

READY

RELIABLE

RELEVANT

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# INFORMATION

187th Fighter Wing

Vol. 3, No. 1 January 2014



[www.187fw.ang.af.mil](http://www.187fw.ang.af.mil)



# IN FORMATION

187th Fighter Wing Magazine



U.S. AIR FORCE

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## 187TH FIGHTER WING

Dannelly Air National Guard Base  
5187 Selma Highway  
Montgomery, AL 36108

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## 187th Fighter Wing Commander

Col. Samuel Black

## 187th Fighter Wing Vice Commander

Col. William Sparrow

## 187th Fighter Wing Command Chief

Chief Master Sgt. Lindsey McCall

## Chief of Public Affairs

Lt Col Clare Reed  
Capt Amy Rittberger

## Staff

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Tech. Sgt. Matthew Garrett  
Tech. Sgt. Monique Randall

*Submission deadline for the February 2014 publication is January 31. Articles must be submitted electronically to 187FW.PA@ang.af.mil or 187fw.pa@gmail.com. For more information, contact Public Affairs at (334) 394-7157/(334)394-7682.*

**ON THE COVER >>>** *Building 1101 deconstruction. See more photos at page 7. (Photo by Tech. Sgt. Christopher Baldwin)*



*Construction crews finished demolishing building 1101 this month. Building 1101 was the former wing headquarters building, and was recently used by Security Forces to conduct active shooter training exercises. See more photos at page 11. (Photo by Tech. Sgt. Chris Baldwin)*

### From the 1<sup>st</sup> Shirt Desk

#### ADDITIONAL DUTY 1<sup>ST</sup> SERGEANT

Troops,

Per the ANG first sergeant functional manager and 187 Command Chief, CMSgt McCall, I am authorized to announce that the 187 First Sergeant council will be interviewing qualified candidates for Additional Duty 1<sup>st</sup> Sergeant positions.

AFI 36-2113 (Jan 2010) paragraph 3.3 references the specific duties however, a rewrite is currently taking place and should be released within the next couple of months. You may also visit our Share Point page under Wing Programs/First Sergeant/Shared Documents. The folder title is "BEING A 1<sup>ST</sup> SERGEANT what it's all about".

TSgts, yes that's E-6 and above may qualify for an interview. Our goal is to have one additional duty for each diamond wearer. This additional duty could be used as a "trial" period when considering to become a full up diamond wearer. If you are ready to move up to the next level of leadership, we may have an opening for you.

To request more information and specific qualifications, respond via e-mail.

MSgt Matt Cooper  
AMXS 1<sup>st</sup> Sergeant

### Online Personnel Services: myPers website... For your online personnel services

The Air Force online personnel services website, known as myPers, is a total force source for personnel information and services. As a RegAF, Guard, Reserve or civilian employee, use myPers to get your questions answered and conduct personnel business online when it's convenient for you. The myPers website has informative articles on personnel programs such as promotions, reenlistments, benefits, and transfers. Online services available include requesting your service verification letter, reviewing your current retirement points, accessing your official military personnel record, or nominating a member for a Federal award.

Upon entry there is a personalized home page just for you. Sections like "I Would Like To", "Most Viewed Articles," "Announcements for Airmen," and a search function make it easy for you to stay up-to-date and allow you to access the virtual Personnel Center – Guard/Reserve, or vPC-GR, and other applications. If you are not already a myPers user, visit the website

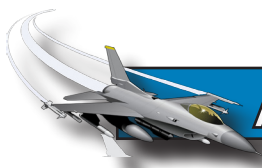
from any computer, anytime, at [mypers.af.mil](http://mypers.af.mil). You can log in using your common access card or a login name and password.

If you need assistance, you can reach the myPers- Total Force Service Center by selecting the "Contact Us" link from the myPers webpage. You can select the "Email Us" link to correspond electronically, or choose the "Other Contact Information" link to find the toll free 800 number and other options available for reaching the myPers-Total Force Service Center.

