

# VANGUARD



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*Celebrate 2000: Year of the Family!*

## Family readiness, support vital to mission

This past summer I had the opportunity to attend the National Guard Bureau Family Support Program's annual workshop in Dallas, Texas. Both the Air National Guard Director, Maj.Gen. Paul Weaver, Jr., and the Director of the Army National Guard, Maj.Gen. Roger Schultz, were present for the opening ceremony. Both spoke of the increasing demands being placed on the Guard and Reserve and their family members and how critical family readiness and support are to the Guard's mission. Those of us who have been in the Guard family over the years can certainly attest to these changes.

When my husband Steve, first entered the Air Guard, there was a two-week unit deployment each year, stateside. Now, Virginia Air Guard men and women are being called to serve in missions throughout the year all over

the world. Having been the wife of a Guardsman for nearly 25 years [13 years traditional and fulltime for the last 12], I have the utmost respect and admiration for family members whose

loved ones serve in the Air Guard. I understand the sacrifices that family members make so their loved ones may serve — rearranging work schedules and family events and dealing with the calamities that take place when our loved ones are on duty. In our house, when the children were younger, car troubles and sick children were sure to occur the minute the plane left the tarmac. I'm sure other spouses have similar stories.

To honor our family members, the Air and Army National Guard have designated 2000 as the National Guard Year of the Family. As part of this celebration, the Virginia Air Guard's Year of the Family Committee has been busy planning activities to celebrate and recognize our families. Activities and events for family

*Continued on page 10*



## StHq selects top VaANG troops of year

The Virginia Air National Guard recently announced the names of its top enlisted people for 1999.

SrA. Shawna M. Potaczek, 203d Red Horse Flight, was named the VaANG Outstanding Airman of the Year. She is a special purpose vehicle and equipment maintenance apprentice with the Virginia Beach unit.

TSgt. Crystal F. Worley, 192d Fighter Wing, is the VaANG Outstanding Noncommissioned Officer of the Year. The woman is an Information Manager for the Logistics Support Flight.

MSgt. Susanne L. Dates, 192d

Fighter Wing, earned the Virginia Air Guard's nod as Outstanding First Sergeant of the Year. Dates is the FW Headquarters Section and Operations Group first sergeant.

Outstanding Senior NCO honors went to MSgt. Stephen R. Gamache, 200th Weather Flight. Gamache is a meteorological technician for the unit. He also earned top enlisted honors as he was named the VaANG Guardsman of the Year for 1999.

The State Headquarter's award board met in December to interview the many candidates for the annual awards. Brig.Gen. Bill Jones, Virginia's deputy adjutant general for

air, congratulates the winners, and commends all of the nominees. "The nominees for these awards are among the best and brightest within the Virginia Air Guard. Selecting winners for this award is always a struggle because of our high-caliber enlisted force. The Virginia Air Guard deeply appreciates the hard work and accomplishments of each of the nominees; and to this year's winners, a very special 'thank you' for all that you've done to make the VaANG such a success."

*Editor's note: Stories on each of the winners will be published later in the year.*

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

Commander's Call

# Command Chief & I want to hear your thoughts, comments

Have you heard of the Command Chief Master Sergeant! Do you know who our Wing Command Chief Master Sergeant is? Suppose I said Wing Senior Enlisted Advisor? The title changed about three years ago from Senior Enlisted Advisor to Command Chief Master Sergeant.

We presently have two Command Chief Master Sergeants on base. The VaANG State Command Chief Master Sergeant is CMSgt. Raymond Bassetti, and the Wing Command Chief Master Sergeant is CMSgt. Wayne Keene. How do you recognize them? The command chief chevrons have two stars (a solid star centered in the open field above the traditional chevron star.)

The number one responsibility of the Wing Command Chief Master Sergeant is to advise me on quality of life issues and concerns for the enlisted corps. Chief Keene and I both firmly believe that our enlisted force is the backbone of the 192d Fighter Wing. We both realize quality of life issues are an important part of meeting our overall mission requirements. To assist in the quality of life issues and concerns of the enlisted corps, the command chief uses the following processes to get feed back from, and to communicate with, wing personnel:

- Regularly meets with or talks with me and group and squadron commanders, first sergeants, unit career advisors, and the office managers for recruiting, retention, training, education, employer support of Guard and Reserve (ESGR), and family support.
- Assesses the degree of understanding of the USAF, ANG, State, and Wing policies across the base, and recommends changes that effect enlisted personnel.

- Reviews enlisted promotion, retention, and assignment policies; and conducts counseling and interviewing sessions during field/duty section visits.
- Monitors and promotes interest in all enlisted recognition programs, especially the Outstanding Airman of the Year program, and encourages commanders and supervisors to recognize enlisted personnel.
- Is closely involved with enlisted projects, programs and councils, and attends enlisted council meetings, as appropriate.

The office of the Wing Command Chief on drill weekend is in the Wing Headquarters building (bldg. 3652), room 4, ext. 6160. During the week Chief Keene is located in the Safety office, bldg. 3635, ext. 6420, or you can e-mail him at [charles.keene@varich.ang.af.mil](mailto:charles.keene@varich.ang.af.mil)

In short, Chief Keene is a liaison between our enlisted force, and me and at times acts as a spokesman for me. He helps identify the unit's strengths and weaknesses and helps set priorities for meeting the needs of the troops. He shares with us his experience, knowledge, vision and perspective. He understands our mission and how every person in this unit has a role in that mission. He also shares with me a strong belief in TEAM Virginia. When he stops by your office, duty section or work center, take the time to talk with him. He and I both want to hear what you have to say.



