disease which normally afflicts animals; however, according to military officials, several countries are believed to have weapons carrying anthrax as a biological warfare agent which, when inhaled by humans, causes death within a week.

"Vaccination is critical for everyone's protection," said Col (Dr) Jim Laub, chief of operational medicine for the Air Force Medical Operations Agency. "Anthrax is 99 percent lethal to unprotected individuals exposed to battlefield concentrations of the agent."

The vaccine for anthrax is approved by the Food and Drug Administration and has been in use since 1970. It has been routinely administered in the U.S. to veterinarians and livestock handlers.

The typical side effect is a sore arm or a small lump under the skin at the spot the shot

was given, similar to side effects experienced with immunizations for the flu.

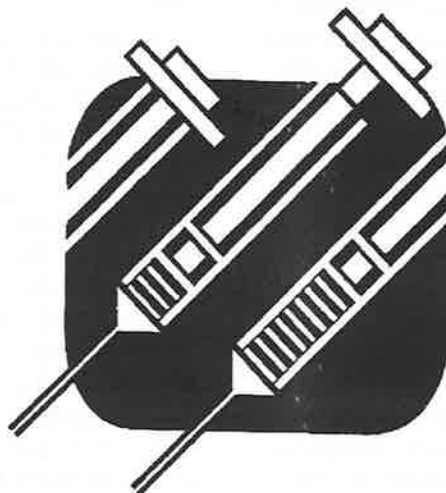
"There are no reported long-term side effects," Laub said. "This vaccination is similar to others such as for polio. It won't make an individual sick and it is critical for survival if the person is exposed to the bacteria."

"The vaccine is perfectly safe," Laub said. "And once you realize how lethal the bacteria is, there is no question that the vaccine is absolutely necessary."

At this time the vaccine is being given to individuals at high risk of exposure, such as those already deployed or

those who will be deployed to high-threat areas. Vaccinations are taking place in phases. By the year 2005, a total of 2.4 million service members, including Guard and Reserve, will be vaccinated.

The vaccine promotes resistance to anthrax by stimulating the body's immune system to produce antibodies, Laub explained. Military members receive a series of six injections, followed by an annual booster, to maintain immunity against the bacteria. (AF News Service)



Maple Flag success...

Continued from page 1

Maintenance staff were equally happy with Maple Flag. CMSgt Sam Meador, NCOIC of maintenance, said the troops did an outstanding job and boasted a near perfect mission capable rate for the deployment. "Maple Flag was outstanding training for us—from sunup to sundown. We accomplished our mission and had

a good time doing it. I hope we do many more!"

"The bottom line," said Colonel Hicks, "is for this type of training to keep us ready to deploy anywhere in the world at a moment's notice. We more than rose to the occasion. Our people are awesome. They're always professional and have 'can-do' attitudes. Thanks to each of you for our success!"

by SrA Ann Martin, public affairs office

Safety: A value attached to every priority

Safety is so much more than a program and an office. It is about protecting the assets of an organization—its people, property, and its capital.

It is a set of values by which an organization functions, much like the concepts of quality, customer service and productivity. Most organizations don't have customer service "programs" or fat books of productivity rules; these are values we expect every employee to exhibit. Safety should not be a program or an item on a list of priorities; it should be a value attached to every priority.

With that philosophy in mind, think about the following principles of effective safety performance.

1) Safety has nothing to do with common sense—and everything to do with leadership, training, experience and expectations. Safety cannot be exhorted, decreed or ordered. It must be developed, led and nurtured like any other valuable aspect of a business. Management is ultimately responsible for all aspects of business performance, including safety.

2) Safety leadership doesn't come from written programs, slogans or promotions. It comes from leading by examples and sticking to principles. No organization tolerates an employee who steals—regardless of the situation, the excuses, or the conditions surrounding the theft. But is it OK to break safety rules when no one is looking, or when we are really busy? Like theft, accidents are preventable losses. Don't tolerate them.

3) Accident rates are a relatively poor measure of safety performance. When playing basketball, you win by playing the game, moving with or without the ball, rebounding and shooting—not by watching the scoreboard. Winning safety comes from identifying,

measuring and controlling the things that cause accidents, not tracking how many accidents occur.

