



4.8 percent pay raise approved for Jan. 1

Clinton signs FY 2000 defense bill

President Bill Clinton signed the fiscal 2000 National Defense Authorization Act Oct. 5, clearing the way for the most comprehensive compensation package ever put together for members of the armed forces.

Speaking before a crowd of people gathered outside the Pentagon for the ceremonial signing of the bill, the president commented on its significance.

"In a very real sense today," Clinton said, "the work that Congress did, and the support that I and our administration gave to this legislation, is purely and simply the product of what our men and women in uniform — from the highest rank to the lowest — told us needed to be done, for them, and for America."

Calling it the most comprehensive compensation package in 50 years, Brig. Gen. John F. Regni, personnel resources director, Air Force deputy chief of staff for personnel, said, "This bill is historic in the compensation gains for our airmen in the areas of retention, health care and quality of life."

Highlights of the bill include:

— The restoration of the pre-1986 military retirement plan. Service members who entered the armed forces on Aug. 1, 1986 or later, and were affected by the Military Retirement Reform Act of 1986 (commonly referred to as Redux), now have a choice. They can either return to a 50 percent of basic pay option with full inflation protection or remain under the

MRRA plan (40 percent multiplier and reduced inflation protection). If they elect to stay under MRRA, they will receive a \$30,000 bonus at 15 years of service by agreeing to serve a minimum of five additional years on active duty, for a total of 20 years.

— A 4.8 percent across-the-board pay raise, effective Jan. 1. The bill also provides for a one-time reform of the DOD pay table. The change provides targeted pay increases for about 82 percent of enlisted and about 57 percent of officers. It takes effect July 1. These changes eliminate inconsistencies and increase incentives for promotion by providing greater pay increases for advances in rank.

— A provision to require military pay raises from fiscal 2001 through fiscal 2006 to be 0.5 percent above the employment cost index. This will help narrow the gap between military and private sector pay.

— A provision to help military families by adding \$225 million to the military housing allowance budget. This will reduce out-of-pocket expenses for members living in high-cost areas.

— Establishment of a Career Enlisted Flyer Incentive Pay Program with a "save pay" provision for those career specialties designated as "career enlisted flyers."

— A "save pay" provision for air battle managers upon their conversion to "rated" status and transition from Hazardous Duty Incentive Pay to

Aviation Career Incentive Pay.

— Expanding the Aviation Continuation Pay to aviation officers in grades below O-7 through their 25th year of flying. The provision also extends the \$25,000 maximum annual amount of the bonus to all contracts, regardless of length.

— Repeal of the dual-compensation restriction that now allows retired regular officers to receive their military retirement and federal government salaries.

In the health care arena, the bill contains provisions which direct the Defense Department to improve TRICARE claims processing and management, and waive TRICARE deductibles for families of National Guard and Reserve members called to active duty for less than one year.

Other highlights include:

— Establishing TRICARE beneficiary counseling and assistance coordinators.

— Expanding dental benefits for members of the Ready Reserve; and

— The study and further reform of the military pharmacy system.

— Authorization for service secretaries to pay a \$100 monthly allowance to military retirees with service-connected disabilities rated at 70 to 80 percent, \$200 per month for retirees rated at 90 percent, and \$300 monthly for retirees rated at 100 percent.

"This act is the best compensation

Continued on the page 4

Commander's Call

Training vital to TEAM Virginia

Maj. Gen. Claude Williams, our adjutant general, visited the unit in August and spoke about a management philosophy he called "Team Virginia."

"Team," he explained, is an important concept that we need to understand and embrace. Being a team requires a diverse group of individuals to work together toward a common goal. No single person, no matter how talented, can perform the mission alone. Being an effective, proactive team means understanding that if any part of the team has a problem, then the whole team has a problem.

Team members, like family and friends, have an obligation to teach and encourage one another. An effective team focuses on ways to assist each other rather than pointing a finger of blame. The following acronym emphasizes the essential elements of a successful team:

Train
Excite
Assist
Mentor

Good team members train, excite, assist and mentor other team members.

This month I'd like to focus on the first letter, "T." Individuals are a product of their training. Very few things in life are intuitive. Life skills are acquired through training from our parents, family, friends and teachers. In the military, training is especially critical since we are in the profession of arms. In the private sector, poorly qualified individuals may mean lost profits. In the military, poorly trained individuals will cost lives. The military is a serious and potentially deadly business. ***There is no priority more important than ensuring that all our airmen are properly trained to perform their duties.***

Starting with the October Drill and once a quarter

thereafter, all sections will dedicate the entire Sunday UTA to work on Training. This is a large sacrifice for Operations—giving up precious flying periods, so use this time wisely and for the intended purpose, TRAINING. I look forward to personally visiting sections on base to observe this work in progress.