Col. Stephen R. Hicks

## Martin Luther King reflects AF core values

On a recent trip to my hometown of Brunswick, Ga., my "stick partner" (means best friend for those of you not from my neck of the woods) and I were having one of our power discussions.

You know, discussing such complex topics as domestic economic policy, global world affairs, the information superhighway, and the empowerment of the African-American community.

Then, out of the blue, he pointedly asked me a question I hadn't really thought about before. He asked,

"If you could meet one famous person in history, who would it be?" Without hesitation I answered the Rev. (Dr.) Martin Luther King Jr.

My buddies asked me why, even though I could see by the look on his face that he was pleased with the choice. I told him, in my opinion, King was the most important and influential person in this century and, by far, during my lifetime.

The one endearing quality I personally appreciate about King is the love he espoused for all human beings. His deep love was not only for Afri-

can-Americans. On the contrary, King's most perfect gift was his greater love for all of humanity.

It was this greater love that took him to India, where he studied the non-violent teachings of Mahatma Gandhi. After meeting and studying with this other great lover of all humanity, King was convinced Gandhi's nonviolent teachings were the only righteous weapon that could, and should, be used to combat the forces of racial hatred in our great nation.

King was a living testament to the  
*Continued on next page*

# 192d FW: Prepared for growth

Diversity Training. When heard, most people think of race relations. However, diversity is much more than race and ethnicity, it stands for differences. Difference of thought, ideas, procedure, background, life and more. Then valuing those differences, inclusive of similarities and enhancing our organization.

Two trips to the Air National Guard Diversity Initiative Facilitator Training Conference, held in Denver, Colo., impressed on me a couple of things. This Diversity Training Initiative is serious and it is here to stay. Buy in is overwhelming; determination to deliver the training is impeccable.

Air Guard members from across the country attended. They shared their plights, their success and their beliefs. Derived from this training, is a finely tuned training packaged which will be delivered to all units.

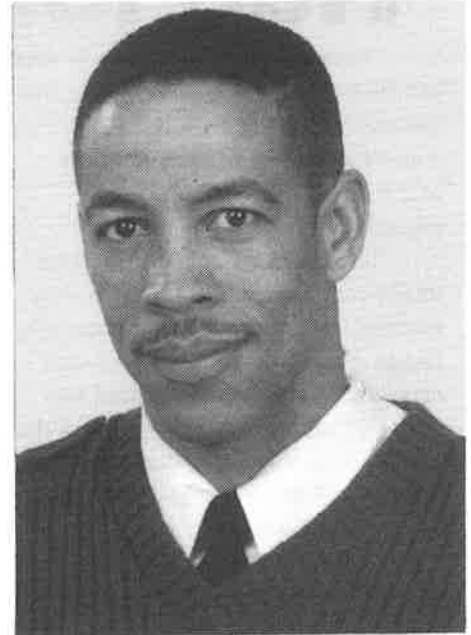
The Air Guard is a pioneer in this effort among military components. All eyes are on us.

Talk of changing U.S. demo-

graphics and our mission, talk of team building and our mission, talk of quality and our mission, talk of compliance and our mission. It's all about accomplishing the mission and becoming the finest operating organization in the world.

Dr. Samuel 'Dr. B.' Betances, of Souder, Betances and Associates, Inc., and developer of the ANG Diversity Training said one morning to my class, "Know the main thing, and remember to keep the main thing the main thing." The main thing is our mission and though things around us change, as must we, the mission must remain in clear focus.

How does this impact the VaANG? Soon you will be hearing about a series of diversity training programs. There are several certified trainers on base and they will be introduced at another time. My guarantee is that you will gain something from this venture. Of all the conferences and training programs I have attended in my life (military and civilian), this has been the best. I can truly say my



experience has been valuable and I'm excited that the 192d will be able to receive and share information that will add value through all of our journeys. "Change is inevitable," states Dr. B. "Growth is optional." The ANG and the 192d are prepared for growth.

by TSgt. Michael Rawlings  
192d Public Affairs

## MLK: AF core values...

*Continued from page 2*

spiritual love he so graciously embraced. You may ask how could a man persecuted by many still preach and practice spiritual love? The love that says you love anybody, somebody, and everybody because it's the right thing to do in God's eyes. How could King reach out to those who cursed, water hosed, and made attempts on his life?

Even when he was in a jail in Birmingham, Ala., King didn't talk of getting even or taking revenge on those who sought to keep him quiet and eliminate him. He used this time of solitude to write his famous and thoughtful "Letter from a Birmingham City Jail."

King still wrote about the need to love his fellow man. His heart wasn't filled with hate for his fellow man, which just happened to be of a differ-

ent skin color than he.

I think King was acting no differently in the civil rights movement than we in the military act when we are in war. He was in a war to save the soul of America. I see King as standing for a certain code; a code just like we have in the military. A certain code of conduct that says no matter how insane the situation you're in, or how venomous the individual you're dealing with, you can still love the individual while disdaining the individual's deed.

Indeed, I can safely say our Air Force core values could be used as a monument for King's life. His call for justice, self-respect, responsibility, openness, honesty and humility can be directly tied to our first core value — integrity. He willingly laid his life on the line for the betterment of people, surviving stabbing and house bombing incidents, daily threats on his life, and

numerous incarcerations.

He was also a standard bearer for our next core value — service before self. King wanted to stop man's inhumanity to man by appealing to the inherent goodness in each individual and community.

I believe this follows our final core value — excellence in all we do — by taking pride in our personal life and community to obtain excellence in all we do.

