



INFORMATION

187th Fighter Wing

Vol. 4, No. 9 September 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 >>

Members of the 187th Fire Department honors and remembers the FDNY firefighters who selflessly gave their lives on Sep. 11, 2001 by participating in the Alabama Remembers 9/11 Memorial Stair Climb on Sep. 13, 2015.



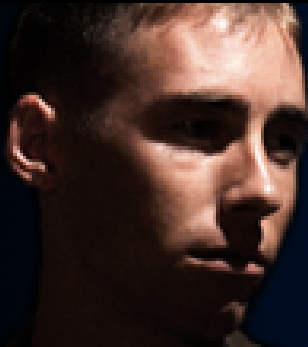
IN FORMATION is the official publication of the 187th Fighter Wing, Alabama Air National Guard. Contents of this publication are not necessarily the official views of, or endorsed by the U.S. Government, the Department of Defense, or the Department of the Air Force, or the National Guard.

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.



Submission deadline for the October 2015 publication is Oct 2nd . 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.

September is...



SUICIDE PREVENTION

CARING FOR AMERICA'S AIRMEN

Air Force Suicide Prevention Program

"As part of our key priority to Develop and Care for Airmen and Their Families, we are dedicated to the well-being of our Airmen and their overall physical and psychological health. The tragedy of suicide has the potential to strike across our Air Force and is not limited to Airmen who have deployed or will deploy, nor is it bound by rank, gender, ethnicity, or geography." -- *Gen. William M. Fraser III about Air Force suicide programs July 29, 2009 before the U.S. House of Representative Committee on Armed Services Subcommittee on Military Personnel*





AROUND THE PATTERN

Slump Removal

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

Have you ever heard of the National Resource Directory or NRD?

The NRD is a joint venture between the Department of Defense and the Department of Veterans Affairs. It is a central repository for services that are available to veterans and their families. NRD is an extension of the VA's eBenefits program and includes such topics as education and training, family/caregiver support, employment, health, housing, transportation, travel, and veteran service organizations. But did you know you can also find local volunteer opportunities available to you as well? I know this topic might not seem like it falls under psychological health. Well, it does because a lot of the issues we face often affect our quality of life and ultimately influences our thinking. Because what we do is influenced by what we think, there are more things that tend to fall under the umbrella of psychological health than we often initially realize. And, sometimes one of the best ways to get ourselves out of a slump can be to help someone else or do something different. So, I encourage you to check out the NRD at <https://www.ebenefits.va.gov/ebenefits/nrd>. All you have to do is type in a keyword and your zip code to get started. Maybe something there can help you with your "slump removal" efforts. I wish you the best and if you have questions or would like more information, please call me at 334-394-7112.

My motto was always to keep swinging. Whether I was in a slump or feeling badly or having trouble off the field, the only thing to do was keep swinging.

Hank Aaron

When you're in a slump, you do something different, just to try it. I remember one time I was in a slump, and I borrowed one of Henry Aaron's bats and hit two homers. I used my own bats the next night. I just needed a change.

Joe Torre



AROUND THE PATTERN

Alabama's 187th Fighter Wing Maintenance Group achieves the highest deployed F-16 Mission Capable rate

by: Tech. Sgt. Matthew Garrett— matthew.j.garrett6.mil@mail.mil
187th Fighter Wing Public Affairs

Maintaining a 30 year old fleet of F-16 Fighting Falcons can be challenging, especially while deployed to a combat zone in Afghanistan. The 187th Fighter Wing Maintenance Group met the challenges head on and they have the impressive maintenance statistics to show for it.

During the 2014 deployment to Bagram Air Field, Afghanistan, the Maintenance Group (MXG) achieved the highest F-16 Mission Capable (MC) rate in Bagram's recent history. In the 187th's six month deployment, the overall MC rate for the MXG was 86.2%. In July 2014, maintenance met or exceeded all goals set for trackable metrics and achieved a 90.2% MC rate.