On-the-Job Training (OJT) is an essential element to professional growth and development for our military members. OJT is necessary to upgrade skill-levels, increase retainability and promotability, and gain job-specific knowledge to improve performance. OJT is the responsibility of all levels of supervision, but is monitored by the base training office, unit training managers and supervisors. To achieve our goal of maintaining an outstanding base OJT program, we all must ensure that training is accomplished and documented. Training may seem time consuming and frustrating at times, but always remember that training is critical for honing those skills we need in combat.

SMSgt. Mike Gates, our base Training Manager, is one of the most capable and talented training professionals in the Air National Guard. If you need any help with your unit training program, contact SMSgt. Gates or a member of his staff at ext. 6590. But remember my earlier point. It takes an entire team working together to be a successful and effective unit. He can offer guidance and information, but the effort to train and the desire to learn must come from within each one of us. **GOOD TRAINING!**



Col. Stephen R. Hicks

VANGUARD

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The Vanguard is printed monthly and the deadline for submitting stories and photos is Sunday noon of the drill weekend of the month before you would like to see the item in print. Check out the electronic Vanguard on the base Intranet Web page and visit the VaANG on its public Web Site at www.va.ang.af.mil.

Va Air Guard Year of the Enlisted Force Celebration is here...

Start day with 5k run...

Come ready to run! The Year of the Enlisted Force 5K race will be held the morning of Saturday, Oct. 16.

Team competition should be brisk. The 203d Red Horse entry is headed by veteran marathoner Maj. Colleen Chipper. She'll be outranked, but perhaps not outrun, by Brig. Gen. Bill Jones on the State Headquarters team, who was captain of the Air Force Academy track team during his younger years.

Other team entries include the 192d Security Police Squadron and Wing Headquarters. Show time is 8:30 a.m. at the base fire station, and the race will begin promptly at 9 (that is a change from earlier plans). All runners, race volunteers, and spectators coming out to cheer on the teams, must attend roll call or check in with their supervisor before heading for the starting line. Everyone should be back in their duty sections by 10:30 a.m.

The application deadline to guarantee receipt of a T-shirt or water bottle was Sept. 18, but anyone who missed that deadline can register on race day at the fire station for a \$4 entry fee (no T-shirt or water bottle.)

The 5K race will be followed immediately by a 1/4-mile fitness run for children 12 years old and younger. The entry fee is \$1.

Proceeds will be used for trophies, certificates and prizes. Random prizes will be given out before the awards ceremony.

by TSgt. Ed Kelleher, 5k run co-project officer



...End day with banquet, dancing, fun

The Virginia Air National Guard Year of the Enlisted Force celebration is nearly here!

The semi-formal banquet and dance for Guard members and their spouses (or date) will be at the Ft. Lee Officer's Club, beginning with a social hour from 6-7 p.m. on Saturday, Oct. 16. The buffet dinner starts at 7 p.m. and will feature baked 1/2 cornish hen, roast beef, wild rice, green beans, baby carrots, tossed salad, rolls & butter, coffee, tea and cake.

SSgt. Scott Browning, 192d AGS, is a professional photographer; he'll be set up in the Ft. Lee Officer's Club lobby taking pictures for anyone interested.

Disc jockey, Lt.Col. Freddie Baylor Jr., will play dance tunes after dinner. SMSgt. Ed Smith will be master of ceremonies for the event.