As we honor Dr. King, let's not forget about that spiritual love he lived and strove for everyday. The love that means we will love everybody, because it's the right thing to do.

We're all different in some respect and each of us has something positive to bring to the table.

by Maj. Bobby Small Jr.  
Cannon AFB, N.M. (Air  
Combat Command News Service)

## 192d FW Command Post

# Hub for decision making

"Only the highest caliber airmen can be in the command post", as previously written in ACCR 55-2. Accordingly, the personnel of the office stand behind those words proudly.

The command post often goes unnoticed. During normal duty they maintain a low profile. And even when things pick up, command post staff accomplish their duties behind the scenes. Literally, as by regulation they can have no windows, doors must be secure, and the office should be located in an entrapment area.

"We are exercised monthly," says MSgt. Michael S. Ward, command post NCOIC, "to maintain the highest possible level of readiness. ACC sends out exercises that test our proficiency in OPREP's (operational reports), emergency action procedures and general knowledge. The exercises are time critical and we must continue our normal duty functions. Some of those responsibilities are aircraft flight following, continuous OPSEC and COMSEC training, working knowledge of base OPLANS, and ensuring recall rosters are up-to-date," he says.

"Note the sign, deadly force

authorized," says SSgt. Robert E. Jones, command post senior controller. "This is serious business here."

When an incident of any significance occurs, the office becomes the hub of activity. "You know a little bit about everything in the command post," states Jones. "When an incident occurs, the commanders from all sections convene in the Battle Staff (part of the command post). We know first hand of decisions made and the reasons behind them. This is one of the best reasons to work in the command post. You are in the know."

"During an ORE or an ORI everyone hears about the command post," says Ward. "Command post personnel train for wartime actions. It can be the center of activity for decision making."

Ward and Jones currently make up a two-person operation in the command post. They are located in the Operations Group building (which is currently being remodeled). They will be relocated to a newly remodeled office soon and are itching to get back to work. Ward, a command post controller for 16 years, enjoys the job. "Exposure to flying operations and



MSgt. Michael Ward (left) and SSgt. Robert Jones participating in a higher headquarters response exercise.

supporting those activities are enjoyable," he says, "especially supporting flying operations during deployments." by TSgt. Michael Rawlings  
Public Affairs

## Change to UMD offers more promotions to enlisted

The Air National Guard has a new pay-grade policy for its 96,000 enlisted people. The policy will provide ANG members with a few thousand more higher-ranking positions and an equitable rank structure. It also makes sure that every airman gets the chance to become at least a staff sergeant.

Weaver approved the policy — which was 10 months in the making — late in 1999, during the ANG's Year of the Enlisted Force. Many more ANG men and women are expected to be promoted this year because of the new program unique to the Air National Guard. "We need to take care of our people. We need to have our own

grades policy that reflects our capabilities and our great people," explained Maj.Gen. Paul Weaver, ANG director, and ANG Command CMSgt. Gary Broadbent.

The ANG's new enlisted grades policy is intended to eliminate a log jam and give enlisted people the chance to make rank, provided they meet the requirements for time in service, time in grade and professional training and education as well as demonstrate potential, explained Broadbent. He and James Ware, civilian chief of the Military Requirements Branch in the ANG's manpower office, led the 13-member team that wrote the policy.

"This will streamline upward mobility and create more incentives for younger people," Broadbent said. "They'll know they can move up now." Ceilings for the total funded enlisted force are: E-9s, 2 percent; E-8s, 5%; E-7s, 18.5%; E-6s, 25.5%; and a minimum grade of E-5 on all unit manning document positions, Broadbent said. "People who join the Air National Guard now have the chance to make E-5 at a minimum," he said.

The new policy brings the ANG additional grade authorizations for 400 E-8 slots, 3,800 E-7 and 3,800 E-6 positions, Broadbent added.

*Continued on page 9*

# Hill tackles base recruiting job

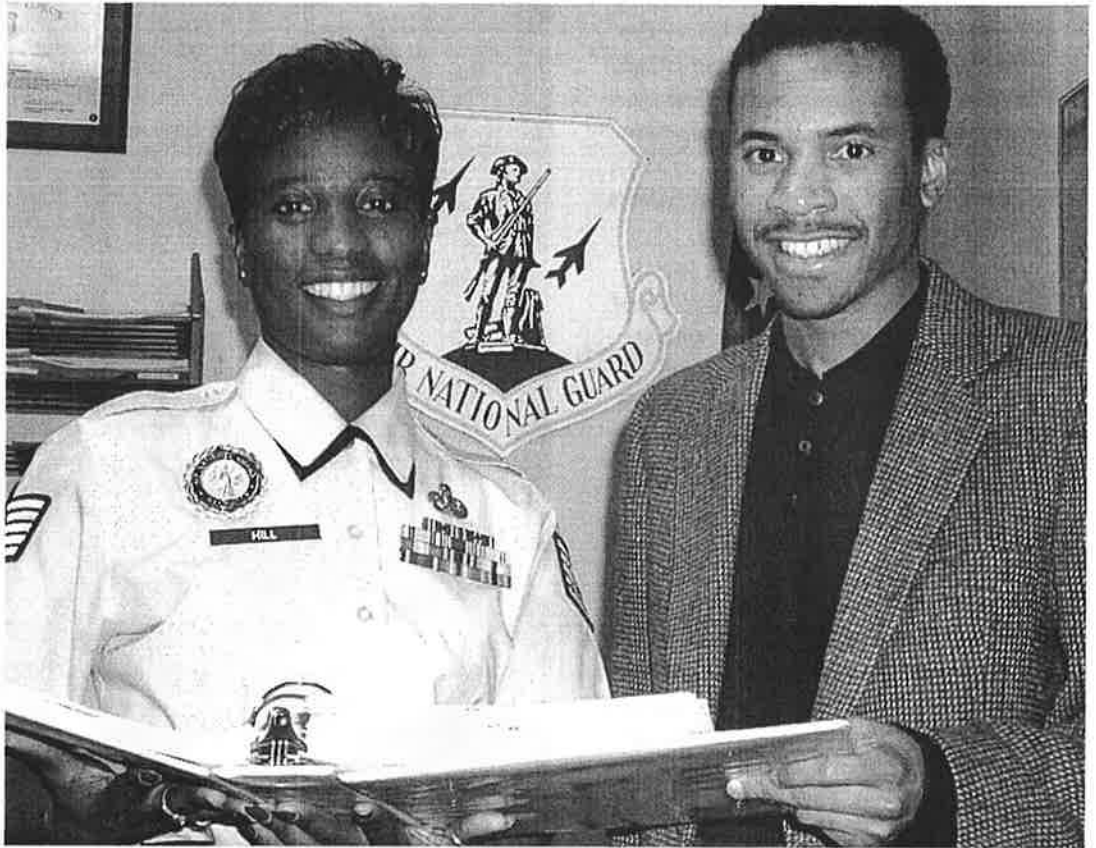
When she's not turning a wrench — putting the finishing touches on her hand-made Volkswagen drag racing engine — TSgt. Angela Hill can be found putting on her Air Force blues in preparation for a different type of challenge. That challenge is helping enlist some of America's finest in the Virginia Air National Guard!

