

# INFORMATION

187th Fighter Wing

Vol. 4, No. 8 August 2015



# INFORMATION

## 187th Fighter Wing

Vol. 4, No. 7 July 2015



187th Fighter Wing Commander **Col. Randal Efferson**  
 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 >>**  
*Col. Randal Efferson, 187FW commander, throws out the first pitch at a Montgomery Biscuits game, Aug. 1, 2015.*

**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 August 2015 publication is July 31st. 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.*



# AROUND THE PATTERN

## **187<sup>th</sup> Fighter Wing Member Awarded Bronze Star for Meritorious Service**

by: Tech. Sgt. Matthew Garrett— [matthew.j.garrett6.mil@mail.mil](mailto:matthew.j.garrett6.mil@mail.mil)

187th Fighter Wing Public Affairs

187th Fighter Wing Lt. Col. Ryan Barker, 100th Fighter Squadron, commander, was awarded the Bronze Star Medal Dec. 8, 2014 at Montgomery Regional Air National Guard Base for meritorious achievement while assigned to the 100th Expeditionary Fighter Squadron (EFS) at Bagram Air Field, Afghanistan.

Barker served as Commander of the 100th EFS while deployed.

"This is for service and leadership at the deployed location," said Barker. "It's a reflection of all the work that everybody put in to making it a successful deployment."

From Apr. 14, 2014 to Nov. 1, 2014, Barker commanded 12 F-16 Fighting Falcon jets and 42 personnel as part of Operation Enduring Freedom. The 100th EFS executed more than 2,200 combat sorties, dropping more than 52 tons of precision guided munitions and 17,000 rounds of ammunition.

Additionally, his focus on detailed contingency planning allowed unprecedented success of the Air National Guard's first ever continuous six month fighter squadron deployment.

Barker is preparing to retire from the Alabama Air National Guard after 22 years of combined military service in January, 2016. He served 10 years on Active Duty, and was stationed at Shaw Air Force Base (AFB), S.C., Cannon AFB, N.M., Kunsan AFB, Republic of Korea (ROK) and Osan AFB, ROK. After his active duty service, Barker joined the 187th Fighter Wing and has piloted the F-16 for 12 years with the Air National Guard.

His plans after retirement are to be a commercial airline pilot.





# AROUND THE PATTERN

## Feeling Blue and Stress

By: LaTonja Reynolds – [latonja.reynolds@ang.af.mil](mailto:latonja.reynolds@ang.af.mil)  
187th Fighter Wing Director of Psychological Health

Chances are most of you have felt down or a little blue at some point in your life. Often, when we experience this we ask questions like where it came from, why it happened in the first place, and what would someone else think about us if we shared what we were feeling. None of these questions tend to have easy answers and this article will not attempt to. But sometimes what is going on in our lives can come out in random thoughts and sometimes those thoughts can stay with us longer than we like and ultimately lead to what you or others might see as negative behavior, e.g., isolation, self-medication, etc.

First, let me say, feeling blue, in and of itself, does not mean you have a medically diagnosable disorder. Second, what we do after we acknowledge feeling blue is vitally important to recovery. And stress levels can have a lot to do with how, when, and to what degree behaviors are manifested (Monroe & DePue, 2013).

Hans Selye, the founding father of modern physiological stress saw stress as “the nonspecific response of the body to any demand made upon it” (emphasis mine). Now, think about that, if any demand is in fact stress, then does the mere blinking of our eyes cause stress? I mean, blinking our eyes requires the body to use more than 200 muscles (or more specifically 100 muscle pairs).

That being said, if we accept Selye’s idea wholly, then many of us would certainly be considered walking “bundles of knots.” But, I would recommend we think of feeling blue and stress, just a little bit different in that we should not discount the roles we sometimes play in perpetuating our blue feelings or stress levels. We certainly need to manage what we can, but we also want to remember the value in reaching out for others’ assistance. Both are vitally important for life balance. And also, is the ability to find alternatives to

definitive yes’s and no’s and the guilt either can bring. There are times things just absolutely have to be done by us and no one else. However, there are other times when we have the chance to give someone else an opportunity and we don’t.