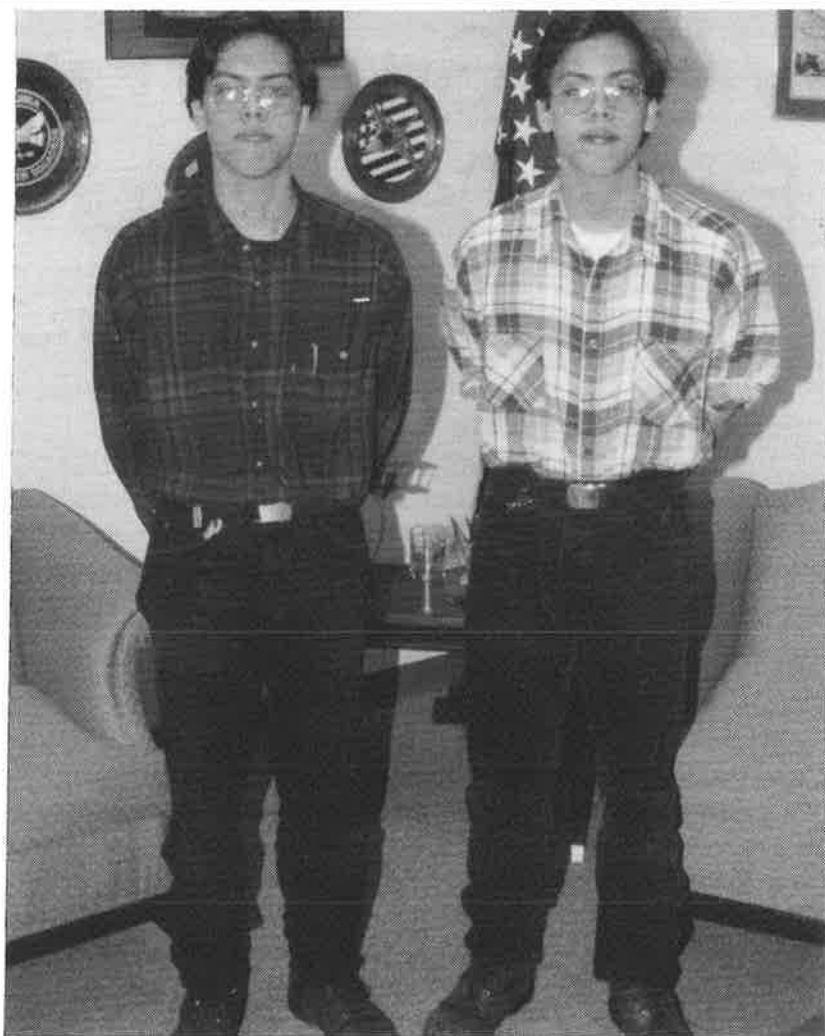
To get to Ft. Lee from the base: Go down Beulah Rd., turn right onto Rt. 60 East at the stop light. Exit onto I-295 South. Follow I-295 South for approximately 20 miles. Get off at the Fort Lee exit. Proceed to the 4th stop light and turn left on to Fort Lee. Then proceed straight through the 2nd stop light and Officer's Club will be on your right.

If you need a ride to Ft. Lee, contact your unit First Sergeant for assistance. Anyone with questions about the event may contact their first sergeant for more information



SEEING DOUBLE? Thought you were seeing double around the base recently--it's for a good reason! Two recent enlistees are twins! Yes, twins. As far as our research can uncover, this is the first set of twins ever to enlist in the Virginia Air Guard at the same time. They are Airmen First Class Adam and Bryan Woods. They live in Richmond and graduated from Douglas Freeman High School.

Adam and Bryan attended Basic Military Training together in March and Technical school after that. They work in the Aircraft Fuels Systems shop under SMSgt. Richard Eschbach. This photo was taken the day they enlisted. Good luck guys and welcome to the Virginia Air National Guard! Photo by 192d Combat Visual Information staff.



Clinton signs FY2000 defense budget...

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package we have seen in decades, not only for our active-duty members, but also for our entire Air Force family," Regni said. "It returns us to the 50 percent at 20 years' retirement system, provides our largest pay raise in 18 years, and for the next six years provides for pay raises above raises in the private sector.

"This puts us well on the road to restoring the compensation and benefits package our airmen deserve," the general said. (AFPN)

Cope Thunder DETCO says 'Thanks!'

I want to extend my heartfelt thanks to all of you that either deployed or were involved in supporting Cope Thunder this summer. I know that looking at July on paper seems like a while ago, but to me it seems like just last month! Seriously, everyone was a superior performer in my book. You all made it easy for the 192d Fighter Wing to shine in Alaska--from the flightline, weapons, munitions and intel, to services, support, supply, transportation, ops, and everyone else involved in the deployment.

Thanks for a job well done!

Lt. Col. Jay Pearsall
Detachment Commander





Meet the base Military Equal Opportunity office staff: Maj. Darrick Seale, MEOO chief (from left); SSgt. Chanelle Young, who works extensively with

the base drug and alcohol program and 1st Lt. Lonnie Davis, human relations officer. Image by 192d Combat Visual Information staff.

Equal Opportunity office here to help

Ever wonder who schedules us for drug urinalysis? No, it's not the medical squadron; the Military Equal Opportunity office (formerly called Social Actions) manages the program. And that's not the only thing they're responsible for. If it has to do with human behavior, they're involved.

Anyone with a personal or job-related problem or concern may take that issue to the Military Equal Opportunity Office. Depression, drug or alcohol dependence, sexual harassment, family violence, race relation problems, equal opportunity issues--these are all areas where the MEOO staff can help.

"We've dealt with just about every aspect of human behavior," says Maj. Darrick Seale, MEOO chief. "Our job is to listen and help."

Some people may not be aware of the many ways MEOO can help. "We encourage people to come in if they think they've got a problem of any kind," Seale said. "Our office is open as long as necessary. People may come in anytime without an appointment. We're here for VaANG members and their families--24 hours a day if they need us!"

A recent incident shows how office staff go the extra yard. "A unit member was contemplating suicide. I stayed with that person all day and all night until I felt the situations was under control," Maj. Seale explained, "and any of my staff would do the same thing."