Sergeant Hill joined the ranks of the 192d Recruiting office in November 1999, and according to the young woman, she is excited about her new position and wants to help sell a lifestyle she has wanted herself since childhood.

"I love the Guard and its opportunities," the Newtown, Va. native said. "I can remember being interested in the military since I was nine. My father was in the Army and instilled a military lifestyle in me. Taking this position [as a recruiter] only reinforces my feelings. I'm sold on the military and the Air National Guard."

Hill's military career began as a traditional Guard member 11 years ago. She spent six years with the Army Guard as a chemical warfare specialist, took nine months off after her enlistment ended, then reenlisted in the VaANG. She spent the last five years with the Air Guard as an aircraft structural maintenance specialist. She added that although she was a traditional Guardsman, she volunteered a lot of extra time working in the Sheet Metal Shop during the week.

Hill feels the extra time and dedication she put into her work in the Sheet Metal Shop helped her get more recognition for the recruiter position. "I owe a lot to MSgt. Richard Mabry and SMSgt. James Regan for what they did for me in that shop," she stated. "Without them, I wouldn't be here now."



TSgt. Angela Hill talks with new recruit Adisa C. Muse.

Image by MSgt. Carlos Claudio, 192CF/Multimedia

According to MSgt. Paul Stimpson, NCOIC of Recruiting, Sergeant Hill was a welcome addition to the recruiting staff. "She's doing a wonderful job," he complimented. "She entered recruiting at a tough time because young people aren't as motivated by the military. Sergeant Hill is such a busy and self-motivated individual that she is just the type of person we need in recruiting. She not only accepts a challenge willingly, she enjoys it."

When not fulfilling her recruiting duties, Hill can be found taking part in the Lunch Buddy Program every Friday at Seven Pines Elementary School. She also helped with the Henrico County Christmas Mother program over the holidays.

On her off-duty time, Hill is no slouch either. Besides tending to family life with husband, Sylvester, and their 5-year-old daughter, Angela,

Sergeant Hill invests a lot of time in sports and other outdoor activities. She likes to hike and fish and also enjoys riding her motorcycle. Both Hill and her husband own and fly two power parachute planes. They do tae kwon do together — her husband has a second-degree black belt and she holds a green belt. They also enjoy skydiving when the weather's prime.

And to top it all off, the sergeant owns, builds, and drag races a VW beetle at area tracks. "I built my own engine," she said proudly. "I won the first race I entered!"

Excitement and challenges seem to be Sergeant Hill's middle name whether on the job or off. "I accept the challenge of recruiting," she said confidently. "It is a tough job to be in right now. It is hard to compete with our growing economy and what civilian counterparts offer. I hope to be

*Continued on page 8*

*Logistics sends MSgt. accolades for great job!*

## Tatem reflects on career, accomplishments

When it comes to equipment and people, it's hard to imagine life in the 192d Supply Squadron without MSgt. Dorothy Tatem. After all, she has more than two decades worth of equipment management experience and is always on hand to greet customers and friends with her warm, generous smile.

Sergeant Tatem loves the job she does for the base and is proud to boast about her more than 26 years with the VaANG. "I enjoy the military and working for the Virginia Air National Guard," she said. "I love my job. I especially enjoy working with people."

Evidence of her job satisfaction speaks loud and clear through several successful management programs she has introduced over the years. In fact, her programs to help process equipment in and out of the base quickly and efficiently have helped earn her section many "outstandings" on a number of major inspections. Her section was even identified as a "best seen to date" during an Operational Readiness Inspection.

"Dorothy has become an authority on equipment management within the ANG," said CMSgt. Don Bradley, NCOIC of Management and Systems. "She not only does her job in an outstanding manner, but also tries to help others in their job. She takes the lead in seeing that those in need within our organization, as well as the VaANG, are taken care of."

Lt.Col. Gary Wood, Logistics Squadron commander, refers to Sergeant Tatem as the equipment management "guru" of supply. "She's our resident expert when it comes to equipment management. Other units — not just within the VaANG, but Guard-wide — call her for help. Even the National Guard Bureau calls her for help. She's indispensable!"