This is why the concepts of Comprehensive Airman Fitness are so vital to us. It’s not just what we do, but how we think about what we do, and how we approach whatever we do that can either catapult us to a higher plane of success or send us plummeting down into the sea of discouragement. Researchers suggest the way we handle situations is as much coded in our DNA as it is socialized. The problem is it’s difficult to objectively and empirically determine the influence of one more than the other. The nature versus nurture argument has been around for longer than most of us have been on this earth and there is still not a whole lot of clarity about which has the most influence. Therefore, maybe neither should be dismissed.

So, let’s say stress can play a part in our feeling blue. Where would you say your personal and professional stress levels are? Yes, they can be different, though one often feeds the other in a recursive way that seems like an endless cycle. So, as you read this, on a scale of 1 to 10, measure your stress level, with 1 being very little and easily manageable and 10 being an extreme amount, often involving tense muscles, outbursts, or tantrums. Or, what is your current feeling blue level, with 1 being very little and easily manageable and 10 being characterized by decreased energy, sleep disturbance, or tearfulness.

Suggestion: Use the Rule of Ones. Ask yourself these questions, once in the morning and once at the end of your day. But don’t stop there, think about what you might do in order to reduce that number by 1 point...then, do 1 thing that can help you accomplish that goal.

If you would like to learn more or let me know what happened when you tried the Rule of Ones, please call 394-7112.

I look forward to hearing from you. I’ll be seeing you out-n-about!

Becker, J. & Kleinman, A. (2013). Monroe, S.M. & DePue, R.A., chapter 4, Psychosocial Aspects of Depression, pp. 101-108. Routledge: New York  
<http://science.howstuffworks.com/life/inside-the-mind/>

# ALABAMA AIR NATIONAL GUARD

FIELD ELEVATION 221 FT.



Students of the Legacy Flight Academy stand in front of an F-16D Fighting Falcon from the 100th Fighter Squadron, Ala. Air National Guard, and a T-1 Jayhawk from the 99th Flying Training Squadron, Randolph Air Force Base, Texas, July 23. The students visited Dannelly Field Air National Guard Base to learn more about the 187th Fighter Wing's historic ties to the Tuskegee Airmen. (Photo by Tech. Sgt. Matthew Garrett)



# AROUND THE PATTERN



## A Picture Speaks Different Words To Different Airmen

by Senior Master Sgt. David Betts – [David.betts.1@ang.af.mil](mailto:David.betts.1@ang.af.mil)  
187th Fighter Wing Human Resource Advisor – 334.394.7178

A mother asked her four year old son, "What is that group of fish called?" He replied that the group is a class. The mother said, "They are not called a class. It is called a school of fish." The four year old son said, "Mother, I am sorry, but a school is much larger. That group is a class."

This reminds me of the Four Lenses workshop. We should remember the perspective from which we address challenges, teaching opportunities, training or growth.

If an Airman says, "This photo says a million words which are descriptive of me and women in uniform in general," whether women, mothers, civilian coworkers, or Airmen, are we realizing the importance of addressing them equally? Not only do women maintain their own as mothers, women and civilian coworkers, they are equally important as military members.

The picture to the right speaks a thousand words; It suggests, "a woman of many hats and shoes has no need to request respect, because her tenacious demeanor commands it." It suggests to "never judge a book by its cover;" it speaks that as every person/unit is a complex mission/mixture; and that a mother can say of her daughter, "She is doing what she has to and staying a lady while she does it."

Every living soul came from a woman. Knowing that, we need women more than we realize, beyond biology. Traditionally, women have maintained the tasks of wives and homemakers; add to that, now women are in the workforce and running households. With our community and the Air National Guard alike, we cannot do without women.

