



INFORMATION

187th Fighter Wing

Vol. 4, No. 6 June 2015



IN FORMATION

187th Fighter Wing

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187th Fighter Wing Commander
187th Fighter Wing Vice Commander
187th Fighter Wing Command Chief

Col. Randal Efferson
Col. William Sparrow
Chief Master Sgt. Lindsey McCall

Chief of Public Affairs
Public Affairs Officer

Lt. Col. Clare Reed
Capt. Amy Rittberger

Photojournalist
Photojournalist
Videojournalist

Tech. Sgt. Chris Baldwin
Tech. Sgt. Matthew Garrett
Tech. Sgt. Monique Randall

ON THE COVER >>
Memorial Day ceremony.



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.

"Honor Your Hero"

**Purchase a
187th Fighter Wing
Commemorative Brick.**



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.

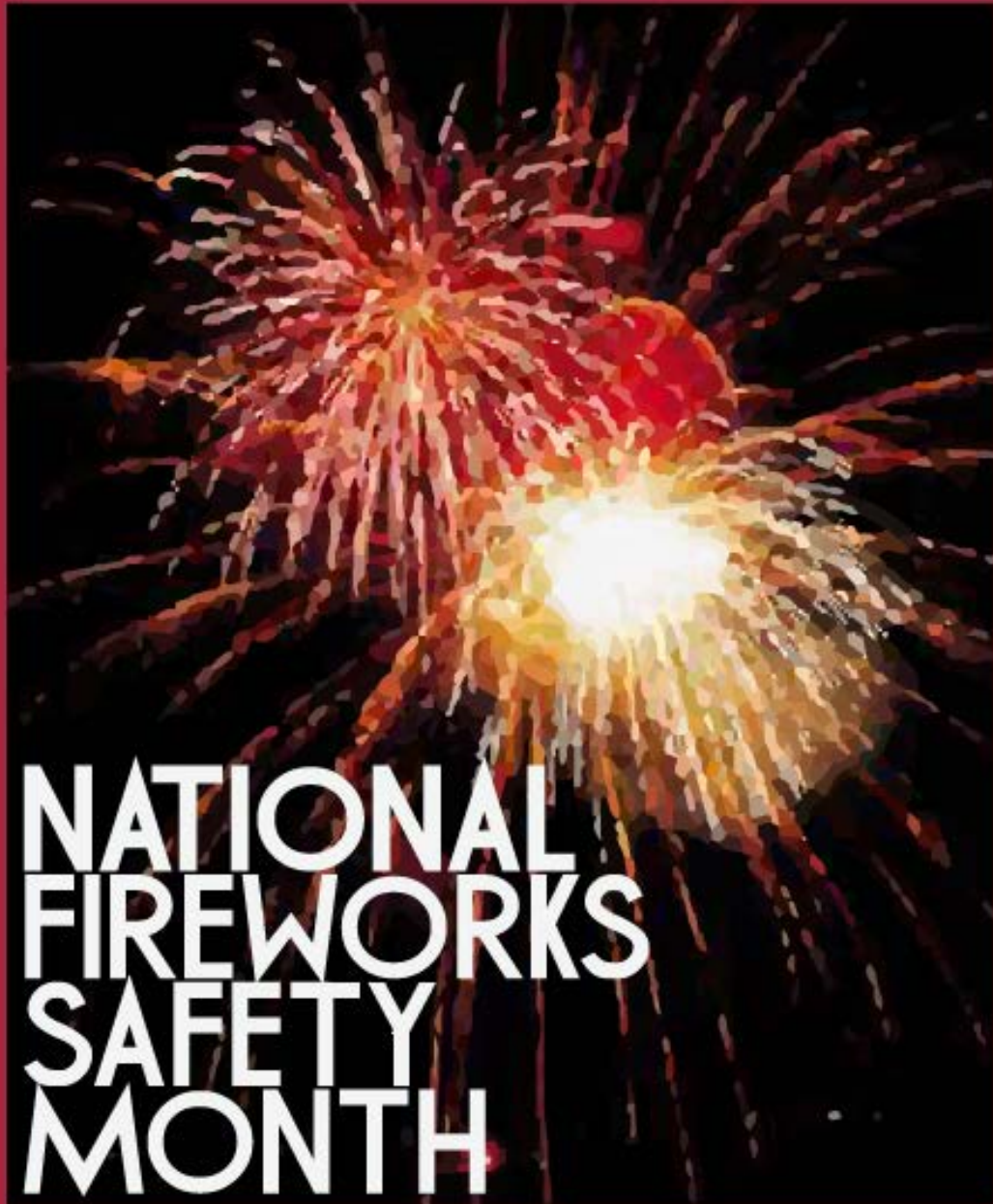
***Please make checks payable to:**
1SGT Council

