

# INFORMATION

187th Fighter Wing

Vol. 3, No. 12 December 2014



# INFORMATION

## 187th Fighter Wing

Vol. 3, No. 11 November 2014



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**  
 Public Affairs Officer **Capt. Amy Rittberger**

Photojournalist **Tech. Sgt. Chris Baldwin**  
 Photojournalist **Tech. Sgt. Matthew Garrett**  
 Videojournalist **Tech. Sgt. Monique Randall**



**ON THE COVER >>**  
 Group photo of the Key Volunteer Group and student flight.

IN FORMATION is the official publication of the 187th Fighter Wing, Alabama Air National Guard. Contents of this publication are not necessarily the official views of, or endorsed by the U.S. Government, the Department of Defense, or the Department of the Air Force, or the National Guard. The content is edited, prepared and provided by the 187th Fighter Wing Public Affairs Office, Dannelly Air National Guard Base. All photographs are Air Force/ AL ANG photographs unless otherwise indicated.

**Bricks:**  
 These beautiful, engraved commemorative clay brick pavers can be purchased for \$30.00.

**Size:**  
 (4"X8")

**Installation:**  
 Bricks will be ordered when a minimum of 100 brick orders are pending. The bricks will be installed and placed at Memorial Park.

**Personalization:**  
 Bricks have a three line maximum; with no more than 18 uppercase letters per line, including spaces and punctuation. Finished bricks will be centered. Please use proper rank. No logos or graphics.

**\*Please make checks payable to:**  
 1SGT Council

# "Honor Your Hero"

## Purchase a 187th Fighter Wing Commemorative Brick.



**You may pay via paypal by visiting the website :**  
<http://www.187fw1sgt.donationbricks.com>

This fundraiser was initiated by the 1SGT Council to raise monies for wing morale events. It is an excellent way to recognize a devoted career, to honor service, or acknowledge the dedication and support of families and family members.

Submission deadline for the January 2015 publication is January 9<sup>th</sup>. Articles must be submitted electronically to [187FW.PA@ang.af.mil](mailto:187FW.PA@ang.af.mil) or [187fw.pa@gmail.com](mailto:187fw.pa@gmail.com). For more information, contact Public Affairs at (334) 394-7157.

December is...

Universal Human Rights Month

Human Rights





# AROUND THE PATTERN



## *Career Events and Decisions in Search of Mentors & Self Organizational Map (SOM)*

Airmen on rural roads will encounter "T" intersections, where side roads join a main road at a right angle. These intersections are dangerous because Airmen are not sure which right angle to take, nor are they aware of the bi-directional lanes of travel destinations.

Some are joining the main road faster than others; therefore, avoiding a collision is sometimes unavoidable. The average Airman travels 8-11 years per career in and over heavy deployments or rush assignments

For each year of enlistment, there can be up to 200 events that you have to see and decide what to do. During that single year, you will make approximately 100+ decisions - decisions that tell you to steer right or left, brake or both.

Out of those 100+ decisions, most Airmen make at least ten poor judgments or errors, which average 80-110 poor decisions per career, per Airman.

To be able to steer effectively and react quickly, you will need to be focused on your destination. Those Airmen with mentors make 20% less errors or incorrect decisions. Airmen with mentors are 80% more successful and proud of it.

Welcome to the 187th Fighter Wing Mentoring Program. The 187FW Mentoring Program Committee has worked on a formal program that offers informal peer-to-peer/wingman support to Airmen. Imperatives for revised emphasis on this program are clear: impact of force development, force retention, Airmen Comprehensive Assessments (formally performance feedback) and climate survey feedback show signs of drop-off in continuity of communication, younger Airmen development and continuation of expectation of first line supervisors.

Phasing into the program must begin with workshops for senior leadership discussing mentors' roles and do's and don'ts. In order to present for promotion, leadership will need to document that they have at a minimum, attended at least two workshop sessions. The workshops range from topics on Air Force Instructions, mentoring program, agreements, individual development action plan- scorecards, ACA, awards and decorations, force structure, diversity boards and 4 Lenses of Mentoring (4LM); all are less than an hour and a half each.

After an enrollment of mentors and signing up, the focus is toward junior leadership with make-up workshops in March. Then we will address mentees (Airmen with less than two years and others). During the second quarter, the focus is to connect mentors and mentees. Follow-up will occur periodically.