Statistically in the 187FW, the average female population is 18.65% over the last two years. According to the Department of Veterans Affairs, the Air National Guard as a whole averages 18.5% and according to CNN, the active-duty force averages 14.5%. The female population in Montgomery is 53%. The web site, Suburban Stats maintains that there are more women-led homes than men-led homes in almost every category and the disparity is growing. To compound the disparity, more ladies are reaching higher levels of education than males. The late singer James Brown once said, "It is a man's world;" however, that no longer appears to be the case.

He also states that "it wouldn't be nothing; it would be not one little thing without a woman." Women have enhanced our culture with means of inclusion and diversity from the beginning.

The 187FW Inclusion and Diversity Council and Special Emphasis Committee is reminding us of some of the upcoming Special Emphasis observance months: Women's Equality Day is August 26; Hispanic American Heritage Month is September 15 – October 15; German American, Italian American, Polish American, Filipino American, and Czech American Heritage Month in October as well as Disability Awareness Month; and National Native American Heritage Month in November. Within these Special Emphasis months, we recognize that Americans and Airmen are diverse.

References:

▶ The picture to the right quotes, respectively I. Tolliver, J. Davis IV, T. Qaiyim, A. Dale and J. Davidson

▶ Moving From Diversity to Inclusion

<http://www.diversityjournal.com/1471-moving-from-diversity-to-inclusion/>

▶ By the numbers: Women in the U.S. military

<http://www.cnn.com/2013/01/24/us/military-women-glance/>

▶ AFPD 36-70, Diversity, 13 October 2010

▶ Population Demographics for Montgomery, Alabama in 2014 and 2015

<https://suburbanstats.org/population/alabama/how-many-people-live-in-montgomery>

<http://alabamaschoolconnection.org/>

▶ National Center for Education Statistics

<http://nces.ed.gov/pubs2014/2014391.pdf>

▶ "It is a Man's World"

[James Brown - It's A Man's Man's World](#)

[Lyrics | MetroLyrics](#)

▶ Caring and respectful equals successful

[http://www.theglobeandmail.com/report-on-business/careers/management/caring-and-respectful-equals-successful/](http://www.theglobeandmail.com/report-on-business/careers/management/caring-and-respectful-equals-successful/article24423725/)

[article24423725/](http://www.theglobeandmail.com/report-on-business/careers/management/caring-and-respectful-equals-successful/article24423725/)



Photo credits: Ty' Keria Rudolph  
Model: M. Davis



# CHAPLAIN



## “Enough is Enough”

by Tech. Sgt. Donald McLeod, Chaplain Assistant

Today people spend too much time trying to get the approval of someone that really doesn't deserve that amount of power over them. We often indulge in conversations with people that will say something very profound from time to time. It stays with us because of the level of thought put into the statement made by that person. For instance: Jealousy is a good indication that you are doing things the right way. Because in order to be a winner you have to surround yourself with people who have succeeded in the thing or things that you are trying to accomplish. People never get jealous of losers. Or should I say, if you don't have any trials, or tribulations in your life then the devil already has you where he wants you.

No matter what people or things may look like on the outside you can't be so quick to judge. Because everything that appears to be one way may not be as it seems. People have missed out on their soul mates because they were not willing to wait on the “ugly duckling” which turned out to be a beautiful swan. For instance: An individual might not be someone's first choice, but he/she still may be a great choice. An individual may not be rich, but the individual is still valuable. Don't pretend to be someone you are not, because you are good at being you. An individual might not be proud of some of the things he/she may have done in the past, but he/she can be proud of who he/she is today. No individual is perfect, but no one needs to be. Take individuals as they are, or watch them as they walk away.

Assumptions can be the shackles that imprison the mind and keep our feelings suppressed, because it does not give one the opportunity to see beyond the mere fact that things are not as they appear. For instance: an individual mistaken for a flirt, may just be friendly. An individual mistaken for being mean may just be honest.

An individual mistaken for sad may just want to be alone. An individual mistaken for shy may just be quiet. Before making assumptions, get to know a person first. Enough is Enough! Have a Blessed Day.