The Elizabeth City, N.C., native attributes her success on the job to the people she works with. "They make it work," she complimented. "We work together well and get the job done."



MSgt. Dorothy Tatem finishes the paperwork for a piece of equipment.

Image by MSgt. Carlos Claudio, 192CF/Multimedia

Besides her contributions to base supply, the master sergeant is very active in projects and functions both on- and off-base. She was the founder of the VaANG Black History Program and helped organize the VaANG Flight of the African-American banquet since its inception. She was also very instrumental in the base's 50t Anniversary celebration and Year of the Enlisted festivities.

Of all her military experiences, Sergeant Tatem claims her most memorable one was organizing the Black History Program. (Tatem was the first African-American female enlisted member in the VaANG). The Black History program was a very rewarding experience for me," she said. "I had never done anything like that, and it was great to see it go off so well."

Off base Tatem is equally active. She volunteers at the Veteran's Administration Hospital and Salvation Army. She participates in the Henrico County Christmas Mother program and is an active participant in the "College for Kids" program where children are taken to Virginia colleges to check out career possibilities. She is also involved in programs at her church. One of her favorite activities is visiting the area's senior citizens. "I love spending time with them," she said. She takes them holiday treats.

Sergeant Tatem keeps herself busy on the job and off and is a positive role model and great advocate of helping yourself to help others. When asked how she encourages young people to consider their opportunities, she said, "I encourage every-

*Continued on page 8*

Volunteers needed to share their experience

# VaANG starts mentoring program

Mentoring is a relationship in which a person with greater experience or wisdom guides another to a higher level of personal and professional excellence.

The VaANG is in the process of instituting an officer and enlisted mentoring program in accordance with (IAW) AFI 36-3401 and ANGI 36-3401.

- It is a **professional development** program designed to help each individual reach his or her potential.

- It is not a promotion enhancement program.

Mentoring is nothing new and the program is not designed to create additional tasks and waste man-hours. Mentoring has been a part of training for many years. The VaANG approach to mentoring has basically two paths, informal and formal mentoring. The program will have a VaANG

Mentoring Handbook for both officers and enlisted personnel. The mentoring handbooks contain important information and lists the Office of Primary Responsibility (OPR) in a number of areas. The booklet should be very useful in helping individuals formulate plans for their **professional career development**.

**Informal mentoring** is the unplanned pairing and interactions that occur among experienced and less-experienced individuals on a daily basis. Immediate supervisors and upper management are designated as the primary mentors for their subordinates. This does not restrict an individual's right to seek professional development advice from additional sources or mentors.

**Formal mentoring** is the deliberate pairing of a more skilled or experienced person with an individual

of less skill or experience. An individual may request a *formal mentor* if they desire.

Mentors are needed for the **formal program**. The VaANG State Headquarters has a computer program that will be used to help match mentors and associates. Staff sergeants and above and captains and above, with energy, military knowledge and a willingness to share are needed as mentors. If you are interested in becoming a mentor contact the St. Hq. Human Resource Advisor, CMSgt. Paul Smith during drill weekends at ext. 6513 or e-mail him at [charles.smith.2@varich.ang.af.mil](mailto:charles.smith.2@varich.ang.af.mil); or contact the Wing HRA, SMSgt. Robert Barnette, e-mail him at [robert.barnette@varich.ang.af.mil](mailto:robert.barnette@varich.ang.af.mil) or visit him in room 4 of the Wing Headquarters building. The information guides are available to anyone.

Deadline nears to join officer pool

## Get applications in for next board

The Military Personnel Flight (MPF) is currently accepting applications from individuals interested in becoming an officer in the Virginia Air National Guard.

The VaANG policy for filling vacant non-rated/non-professional officer positions within the state is to establish a pool of qualified applicants.

The pool consists of individuals selected from all applications received that meet the qualification requirements. People placed in the pool are reminded that should they not be selected for a vacant position during the year, they must reapply the following year. Applications are not automatically retained in the pool at the beginning of each new fiscal year. Some of the commissioning requirements are as follows:

- **AGE:** Individuals must be commissioned by age 35. No age waivers will be considered.

- **EDUCATION:** A bachelor's degree is desired. Waivers of education will be considered. Applicants must have a minimum of 90 semester hours for consideration of a waiver.

- **TEST REQUIREMENTS:** All applicants must take the Air Force Officer Qualification Test (AFOQT). If a person tests and qualifies, their scores won't expire. An MPF representative can explain required qualifying scores.

The application submission deadline for the upcoming Officer Selection Board is close of business of the April drill (Sunday, April 9). Applications submitted after that date won't be considered. The next selection board meets in the June timeframe.

For more information about becoming an officer in the VaANG or to submit an application, call MSgt. John Rollings at ext. 6708, or stop by

the MPF (Military Personnel Flight). Applications mailed to him at 192 MSF/DPMPE, 50 Falcon Rd, Sandston, VA 23150 must reach him before the deadline.

### Notice From Travel Pay

**Effective Jan. 14, 2000, the official government mileage rate for authorized military travel in a Guard member's privately owned vehicle (POV) increased to 32.5 cents per mile.**

Class dates for FY01 announced

# AF seeks Air Guard SRNCOA applicants

The USAF Senior Noncommissioned Officer Academy (SRNCOA) is the highest level of Air Force enlisted professional military education (PME). The mission of the academy is to prepare selected Senior NCOs to better fulfill their leadership and management responsibilities.