To prepare for the deployment, Maj. Adrian Meyer, Commander, 187th Maintenance Squadron, applied a three prong approach – focus on preparing personnel, equipment and aircraft. All major aircraft inspections and heavy maintenance was projected seven months before the deployment. This allowed the maintenance workers to focus on having the F-16s deployment ready. The maintenance group worked hard at their goal, without working weekends or overtime, and the jets were ready three weeks early for the deployment.

"All the prep work is what allowed us to do what we did down range", said Meyer. "The reason we concentrated on maintenance so heavily is because knowing that our brothers and sisters in arms outside the wire are depending on the airpower we provide. If our jets are not ready, they would be in harm's way longer." One of the biggest challenges that arose while in Afghanistan was complication with the releasability of the Joint Direct Attack Munition (JDAM) bomb.

Maintenance Avionics and Weapons teams performed troubleshooting on the aircraft by working with system program managers, the 187th MXG was able to add steps to the technical orders for block 30 F-16s.

"It was a phenomenal effort on all the maintenance, both back shop and flight line, working together", said Meyer. "Through our hard work, we were able to support the Afghan presidential run off and inauguration. We didn't miss a single sortie for the entire deployment."

Lt. Col. John Cobb, 100th Fighter Squadron pilot, relied on the maintenance group to have fully mission capable fighter jets in order to provide close air support to the ground forces.

"During our missions, we faced challenging situations caused by weather, mountainous terrain and complex tactical scenarios. Because of the great performance of our maintenance, ammunition and weapons troops we had a safe, reliable and effective jet every time we flew", said Cobb. "We were able to fly every mission tasked to us, and that really built our confidence as well as the confidence of the ground forces we supported."



Members of the 187th Maintenance Group Egress Shop inspect an ACES II ejection seat for before it can be installed into F-16 Fighting Falcon, July 26, 2014, Bagram Air Field, Afghanistan. The Maintenance Group maintained the highest mission capable rates in Bagram's recent history. (U.S. Air Force photo by Tech. Sgt. Matthew Garrett\Released)



AROUND THE PATTERN



What worth is leadership? Enlisted Leadership Symposium 2015

by Senior Master Sgt. David Betts – David.betts.1@ang.af.mil

187th Fighter Wing Human Resource Advisor – 334.394.7178

What worth is leadership? This seems a given for any military personnel; or is it? Have you seen potential in someone and decided to give them a few pointers? It may in fact be true that real leaders

lead from the front. Either you choose to follow or you choose to show someone their potential. Do you choose someone who might outdo you, or someone who you think will not achieve what you have, or someone with limited potential?

Lt. Col. Elmer Norvell, 187th Civil Engineer Squadron commander, recently said, “True leaders lead/leave a legacy. Leaders don’t just leave, they leave a legacy.”

In other words, you are only as good a leader as those you lead. If they cannot outdo you, you are not the leader you think you are. Lead means lead.

During the recent Enlisted Leadership Symposium 2015, the “Lead” principle and “All IN” principle prevailed. Master Sgt. Terry Reilly, 187th Aircraft Maintenance Squadron First Sergeant, reminded us, “We are to set everyone up for success; but know that the younger Airmen need willingness to put in the work to get what they want. It is a privilege to be an Airman and to wear the uniform. Just checking the boxes, waiting for the next step because you have been enlisted the longest does not a leader make. You have to work and earn it.”

Tech. Sgt. Cassandra Munford, 187th Medical Group ophthalmic technician and acting First Sergeant, said, “The Enlisted Leadership Symposium was an empowering event that truly inspired leaders to lead. Each enlisted tier was represented at the

symposium from all 54 states, territories, and the District of Columbia. We were given valuable tools to bring back to our units. Many concerns were addressed, including resiliency training, improvements to ancillary training, the Airmen's Comprehensive Assessment, as well as preserving the Air National Guard's heritage and traditions. We were reminded of our profession of arms as well as how proud we once were to be a part of something bigger than us upon our basic training experience. We corporately declared that we are Airmen and not just a job title; we are victors and not victims. We were given the tools we need to lead as well as advance in our careers.”