# AROUND THE CORNER

## 2015 Workplace and Gender Relations Survey

The Workplace and Gender Relations Survey for Reserve Components (WGRR) is administered biennially as part of the series of health and readiness surveys mandated by Congress. The 2015 WGRR will be conducted August 4 - October 9, 2015 for all ARNG and ANG women and 25% of ARNG and ANG men.

The 2015 WGRR will be the first time the National Guard will be separated from the other Reserve Components, and receive a comprehensive breakdown of all measures for both the Army and Air National Guard. This will provide a more detailed picture of the progress the National Guard has made and where efforts need to be concentrated. In order to produce estimates within subgroups the response rates must be large enough to support valid prevalence rates of sexual harassment and sexual assault behaviors. Although participation in the WGRR survey is purely voluntary, the attention you place on its importance will be paramount to its success.

### Take the survey!!

<https://www.dmdc.osd.mil/dodsurvey>



## 2015 Workplace and Gender Relations Survey of Reserve Component Members

### August 4 – October 9, 2015

- **Assesses Sexual Harassment and Sexual Assault Climate**
- **Administered by the Defense Manpower Data Center (DMDC)**
  - **Confidential & Voluntary Survey**
  - **Maximum Participation Encouraged**

**•To See If You Are in the Survey Sample, Use This Link:  
<https://www.dmdc.osd.mil/dodsurvey>**





# 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 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

Maj.	Raymond Fowler	OG
Airman 1st Class	Darell Aldridge	SFS
Tech. Sgt.	Perah Brown	MXS
Senior Airman	Ian Cobb	SFS
Tech. Sgt.	Mia Davis	SFS
Senior Airman	Raleigh Dickinson	CERF-P
Senior Master Sgt.	Bernadette Hollinger	FSS
Senior Master Sgt.	Robert Hutchins	MXG
Tech. Sgt.	Roy Parrish	FSS
2nd Lt.	Brett Prylinski	MDG
Master Sgt.	Terry Reilly	AMXS
Maj.	Calandra Thomas	MDG
Staff Sgt.	Darius Trammell	SFS

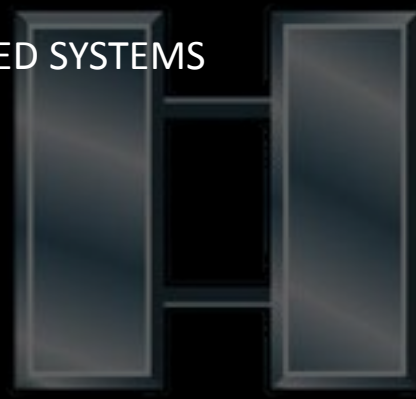
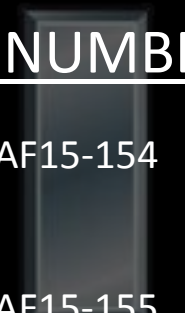




# VACANCIES

## *Air National Guard Technician*

<u>POSITION TITLE</u>	<u>ANNC NUMBER</u>	<u>CLOSEOUT DATE</u>
PRODUCTION CONTROLLER (AIRCRAFT)	ALAF15-154	8/13/15
AIRCRAFT ORDNANCE SYSTEMS MECHANIC	ALAF15-155	8/17/15
ELECTRONIC INTERGRATED SYSTEMS MECHANIC	ALAF15-175	8/28/15



