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

Ftr Sqdn holds change of command

During the December drill the 149th Fighter Squadron underwent a change of command. During a Saturday afternoon ceremony attended by State Headquarters and Wing leadership, Wing members and family, LtCol Anthony R. "Tony" Haynes turned command of the 149th over to LtCol William S. "Bill" Busby.

In addition to Busby moving up, Haynes has become the new 192d Fighter Wing's vice commander and former vice commander, Col John D. Doman, is moving to the VaANG State Headquarters.

In conjunction with these changes, LtCol

Donald Hayes was named the new Operations Support Flight Commander.

Haynes and Busby were both commended for the outstanding work they have done for the 192d Fighter Wing and the 149th Fighter Squadron.

"We are fortunate to work with the best," said Col Robert Seifert, Wing commander. "We have a top notch reputation throughout the Air Force. These men have worked to establish that fine reputation and to maintain it." Haynes received the Air Force Meritorious Service Award, First Oak Leaf Cluster.

Recce program upgrades

Wing takes accepts new package

The unit has once again stepped forward to accept the challenge of fielding another state-of-the-art combat system. In January the unit will take delivery of the first new airborne reconnaissance pods and ground stations purchased by the Air Force. The new system is known as TARS (Theater Airborne Reconnaissance System). TARS will replace our current interim capability "Richmond Recce" pods.

The TARS program is being fielded by five F-16 Air Guard units. Our unit was selected to

take first delivery due to our expertise and experience with airborne tactical reconnaissance. We have also demonstrated our ability in the past to accept new challenges and surpass expectations.

The TARS system was built on experience gained from our current system. The new pods will be environmentally controlled; they will boast cameras with a much wider field of view, and within six months we will be adding a second sensor. The pod will also display in the cockpit

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Commander's Call**Be ready for promotion opportunities**

At our December commanders call I devoted a portion of the time speaking about promotions. My objective was to inform you of the requirements for promotion and to assure you that I will do everything I can to insure the promotion system is fair. I feel this is such an important issue to all of you that I want to continue that discussion.

Promotions are about competition. You are in competition with your peers and you are evaluated every day. Without a doubt the most important quality you bring to this competition is your attitude. It affects everything about you. It affects your ability and willingness to learn—that makes you the best at your job. It affects your ability to get along—that enables you to be a better team player. It affects your ability to support the goals of the unit—that demonstrates your willingness to “buy into” what we are doing. Your attitude affects your ability to persevere even when the going is tough.

At the commanders call I also stressed how promotions are tied to Professional Military Education (PME). PME is a promotion requirement we can not waive. Completing PME requires a commitment. I know some of you feel the demands of PME are too great when the chance of promotion is not guaranteed. You may have been in your present grade for many years and feel a promotion will never come. Opportunities are many times unexpected. Without PME enlisted personnel cannot be promoted. Officer promotions are unlikely without PME. Consider PME, it does have merit and I do not want you to miss a promotion opportunity when one comes along. Always be ready.

Maintain a superior attitude and prepare yourself. I will do everything I can to insure the promotion system is fair. It is important to all of us that the best are promoted and that is you!

Col. Robert O. "Bob" Seifert



**Monday
January 18
Martin Luther King, Jr.
Day**

Wing, sqdn chains of command

Commander.....	Col Robert O. Seifert
Vice Commander.....	LtCol Anthony R. Haynes
Wing Executive Officer.....	LtCol Robert H. Pemberton
Wing Senior Enlisted Advisor.....	Currently Vacant
Wing First Sergeant.....	MSgt Susanne L. Dates
Medical Squadron Commander.....	LtCol Cindy Brown
Medical Squadron First Sergeant.....	MSgt Doug Price
Support Group Commander.....	LtCol Ralph Barker
Support Group First Sergeant.....	MSgt Barry Coleman
Mission Support Flight Commander.....	LtCol Ray A. Turner, Jr.
Services Flight Commander.....	LtCol Freddie W. Baylor, Jr.
Security Forces Squadron Commander.....	Maj L.J. Cerritelli
Security Forces Squadron First Sergeant.....	MSgt Toni Vincent
Communications Flight Commander.....	Maj Robert L. Dyke
192d Student Flight.....	LtCol Ray A. Turner, Jr.
Civil Engineer Squadron Commander.....	LtCol Thomas P. Herbert
Civil Engineer Squadron First Sergeant.....	Currently Vacant
Operations Group Commander.....	LtCol Stephen R. Hicks
149th Fighter Squadron Commander.....	LtCol William S. Busby
Operations Support Flight Commander.....	LtCol Donald Hayes
Logistics Group Commander.....	LtCol Johnny O. Haikey
Logistics Squadron Commander.....	LtCol Gary A. Wood
Logistics Squadron First Sergeant.....	MSgt Vincent Harris
Logistics Support Flight Commandeer.....	Maj Cynthia L. Hall
Maintenance Squadron Commander.....	LtCol Richard Middleton
Maintenance Squadron First Sergeant.....	MSgt Anthony Harris
Aircraft Generation Squadron Commander.....	LtCol Raymond Fleischer
Aircraft Generation Squadron First Sergeant.....	MSgt Sherry L. Hankins

AF cancels Wing's SWA deployment

The 192d Fighter Wing's flying mission to Southwest Asia, set for this spring, has been cancelled by the Air Force. The deployments of the other two Air Guard units scheduled to participate in the mission with the 192d have also been cancelled.