The committee listed below will conduct an overview and Q&A planning session with the commander, vice commander, command chief, Chief Master Sgts. and First Sergeants during December 2014 UTA.

Committee Members under the mentorship of Chief Master Sgt. Lindsey McCall: Senior Master Sgts. Vivian E. Kelly, Jeffrey L. Shirley, Kristie J. Pomilia, Rebecca A. Daniels, Bernadette M. Hollinger, David Betts, and Master Sgts. Mataya Williams, Lisa B. McDay, Samantha F. McLeod and Nathan L. Burrows.

Thanks to Master Sgt. Luis E. Enriquez and to the Blue Skies fly high.

We need your recruiting efforts: <https://m.facebook.com/187thfw>

Contact Information  
334.394.7178 ALANG commercial  
David.betts.1@ang.af.mil  
Office Location:  
187FW Headquarters, Bldg. 1502 (Upstairs- East)



# AROUND THE PATTERN

## Attending NCOA in residence

Submitted by Distinguished Graduate, Tech. Sgt. Cassandra Munford

Attending NCOA in residence, though challenging, was by far my best Air Force experience. It reminded me of why I joined the Air Force and the honor I have in continuing to reenlist and serve.

Through personal interaction, public speaking, and being able to use real time leadership, in residence PME has provided me with the skills that I need to succeed in being a great leader. Not only that, but it taught me lifelong lessons and provided me an opportunity to network, which led to me making lifelong friends. Because of in residence PME, I fully understand the Air Force Core Values, Airmanship, and Warrior Ethos. I understand why effective leadership is so important.

I'm proud to be apart of this great American heritage and I'm greatly honored that the Air Force has entrusted me in raising up the next generation of leaders.



# COMMAND CHIEF FACTS

## New CCAF Degree Requirement



### Timeline

#### OCT 2015

All members are required to have a CCAF degree for promotion to E-8 or E-9.

### Senior Leader Perspectives

"Education is what keeps our Airmen and our Air Force at the leading edge of change."

-Chief Master Sergeant of the Air Force  
James A. Cody

"To maintain superior agility in the future, the education and training of Airmen must be continuous, relevant and responsive."

-Chief Master Sgt. James W. Hotaling, Command Chief, Air National Guard

### The Bottom Line:

Beginning in October 2015, the Air National Guard will mandate every Airman promoted to E-8 and E-9 to have a CCAF degree. To ensure you aren't negatively affected, verify that your transcripts are up to date or start planning now to earn your CCAF degree.

### Why:

We should have one standard throughout the Air Force and this change holds the ANG to the same benchmark as the rest of the force.

### How:

Contact your school's registrar and request your transcripts be sent to:

- 1) Your unit's Base Education and Training Manager.
- 2) CCAF (<http://www.au.af.mil/au/barnes/ccaf/faq.asp#civcredit>).

### Who/What:

Many career decisions, including promotion, take education into consideration. This affects every Airman within the ANG throughout their military career. The ANG will not recognize Airmen as having met this requirement unless transcripts are recorded in MilPDS.

### When:

This requirement takes effect on Oct. 1, 2015.

### Online Resources:

<http://www.au.af.mil/au/barnes/ccaf/index.asp> - CCAF website

Additional links to assist members with college or educational goals:

<http://www.dantes.doded.mil/index.html> - DANTES website

<http://clep.collegeboard.org/military> - Clep website

<https://www.khanacademy.org> - Khan Academy – free instruction

<http://military.tutor.com/> - Online tutoring for military families

<http://www.militaryonesource.mil> – Educational Resources

# AROUND THE PATTERN

## Officers' Promotion Matrix

Promotion to Grade	Unit Vacancy	Mandatory	Required PME
Colonel / O-6	3 years	Not Applicable	Air War College
Lieutenant Colonel / O-5	4 years	7 years	Air Command & Staff College
Major / O-4	4 years	7 years	Squadron Officer School
Captain / O-3	2 years	3 years	None
1 <sup>st</sup> Lieutenant / O-2	2 years	2 years	None

**Congratulations FY 14, 3rd Quarter,  
Airman of the Quarter award  
winners!**

AMN: SrA Jeremy Head  
NCO: TSgt Chad Vaughn  
SNCO: MSgt Rico Harvey

# Enlisted Promotion Requirement Matrix



"Successful People use Their Strength by Recognizing, Developing and Utilizing the Talents of Others."