Go try it out!  
[mypers.af.mil](http://mypers.af.mil)

***Make myPers your first stop  
for personnel information  
and services***





# AROUND THE PATTERN

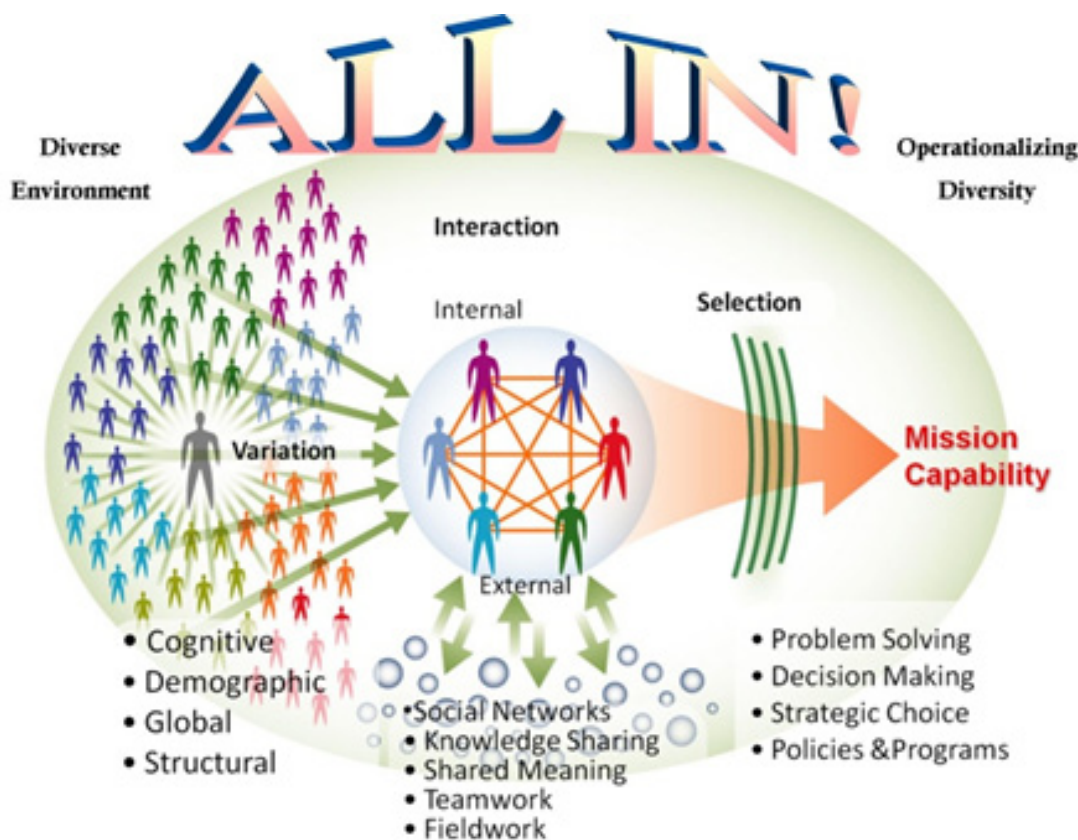
## Success through Inclusion

by Master Sgt David Betts, Human Resource Advisor  
187th Fighter Wing

According to “*National Guard Bureau 2014 Posture Statement- Sustaining an Operational Force\**,” the National Guard’s Diversity program now has Joint Diversity Councils active in 50 states, 3 territories and the District of Columbia to provide guidance and equip Guard members to serve in a multicultural world where differences in a person’s characteristics, background, attributes, and experiences are respected and valued.

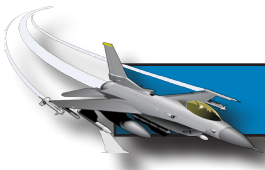
Throughout the nation, more than 150 Army National Guard and Air National Guard diversity practitioners promote a diverse workforce through recruitment and training of its members.

In the words of our commander, Col. Samuel Black, “Where will we be in the next five years?” The reflection in our changing population is also seen throughout the 187th Fighter Wing as we consider the list below.