The 192d will still support activities in Southwest Asia by sending nearly 40 support personnel this spring. The request for a support

contingent was separate from the flying mission.

On a related topic, due to on-going activities in Southwest Asia, the security level at U.S. military installations around the world is up. When coming to the base, be prepared for an increased security. When on a military base, always carry proper ID and any required access badges. Question strangers and be wary of mysterious containers.

192d FW Goals

Culture:

- Foster an environment where continuous improvement is a way of life.
- Recognize exceptional teamwork and individual performance.

Readiness:

- Excel during all exercises and inspections.
- Maintain the highest possible state of readiness (C status) in unit controlled areas.

Opportunity:

- ABSOLUTE equal opportunity for selection, advancement and treatment.
- Foster individual responsibility for career progression and job performance.

Safety:

- Maintain a ZERO Class A and Class B mishap rate.
- Promote safety as an individual responsibility.

Environment:

- Exceed the requirements of all federal, state and local statutes.
- Foster environmental awareness.

Community:

- Promote public awareness and support of the Air National Guard.
- Encourage unit involvement in community activities.

Employer support:

- Foster a full partner relationship with employers.
- Encourage unit members to recognize employers.

Family support:

- Sponsor and support family program activities.
- Encourage family support of unit activities.

Teamwork:

- Involve ALL MEMBERS in solving unit challenges.
- Inspire a team culture throughout the entire FIGHTER WING!

VaANG recruiters work to fill vacancies with top troops

Editor's note: This is the second segment of a two-part story on the Virginia Air Guard's recruiting team. Last month's story featured MSgt Paul Stimpson, TSgt Gary Harper and TSgt Josh Costen, the 192d Fighter Wing's recruiting team. This month the spotlight falls on MSgt Lloyd Meredith and SMSgt Mike Duke.

MSgt Lloyd Meredith, 203d Red Horse

All is well at the 203rd Red Horse Recruiting Office now that MSgt Lloyd L. Meredith has settled in as its new recruiting NCO.

Since leaving the 192d during the fall of 1997, Meredith has taken on numerous roles for the 203rd. He is responsible for Retention; he is the Family Support Coordinator, the Employer Support of the Guard & Reserve manager and also the Diversity Advisor.

"I'm really having a great time," Meredith said. "I'm a people person and I like what I do. What more could you ask for, than to work on an oceanfront in a resort city. On occasion you have to go out to the clients, so I actually have to walk the beach to recruit. I actually get paid to do this!"

"Recruiting is good right now. I've been familiarizing myself more in talking with prior service Navy personnel," he said."

Meredith said the Red Horse unit has approximately 30 vacancies at present. Most of the vacancies are in two areas: construction equipment operators with a school of about 13 weeks and structural specialist (carpentry and masonry) which has a 16-week, 1-day technical training school.

"You can refer anyone to me that may be interested in these skills," said Meredith. "If I can help you or you just want to talk, call me at (757) 437-4605 or 1-800-TO-GO-ANG."

SMSgt Mike Duke, VaANG Recruiting & Retention Superintendent

When the dust had cleared, there sat a kind man. Many of us know this man, he, who cares for the VaANG as if it were his own child. Always a kind word, always the Air Guard.

Here sits SMSgt Michael A. "Mike" Duke, the new Recruiting and Retention Superintendent for the VaANG. The open door policy never more evident. Never a question unanswered.

Y2K. Duke feels recruiting as a whole is going okay. "As we approach Y2K, I would like us to continue to make people in all communities aware of the VaANG", said Duke. "Recruiting has gotten tougher as the population in our recruiting age group is shrinking. Also, since downsizing in the active duty forces, the prior service pool is also smaller. Couple that with the competition from the other branches, and the recruiting difficulties become obvious," he said.

The preliminary reports, according to Duke, were fair. He feels the numbers will change as the new 192d recruiters settle in. "Though we did not enlist as many people in '98 as in '97, the numbers were promising," he said. "It generally takes a new recruiter from 6 months to a year to get up to speed. The guys are doing well."

Diversity. With regards to diversity issues, Duke is keenly aware and concerned. He realizes that recruiting is often at the forefront when the issue of manning is discussed.

"The diversity issue in recruiting is tough," Duke said. "Our recruiters will recruit and bring in new people regardless of race, creed or color. I haven't met a recruiter in my 18 years of

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Recruiters need your help...

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recruiting who would turn anyone away who was qualified. Their job is to bring people in. Currently, we have 38% minority personnel staffing in the VaANG. Twenty-four percent is the Guard Bureau's goal."