"Talent unused is a picture of frustration."

"Infect as many as you can with your positive attitude."  
- Col. Samuel W. Black.



R U L E	Promotion to	Required PAFSC	Time in Service (TIS) of at least	Time in Grade (TIG) of at least (Note 5)	Mandatory education requirements	Promotion retainability requirement
1	E-2 (Amn) Airman	3-skill level	6 months (Note 4)	6 months	Initial Active Duty for Training (IADT)	None
2	E-3 (A1C) Airman First Class	3-skill level	12 months (1 year) (Note 4)	6 months (Note 6)	IADT	None
3	E-4 (SrA) Senior Airman	3-skill level	24 months (2 years) (Notes 2 and 4)	12 months (1 year) (Notes 2 and 6)	IADT	None
4	E-5 (SSgt) Staff Sergeant	5-skill level (or 3-level when no 5-level exists in the AFSC)	48 months (4 years)	24 months (2 years)	ALS (Note 7)	None
5	E-6 (TSgt) Technical Sergeant	7-skill level	72 months (6 years) (Note 3)	24 months (2 years)	ALS (Note 7)	None
6	E-7 (MSgt) Master Sergeant	7-skill level	108 months (9 years) (Note 3)	24 months (2 years)	Noncommissioned Officer Academy (NCOA)	AGR - 24 months (2 years) All others - 12 months (1 year)
7	E-8 (SMSgt) Senior Master Sergeant	7-skill level (Note 1)	156 months (13 years) (Note 3) EPP: 204 months (17 years)	24 months (2 years)	Senior Noncommissioned Officer Academy (SNCOA) (Note 8)	24 months (2 years) EPP - 36 months (3 years)
8	E-9 (CMSgt) Chief Master Sergeant	9-skill level (Note 1)	204 months (17 years) (Note 3)	24 months (2 years)		24 months (2 years) EPP - 36 months (3 years)
9	Wounded Warrior (WW2) All Grades (Note 9)	Applicable Skill level for grade to be promoted to (Note 9)	Applicable TIS for grade to be promoted to (Notes 3 and 9)	Applicable TIG for grade to be promoted to (Note 9)	Applicable to the grade to be promoted to (Note 9)	Applicable to grade to be promoted to (Note 9)

Notes:

- Promotion of the State Recruiting and Retention Superintendent (RRS) will require 9-skill level certification by the commander.
- Effective 1 April 2006, any member accessed into the ANG on or after this date must have 12 months TIG as an A1C (E-3) and 24 months TIS to be promoted to SrA (E-4).
- TIS computations for all promotions will be based on satisfactory years of service for retirement.
- TIS is computed from the date the member enters IADT status. The source document for determining IADT is the TTS order or a completed DD Form 214
- Only satisfactory years of service for retirement will be used to meet TIG requirements.
- TIG is computed from the date the member enters IADT status. The source document for determining IADT is the TTS order or a completed DD Form 214.
- This requirement applies to ANG members enlisted from other branches of the Armed Forces, regardless of the level of PME attained during their prior service.
- Completion of the United States Army Sergeants Major Academy or the United States Navy Senior Enlisted Academy is equivalent to SNCOA.
- Wounded Warrior (WW2) Classification: Although not world-wide qualified and not passing fitness based on their status, those members classified as WW2 are eligible for promotion provided they meet all other mandatory requirements including sole incumbency of a vacant position.



# AROUND THE PATTERN

## SGLI Premium Rates Increase

SGLI Premium Adjustment Effective July 1, 2014

Posted 4/28/2014 Updated 4/28/2014

4/28/2014 - WASHINGTON -- The Service members' Group Life Insurance program will adjust its monthly premium rate from 6.5 cents per \$1,000 back to the 2006 rate of seven cents per \$1,000 of insurance, a modest increase to ensure the SGLI program remains in a strong financial position.

The Department of Veterans Affairs continues to place the interests of Service members first and foremost by keeping SGLI premiums as low as possible while also maintaining the necessary reserve levels to ensure funds are available to pay claims to Service members' beneficiaries. Since the start of the SGLI Program in 1965, monthly premiums have decreased from 20 cents per \$1,000 to the current 6.5 cents per \$1,000. There have been periodic increases and decreases, but over the past 30 years premiums have fluctuated only 2.5 cents per \$1,000 of insurance.