**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 July 2015 publication is July 10th . 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.

June is...





AROUND THE PATTERN



Reinventing Careers: A Shifting Mindset Reflects a Growing Concern
by Senior Master Sgt. David Betts – David.betts.1@ang.af.mil
187th Fighter Wing Human Resource Advisor – 334.394.7178

There are many changes that occur over our military career. Some are our decisions and many others are not. Due to a smaller portion of the population meeting the military entrance requirements and a shift in demographics within the population, we are at the point of taking additional

talent searching methods to recruit and retain an effective Air National Guard. The effort reaches beyond the 187th Fighter Wing.

According to the "Pentagon's quiet push for military personnel reform," an article by Andrew Tilghman, a Staff writer with the Air Force Times (May 18-25 2015)- "the shifting mindset reflects a growing concern that the military's traditional personnel system, essentially static for decades, is falling behind the freewheeling and technology-driven practices of the private sector. That, in turn, is sparking anxiety that a serious recruitment and retention crisis may loom on the horizon.

"This is a moment that calls for revolutionary change in the human resources practice of DoD," wrote Brad Carson, Acting Undersecretary of Defense for Personnel and Readiness, in a recent memo obtained by Military Times.

Unless the "calcified personnel system, largely unchanged since 1947," gets a radical update soon, "we will increasingly bleed key talent to the private sector, for which words like flexibility and agility are more than slogans," Carson writes in the four-page memo to Defense Secretary Ash Carter, dated April 20."

Many things are in consideration, such as: giving individual troops and unit-level commanders more control over job assignments, allowing for flexibility to transfer between active and reserve components, building customizable civilian paths to military service, revamping the promotion system to place less weight on time-in-grade and more on merit, skills and performance along with creating a portable 401(k)-style retirement system.

The 187 FW goals are to secure the F-35 and to ensure that ACC has good access to "our iron." Our three priorities for accomplishing these goals are:

- Recruiting: Col. Efferson, 187th Fighter Wing commander, states "This is the #1 priority. Be positive when talking to potential recruits visiting your shop. There is a lot of hard work to be done out here, but we all need to be excited and enthusiastic about what we do!" We haven't reached our recruiting goal.
- Total Force Integration (TFI): We are fortunate to be one of only four Air National Guard units selected for this type of mission. There will be more than 30 active duty personnel assigned by the end of September.
- Successfully Accomplishing the Future Mission: We still have to accomplish the current mission. Proper execution of the current mission will ensure we are prepared for the future mission. Our Air Force Inspection System (AFIS/ Air Force Instruction 90-201) inspection is February 2016.

References:

You might enjoy these short videos.

Pentagon's quiet push for military personnel reform

<http://www.militarytimes.com/story/military/pentagon/2015/05/11/personnel-reform-push/70895094/>

On Health of the Force: CMSgt Mitchell Brush, NGB-SEA

https://www.youtube.com/watch?v=PvLqo1GP9As&index=14&list=PLkepiLpiBliJXG9Wp_gRsyqtWAdvtomuS

AFPD 36-70, *Diversity*, 13 October 2010

Caring and respectful equals successful

<http://www.theglobeandmail.com/report-on-business/careers/management/caring-and-respectful-equals-successful/article24423725/>



MAJ ROBERT C. BOORE
MAJ LINDA S. MCGRUE
AIC AUSTIN B. OWENS
TSGT BOBBY JONES
SMSGT THOMAS D. SALVER
MSGT JAMES TATUM
SRA JUSTON G. M...
CMSGT BILLY B...