Attendees of the 2015 Enlisted Leadership Conference from left are: Master Sgt. Terry Reilly, 187th Aircraft Maintenance Squadron first sergeant, Tech. Sgt. Cassandra Munford, 187th Medical Group ophthalmic technician and acting First Sergeant, Airman First Class Holly Kendrick, Civil Engineer Emergency management and Senior Master Sgt. David Betts, 187th Human Resource Advisor. The conference was held at Camp David, West Virginia.



CHAPLAIN



"Chaplain's Corner"

by Capt. John Bailey, Chaplain

Greetings from the Chaplain Corps!

An old proverb states, there is a new time and new season for everything under the sun which certainly applies today! This morning the temperature was in the fifties as college football has taken off and NFL kicks off today so has the new season. This new season applies to all our lives as we prepare for the upcoming months and especially in the government, it's a new fiscal year. As chaplain service enters into this new season, I would like to invite everyone to complete the short survey on how chaplain service can improve in serving you and your family. Many people are asking about upcoming retreats this year so please share with us any thoughts or suggestions as we move into this new season. In fact, October 3rd I will be hosting a Fall Festival at the Tuskegee Veteran Affairs which will include activities for the entire family which is during drill weekend. It's a great opportunity especially those who have deployed or in the process of deploying to come and learn about the benefits you have earned. Again, please complete the short survey and help us to help you in this new season and new fiscal year! Blessings!



Staff Sgt. Adrienne Barron, Security Forces Squadron, gets sprayed in the eyes with OC Pepper Spray during training on Sep. 12, 2015. (U.S. Air Force photo by Tech. Sgt. Matthew Garrett\Released)





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 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

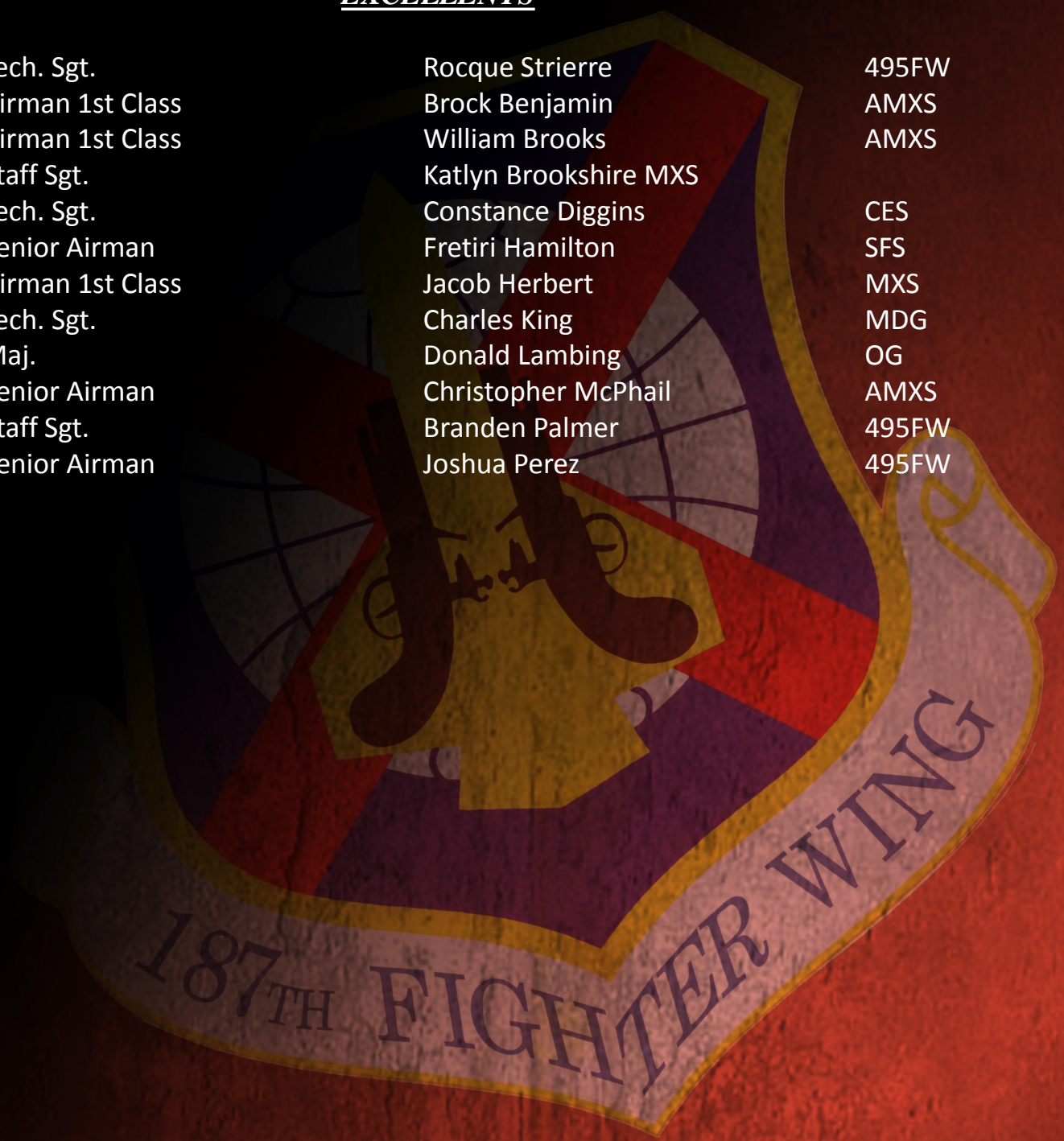
The following individuals scored a PERFECT 100 or EXCELLENT during last month's Fitness Assessment.