4) Like any other performance, safety will not improve until there are consequences for the performer. You can have slogans, put up posters and wish for improvement, but until the performance affects wages, bonuses or advancement it will be neglected in favor of more apparently rewarding activities. And remember, the indicator of successful performance is not accident rate but unsafe acts and conditions. Don't ask people to be safety conscious, train them to identify and control hazards and then hold them accountable for their performance.

5) Until root causes of accidents are addressed, there will be recurrence. Like quality defects, accident causes must be dealt with in our organization's systems, not by pointing fingers and blaming individuals for their poor attitudes or lack of caution. With rare exceptions, employees don't want to get hurt. They are injured by defects in the system within which they must function—a system created and controlled in every aspect by management.

6) OSHA compliance is a very small part of safety. OSHA standards are minimum requirements for accident prevention and leave many areas unaddressed. Remember, safety is not about the rules; it's a way of doing things.

Every dollar saved on injury treatment saves and additional \$4-\$8 in productivity, overhead and uninsured expenses. Reducing the frequency and severity of accidental losses is an opportunity for every organization to better meet its goals and objective. Like other desirable business

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Make sure emergency data is right

From 1991 through 1997, the Air Force family experienced 1,672 deaths, almost half of which were the result of an accident.

Although this is not something we like to think about, do you know how long it would take for your family to be notified if there was an emergency involving you?

The Department of Defense Form 93, Record of Emergency Data, provides information on your next-of-kin and other persons to notify in case of death, injury or an emergency. In addition, the DD Form 93 designates beneficiaries for death gratuity pay and unpaid pay and allowances.

During the past six months, the Air Force Personnel Center Casualty Services Branch had to notify 67 families of the death of their military family member. Unfortunately, in 30 of these cases, it took eight to 36 hours to determine where the surviving family members were located because the information contained on the DD Form 93 was incorrect or out of date.

Each of us has the responsibility for ensuring our emergency data is kept up to date. Some of the reasons your DD Form 93 must be updated are as follows:

- Change to your spouse's, children or parent's address
- Change to your marital status
- The birth of a child
- The death of any person(s) listed on the form

Take the time today to visit your military personnel flight customer service flight and ensure the information on your DD Form 93 is up to date. Let's make sure that we don't add any additional burden to our families during a time of personal crisis.

Information on the DD Form 93 can be found in Air Force Instruction 36-3002, Casualty Services, while more information on the AFPC casualty assistance office can be found at <http://www.afpc.af.mil>, click left button "casualty services." (Air Force News Service)

CSAF reduces OPSTEMPO...

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There are several new initiatives intended to reduce OPSTEMPO, including:

—A 5 percent reduction in Air Force and joint training exercises in fiscal years 1999 and 2000.

—A 15 percent cut in people supporting chairman of the Joint Chiefs of Staff-directed exercises effective Jan. 1.

- Ending Quality Air Force Assessments.
- A reduction in the length of inspections and the number of inspectors used for operational readiness inspections.
- Combining inspector general inspections with real-world deployments when possible.
- Improving training opportunities for people deployed to Southwest Asia.

by Gen Michael E. Ryan
Air Force chief of staff

Safety: A value attached to every priority...

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traits, it comes only from the application of scientific principles, leadership and hard work. Safety personnel can provide the environment in which to succeed.

Talk with the people charged with safety performance in your organization. Review these principles with them and honestly evaluate your organization's dedication to them. (Submitted by the 192d FW Safety office)

New law boosts GI Bill, vet benefits

Veterans enrolled in the active-duty or reserve-component versions of the Montgomery GI Bill will see a 20-percent increase in monthly education payments beginning Oct. 1.

President Clinton signed the legislation June 9 approving the increase in benefits.

The benefit to full-time students will increase from \$439.85 to \$528 monthly for active-duty enrollees with three years' service. Total payments for the 36-month maximum will increase from \$15,834 to \$19,008. The rate for enrollees with two years' service goes from \$357.38 to \$429 monthly, or an increase from \$12,865.68 to \$15,444.