In order for the program to remain in good financial condition, it is now necessary to increase the premium rate by half a cent per \$1,000 of insurance. Since 2008, as a result of the half-cent reduction and decreases in interest rates, reserve funds have decreased. Insurance companies hold reserve funds to ensure they can pay future claims. It is common practice in the group insurance industry to adjust premium rates as reserve funds increase and decrease. VA also uses actuaries, individuals who deal with financial impact of risk, to conduct program experience studies when evaluating and adjusting reserve assumptions; and each year, an independent auditor verifies the accuracy of their reserve calculations.

For a Service member with the maximum \$400,000 of life insurance, this change will mean an increase of two dollars a month.

The new premium rate will take effect on July 1, 2014. Individual Ready Reserve members who are drilling for points toward retirement or who do not receive pay for other reasons will be billed by their branch of service for the higher premium beginning in July 2014. For information on the new rates, visit <http://benefits.va.gov/insurance/sgli.asp>.

### Cost/Rates

If you have SGLI coverage, you pay a monthly premium that is automatically deducted from your base pay. The current basic SGLI premium rate is 6.5 cents per \$1,000 of insurance. The premium includes an additional \$1.00 per month for Traumatic Injury Protection coverage ([TSGLI](#)). Effective July 1, 2014, SGLI premiums are increasing from 6.5 cents per month per \$1,000 to 7 cents per month per \$1,000.

### SGLI Premium Rates July 1, 2008 – June 30, 2014

Coverage Amount	Monthly premium rate	TSGLI Premium	Total Monthly Premium Deduction
400,000	\$26.00	\$1.00	\$27.00
350,000	\$22.75	\$1.00	\$23.75
300,000	\$19.50	\$1.00	\$20.50
250,000	\$16.25	\$1.00	\$17.25
200,000	\$13.00	\$1.00	\$14.00
150,000	\$9.75	\$1.00	\$10.75
100,000	\$6.50	\$1.00	\$7.50
50,000	\$3.25	\$1.00	\$4.25



# CHAPLAIN



## *As we approach the Holiday Season!*

Submitted by Ch. Maj. John Bailey

Whether it's the holidays of Hanukkah, Kwanza or Christmas, I hope each of you enjoy this special time of year. It's a festive time for some and for others it may be a difficult time. As I reflect on this season, especially with the recent loss of my mother, it will be a time of grief and loss.

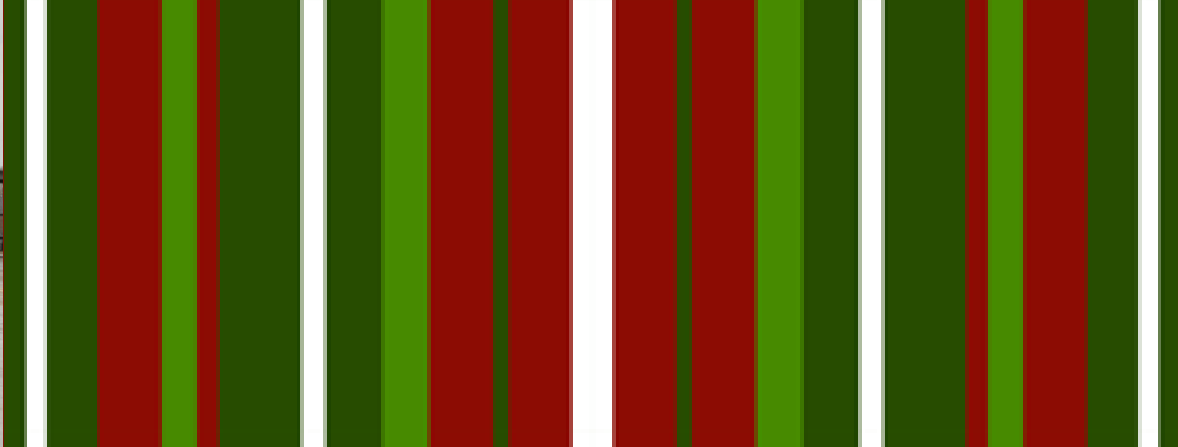
A quote I found to be really meaningful by Calvin Coolidge says, "Christmas is not a time nor a season, but a state of mind. To cherish peace and goodwill, to be plenteous in mercy, is to have the real spirit of Christmas."