JUNE 27 2012
JULY 14 2013
AUG 27 2013
OCT 6 2013
NOV 19 2013
DEC 28 2013

187th
Gold 1st

CMSGT THOMAS E. RIST
AIC BLAKE M. COATNEY
CMSGT DONALD H. OSWALD
CMSGT WILLIAM D. POSEY
MSGT DAN P. COOPER
MSGT PAUL J. JOHNSON

AUG 2 2014
JULY 21 2014
DEC 26 2014
MAR 9 2015
APR 18 2015
MAR 6 2015

Six 187th Fighter Wing members' names are engraved on a granite tablet in preparation for a Memorial Day ceremony May 21 2015 at Memorial Park on Dannelly Field Air National Guard Base, Ala. (Photo by Tech. Sgt. Chris Baldwin)



MEMORIAL DAY CEREMONY

Honoring six fallen unit members

By: Tech. Sgt. Chris Baldwin – christopher.baldwin@ang.af.mil
187th Fighter Wing Public Affairs/Photojournalist

In observance of Memorial Day, 187th Fighter Wing members, along with veterans and family, took a moment to pay respect to six unit members who died in the past year. The ceremony was held in Memorial Park at Dannelly Field Air National Guard Base.

During the memorial, several military customs were observed, to include the posting of the colors, singing of the National Anthem by Alabama Air National Guard Staff Sgt. Adrienne Barron, a moment of silence and the playing of "Taps."

Senior Airman Uriel Padilla, a member of the Detachment 100, part of the Active Duty Total Force Integration unit, led The Airman's Creed.

Staff Sgt. (Retired) David Payne presented a plaque and a Vietnam Veterans Commemorative Flag to Brig. Gen. Paul Jacobs, Alabama's Assistant Adjutant General - Air, and Col. William Sparrow, Vice Commander, 187th Fighter Wing to honor those who served and paid the ultimate price.

As part of the ceremony, representatives spoke in memory of the six members of the 187th Fighter Wing family that were lost this past year. Retired Air National Guard Maj. Gen. Marvin S. "Scott" Mayes former commander of the 187th Fighter Wing delivered this year's keynote address.

"The people we are honoring today made me a better person. Most of the names that were added, I knew personally," said General Mayes. "They paved the way and it's up to us to keeping moving the Air Force forward."

The names of the six members honored during the ceremony were engraved onto a granite tablet, and added to list of 175 Dannelly Field members who have fallen over the years.



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 st Lieutenant / O-2	2 years	2 years	None

Congratulations Alabama Air National Guard Outstanding Airman of the Year!

NCO Category – Tech. Sgt. Jeremy D. Hernandez

First Sergeant Category – Senior Master Sgt. Kristie J. Pomilia

Congratulations FY 15, 3rd Quarter, Airman of the Quarter award winners!

AMN: Senior Airman Jimmy Tolliver

NCO: Tech. Sgt. William Rus

SNCO: Master Sgt. MSgt Joseph Smith

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 Non-commissioned 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.