Vietnam-era GI Bill enrollees who converted to the Montgomery GI Bill Active Duty Program will see their monthly rates increase to \$716, or a maximum of \$25,776. Montgomery GI Bill-Selected Reserve trainees get an increase to \$251, or to a maximum total of \$9,036.

Other veterans benefits improved under the law taking effect Oct. 1 include:

- A one-time allowance for disabled

veterans needing modified controls or wheelchair lifts for an automobile increases to a maximum of \$8,000.

- A one-time specialty adapted housing grant for disabled veterans who have lost, or lost the use of, both lower extremities increased to \$43,000.

- The special housing adaptation grant for veterans who are blind or have lost, or lost the use of, both hands increases to \$8,250.

- A \$50 monthly increase in pensions paid to low income veterans in need of regular aid and attendance.

The law also repeals a 1990 law that permanently ended eligibility for dependency and indemnity compensation for a veteran's survivor who remarries. The pre-1990 policy will allow survivor benefits to be restored if the survivor's remarriage ends.

Any VaANG member with questions about their education benefits may call MSgt Bob Roza, retention manager, ext. 6710. (American Forces Press Service)

Last call for service guide submissions

Several current members and retirees of the VaANG are putting together a VaANG Business/Services Directory.

They have heard from 43 current or former Guard members so far and plan to print the directory soon. Anyone interested in being listed in the directory, or wanting information about the booklet, may call directory coordinator, SMSgt Bob Walton at ext. 6541/6373.

"Guard members have always depended on each other for assistance, and a listing like this may prove very helpful," Walton said. "This is strictly voluntary. If you or your company has a product or service that you would like to tell other Virginai Air Guard members about, we'd like to hear from you. If your business offers any special

deals or service, discounts, coupons or rebates to Guard members, we'd like to hear from you.

"We will take your input and print a directory and make it available to all retired and current VaANG members. We're also happy to list you if you have a talent or hobby you're willing to share," Walton added. "This will be for the benefit of you and your family--the chance to use the talents and knowledge within the Air Guard.

"We plan to list by trade/service headings. Please include your name, phone number and a brief description of what you have to offer. We can't use advertisements or endorsements. There will be no charge for submitting a listing, nor for the completed directory," he concluded.

Spotlight on First Sergeants

Price is new 1st Sgt for Clinic

MSgt Doug Price is the new Medical Squadron First Sergeant. He accepted the position at the end of the July drill. He moves into the position after serving as the 192d Civil Engineering Squadron First Shirt for the last four years.

Bio Bits: Price spent three years on active duty in the Army before joining the VaANG in 1984. He served as a plumber in CES before becoming its First Sergeant.

He has his own plumbing business and holds a master plumber certificate. His passion, however, is music. He has cut several albums featuring original music, and he produces his own Karaoke show.

He loves being a First Sergeant and describes the job as being made for him. He enjoys meeting new people and doing his work. He views moving into the Medical Squadron as an opportunity to learn about a new field. "The job of a First Sergeant is people, so a lot about the job will be similar

to my duties as First Sergeant in CE. The change will be great; it will keep me challenged. I don't want to let the job become routine, and I see myself ready to take on new responsibilities," he

said. "I'm bringing a lot of great experience with me. I view it as I'm not leaving CE; I'm just moving up the street."

He believes picking a First Sergeant from outside a squadron's career field as a great opportunity for the individual, the gaining squadron and that unit's members. "Going outside the unit enhances the crossflow of knowledge and experience, and brings new ideas and a different perspective into a unit," Price pointed out.

Price served as the First Sergeant during the recent Maple Flag deployment, which he described as a fantastic

deployment and a great success. He hopes to have the chance to perform as First Sergeant on future deployments. "It's a great way to meet all the fantastic people in our unit, and it offered me a good look at the big picture--our unit's mission."



Air Force adapts to expeditionary mission

Air Force bases may not look much different in the future, but how they are organized to meet operations tempo requirements at home and abroad is changing.