75% of American youth ineligible to serve in military  
50% of workforce is under the age of 30  
Five Generations in the workplace by 2020  
57% of all college students are women

Alabama Joint Diversity Council met in December 2013 to discuss pressing issues – force development, best practices, retention (Unit Career Advisors), recruitment, inclusion, career days, mentorship and BG Harrell roadmap along with the National Guard Bureau 2014 Posture Statement- Sustaining an Operational Force. The 187FW has a diversity council. Send me an email with subject line: I want to participate.



## AROUND THE PATTERN

The 187FW needs younger Airmen, more women, more Hispanic, more Indian, more Asian and more minorities generally. We need better mentoring relationships. The 187FW needs to increase retention or recruit larger numbers which is difficult given the list of consideration above. There are generational trends in both the officer and enlisted structures. These trends are especially apparent in gender and race. In Alabama the Hispanic population has increased 3% and the Caucasian population has decreased 3% while the opposite is happening at 187FW. We are facing a declining recruitment pool.

PUSH– Prepare Until Something Happens! Success is when the opportunity presents to a prepared person or unit. “Infect as many as you can with your positive attitude,” said Col. Black.

MSgt David Betts

Human Resource Advisor

\*National Guard Bureau 1636 Defense Pentagon Washington DC 20301-1636

[http://www.nationalguard.mil/features/ngps/2014\\_ngps.pdf](http://www.nationalguard.mil/features/ngps/2014_ngps.pdf)

Contact Information

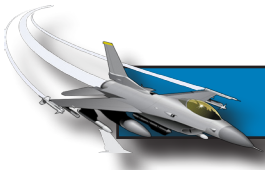
334.394.7178 ALANG commercial

251-463-4328 cell

David.betts.1@ang.af.mil

dbet23@aol.com (personal)

David.betts@solstas.com (work)



## SHINING STARS OF THE WING

Congratulations to the 187th Fighter Wing Airmen of the Year award winners:

Airman of the Year - **AIC Chaka Nettles** - SFS

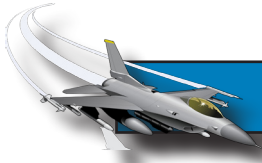
NCO of the Year - **SSgt. David Parnell** - SFS

SNCO of the Year - **MSgt Mataya Williams** - CES

1st Sgt of the Year - **MSgt Matthew Cooper** - MSG

Governor Award - **SrA Shatoria Hunt** - MSG

Congratulations to **Staff Sgt. Jennifer Broach**, achieving a 99.2 average at Analysis Technical School. Way to go!



## HEALTH AND WELLNESS

### Don't Ever Give-Up

by Jerry Ousley  
10/25/2013 Christian Living

They say a picture is worth a thousand words and very often this is true. There's a picture that I'm certain many of you have seen. It was circulated widely around twenty years ago. I scanned it into my computer and pull it up from time to time when I need a good encouraging laugh. This picture was so inspirational that when we were pastors we had a ten foot by ten foot painting made of it on plywood and it was displayed on our building for all passers-by to see for several years. Now we have it mounted on a tree in our front yard where passer-by's can easily see it.

In the picture a large stork had caught a frog for dinner. The frog's head was in the mouth of the bird but the frog also had both hind legs straddle of the bird's beak and a choke hold around the bird's throat with his front feet. The caption above the picture read, "Don't Ever Give Up!"

Over the years that picture has indeed been worth a thousand words to me because many have been the days that I wanted to just quit. Debbie and I both were trying to hold down full-time jobs, struggling to make ends meet, raise our two children and take care of a growing congregation. There were weeks when it seemed our financial world was crashing in on us, weeks when it seemed there was hardly time to take a shower, and days when you just wanted to find a rock to crawl under and hide out for a while.

It seems that life today is like that. You don't have to be a pastor to understand my point. Many today are struggling. Some are fighting to find a job to pay the never-ending avalanche of financial obligations while others are working so many hours because their employers won't hire enough people to get the work done that each day feels like an eternity and life is rush, rush, hurry, hurry. You are giving 110% and your boss wants 150%.