PT SCORES & FITNESS

Fitness Honors

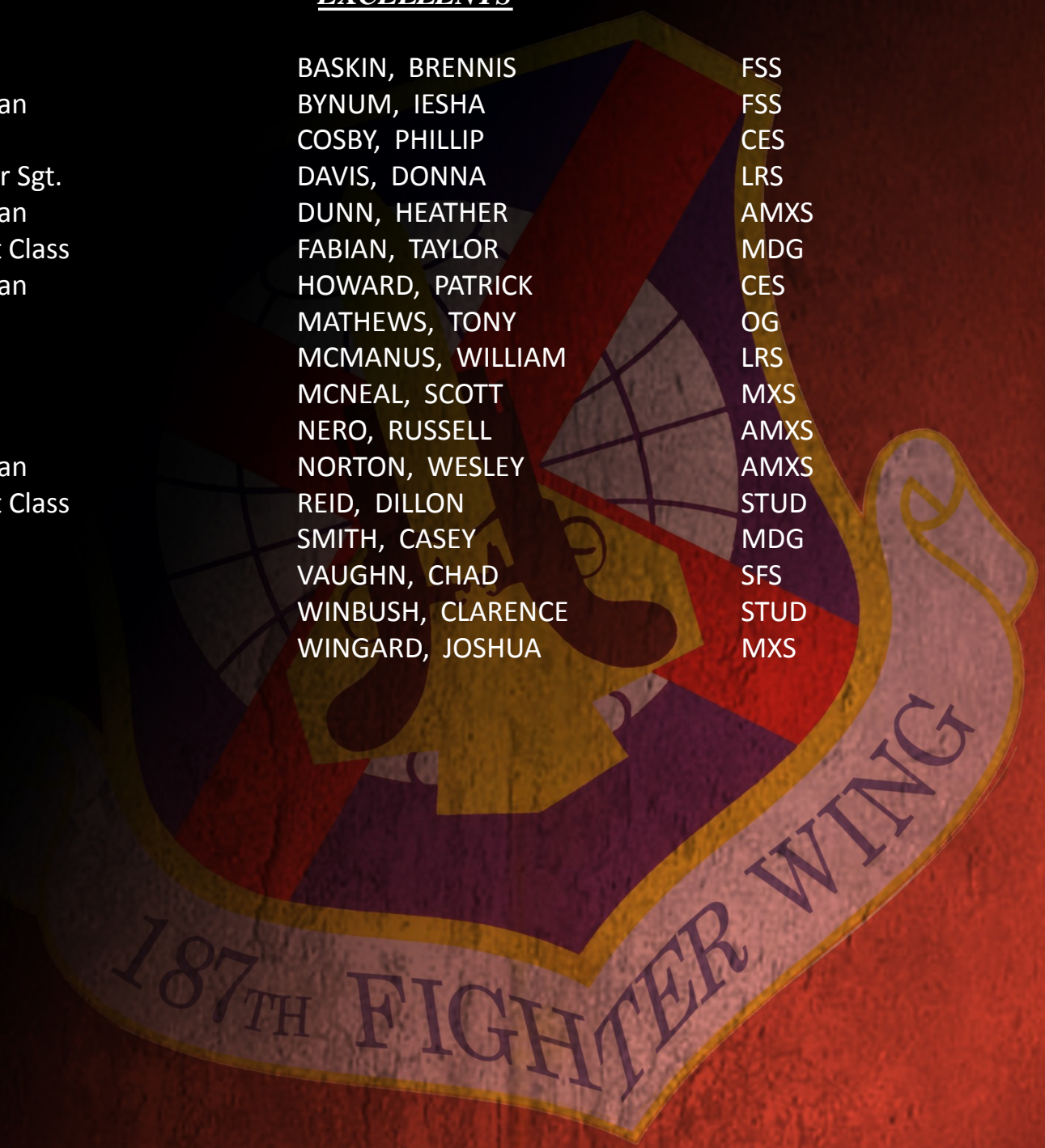
The following individuals scored a **PERFECT 100** or **EXCELLENT** during last month's Fitness Assessment.



CONGRATULATIONS!!!

EXCELLENTS

Tech. Sgt.	BASKIN, BRENNIS	FSS
Senior Airman	BYNUM, IESHA	FSS
Tech. Sgt.	COSBY, PHILLIP	CES
Chief Master Sgt.	DAVIS, DONNA	LRS
Senior Airman	DUNN, HEATHER	AMXS
Airman First Class	FABIAN, TAYLOR	MDG
Senior Airman	HOWARD, PATRICK	CES
Master Sgt.	MATHEWS, TONY	OG
Master Sgt.	MCMANUS, WILLIAM	LRS
Master Sgt.	MCNEAL, SCOTT	MXS
Master Sgt.	NERO, RUSSELL	AMXS
Senior Airman	NORTON, WESLEY	AMXS
Airman First Class	REID, DILLON	STUD
Capt.	SMITH, CASEY	MDG
Maj.	VAUGHN, CHAD	SFS
Staff Sgt.	WINBUSH, CLARENCE	STUD
Tech. Sgt.	WINGARD, JOSHUA	MXS