Major Seale has been trained in crisis intervention and education training. In addition, two other members round out the office's staff: 1st Lt. Lonnie Davis, human relations officer, with bachelor's degrees in history and secondary education and a master's in human resources development, and SSgt. Chanelle Young who is working on her masters degree in psychology and deals extensively with the base drug and alcohol program. Young is also the recruiter for the Commonwealth Challenge program.

"The Military Equal Opportunity office is a personnel function office," Seale explained. "We keep tabs on the morale on base. We also serve as advisors to commanders and units on the welfare of their members."

Since MEOO is a commander's program, Major Seale said commanders are kept advised and counseled on

what they need to know about specific issues. The Chaplain's office and Legal office are also advised on current situations.

"We've dealt with a variety of career dissatisfaction issues," the major said. "Some individuals felt they were treated unfairly when it came time for promotions within their unit. We've also dealt with alcohol-related incidents such as DUIs. Fortunately for everyone concerned, our success rate in helping these people is pretty good."

"When helping someone with a problem or through a personal crisis, we try not to let people think with their emotions," explained the major. "We help them logically think through a process. What ever the case, we'll do what's needed to help our clients see a process through."

In order to let people know who they are and how much they care, the MEOO folks try to stay highly visible to members around the base. Major Seale likes to go to the dining hall on drill weekends so people will see him and approach him about issues. He and his staff also try to attend all base social functions.

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Logistics sends up tribute to Stimpson

Running Orderly Room with a personal touch



TSgt. Cheryl L. Stimpson, 192d Maintenance Squadron Orderly Room personnel specialist--up to her elbows in paperwork as she prepares for drill weekend. Image by 192d Combat Visual Information staff.

When maintenance people need to visit their unit orderly room, they may be pleasantly surprised. Not only will their important military issues be quickly attended to, they may also find themselves sitting down and discussing anything from world affairs to the family pet (time permitting, of course)!

This friendly and professional atmosphere is in large part due to TSgt. Cheryl L. Stimpson. That's the way the Maintenance Squadron Orderly Room personnel specialist conducts business. Besides taking care of personnel issues, Stimpson enjoys learning more about the people she works with.

"The Guard is a great experience for me," said the 13-year ANG member. "You always get to meet a variety of people and I enjoy that part of it. Personnel is a great career field to be in if you like working with people."

The military has long been a part of the sergeant's life. Besides her

marriage to MSgt. Paul Stimpson, a recruiter for the 192d Fighter Wing, she grew up around the military. Her father worked closely with the military as a GE Field Service representative in its Aircraft Engine Division. The family moved frequently as part of her father's job so Sergeant Stimpson has lived in many places across the United States and abroad. "My dad was very influential in my decision to join the military," Stimpson said. "I wanted to be a nurse so he convinced me the military would be a great way to get an education. I also enjoy travelling." The sergeant began her military career as a part-time medical technician with the 184th Medical Squadron, Kansas ANG in February 1986. She accepted her first full-time position two years later as a medical administration technician with the same unit.

She volunteered for Operation Desert Shield/Storm duty at Langley AFB, Va., in 1991. The 184th Medical

Sq. was activated in February 1991 and she was sent to backfill at Tinker AFB, Okla., until May 1991.

She joined the Virginia ANG in July 1991 as a staff sergeant in the 192d Medical Sq. as a medical administration technician. She accepted a full time position in September 1991.

"I was transferred to the Mission Support Flight in September 1995 as an Information Management specialist," the sergeant said. "Two years later the full-time and part-time Information Management position was cut and I moved into a personnel specialist position. During October 1998, I transferred to my present job in the Maintenance Sq. Orderly Room as a personnel specialist."

Her marriage to MSgt. Paul Stimpson and the birth of their son has been the highlight of her life. "Paul and I compliment each other," she said. "When you're married to another military member, they understand you and what you're going through as far as what a military career demands."

Other highlights of her career include participation in the Lunch Buddy Program at Seven Pines Elementary School, co-president of the 192d FW Women's Advisory Council, facilitator/team member of the 192d FW Strategic Planning Committee, and Logistics Group Unit Compliance Inspection team recorder.

When not at work, Stimpson enjoys bowling, swimming, water-skiing, reading and spending time with her family.

According to Maj. Carl Bess, full-time Maintenance Sq. commander, "Sergeant Stimpson is a role model for other administration technicians. She built the template for annual training for the squadron administration area. She took the lead on that and takes a lot of other initiatives on her own."

"Sergeant Stimpson is a fighter

Continued on next page

Equal Opportunity office here to help...

Continued from page 5

The Military Equal Opportunity office also provides classroom instruction. With the EO 2000 program, Major Seale hopes to see an increase in Air Force/ANG people's awareness of what's happening around them on base.