Commanders are requested to nominate their most professional

## Tatem...

*Continued from page 6*

one to check out education. It is a valuable experience for civilian and military life. Just remember you get out of it what you put in!" It's obvious she knows what she's talking about as evidenced by all the hard work she puts into every aspect of her life.

Even when planning for her retirement in five years she's thinking about how she can help other people. "I will help people do their taxes from January through April, and I also want to spend more time with the seniors," she said. "I want to do more travelling and hope I can travel with the seniors."

For the VaANG, there will be a void when she does vacate her position in the supply section. And although her position will be filled, it will be a tall order to take up where Sergeant Tatem leaves off. We can only hope her ambitious spirit lives on.  
by SrA. Ann Martin, Public Affairs

## New recruiter...

*Continued from page 5*

walking proof of what the Guard can do for you."

So, whether it's helping a young recruit make a decision on an opportunity in the Guard or smiling at the checkered flag at the end of a drag strip, there's no doubt Sergeant Hill will accomplish what she sets out to do!

by SrA. Ann Martin, Public Affairs

Senior NCOs. Senior NCOs from all MAJCOMS, the Air National Guard (ANG), and the Air Force Reserve are selected to attend the Academy.

Applicants should apply for the SRNCOA as soon as possible to ensure a slot for the Fiscal Year 2001 schedule. Class designation numbers and dates are as follows:

01B 08 Jan 01 - 20 Feb 01  
01C 08 Mar 01 - 18 Apr 01  
01D 02 May 01 - 13 Jun 01  
01E 12 Jul 01 - 22 Aug 01  
01F 05 Sep 01 - 17 Oct 01

To be eligible to attend the SRNCOA, the following criteria must be met:

1. Be in the grade of E-7 or E-8 (E-7 must have at least 24 months time-in-grade (TIG); applicant clearly demonstrates a potential for increased leadership and management responsibility and has completed an in-residence NCO Academy or Leadership School (this is an important selection factor).

2. Have at least one-year retainability from graduation date.

3. Hold a Secret or Top Secret security clearance.

4. Be within body fat limits outlined in AFI 40-502.

5. Be recommended by the immediate supervisor, with the concurrence of their commander.

6. Not be under investigation or charged with an offense punishable under the UCMJ.

7. Wait at least 2 years between completion of in-residence NCO Academy and the start of a USAF SRNCOA class.

8. Have taken the Air Force Reading Achievement Test (a grade of 9.0 or higher is desirable).

All interested applicants should contact SMSgt. Mike Gates, MPF Training Officer, ext. 6590, to apply. Applications must arrive at ANG/MPTEE no later than June 7, 2000, with all appropriate levels of endorsements to include State Headquarters.

## MILITARY VACANCY ANNOUNCEMENT

POSITION: First Sergeant

UNIT OF ASSIGNMENT: 192D Medical Squadron

PROJECTED ASSIGNMENT DATE: 8 April 2000

GRADE REQUIREMENTS: MSGT (E7) or promotable Technical Sergeant

MINIMUM QUALIFICATIONS: Interested applicants are directed to review Chapter 10, AFI 36-2113

APPLICATION PROCEDURES: Individuals interested in the position must submit a resume which addresses both military and civilian work experience, a copy of current AF Form 422 which shows physical profile (can be obtained from the 192d Medical Squadron), and a current DP Form 13, Weight Management Program work slip (can be obtained from the 192d Military Personnel Flight), and a letter of recommendation from the individual's commander.

COMPLETE APPLICATIONS MUST BE FORWARDED TO: 192d MPF/DPM, 50 Falcon Road, Suite 37, Sandston, VA 23150-2524, to arrive NLT close of business, 12 March 2000. Applications received after that date/time, will not be considered. Eligible candidates will meet a board during the 25 / 26 March 2000 UTA.

POINT OF CONTACT: CMSgt. Gary Brooks (804) 236-6319



# Follow instructions carefully when filling out your AF Form 895

Most people are aware of the big things that could hamper their military career, but many tend to overlook some of the details — that could cause problems if they don't get cleared up quickly and correctly, according to MSgt. Michael Godfrey, 192d Medical Sq. Physical Exams & Standards manager.

One of those "details" is filling out the Annual Medical Certificate (AMC), AF Form 895 that each Guard member receives on an annual basis (except in years a Guard member receives a physical). "We realize the physical exams are important, but too many people don't realize that failure to fill out their 895 and turn it in by its deadline could result in their being put

in 4T status — ineligible for worldwide duty. And," Godfrey added, "that can impact a person's retention in the Virginia Air National Guard."

The form for each individual is generated in the Military Personnel Flight, then sent to the Clinic. The Clinic sends the forms out to Unit Health Monitors and the health monitors deliver the forms to individuals.

When a person receives the form, he or she needs to read over the one-page form carefully before starting to fill it out. When ready, fill the form out accurately and in a timely manner, preferably using black ink.

When filling out the form, remember that any time you answer

"yes", you must provide an explanation. Incomplete forms result in a phone call to the individual from Godfrey — and then require written documentation on the item in question — from the attending physician or medical facility. Remember, however, the form only covers your health for the last year -- the 12 months preceding receiving the form.

The official document should be finished no later than one month after a person receives it. The completed form goes back to the Unit Health Monitor, who sends it to the Clinic.

Failure to complete the form could result in administration action against an individual, in accordance with AFI 48-123.

## Easy-Off Oven Cleaner Product Recall Announcement

The Army and Air Force Exchange Service, in conjunction with the U.S. Consumer Product Safety Commission and Reckitt & Colman of Montvale, N.J., is voluntarily recalling the 16-ounce original scent "Easy-Off Heavy Duty Oven Cleaner" — in the yellow can.