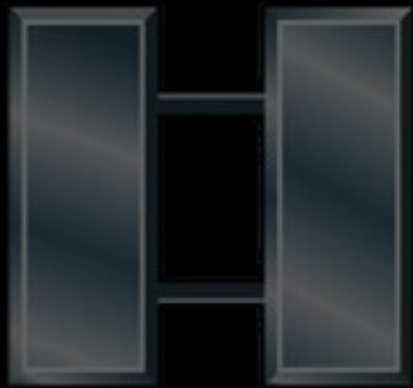




VACANCIES

Air National Guard Technician

<u>POSITION TITLE</u>	<u>ANNC NUMBER</u>	<u>CLOSEOUT DATE</u>
FINANCIAL MANAGEMENT SPECIALIST	ALAF15-131	6/11/15
HUMAN RESOURCES ASSISTANT (MILITARY)	ALAF15-125	6/18/15



Click the link below for more available jobs

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

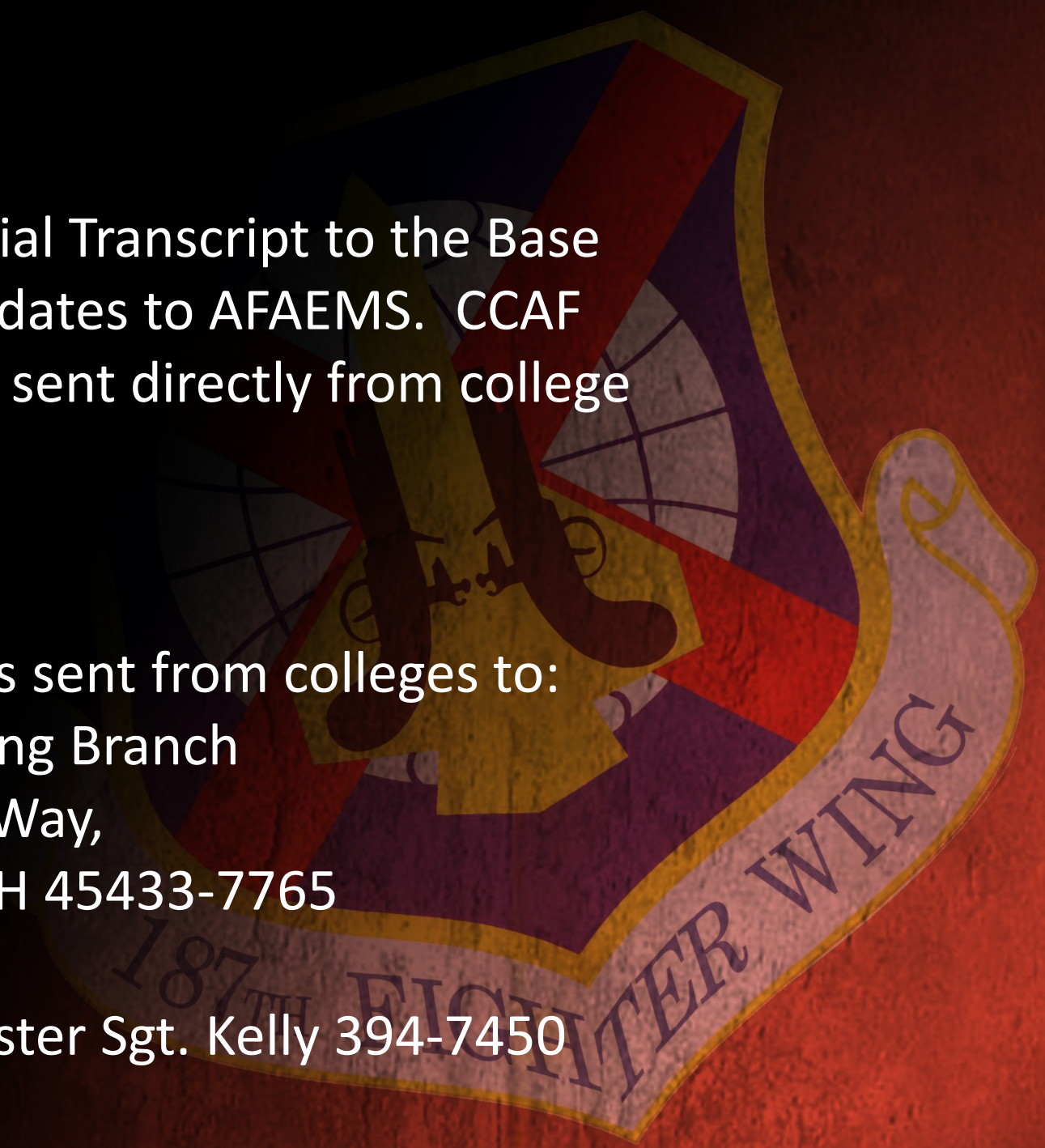


Does your Education Level need to be updated?

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: Senior Master Sgt. Kelly 394-7450





RECRUITING & RETENTION

If you are due for reenlistment, please stop by to see Master Sgt. 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 Master Sgt. Nathan Burrows, 187th Fighter Wing Recruiting and Retention Manager, at DSN 358-9480, Comm: 334-394-7480, Cell: 334-220-4339

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

Master Sgt. Word and his team would love to work with your referrals to help them become a member of our great Alabama Air National Guard.

Your five recruiters are:

Master Sgt. Word 334-221-7277

Tech. Sgt. Howard 334-233-1163

Tech. Sgt. Milford 334-221-8690

Tech. Sgt. Nelson 334-221-7571

Staff Sgt. Freeman 334-414-2431

187 FW Mentoring Program

Something new and exciting is on the horizon!!! The 187FW Mentoring program officially began January UTA. The purpose of the mentoring program is to provide guidance, encouragement, direction and insight to our Airman. If you would like more information on the mentoring program please contact one of the following committee members. Thank you!!

Senior Master Sgt. David Betts(FW) x7178

Senior Master Sgt. Stan Skipper (FW) x7161

Senior Master Sgt. Jeff Shirley (LRS) x 7513

Senior Master Sgt. Becky Daniels (LRS) x7486

Senior Master Sgt. Kristie Pomilia (FW) x7177

Senior Master Sgt. Mataya Williams (CE) x7515