Gen Michael E. Ryan, chief of staff, said the Air Force is in an expeditionary mode now and has been since 1990 when the first deployments to Southwest Asia began. He

emphasized that now is the time to organize in a way to continue an expeditionary posture.

The results, he said, would be cost-effective and take a far lesser toll on airmen now subject to frequent deployments. There would also be relief at home stations where airmen put in longer

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Club 149 update

Club announces upcoming activities

Where has the Club been for the past year? Remember all the good times we had after drill, month after month? The hamburgers and hot dogs, volleyball matches, laughter, getting to know all those new people you see during drill but never get a chance to sit down and talk with?

These questions have popped up more than a few times in the last few months. The Club Council realizes that a successful club takes a lot of time and energy from a lot of people. The decision was made, based on all the requirements of the unit over the last year (50th Anniversary, Operational Readiness Exercises, Operational Readiness Inspection), that all our energies should be directed toward the unit's taskings. Now that we have successfully made it through the last 12 months, we can shift some energy to Club activities and our future!

During the August Unit Training Assembly

(UTA), the Club Council will be cooking hamburgers and hot dogs for everyone. The meal, including chips and beverages, will be free to all card-carrying members and is available to non-members for \$5. We hope everyone will come out and support the activities planned to revitalize the Club.

We are looking for members who have an interest in getting involved with the Club Council. A general membership meeting will be held during the September UTA to elect new officers and council members. If you have questions, concerns or ideas to improve the Club, bring them to the meeting. Your input is vital for the continued success of Club 149.

Club 149 Saturday, Aug. 8

5:30 p.m.

Hamburgers, hot dogs, chips & drinks

Club members FREE; All others \$5

AF adapts to expeditionary mission...

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hours to do not only their own work but that of other people deployed. "The first issue is fixing the support side of our expeditionary capability so we don't strip the bases at home where support is most needed when the forces are gone," Ryan said.

The way to build the expeditionary base of the future is tasked to LtGen Lawrence Farrell Jr, Air Force deputy chief of staff for plans and programs. The expeditionary basing concept he is designing recognizes that about 5,500 support people are deployed on a daily basis, in addition to those people deployed from operational units. However, the base structure was never changed to provide the resources to support the full mission.

The Air Force wants to add more people on

the support side to a select number of bases. The idea is to meet the expeditionary requirements and still have a full compliment of people to take care of the mission at home. "The idea is to add 250 to 550 more people at 10 to 20 bases," Farrell said, "in addition to the 2,500 support people typically assigned to a base." The base will support expeditionary deployments on a regular rotation schedule, but draws from a pool of 3,000 people while leaving a full compliment at home to meet daily requirements.

"This idea means the individual security police, cook or communications technician will see an improvement in quality of life," Farrell said. "Quality of life improves by having predictability in work schedules; knowing you have to deploy once a year or every 18 months allows time for planning family activities." (AFNS)

AF sets tattoo, piercing policy

While not banning its people from wearing body art, the Air Force is setting forth guidelines on tattoos, branding and body piercing in an interim change to Air Force Instruction 36-2903, Dress and Personal Appearance of Air Force Personnel.

Tattoos or brands should not be excessive, and those that contain inflammatory, obscene, racist, sexist or similar content are strictly prohibited. Examples of those that could be considered excessive would include images or brands that cover more than one-fourth of an exposed body limb or are visible above the collarbone in an open-collar uniform.

The piercing guidelines simply state that males:

- On base, in or out of uniform, on or off duty, cannot wear earrings or any other visible body piercings.

Likewise, the piercing guidelines state that females:

- On duty, on base, in uniform may wear a single, small, spherical, matching earring in each earlobe;

- On duty, in civilian clothes may wear a single, small, spherical matching earring in each earlobe. No other body piercings should be visible;

- Off duty, on base, in civilian clothes earrings should be conservative and kept within sensible limits. No other body piercings should be visible.

"The increasing popularity of body art has required personal appearance policy guidelines for such practices," said LtCol Whit Taylor, chief of the Air Force Quality of Life office, which is responsible for uniforms and personal appearance policy.