In order to do this we need to pause from our busy lives and take a minute to think of others. This season, let us think of others and how we can show goodwill to those who may be having a hard time. And certainly, let us remember those who are deployed and serving abroad.

Peace and blessing to each of you during this time!







187 Fighter Wing Holiday Party at Dannelly Field, Ala. Dec. 6, 2014.  
(photos by Tech. Sgt. Christopher Baldwin)



# PT SCORES & FITNESS

## *Fitness Honors*

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

### **PERFECT 100**

Lt. Col.

Elmer Norvell

CES

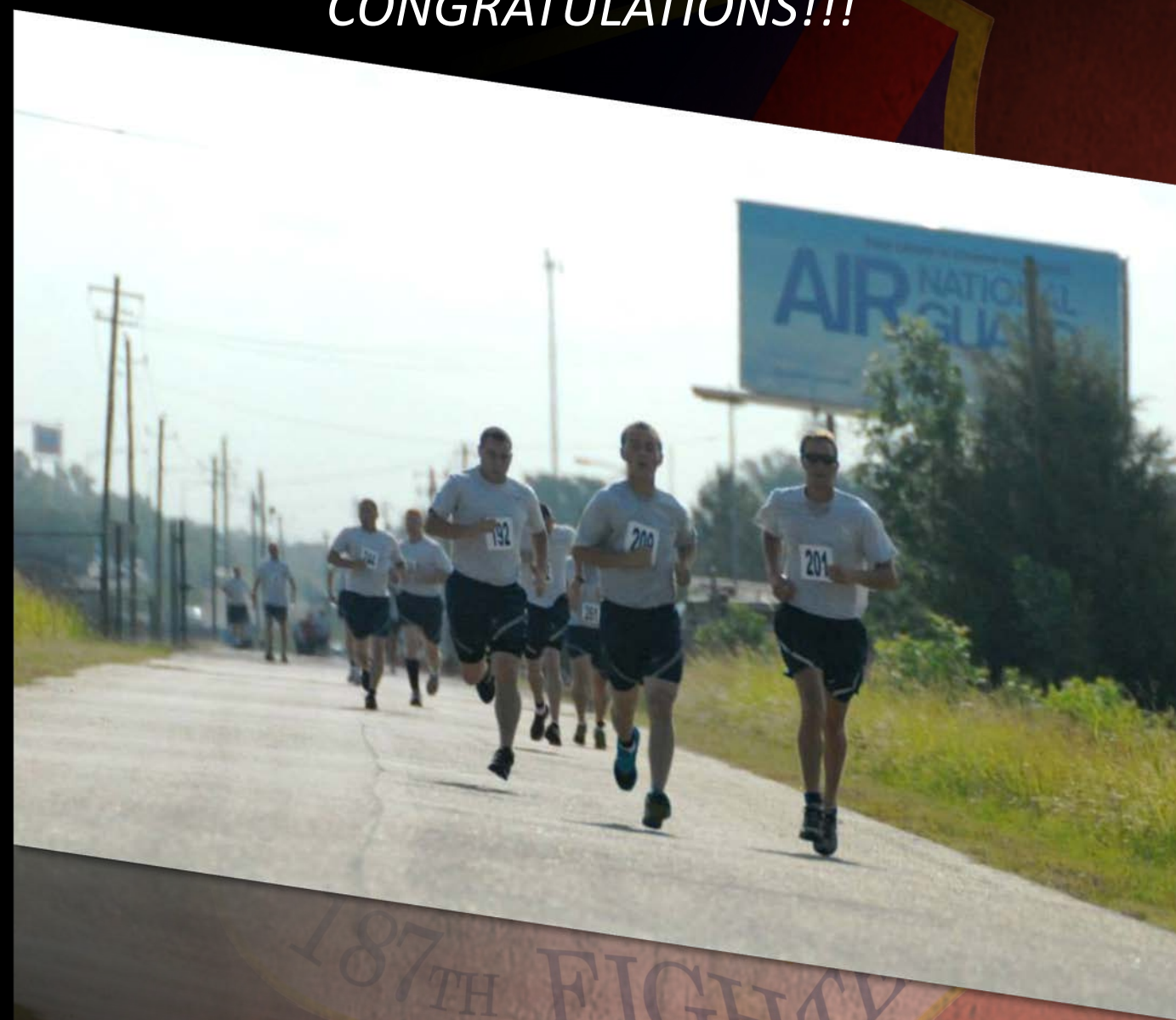
### **EXCELLENTS**

Airman First Class  
Senior Airman

James Pullen  
Lance Williamson

MXMG  
MXAAS

**CONGRATULATIONS!!!**



187<sup>TH</sup> FIGHTY



# VACANCIES

## *Air National Guard Technician*

<u>POSITION TITLE</u>	<u>ANNC NUMBER</u>	<u>CLOSEOUT DATE</u>
ELECTRONIC INTEGRATED SYSTEMS MECHANIC	ALAF14-231	12/12/14
ORDNANCE EQUIPMENT MECHANIC	ALAR14-232	12/12/14
AEROSPACE MED SVC 4N071	15-005	12/23/14
QUALITY ASSURANCE SPECIALIST	ALAF14-251	1/6/15