"Active duty people get a four hour block of EO 2000 instruction when they arrive at a base," Seale explained. A variety of people issues are discussed. "It is a challenge to complete the 4-hour block of instruction in the Guard, since it is 25% of a UTA, but we do have almost 50% of our personnel through the training. We ask people to play out scenarios to watch their reactions and perceptions. We encourage group discussion," the major continued. "We deal with areas that people may find offensive."

Information on a variety of issues is always available in the MEO office and may be signed out, including: videotapes, books, reference material,

Logistics commends Sgt. for professional, friendly Orderly Room...

Continued from page 6

ace among administration," added Lt. Col. Richard O. Middleton, traditional Maintenance Squadron commander. "She is the quintessential administrator for others to follow."

The sergeant highly recommends an Air National Guard career to new members and potential recruits. "The Air Guard is a great place to work and make connections," she said. "I'd recommend 20 years to anyone."

"I've enjoyed my time with the Air Guard," she said. "I love working here. The people are great and they are what makes the Guard the great organization it is."

by SrA. Ann Martin
Public Affairs office

and pamphlets. Or if people just want to talk, Major Seale, Lieutenant Davis and Sergeant Young may be reached at extensions 6389 and 6582. Walk-ins

are welcome to Rm. 7 in Wing Headquarters, building 3652.

by SrA. Ann Martin
Public Affairs office

ChalleNGe program seeks applicants; helps teens with discipline, goals

The Commonwealth ChalleNGe program is eager to recruit applicants for its next class, as well as future classes.

If you know of a teenager who has dropped out of high school, but is willing to work hard to turn his or her life around, encourage them to check into the ChalleNGe Program. Two classes are conducted each year. The in-residence program runs a session from January-June and a second session from July-December. The next class begins during January 2000.

The program provides cadets with educational training to prepare them for General Equivalency Diploma (GED) testing and life skills training. The bootcamp-style program offers an environment where the teenagers can develop self-discipline and goal-setting

skills.

ChalleNGe Program administrators are very thankful for the support the Virginia Air Guard units provide in giving youth across the state a second chance.

All Guard members and the public are welcome to contact the Program Recruiter for more information. If you would like to schedule a tour of the program at the State Military Reservation (Virginia Beach), or receive a presentation at your unit, contact the Program Recruiter, SSgt Chanel Young, toll free at 1-800-796-6472 ext. 235.

If you know of potential recruits, contact Young for more information or an application package. She can also be reached through the MEO office on drill weekends. (See story above.)

Logistics Group team helps with award nominations

The Logistics Group has formed a team to help the group's supervisors and commanders in recognizing their deserving personnel.

Have you ever wanted to put an outstanding troop in for federal recognition, but just didn't know how to get started or where to go for information? Now the answers can be a phone call away.

The team will primarily assist with preparation of Air Force Achievement Medal, Air Force Commendation Medal and Air Force Meritorious Service Medal nominations. If you need help preparing the award or typing it in final format for submission, the team encourages you

to contact the appropriate representative for your work center (listed below):

Maintenance Squadron

TSgt. Cheryl Stimpson, ext. 6331

Maj. Carl Bess, ext. 6776

Lt. Marc Wimmer, ext. 6341

Aircraft Generation Squadron

Rachel Booker, ext. 6895

Lt. Col. Ray Fleischer, ext. 6330

Logistics Group Staff/Support Flight

TSgt. Karen Bland, ext. 6073

Maj. Cindy Hall, ext. 6478

Logistics Squadron

SrA. Ann Bey, ext. 6449

Lt. Col. Janie Hodges, ext. 6718

Lt. Kathy Kahlson, ext. 6298

Chapel staff visits 203d during field exercise

One of the primary duties of the chaplain's office is to provide a "ministry of presence." This allows the chaplain to let people know that the entire chapel staff is there for base members and their families.

Often times people view the chaplain's office as a place of worship, counseling or spiritual intervention during times of special needs. However, the chaplain and the chapel support staff realize some unit members may not know who we are or how to contact us, what services we can provide, or individuals may just feel uncomfortable about asking for help. To address these issues, the chapel staff goes to work sections to visit with unit members--this is ministry of presence.

Chaplain (LtCol.) James A. Knuth, a 192d Fighter Wing chaplain assigned to the 203d Red Horse Flight, requested that a 192d FW chapel personnel support team visit the RH unit during their September Unit Training Assembly field exercise. The team consisted of SSgt. Dannie Burgess and myself. The way we served was a bit unique--we showed the movie "Air Force One" in the field.

Many people think of the chapel staff only in terms of singing hymns, praying, teaching or preaching.