Master Sgt. Lisa McDay (FSS) x7463

Master Sgt. Lou Enriquez (CF) x 7444

Master Sgt. Samantha McLeod (FW) x7170



TOUCH & GOs

2015 UTA SCHEDULE

Next Drill is *July 11-12*

August 1-2

November 7-8

September 12-13

December 5-6

October 3-4

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

JOIN THE HONOR GUARD



If you are interested in learning about opportunities with the Base Honor Guard, contact [Tech. 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:

Chief Master Sgt. David E. Sellers, 187th Security Forces Manager at 334-394-7535 or david.sellers@ang.af.mil



UPCOMING EVENTS

It's time for Family Fun!!!! The 187th Fighter Wing Family Retreat will be held June 26-28, 2015 in Columbiana, Alabama.

Activities include : Bird watching, big swing, basketball, cannon, family Ed. Classes, swimming, volleyball and wall climbing.

For more information on registration please contact: Chaplain John W. Bailey @ 334.294.2883, john.bailey@va.gov or MSgt Robin Bell @ 865.356.9926, robin.bell3@us.af.mil

FREE 2015 Air Force Reserve/ Air National Guard Teen Leadership Summits

Classic Teen Leadership Summit



Wahsega 4-H Center
Dahlonega, GA
12-17 July 2015



Nestled in a valley of the Chattahoochee National Forest, Wahsega 4-H Center hosts the Classic Teen Leadership Summit. High adventure activities such as high ropes, zip line canopy tour, white water rafting, hiking, fishing, archery, survival classes and more.

<http://georgia4h.org/AFRANGTeenSummit/>



Alabama Air National Guard Staff Sgt. Inrique Sanders and Airman First Class Travis Haire, Vehicle Maintenance, inspect new fire trucks in preparation for delivery to the Fire Dept at Dannelly Field Air National Guard Base, Ala. (Photo by Tech. Sgt. Matthew Garrett)



Final Photo – !!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!