*Click the link below for more available jobs*

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



# 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 *September 12-13*

October 3-4

November 7-8

December 5-6

**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.

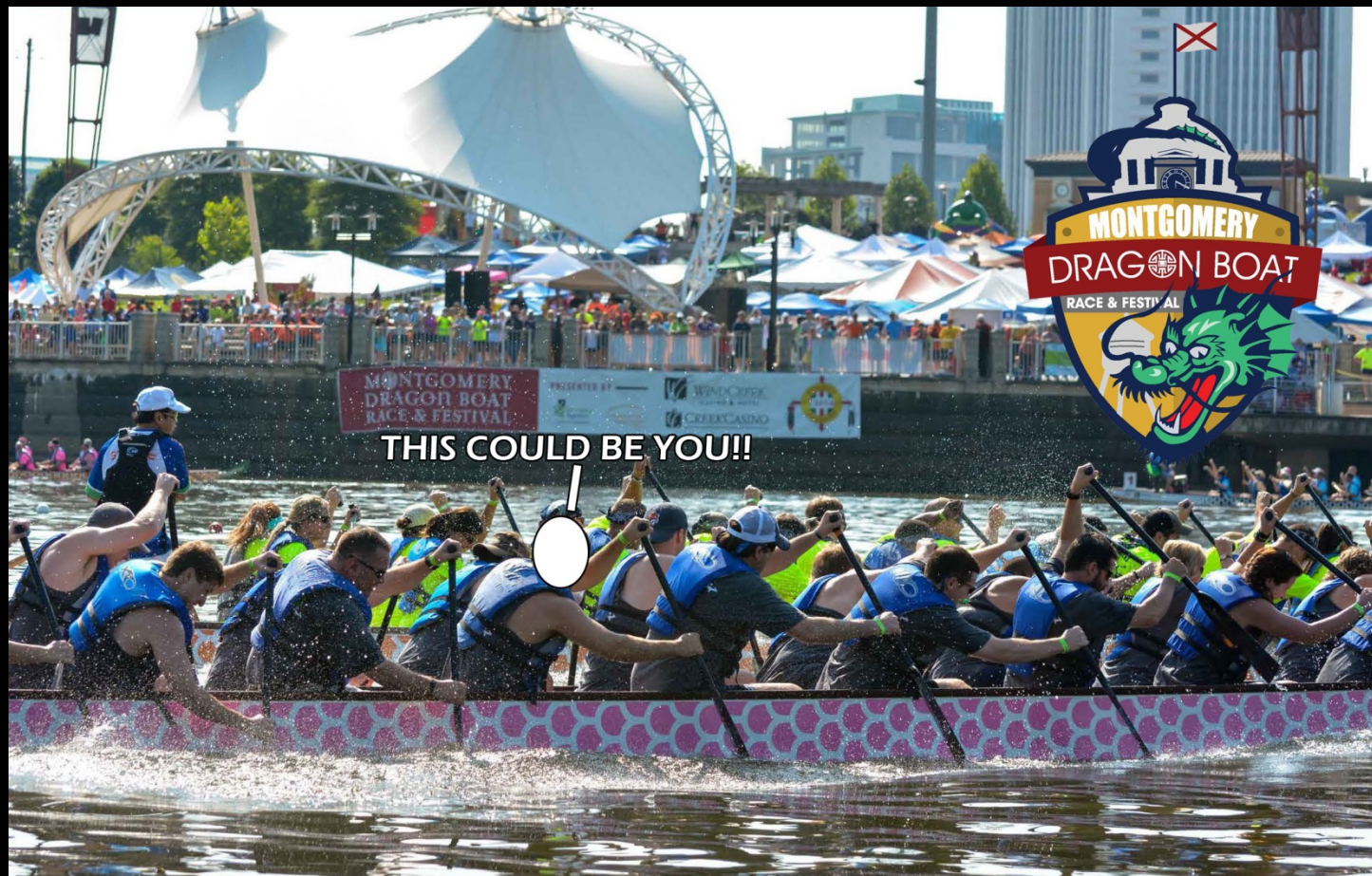
**\*\*This is the TAG's policy and it's not negotiable.\*\***

For additional information contact:

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

# UPCOMING EVENTS

The 187th Team Red Tails will be getting a crew together to participate in the 6th Annual Montgomery Dragon Boat Race. The race will take place Saturday, Aug. 29 in downtown Montgomery, on the river front. There are still a few seats available to join Team Red Tails. To join the winning team, contact Tech. Sgt. Matthew Garrett at 187FW/PA.



Col. Randal Efferson, 187th Fighter Wing commander, takes off from Dannelly Field in the newly painted Red Tail F-16C Fighting Falcon, July 30. (U.S. Air Force photo by Tech. Sgt. Christopher Baldwin)



*Final Photo*