However, this time when we arrived to serve, it was with an action-packed DVD movie that we projected on the side of a 2½-ton truck! The only thing missing was the popcorn.

The chaplain's office now has the technology and equipment to deploy *anywhere* in the world to support military personnel by using sophisti-

cated audio and visual equipment to provide services as well as related ministries--such as showing a movie to help morale.

Nearly 20 people attended the evening movie. Many of them said that showing a movie was an excellent idea--and that the movie was great!

by TSgt. Jerome Wade

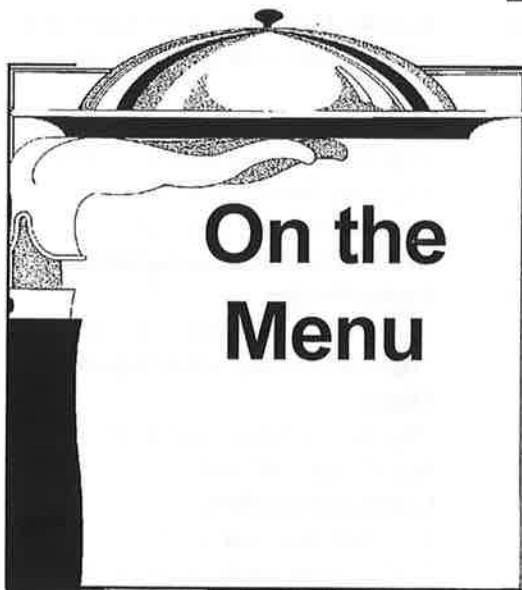
Base Chapel staff

Billeting Announcement

Due to the 192d Services Flight office move, changes have been made to the monthly Billeting sign-up procedure. These changes are effective immediately.

Billeting sign up will now take place in the new Services Flight office, Rm. 8, building 3652. Billeting will be open during Unit Training Assembly Saturdays from 8 a.m.- 5 p.m. and on UTA Sundays from 7 a.m.-2 p.m. On both days Billeting will be closed from 10:30 -11:30 a.m. for lunch.

Billeting sign up will no longer take place in the dining facility. All room reservations must be made at the Services Flight Billeting counter. Reservations via phone calls will be accepted until 2 p.m. on drill Sundays, but no later.



Saturday Oct. 16

Herbed Baked Fish
Italian Style Veal Steaks
w/Noodles
Whole Baked Potatoes
Macaroni & Cheese
Buttered Peas
Short Order Line
Salad Bar w/Assorted
Dressings
Breads & Butter
Beverages
Ice Cream
Yellow Cake w/Icing

Sunday Oct. 17

Braised Beef Tips
Knockwurst w/Sauerkraut
Steamed Rice
Buttered Corn
Salad Bar w/Assorted Dressings
Breads & Butter
Beverages
Ice Cream
Bread Pudding

Stories of courage, endurance, service to country

Web page features heroes

Theirs are stories of days and nights fighting and slogging through muddy fields in Europe, of bloody assaults and mind-and-body-numbing cold on the Korean Peninsula, of tense and lonely watches at sea between fierce battles in the South Pacific.

Theirs are stories of courage and endurance, of selfless service to country, of triumph over fear.

And ultimately, theirs are stories of soldiers, sailors, airmen and Marines whose names will rarely make it into history books, but whose bravery and willingness to sacrifice all made this the "American century."

Now, their stories are yours to read on the new "Home for Heroes" Web site produced by the American Forces Information Service. The site features profiles of the veterans living at the Armed Forces Retirement Home -- veterans who served and fought in the nation's wars from World War I through Operation Desert Storm. The site also includes a photographic tour and general information about the retirement homes.

The Armed Forces Retirement Home actually consists of two facilities: the U.S. Soldiers' and Airmen's Home in

Washington, D.C., and the U.S. Naval Home in Gulfport, Miss. Originally established in the mid-1800s to provide safe haven for elderly and disabled soldiers and sailors, they have evolved into retirement communities offering a secure and comfortable lifestyle.



Approximately 1,600 veterans from every military service reside in the retirement homes. Their average age is 76. About 85 percent saw duty in World War II, 30 percent served in Korea and 10 percent in Vietnam. They come from every state in the union. About 150 of the residents are women.

In the first profile on the Web site, readers are introduced to Jack Donnell, a veteran who took part in some of World War II's greatest campaigns, including Normandy and the Battle of the Bulge.

Subsequent profiles will be added to the Web site approximately every two weeks. In addition, a photographic tour of the U.S. Naval

Home in Gulfport will soon be added to the site. The web address for this site is www.defenselink.mil/specials/heroes/. (Armed Forces News Service)

October marks breast cancer awareness month

October is National Breast Cancer Awareness Month. Other than skin cancer, breast cancer is the most frequently diagnosed cancer in women in the United States today. Risk factors such as family history of breast cancer, age and reproductive history increase the risk for breast cancer, but every woman has some chance of developing breast cancer in her lifetime. Early detection is the best defense in the battle against breast cancer. Monthly self-exams, annual clinical breast exams and annual mammograms for women age 40 and older are the best

ways to catch breast cancer early--when it is most treatable.