CONGRATULATIONS!!!

EXCELLENTS

| | | |
|------------------|---------------------|-------|
| Tech. Sgt. | Rocque Strierre | 495FW |
| Airman 1st Class | Brock Benjamin | AMXS |
| Airman 1st Class | William Brooks | AMXS |
| Staff Sgt. | Katlyn Brookshire | MXS |
| Tech. Sgt. | Constance Diggins | CES |
| Senior Airman | Fretiri Hamilton | SFS |
| Airman 1st Class | Jacob Herbert | MXS |
| Tech. Sgt. | Charles King | MDG |
| Maj. | Donald Lambing | OG |
| Senior Airman | Christopher McPhail | AMXS |
| Staff Sgt. | Branden Palmer | 495FW |
| Senior Airman | Joshua Perez | 495FW |





Phillip Cone son of Scott Cone and nephew of former Command Chief Master Sgt. Michael Cone joined the unit recently as a Crew Chief continuing the family heritage of military service. (Photo by: Tech. Sgt. Matthew Garrett)



VACANCIES

Air National Guard Technician

| <u>POSITION TITLE</u> | <u>ANNC NUMBER</u> | <u>CLOSEOUT DATE</u> |
|--|--------------------|----------------------|
| SAFETY AND OCCUPATIONAL HEALTH MANAGER | ALAF15-198 | 9/14/15 |
| AIRCRAFT ENGINE MECHANIC | ALAF15-191 | 9/14/15 |
| AIRCRAFT ORDANACE SYSTEMS MECHANIC | ALAF15-207 | 9/21/15 |
| GENERAL SUPPLY SPECIALIST | ALAF15-209 | 9/24/15 |



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 *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

Members participated in the 6th annual Montgomery Dragon Boat Race, Aug. 29, 2015. The race provided a way for teams to compete against each other and raised money for charity. This is the first year the 187th Team Red Tails participated in the race.(Photo by: Maj . (ret.) Ken Garrett)



Final Photo