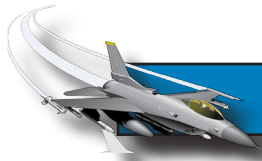
When life gets to this point it seems like the best thing to do is to just quit. The Bible tells us in Ecclesiastes that there is a time for everything, even quitting. But we just can't quit on life. When it gets that way for me then it's time to pull out that picture and experience the Gospel of the frog DON'T EVER GIVE UP! That frog knows that with the choke hold he's got on the bird that it can't hold its breath forever and sooner or later the bird is going to spit the frog out. And that's what we've got to do with life too.

In 2 Samuel 2:17-21 we read the story of Asahel. He was chasing after Abner, the general of the Israeli army that had attacked David. At that time David was only king over Judah. Asahel would not stop chasing after Abner. The general was a powerful man and very crafty. He warned Asahel to stop chasing him but the Bible tells us that Asahel ignored his warnings. Apparently there were other men of Abner's army running alongside of them. The general told Asahel to turn aside and take one of the other men. Wouldn't that be victory enough? But Asahel said nothing and wouldn't turn to the right or left but continued his chase after Abner. Another man was not good enough. Only catching up with the general would complete his goal.

That's the way life is. We've got to keep our eyes on the goal. Our enemy, the devil, tempts us sometimes daily to settle for something less. Surely just living a good life will suffice. Turn to the right or left and be satisfied with that. But our eyes are on the prize of the high calling of Christ. It may seem we'll never grasp it, but we've got to keep on going.

It may seem the devil is about to consume us. Perhaps it looks as if he's already won. But I tell you: straddle his beak; grab him by the neck and maintain your choke hold because sooner or later our enemy will let go of us. Don't be discouraged with the misfortunes and the unfairness of life. Instead, hold your head high, not in false pride, but in sheer determination and DON'T EVER GIVE UP!

Submitted by Chaplain Ben Praytor, 187FW/HC



## AROUND THE PATTERN

# Airman & Family Readiness

by Mrs. Sharon Hubbert  
187th Fighter Wing Family Readiness Program



- K-12 assistance in
  - **Math, Science, Writing,**
  - **Social Studies and English**
- Adult assistance for college coursework and resume/job search/citizenship/standardized testing
- For more information, check out the website:  
[www.myarmyonesource.com/cyss\\_tutor](http://www.myarmyonesource.com/cyss_tutor)



### **\$500 Grants for Extra Curricular Activities!**

Our Military Kids offers grants to the children of our deployed Service Members for a number of extracurricular activities. To see the full list of eligible activities and to apply, please visit:

[www.ourmilitarykids.org](http://www.ourmilitarykids.org)



NACCRRA: provides subsidies for deployed service members and their families to help pay for child care during a deployment. There are a few options for help with child care, for more information contact Kelli or Chrissy.



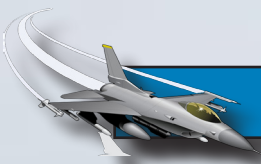
Sittercity Memberships are funded by the DoD to help you find local sitters and military subsidized child care providers. Memberships are available to Army, Marines, Navy and Air Force families.

Activate your membership at:

[www.sittercity.com/dod](http://www.sittercity.com/dod)

For more information please contact Mrs. Sharon Hubbert at 394-7527 or email [sharon.hubbert@ang.af.mil](mailto:sharon.hubbert@ang.af.mil)





## RECRUITING & RETENTION



### VISION

*The vision of the 187th Fighter Wing Retention Office is to ensure the right people are in the right job at the right time. Utilization of retention resources will enable the retention team to retain qualified ANG members within the force structure which in turn will assist the Alabama Air National Guard's effort to meet and/or exceed its ANG mission.*

### MISSION

*The mission of the 187th Fighter Wing Retention Office is to utilize all retention resources in motivating and guiding all members toward their full potential in the Alabama Air National Guard. Utilization of these resources will result in an outstanding performance and identify and eliminate career irritants.*

## 187th Fighter Wing Retention Office

1. 1st Quarter FY14 Incentives are \$20,000.00/6 year enlistment for qualified non-prior service applicants. \$20,000.00/6 year and \$10,000.00/3 year enlistment for qualified affiliation applicants, and \$15,000.00/6 year and \$7,500.00/3 year enlistment for qualified prior service applicants.