Air Force Reserve Medical Policy on mammography requires all female members to have a baseline mammogram at age 40 and with each subsequent non-flying or long-flying physical examination. Virginia Air Guard women requiring mammograms are notified annually. Guard members may choose to have this screening procedure accomplished by their private physician, or the 192d Medical Sq. can provide this service through a hospital near the Guard base.

Questions about the Medical Squadron's Mammography Program may be referred to TSgt. Eris Bill at ext. 6556.

News you can use...

Several base offices move to new locations

The 192d Services Flight has moved from Bldg. 3635 (the old POL building) to Wing Headquarters, Bldg. 3652, Rm. 8 (where the Support Group orderly room was formerly housed). Please see the Billeting sign-up procedure changes announcement on page 8.

The 192d Support Group functions have moved across the hall from Rm. 8 to Rm. 6 in the Wing Headquarters (formerly the Wing Safety office). The Support Group commander is now located in Rm. 9, Bldg. 3652.

The Environmental manager/engineer, Bioenvironmental technicians, Public Health, and Safety offices have all moved to Bldg. 3635 (the old POL/Services Flight building).

All office phone numbers have stayed the same.

Finance reminds base members of VISA card use policy

All Guard members who have received the new government travel VISA credit card are reminded that the card can only be used for expenses you will be reimbursed for while on a temporary duty assignment. The monthly bill is to be paid in full, immediately upon receiving the statement.

There are already unit members who are carrying overdue balances on the card. If you have questions about proper use of the card, stop by the base Finance office.

Follow these reminders...

1. Use the card to charge only those things that you will be reimbursed for on your travel voucher. Presently you may not purchase airline tickets with the card.

2. You may only use the ATM portion of the card to draw a cash advance 3 days before you depart

TDY. Only draw cash for those things that you cannot charge.

3. You may use the card only when you are in an active duty/TDY status, not in a UTA/inactive duty status.

4. You are responsible to pay the bill in full when you receive it. If you are TDY for more than 30 days you may request an accrual payment from our office for those entitlements you have accrued up to that date. You will receive an electronic funds transfer to your bank account or you may authorize us to pay the Bank of America. You may also contact the Bank of America at the toll free number (1-800-472-1424) and have them draft your bank account. **REPEATED LATE PAYMENTS MAY BE CAUSE TO SUSPEND AND OR CANCEL YOUR CARD.**

5. Anytime you have a question or are in doubt about using the card; contact Bank of America at the toll-free number 1-800-472-1424 or this office at (804) 236-6593/6497 DSN: 864-6593/6497.

6. Failure to adhere to these policies will result in the loss of your card and possible disciplinary action for financial irresponsibility.

Top 3 Council plans Saturday meeting

The Top 3 Council will hold its next quarterly meeting Saturday, Oct. 16 in the Dining Hall at 4 p.m. Anyone with questions about the council or the upcoming meeting may call Command CMSgt. Wayne Keene at ext. 6420.

Wing deployment to SWA changes drill schedule, field training

Please check the Calendar of Events on page 11. The 192d Fighter Wing's schedule has changed significantly since the official military order was printed in last month's Vanguard.

The drill schedule has changed, and the Annual Field Training scheduled for Savannah, Ga., will now take place at home station and on different dates. A corrected order will be published in the near future. Please watch the Calendar of Events for any additional changes.

The changes were necessary because the unit has been scheduled for a contingency deployment to Southwest Asia next summer.

Wing schedules dedicated training day during drill

Sunday, Oct. 17 will be the Fighter Wing's first down day to focus exclusively on On-The-Job training. Future Training Days will be scheduled quarterly.

As such, these days should be devoted to core duty training requirements. This doesn't include ancillary training. (WGA training is considered core training.)

See Wing Commander Col. Steve Hicks comments pertaining to training--on page 2.

Women's Advisory Council plans meeting

The Women's Advisory Council will meet Saturday, Oct. 16 at noon in the Dining Hall.

All council members are asked to attend. Look for tables pushed together at the back of the Dining Hall.

Check out ANG Aerospace Expeditionary Force web site

The future of the Air Force is here and it is called the Aerospace Expeditionary Force. Find out how AEF is being implemented in the Air National Guard by visiting the ANG web site at:

dodx.ang.af.mil/aef/aef.html

News you can use...