The item may have an improperly

attached valve assembly that has the potential to separate from the can, causing the contents to escape. Direct contact with the contents causes burns to the skin and eyes, therefore, customers shouldn't remove the cap.

The production lot effected by the recall is B9305-NJ2, sold after Nov. 4, 1999 only. Customers with the product

should call Reckitt & Colman at 1-888-993-3389, Monday through Friday, 8 a.m. to 8 p.m. EST; Saturday and Sunday, 9 a.m. to 10 p.m. EST, for instructions and a refund.

(AAFES Public Affairs)

## More promotions for enlisted...

*Continued from page 4*

Weaver believes all people who wear stripes deserve the chance to earn promotions and the extra pay that goes with them. "Our enlisted force is the backbone of the Air National Guard," the director said. "You are an indispensable element of the total force, thanks to your maturity, experience and smarter way of doing business.

How will this impact the Virginia Air National Guard? In line with this policy change, the lowest rank for

enlisted personnel on the VaANG Unit Manning Document will become E-5, according to Lt.Col. Ralph Barker, Support Group commander. Also, a minimum number of increases for E-6/E-7 grade levels, and a very small increase in the number of senior enlisted ranks, will find their way into the base's updated manning document. The minimum grade level for all officer positions will now be major.

"As a result of these changes," Barker explained, "the base manning

document is in the process of being updated. It may take 3-4 months before supervisors see these changes to their unit manning documents. However, an interim document reflecting these changes is available in the Military Personnel Flight."

"We have authority to promote and recruit against these changes immediately," Barker added. For details and to review the interim document, contact MSgt. Valeria Murphy in the MPF at ext. 6646.

## Celebrate 2000...

*Continued from page 1*

Activities and events for family members — young and old — have been planned throughout the calendar year. I encourage your family to take part in them. Meet the many wonderful people who make up the VaANG, and even more importantly, meet and get to know the family members. Share your stories, your ideas, your concerns and your joys. We all go through so much in supporting our Guard member, and much of what we experience is the same. Sometimes it just helps to know that you're not alone.

Families truly are "the wind beneath their wings." Be a part of the 2000 celebration!

*Ann Hicks*

## Where to find family support information when you need it

Are you and your family members ready if you were called up for deployment? Do you or your spouse know what resources are available at your home base, as well as in surrounding communities, to meet your family's needs? Your commander, unit orderly room, and the Military Personnel Flight can provide some of this information; however, where do you go when you don't know where to start, or you have that question no one can answer?

In the Virginia Air Guard, Lt.Col. Rick Turner is the Wing Family Support Program Manager. His number is (804) 236-6763. During deployments, MSgt. Gary Harper maintains recorded messages which provide families with deployment departure schedules, deployment updates, and redeployment schedules. The message phone number is (804) 236-6001 or 1-800 643-7458, ext. 6001. The base Chaplains' Office is staffed on drill weekends and will help with any concerns of unit families. Their number is (804) 236-6387.

## Year of the Family events, activities

Base Year of the Family activities kick-off this month with Family Hockey Night at the Freezer in Richmond. Catch the Renegades as they play against Trenton on the ice, Saturday, Feb. 12. The game starts at 7:30 p.m. Anyone interested in participating may call TSgt. Shirley Cooper, ext. 6428 for more information or to buy tickets. Tickets must be purchased by Feb. 9. Tickets are \$7 and \$10 and if 25 or more people sign-up they'll get a \$2 deduction to those prices.

Cooper urges Air Guard folks to sign up soon. So far the Army Guard contingent attending the game vastly outnumbers Air Guard hockey fans.

A base-wide Family Fun Run (emphasis on fun run) is planned for the first drill weekend in March (Saturday, March 11). A 3-mile course will be marked off. Military members may do their annual 1 1/2-mile run or 3-mile walk. Family members may walk or jog all or part of the course. Official timers will be available at the 1 1/2-mile mark for aerobics runners and official timers will be available at

the 3-mile mark to give individuals their official end-or-course time.

Saturday night (March 25) is Family Film Night at the Science Museum of Virginia (2500 W. Broad St, Richmond). The Disney feature Fantasia 2000 will be showing on the museum's IMAX screen starting at 7:15 p.m. Ticket purchase and seating runs from 6:45 to 7 p.m. Tickets are \$8 for adults and \$5 for children under 12.

A Bike Rodeo and Skills Day will be held in April. May will feature Family Night at the Diamond (May 20), and May 23 will have Air Guard mothers bringing their sons and daughters to work. On the flip-side, Guard fathers may bring their sons and daughters to work on June 10.

### VA Hospital offers health screening in March

Health technicians from the McGuire Veterans Hospital (in Richmond) will be at the base March 11 and 12 (drill weekend) to provide Guard members and Guard retirees with blood pressure checks, cholesterol screening and blood sugar tests.

July will have poster and essay contests. On Aug. 26 the Military Personnel Flight will present Benefits and Retirement Briefings to base members and their spouses. The 192d Fighter Wing is hosting the 352d Fighter Group's (World War II veterans) reunion at the base on Saturday, Sept. 23. That evening the Chief's Council will host a Hangar Dance from 7 -11 p.m.

A Halloween/Costume Party is set for the Club in October. And, Saturday, Nov. 4 will be the base's Family Day 2000 for the base population, retirees and family members.

Santa Claus has already scheduled a return trip to the Guard base — mark Saturday, Dec. 2.

They will also have VA Health Benefits application forms available. Guard members may fill out applications while still on duty, as opposed to waiting until they retire from the military.