*Click the link below for more available jobs*

<http://alguard.state.al.us/Careers/HRO/jobannouncements/default.aspx>

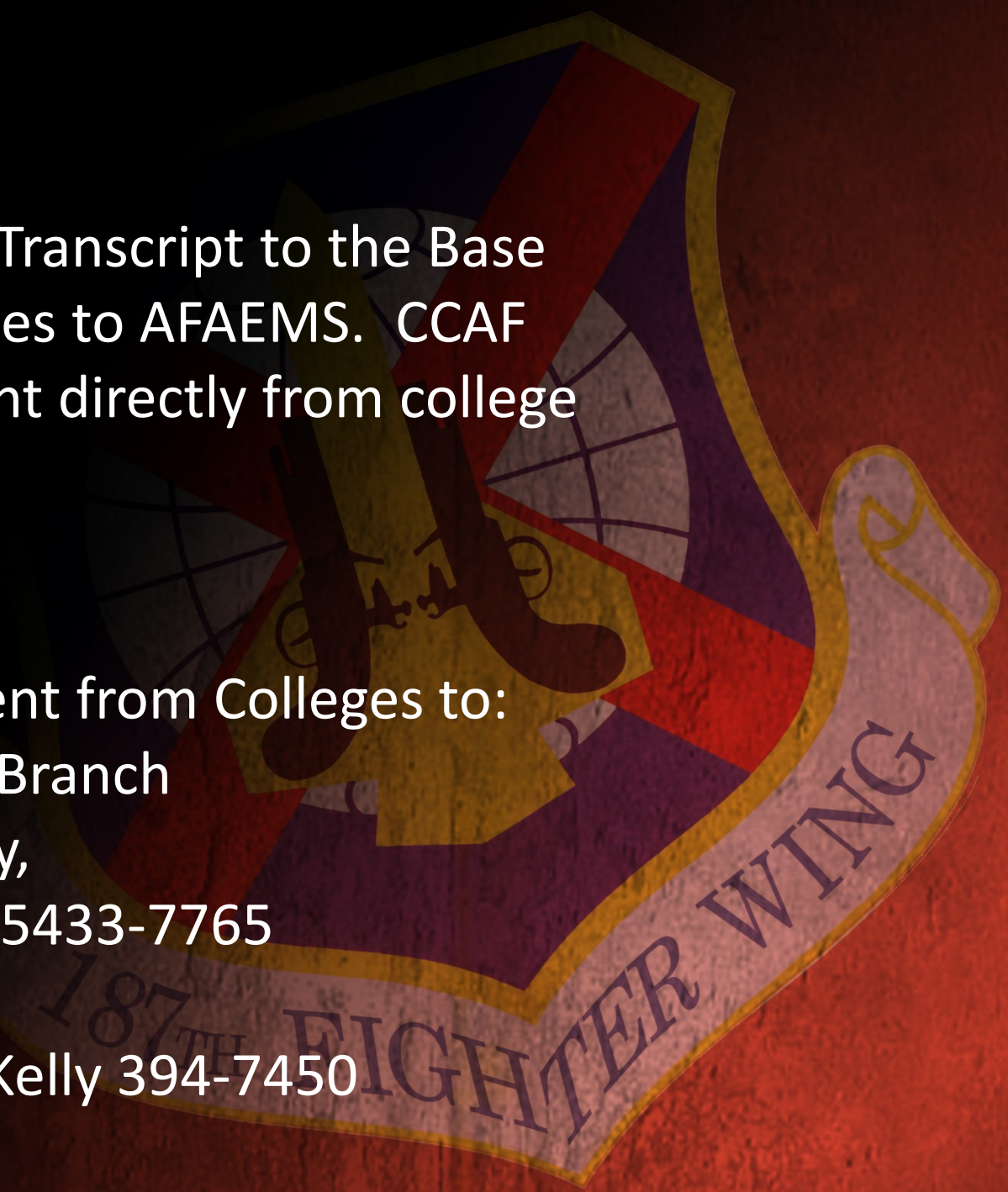


## Does your Education Level need to be updated?

**Enlisted:** Bring a copy of your Official Transcript to the Base Education & Training Office for updates to AFAEMS. CCAF updates, official transcripts must be sent directly from college to CCAF.

**Officers:** Have Official Transcripts sent from Colleges to:  
AFIT Academic Coding Branch  
2950 Hobson Way,  
Wright Patterson AFB OH 45433-7765

Base Training Contact: SMSgt Kelly 394-7450





# RECRUITING & RETENTION

If you are due for reenlistment, please stop by to see MSgt Nathan Burrows, your Retention Office Manager. We can discuss features and benefits that make your continued service more valuable than ever./ Among those benefits are:

- Your continued eligibility for GI Bill benefits
- Potential eligibility for Post 9/11 GI Bill benefits
- The Alabama National Guard Educational Assistance Program
- The ability to transfer 9/11 GI Bill benefits to your dependents for their use
- Earning a military retirement
- Earning additional monthly pay
- Continued availability of low-cost health insurance
- The flexibility to change career fields
- The potential to promote and seek leadership positions within the unit
- Continued access to base facilities such as the Base Exchange, Commissary, and gym facilities

Contact MSgt Nathan Burrows 187 Fighter Wing Recruiting and Retention Manager, @ DSN 358-9480, Comm: 334-394-7480, Cell: 334-220-4339

Wing and GSU's members, We need your help! Please refer your qualified family members and friends to one of your five recruiters.

MSgt Word and his team would love to work with your referral's to help them become a member of our great Alabama Air National Guard.

Your five recruiters are:

MSgt Word-334-221-7277

TSgt Howard 334-233-1163

TSgt Milford 334-221-8690

TSgt Nelson 334-221-7571

SSgt Freeman 334-414-2431





# TOUCH & GOs

## JOIN THE HONOR GUARD

### 2015 UTA SCHEDULE

Next Drill is *January 10-11*

<i>February 7-8</i>	<i>August 1-2</i>
<i>March 7-8</i>	<i>September 12-13</i>
<i>April 11-12</i>	<i>October 3-4</i>
<i>May 2-3</i>	<i>November 7-8</i>
<i>June 6-7</i>	<i>December 5-6</i>
<i>July 11-12</i>	



**Reminder: Don't forget to take advantage of the on base gas pumps; it contributes to the wing's morale fund for YOU!**

If you are interested in learning about opportunities with the Base Honor Guard, contact [Staff Sgt. Christina Lee](#)



# REMINDERS & NOTICES



## IMPORTANT NOTICE



In accordance with the ALNG TAG'S Policy Letter dated 21 November 2013, Privately Owned Weapons (POWs) are allowed on ALNG installations. Members must adhere to the following to comply with the policy:

- POWs are **NOT** allowed until member receives a commander's brief,
- POWs are **NOT** allowed until member signs a statement of understanding,
- POWs are **NOT** allowed inside any building,
- POWs must be stored in a locked privately owned vehicle,
- Members must be eligible to carry a POW, according to all statutes and ordinances,
- Park in a valid designated area; (DANG defines a valid designated parking area as any legal POV parking space).
- Personnel will not use POWs under any circumstances to aid Security Forces**
- POWs are **NOT** allowed on federal installations, i.e. Maxwell and Gunter AFB.

**\*\*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)

# *Final Photo – Farewell Col Black*



Chief Master Sgt. Lindsey McCall, 187th Fighter Wing command chief, and Col. Samuel Black, 187th Fighter Wing commander, pose for a photo with Santa at the wing holiday party, Dec. 6. (Photo by Tech. Sgt. Chris Baldwin)