Annual flu shots to be given during October drill weekend

Annual flu shots will be given during the October Unit Training Assembly. The shot is mandatory for all military members, including the Air National Guard. Medical Sq. staff will be giving the inoculation at the club on Saturday, Oct. 16 from 9-11:30 a.m. and 1-4 p.m., and on Sunday, Oct. 17 from 8-11 a.m. and again from noon to 3 p.m.

Everyone is reminded to take their shot record with them when getting the shot. Anyone with questions about the flu shot may contact 1stLt. Rochelle C. Hart, 192d Medical Sq., ext. 6375.

Va. Blood Services holds successful base blood drive

Three dozen Air Guard members volunteered to donate blood during the last quarterly blood drive, according to SMSgt. Mary Gamache, 192d Support Group.

"That was a great turnout," said Paula Jenkins, Virginia Blood Services blood drive coordinator. "Thanks to everyone who helped make the drive such a success. The Virginia Air Guard's support is immensely appreciated."

For more information about future blood drives, contact Gamache at ext. 6302.

VA hospital studies Gulf War illness, seeks participants

McGuire Veterans Administration Medical Center in Richmond is trying to locate vets who might benefit from Gulf War Illness research being conducted at McGuire VAMC.

Anyone, who was deployed to the Persian Gulf between August 1990 and August 1991, and has complaints of fatigue, body aches and pains, and/or memory and concentration problems is urged to contact the VA medical center about research into Gulf War Illness.

"We are trying to find ways to help," McGuire officials said. Two studies are being done at McGuire--one involves a blood test for mycoplasma, an organism that may cause chronic health problems. If positive for this, a course of antibiotics may help. A second study is using exercise and group meetings to teach ways to minimize symptoms. All treatment is free and there is a small cash award for people who complete the study.

Doctors Cynthia McMurtry, James Schmitt and Ed Wong are the principal investigators. Alison Faullk, Judy Craggs and Suzanne Schmid are the people to contact for enrollment or more information. Call them toll free 1-888-289-1632, or locally (Richmond area) at 675-5000, extensions 5601, 3038 or 4738 respectively.

VaANG Calendar of Events

October

16-17: UTA (Should pay NLT Nov. 1)
Mandatory Flu Shots this weekend.

16: Year of the Enlisted Force 5k Run starts at 9 a.m. in front of the Fire Station. Banquet & dance at Ft. Lee Officers' Club begins with social hour from 6-7 p.m.

November

6-7: UTA (Should pay NLT Nov. 19)

December

4-5: UTA (Should pay NLT Dec. 17)
Ellington, Texas deployment cancelled.

January 2000

8-9: UTA

February

12-13: UTA

March

11-12: UTA (Please note this is a new date)

25-26: UTA

April

8-9: UTA (Please note this is a new date)

Annual Field Training to Savannah is cancelled.

May

Please note these changes. No Drill weekend. Annual Field Training at home station from May 13-26.

13-26: Annual Field Training at home station

June

10-11: UTA

July

No UTA scheduled

15 July-31 Aug: Contingency Deployment to SWA

August

26-27: UTA Green Flag cancelled

September

9-10: UTA

23-24: UTA

Editor's note: As you look at the calendar you will note that Annual Field Training and several drill dates have changed. A corrected official military order reflecting these changes will be published in the near future.

If you have an item or event you would like to have added to the calendar, call Public Affairs at ext. 6388, or visit the PA office during drill weekends (Wing Headquarters building, room 30 -- across from the Recruiters' offices).

Deadline nears for VaNG tuition assistance forms

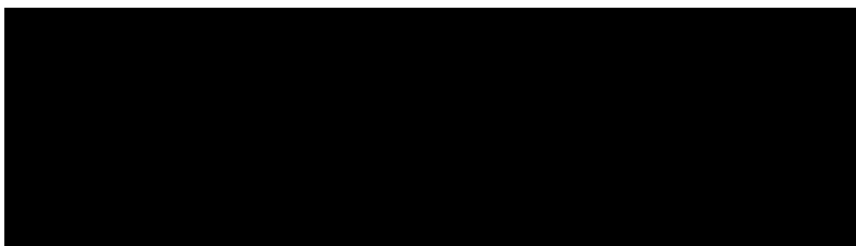
Virginia National Guard Tuition Assistance applications for the winter/spring 2000 college semester are currently available from MSgt. Gary Harper in the Retention Office within the Military Personnel Flight, Wing Headquarters building. The program pays 50% of applicants' tuition costs--up to \$500 per semester with a maximum of \$1,000 per academic year. Completed applications are due back to MSgt. Harper no later than close of business Oct. 22.

To qualify for the program, you must have two years of retainability on your Air Guard contract--from the end of the reimbursed semester. This program is open to officers and enlisted members and supports bachelor's, master's and postgraduate programs.

Contact Harper at ext. 6710, or e-mail him at gary.harper@varic.ang.af.mil for more information.

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