1st Quarter FY14 National Incentive List AFSC's for enlistment are:

1P0X1-Aircrew Flight Equipment, 2A3X3-Tactical Aircraft Maintenance, 2A6X1-Aerospace Propulsion, 2A6X2-Aerospace Ground Equipment, 2A6X4-Aircraft Fuel Systems, 2A6X5-Aircraft Hydraulic Systems, 2A6X6-Aircraft Electrical and Environmental Systems, 2F0X1-Fuels, 2S0X1-Material Management, 2T2X1-Air Transportation, 2W0X1 Munitions Systems, 2W1X1-Aircraft Armament Systems, 3D1X2-Cyber Transport Systems, 3D1X3-RF Transmission System, 3M0X1-Services, 3P0X1-Security Forces, and 4N0X1-Aerospace Medical Service.

1st Quarter FY14 Local Incentive List AFSC's for enlistment are:

187FW-2T3X2-Special Vehicle Maintenance, 3E9X1-Emergency Management, 3E2X1-Pavement and Construction Equipment / 280CBCS-3E1X1-HVACR / 280CBCS-3D0X1-Knowledge Operations Management / 226CCG-3E0X2-Electrical Power Production. For 1st Quarter FY14 National/Local Incentive List Officer AFSC's or any other question concerning Incentives please contact the Recruiting Office for details.

2. If you have REENLISTED recently please stop by the Retention Office in Bldg. 1502 to claim your Sgt Ski thank you item.

3. Please go to our Share Point at: <https://eis.ang.af.mil/org/187FW/Post%20911%20GI%20BillChapter%2033%20Information/Forms/AllItems.aspx> for the most recent information from NGB to include the current application and transfer procedures. There, you will also find slide shows for the POST 9-11 IMPROVEMENTS, POST 9-11 TITLE 32 AGR and ARPC LOC. More information concerning the Post 9/11 GI Bill / Chapter 33 benefit or any of the other GI Bill Chapter benefits can be found at [www.gibill.va.gov](http://www.gibill.va.gov) <<http://www.gibill.va.gov>> .

Contact Master Sgt. Stanley K. "Ski" Krasinski at  
[stanley.krasinski@ang.af.mil](mailto:stanley.krasinski@ang.af.mil) or call (334) 394-7480





# RECRUITING & RETENTION

4. REENLISTING FOR PROMOTION OR DEPLOYMENT? If you do not have retainability for that upcoming promotion or deployment and are currently on an incentive (Bonus) you must extend to acquire the required retainability. If you are allowed to reenlist, early, you void the conditions of your Bonus contract. Your incentive will be terminated and recoupment will be required. Please keep your money and extend to cover the time you need!

## SERVICE REQ & TIER PERCENTAGE

SERVICE REQUIREMENTS (AFTER 9M001 AN INDIVIDUAL MUST SERVE AN AGGREGATE OF)	PAYMENT TIER PERCENTAGES
At least 36 months	100
At least 30 continuous days on active duty (Must be discharged due to service-connected disability)	100
At least 30 months, but less than 36 months	90
At least 24 months, but less than 30 months	80
*At least 18 months, but less than 24 months	70
*At least 12 months, but less than 18 months	60
*At least 6 months, but less than 12 months	50
*At least 90 days, but less than 06 months	40

\*Excludes time in Basic Military Training and/or Skill Training including Coast Guard

**AIR** NATIONAL  
GUARD

*A motto for life: "People like hot fries!"*  
-CMSAF Robert D. Gaylor (Ret)



# REFERRAL SHEET

NAME OF REFERRAL:

ADDRESS:

PHONE NUMBER:

EMAIL:

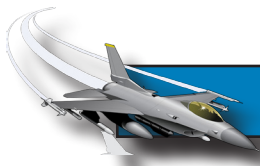
REFERRED BY:

Tell us a little bit about yourself or your referral so we can assist you

<b>A</b>	Age : DOB:
<b>P</b>	Physical Condition:      Ht:      Wt: (Surgeries, Medication, Broken Bones, Etc; Explain in remarks below)
<b>P</b>	Prior Service:      Branch:      Year Separated: (Years of service, Re-enlistment Code; explain in remarks below)
<b>L</b>	Law Violations: HAVE YOU EVER BEEN CHARGED, ARRESTED, CITED, OR HELD FOR ANY LAW VIOLATION TO INCLUDE TRAFFIC OR VEHICLE INFRACTIONS INCLUDING SEALED RECORDS? (EVEN IF YOU WERE TOLD THAT YOU DIDN'T HAVE TO DISCLOSE) (If yes, explain in remarks below)
<b>E</b>	High School Attended:      Year Grad: Did you graduate or will you graduate: Highest level of education:
<b>M</b>	Marital Status:   Married      Single      Divorced      # of Minor Dependents

Remarks:





## AROUND THE PATTERN

Rubble Rubble....

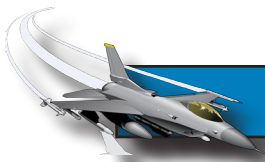


Construction crews finished demolishing building 1101 this month. Building 1101 was the former wing headquarters building, and was recently used by Security Forces to conduct active shooter training exercises. Photos by Tech. Sgt. Chris Baldwin



### IMPORTANT NOTICE

*Although the new Alabama Law allows people to carry firearms in the trunk of their vehicles without a permit. Individuals are still not allowed to bring a firearm onto this installation. This is the TAG's policy and it's not negotiable. For additional information contact Senior Master Sgt. David E. Sellers, 187th Security Forces Manager at 334-394-7535 or [david.sellers@ang.af.mil](mailto:david.sellers@ang.af.mil)*



# TOUCH & GOS

## OFFICER VACANCY

AFSC: 1-21A3  
 Title Vacancy: Aircraft Maintenance Officer  
 Grade: O-3 to O-4  
 Closeout Date: 10 March

AFSC: 1-21M3  
 Title Vacancy: Munitions Maintenance Officer  
 Grade: O-3 to O-4  
 Closeout Date: 10 March

AFSC: 1-31P3  
 Title Vacancy: Security Forces Officer  
 Grade: O-2 to O-4  
 Closeout Date: 17 February

## *Fitness Honors*

*The following individuals scored EXCELLENT during last month's Fitness Assessment.*

### Perfect Score in December

Lt Col. Elmer Norvell	CES
Staff Sgt. Rendell Smith	MXG
Airman First Class Joshua Brewer	OPS

### Excellents in December

Maj. James Hall	100FS
Tech. Sgt. Ricardo McNeely	MXG
Staff Sgt. Charles Harris	MXG
Senior Airman John Williams	AMXS
Airman First Class Jeremy Head	MXS
Airman First Class Paul Morse	COM



## JOIN THE HONOR GUARD

Do you look sharp in your Service Dress uniform? Have you wanted to better represent the 187th, but didn't quite know how? How about earning a little extra money?\* Boy howdy, have I got an exciting opportunity for you! The 187th Color Guard is always looking for professional Airmen to join our ranks.

Perform precision like drill with a flag in front of an audience of adoring fans. Learn about the history of the US Flag. Carry a nonfunctioning pistol.

All of this sound too good to be true? Well don't take my word for it, listen to the testimony of TSgt Matthew Garrett: "I waited 9 years before joining the Color Guard, and my only regret is that I did not join earlier. It is an amazing group of professional Airmen and we always have a great time at events. Seeing myself in the Service Dress uniform has boosted my self image. "Thank you Color Guard!"

If you are interested in joining the 187th Color Guard, then send me, TSgt Matthew Garrett and TSgt Luis Enriquez an email expressing your interest. We would love to have you aboard!