CMSgt of the Air Force Eric W. Benken said the Air Force has a long-standing policy prohibiting people with excessive or offensive

tattoos from joining the Air Force, but has not had a policy restricting the display of tattoos, brands and body piercing on active duty. As with other issues, he explained, presenting a proper military image at all times is paramount, piercing and body art are not exceptions.

"We've tried to provide commanders, first sergeants and supervisors clear guidance on what is acceptable," Benken said. "They have the latitude to look at the size and extent of the tattoo and determined what is acceptable...I think the guidance is fair, reasonable and necessary."

Benken said most people now wearing tattoos are within the boundaries of the new policy. "This policy will not affect the vast majority of people," Benken said. "The new rules are for those who have taken body art to the extreme."

Benken said that because of the Air Force's global mission, airmen should be cautious about personal hygiene and other health-related issues that arise from wearing items on the body.

Air Force doctors back up the chief's position. Their medical opinion is that tattooing, piercing and scarification (cutting into the skin with a sharp instrument), can cause potentially serious medical complications including blood-borne infections such as HIV, hepatitis B and C and syphilis, as well as staph and strep infections. Secondary infections might also occur during healing.

Benken added that the Air Force is also concerned about body art on people serving overseas where there are host nation sensitivities. In all these instances, he said, people must take care to present a proper military image as well as look out for their own safety. Air Force officials sum up the new policy saying, airmen should refrain from getting tattoos and brands or from piercing their bodies because of health risks and the faddish image they present. (AFNS)

AF marathon nears; VaANG seeks runners



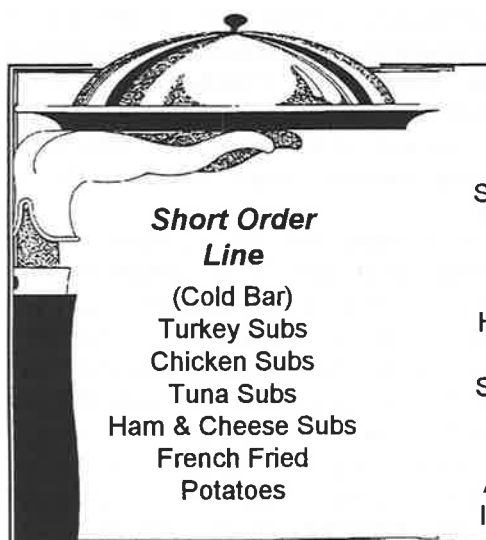
Virginia Air National Guard it's time to get moving! That's the message you get from MSgt David J. Kinsey, chief of Weather Station operations and an avid marathoner.

Kinsey, MSgt Greg Whisler of the Va. Army National Guard and SSgt Richard Green of the 203rd Red Horse Flight competed in the Annual National Guard Marathon held in Lincoln, Neb., May 3 representing the Virginia National Guard.

"All states and Puerto Rico were represented at the marathon," Kinsey said. "We all finished. Whisler finished seventh in his age group with a time of 2 hours 55 minutes and made the All Guard Team. I finished 11th in my category and broke the three hour mark for the first time. Green finished around four hours."

Kinsey said he, Maj Colleen Chipper, 203d RHF, and possibly Green will run in the Air Force Marathon at Wright-Patterson AFB (Ohio) in September.

"We are looking for some members who are interested in this event--either competing or supporting us," Kinsey said. Individuals can decide to run the whole marathon or run a leg of the marathon relay. If interested contact Kinsey at ext. 6850, or Chipper at ext. 4681.



Short Order Line

(Cold Bar)
Turkey Subs
Chicken Subs
Tuna Subs
Ham & Cheese Subs
French Fried
Potatoes

On the menu...

Saturday August 8

Spaghetti w/Meatballs
Pulled BBQ Pork
Breaded Veal
Buttered Noodles
Herbed Green Beans
Hot Garlic Toast
Salad Bar w/Assorted
Dressings
Breads & Butter
Assorted Beverages
Ice Cream & Dessert

Sunday August 9

Lemon Baked Fish
Baked Lasagna
Fried Rice
Baked macaroni & Cheese
Corn-On-The-Cob
Salad Bar w/Assorted
Dressings
Breads & Butter
Assorted Beverages
Ice Cream & Dessert

Thoughts from CMSAF Benken...