## Guard members flying in for drill can now get gov't rate tickets

The Department of Defense recently announced passage of legislation permitting military reservists to save money and use government (City Pair) fares when traveling by air to perform weekend unit training assemblies.

The law, enacted Oct. 1, 1999, allows drilling Reserve forces members to buy airline tickets at the General Services Administration (GSA) City Pair contract rates. "GSA City Pair rates benefit Reservists by giving them greater flexibility and potential cost savings when traveling to perform military duties," according to DOD officials. "This flexibility includes the provision of unrestricted airfares; no requirement for advance ticket purchase; no limits on length of stay at a location; full refund for unused tickets; no charge for cancellation or changes; last-seat availability and prohibits blackout periods.

In order for Reserve force members to use the GSA City Pair travel rates for their official travel, they must: get written permission from their commander; use the GSA travel card; book their travel through a contracted Commercial Ticket Office (CTO); use contracted City Pair airlines, routes and schedules; and comply with all rules contained in the Joint Federal Travel Regulation.

## Diversity Council meets Sunday

A Diversity Council meeting is set for Feb. 13 at 10 a.m. in the State Headquarters conference room. Everyone that attended the Diversity Instructor Training in Denver is asked to review the video training modules given to you. Your input is needed to help plan and consolidate the training program.

Anyone with questions may call CMSgt. Charles Smith, State Human Resource Advisor, ext. 6513, or e-mail him at [charles.smith.2@varich.ang.af.mil](mailto:charles.smith.2@varich.ang.af.mil)

**Catch a drive-up Continental Breakfast in front of the Wing Headquarters building on Saturday, March 11. Hosted by the Top III Enlisted Council. Watch for more information next month!**



## 192d FW drill schedule & VaANG Calendar of Events

### February

**12-13: UTA** (Should pay NLT Feb. 25)

**12: IMMUNIZATIONS** from 9-11:30 a.m. in the Club. Bring your shot record. Questions about shots may be referred to Capt. Rochelle Hart or TSgt. Deborah Banks at the Club or by calling the Clinic, ext.6375.

**12: Guard Family Night at the Freezer.** Game starts at 7:30 p.m. with the Renegades on the ice against Trenton. Call TSgt. Shirley Cooper at (804)236-6428 by Feb.9 for reservations or ticket information.

### March

**11-12: UTA** (Should pay NLT March 24)

**25-26: UTA** (Should pay NLT April 7)

**24-26: Enlisted Virginia Guard Association Conference,** Four Points Sheraton, Harrisonburg, Va.

### April

**8-9: UTA** (Should pay NLT April 21)

**28-30: Virginia Guard Association Officers' Conference,** Hampton, Va., hosted by 192d FW

### May

**May - Aug.:** ECS 8 deployments

No Drill weekend.

**13-26: Annual Field Training** at home station

### June

**10-11: UTA** (Should pay NLT June 23)

### July

No UTA scheduled

### August

**26-27: UTA** (Should pay NLT Sept.8)

**19-23: Enlisted Association (EANGUS) National Conference,** Bismark, N.D.

### September

**9-10: UTA** (Should pay NLT Sept. 22)

**12-19: National Guard Association (NGAUS) 121st General Conference** in Atlantic City, N.J.

**23-24: UTA** (Should pay NLT Oct. 6)

### October

**14-15: UTA**

**12-17: Unit Compliance Inspection (UCI)**

This calendar reflects the drill/annual training schedule of the 192d Fighter Wing, and includes other VaANG events. If you have an event you would like to add 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).

# On the Menu

**Saturday  
Feb. 12**

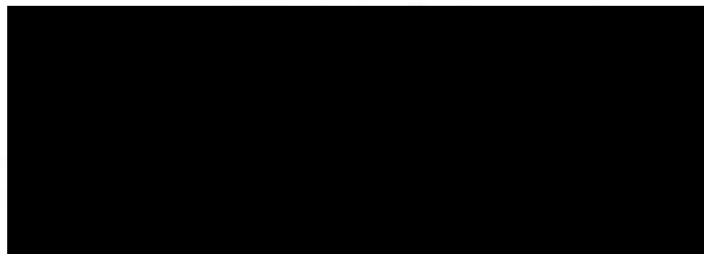
Baked Fish  
Fried Pork Chops  
Fried Rice  
Mashed Potatoes w/Brown Gravy  
Buttered Broccoli  
Salad Bar w/Asst'd Dressings  
Breads & Butter  
Beverages  
Pineapple Upside Down Cake  
Ice Cream

**Sunday  
Feb. 13**

Salisbury Steak  
Corned Beef  
Boiled Potatoes  
Buttered Cabbage  
Steamed Rice w/Brown Gravy  
Corn Bread  
Salad Bar w/Asst'd Dressings  
Breads & Butter  
Beverages  
Cake & Ice Cream

## What's Inside your February Vanguard...

*Celebrate Year of the Family.....pages 1&10*  
*Commander on Command CMSgt. duties; M.L. King & AF core values.....page 2*  
*ANG introduces diversity training.....page 3*  
*Meet 192d Command Post team; Air Guard announces rank changes .....4*  
*Meet VaANG's newest recruiter.....5*  
*Hats off to Supply technician.....6*  
*Officer pool deadline; Mentor program starts up; TDY Mileage pay change.....page 7*  
*SrNCOA applicants wanted; Medical Sq. seeks 1st Sgt. applicants .....page 8*  
*Your Annual Medical Certificate.....page 9*  
*News you can use.....page 10*  
*Calendar of Events .....page 11*



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