Recruiting. Duke urged that all unit members be active in their communities with regards to recruiting. "Everyone in the unit is a recruiter," Duke said. "Be proactive and bring in leads. The recruiters will follow up and assist you as needed."

Duke mentioned aircraft maintenance, aircraft armament and heavy equipment operator at the 203d as career fields with critical needs and said the Guard Bureau may increase incentives to aid in recruiting in these areas.

Retention. Duke feels that emphasis should be placed on retention. "Because of the experience level, longevity is what keeps us a step ahead of the Air Force. We cannot take lightly the loss of experienced people. Retention starts the day a person enlists," he said. "How a person is treated is very important. Section supervisors have a major impact, but everyone

in the unit plays a part. Unit members should make new members welcome and feel like they are at home."

by TSgt Ike Rawlings, Public Affairs

VaANG Recruiting Referral Form

***Name & phone number of
person being referred:***

***Your name, duty section &
phone number:***

***Clip this form & send to the 192d FW
Recruiting Office: 192DPMR, or call ext.
(804)236-6311.***

Wing gets upgraded recce package...

Continued from page 1

what the camera is actually seeing. The Support Equipment (SE) was specifically designed to support the pods, which will make ground handling much easier. The Squadron Ground System (SGS) is more compact and doesn't require the PIF (Photo Interpretation Facility) for transport. Overall, the system is a great step forward in technology.

Many people across the base have contributed to the TARS program in the last year. Their efforts should make the transition to the new system as seamless as possible. Unit personnel also worked on-site with depot

personnel to modify seven of our aircraft with the AN/ALQ-213 CMS (Countermeasures Set) that will allow our aircraft to accept the TARS pod.

This unit took the Richmond Recce program from concept to combat in less than 16 months. This was the result of hard work, dedication, and teamwork from personnel throughout the entire base. The Richmond Recce program is just one example of the many great accomplishments of this unit. The unit anticipates declaring its initial operational capability (IOC) by May 1999.

by SMSgt Eddie Longest
AGS Specialist Flight Supervisor

CES seeks new 1st Sgt to fill vacancy

The Civil Engineer Squadron is seeking a new First Sergeant. Anyone interested in, and eligible to become a First Sergeant is asked to send or hand carry a copy of their resume and a cover letter to LtCol Thomas P. Herbert, CE commander by close of business of the January drill weekend.

Minimum qualifications include: Completion of high school or GED and meets all requirements in AFB 36-2108. Aptitude scores must be at least 45 in Administrative or 58 in General.

Must be master sergeant (E-7) or promotable. Prior qualification at the 7 or 9 skill level in any AF Specialty Code. Within 12 months of selection, MUST complete the First Sergeant's Academy in residence.

Have exceptional leadership and managerial skills. Must meet weight and body fat standard and overall image should exceed minimum standards. Applicants must have completed PME Course 6 in residence or by correspondence prior to application. Upon promotion to master sergeant, completion of PME Course 8 is mandatory.

192d Fighter Wing FY99 UTA schedule

January 9-10

February 6-7

March 6-7

April 17-18

May 1-2

June 12-13

July 10-11

August 14-15

September 18-19

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VaANG Calendar of Events

January

9-10: UTA

February

6-7: UTA

6: VaANG Black History Month Banquet at the Richmond Omni. Tickets \$30/person, formal attire. Call MSgt Al Harrison, ext. 6356 for tickets.

7: Black History Month Worship Service.

March

6-7: UTA

26-28: Virginia National Guard Enlisted Association state conference at Virginia Beach.

April

17-18: UTA

23-25: Virginia National Guard Officer Association conference at Virginia Beach.

May

1-2: UTA

June

12-13: UTA

July

10-11: UTA

August

14-15: UTA

September

18-19: UTA

3-6: National Guard Association 120t General Conference in Atlanta, Ga.

Anyone wishing to add an event to the calendar, may call the 192d Fighter Wing Public Affairs office at ext. 6388. Next month PA will include all major deployments in the calendar.

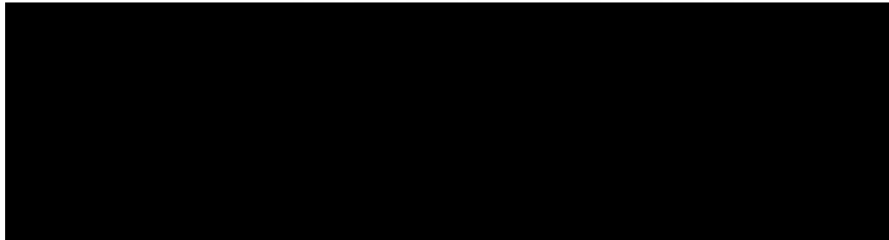
Education office changes time for CDC testing

The Base Education office is changing the time that members can take their CDC end of course tests. Starting during the January UTA, end of course tests will be proctored on drill weekend Sundays, from 8-11 a.m.

What's Inside the Vanguard...

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