Continued from page 2

happen. Go by and see the SEA and your First Sergeant—they are key individuals who need your support. Supporting leadership is vital to every unit in the Air Force.

Think Outside the Box

We have a tendency to grow through the ranks in our own career fields—not understanding how we fit into the “big picture.” Get your troops out of their stovepipes. For those who are in support areas, make arrangements to have them see the flightline so they can understand how the operators and maintainers do their jobs.

Conversely, make sure the operators and maintainers understand that without support personnel, planes don't fly. First Sergeants can make this happen; they can provide our troops with broader experiences. For instance, give as many of them as possible a military aircraft ride, when possible. Our troops need the big picture. They need to understand Global Engagement and our core competencies—so they see how they fit into the Air Force vision.

Every job specialty is represented in our core competencies. Make sure your troops know what they are. They also need to know how each of the core competencies interrelate. Think beyond the boundaries of your own career field and develop a thorough understanding of our Air Force.

Be a Role Model

Whether you like it or not, you are a role model. You wear the uniform of the best fighting force in the world. Your uniform is respected around the globe. When people see you, they see pride and professionalism; they feel good about America. It is imperative that you maintain that image. It's what gives us the confidence that no matter what the mission, we can accomplish it. Your actions have a profound impact on those around you.

I can still recall some of the things told to me by NCOs and senior NCOs back in the early '70s

that affected by future. Small and subtle points made by them at the time, but everlasting to me.

I believe that one of three things happen in every career. You will be remembered either as a motivated individual, an unmotivated individual or you will not be remembered at all. Draw from those around you the characteristics that make them a good supervisor or leader, and add them to your own character. As you grow as a leader, you will become a composite of all those good qualities and establish your own unique leadership style. At the same time, learn from bad examples and avoid the same mistakes.

If you are a senior NCO, you should be a member of the Top 3. A First Sergeant must be a member of the First Sergeant Council. A Chief must be part of the Chief's Group. If not, you are not supporting your wing or unit to the fullest extent possible. The troops know the difference between solid and weak senior NCO leadership and the difference between E-9s and Chiefs. We function as a team, and these organizations represent teamwork.

The Air Force needs leaders who are out front—who are willing to accept risks. We need good, solid role models—not only in the Air Force but in this country.

Attention Supervisors!

Now is the time to identify your top troops and start preparing their Air Force Form 1206s, so they can be recognized as outstanding airman, noncommissioned officer and senior NCO of the year for 1998.

All AF Form 1206s must be submitted to your unit First Sergeant by close of the September drill. First Sergeants have a copy of the new OAY regulation, ANGI 36-2805.

Refer any questions about the new submission process to CMSgt Ray Bassetti, VaANG senior enlisted advisor, ext. 6510.

VaANG initiates Hotline

The Virginia Air National Guard has established a Hotline to provide you a central place to go for information you have not been able to get from your units or other sources. It also gives you a place to let leadership know



about areas needing improvement or areas you feel someone is doing a particularly good job. The source of all information will remain completely confidential, if requested.

The hotline can be reached by calling 1(800)643-7458, selection 9 or local 236-6503. The VaANG State Headquarters executive support staff officer, LtCol William A. Prosis Jr, will answer your call or the 24-hour answering machine will take your message and he will get back to you.

BrigGen Terry Maynard, VaANG deputy adjutant general for air, believes good communication improves morale and enhances the functioning of all units in the state. He said, "When normal channels of communication are unable to resolve the issues that effect you, call the VaANG Hotline."

CSAF Ryan reduces AF OPSTEMPO

I have heard the lament that, "the Air Force is not what it used to be," and I must tell you that is absolutely true; this "ain't" our fathers' Air Force. As the world around us changes, so must all the services, including the Air Force. But the really exciting part of this change is the ever increasing role airpower contributes to the security of our nation. Air and space power is now decisively employed to bring relief and peace to many regions of the world.

These accomplishments are only possible because of you, the dedicated men and women of the U.S. Air Force. Although our transition to an expeditionary force is not without growing pains, what you do on a day-to-day basis helps to ensure our nation's security.

As a result, one of the Air Force's major challenges today is to retain the high-quality

people we need. Ultimately, it's dedicated people like you who provide the foundation of our war-fighting capability. Because you are the most valuable part of our Air Force, the leadership of the Air Force is dedicated to your success; you are part of the Air Force team.

Our game plan to retain high-quality people has several major areas: 1) reducing operations tempo, improving quality of life, and 4) improving personnel programs.

Senior Air Force leadership is currently identifying and implementing initiatives to reduce our Operations Tempo. Several initiatives are already in place. You can find a summary of actions already taken on the Air Force issues home page at: www.issues.af.mil/optempo.html

Continued on page 7

News you can use...

Pedrotty heads for Bosnia duty

LtCol Frank Pedrotty, senior legal officer for the 192d FW, is embarking upon an historic temporary duty assignment.

At the beginning of August he sets out for a six month tour of duty in Sarajevo, formerly Yugoslavia and now part of Bosnia. Pedrotty will perform election monitoring for the Election Appeals Subcommittee during elections scheduled in Bosnia for early this autumn.

Anyone wishing to write the colonel during his TDY may e-mail him at: easc@oscebih.com.ba or snail mail him: LTC Francis Pedrotty, EASC; OSCE Sarajevo HQ; OJE; APO AE 09780.

Women's advisory council meets

The base Women's Council has changed its name to Women's Advisory Council to better reflect the purpose of organization. Council representatives want all Virginia Air Guard members to know that the council is a place to seek help or information on women's issues.

All representatives are reminded to attend the group's next meeting Saturday, Aug. 8 at 1:30 p.m. in the Pilots' Lounge, Operations building. The topic scheduled for the August meeting is sexual harassment.

Plan now for Dec. hockey game

Start thinking COOOOL! It may be a few months off but Military Appreciation Night at the Freezer (Coliseum) is set for Dec. 5.

The Renegades hockey game begins at 7:35 p.m. and the tickets are \$6 each. Guard members, their families and friends are welcome, according to TSgt Shirley Cooper, event coordinator. Tickets will be available Sept. 15. Stop by Ops, rm. 5 or send an e-mail to

SHIRLEY@OG to sign up. One lucky ticket holder will win a door prize, Cooper said.

The event is set for Saturday night of the December drill weekend.

Vanguard regrets error in story

The story in last month's Vanguard about SMSgt James W. Regan, Senior NCO and Outstanding Virginia Air National Guardsman of the Year contained an error.

Upon completing his tour of duty with the Navy, Regan attended the Spartan School of Aeronautics in Oklahoma. After that he went to work for Contract Field Engineer companies where he performed aircraft maintenance and repair. He did at times work on battle damaged aircraft, but he worked stateside, not in Vietnam as the story said.

The Vanguard staff apologizes for the error.

Oops, no retirement for Burton

Earlier this year Nathan Burton was planning his retirement.

He even had his picture taken during the monthly, group retirement photo. But situations change, and despite his picture and retirement story appearing in last month's Vanguard, his enlistment has been extended and he has been promoted to technical sergeant.

Congratulations Sergeant Burton!

Air Force Core Values:

**Integrity First
Service Before Self
Excellence In All We Do**

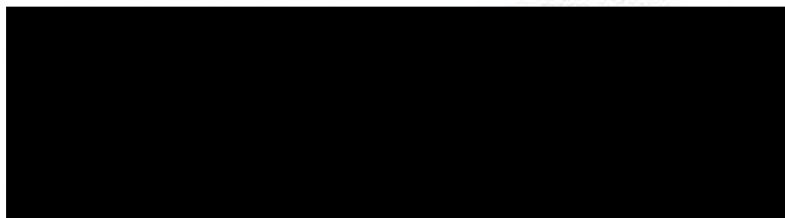


The National Guard Association's annual conference will be held Sept. 5-7 in Wisconsin. Anyone interested in the event may contact Col Seifert, LtCol Grogan, Maj Woody, Maj Chipper, Capt Evans or 1Lt Brickell.

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