

INFORMATION

187th Fighter Wing

Vol. 4, No. 10 October 2015



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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**

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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 Security Forces Squadron practice Shoot, Move, Communicate tactics Oct. 3. (Tech. Sgt. Matthew Garrett)

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 November 2015 publication is Nov 6th . 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.

October is



National Cyber Security Awareness Month





AROUND THE PATTERN

Domestic Violence/Bullying Prevention and You

By: LaTonja Reynolds – latonja.reynolds@ang.af.mil

187th Fighter Wing Director of Psychological Health

October is Domestic Violence and Bullying Prevention Month. If you know someone who is being abused, neglected, or bullied you can help him or her by using the same principles of Ask, Care, and Escort that you use for suicide prevention. The cycle of violence can be a very complicated and frightening situation for both those intimately involved in it as well as onlookers. It can render even the strongest person feeling vulnerable, helpless, and full of despair.

So, what can you do if you know someone who is living in a cycle of violence? The list below is not all inclusive, but covers a wide range of ideas that are important to consider when seeking to help someone who is in the cycle of violence. Believe it or not, if you care about him/her, you are already in that cycle with them regardless of whether you recognize it or not. So, it is never too early to reach out for assistance for yourself and the person you are helping, should you decide to intervene.

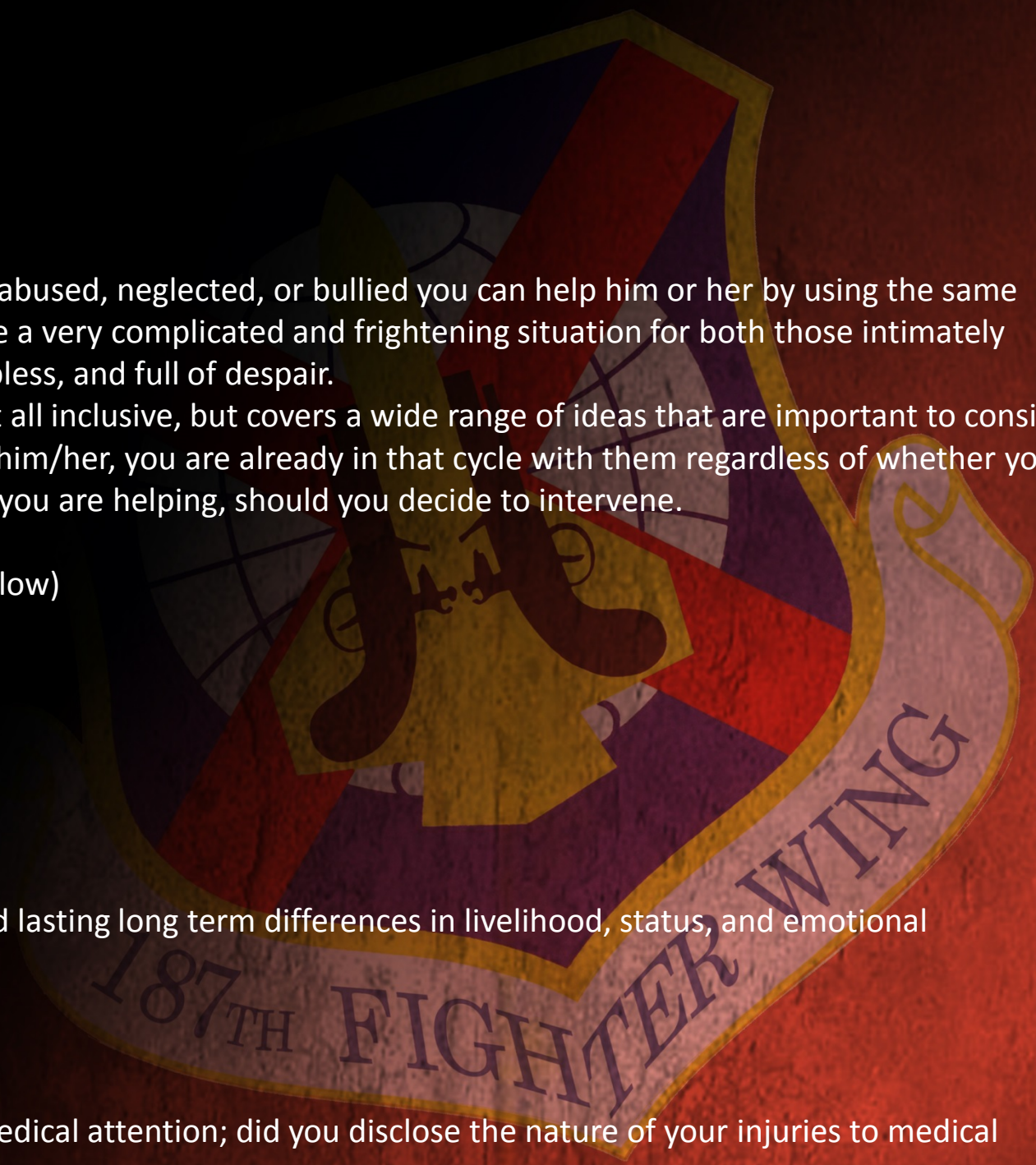
1. Overtly ask—are you in an abusive relationship or being bullied, using specific questions (see below)
2. Listen, without further victimizing/judging/blaming him/her
3. Don't question why they stay or why they left the person and returned
4. Make sure you are clear—for yourself—being supportive is not the same thing as condoning
5. Assure him/her they can't control another's reactions
6. Focusing on the person's strengths help him/her develop a safety plan
7. Provide a safe place to land; contact social service agencies with him/her
8. Call Alabama's toll free crisis line for domestic violence: 1-800-650-6522
9. Be patient. Change takes time, especially when upsetting the status quo leads to immediate and lasting long term differences in livelihood, status, and emotional connections

Specific questions to ask if you suspect domestic violence/bullying:

Is someone:

1. Hurting you physically—have any of your injuries required medical attention; did you receive medical attention; did you disclose the nature of your injuries to medical authorities*
2. Belittling, ridiculing, or humiliating you (when you are alone, in front of others or via social media)*

Continued next page





AROUND THE PATTERN

Domestic Violence/Bullying Prevention and You cont.

3. Threatening to seriously harm you* or threatening to hurt him/herself because of you
4. Physically hurting or threatening to hurt children, pets, others/things important to you*
5. Telling you he/she can't live without you
6. Keeping you away from family or friends or turning others against you*
7. Acting jealous or possessive (accusing you of having affairs)
8. Checking up on you at work or following you (causing problems at work)
9. Monitoring your electronics: computer, cell phone, etc.
10. Insisting on your accounting for every minute of your time or money
11. Breaking or throwing things at you or in your direction*
12. Forcing you to have sex (can be true for men and women)

* Indicates bullying and domestic violence

The best thing you can do is help the survivor see they have options. The good news is help is available for both survivors and perpetrators.

If you know someone who is in a domestic violence situation, give him/her the crisis line number. Print this page, cut out the number below, tell him/her what it is for, and recommend they put it in their shoe.

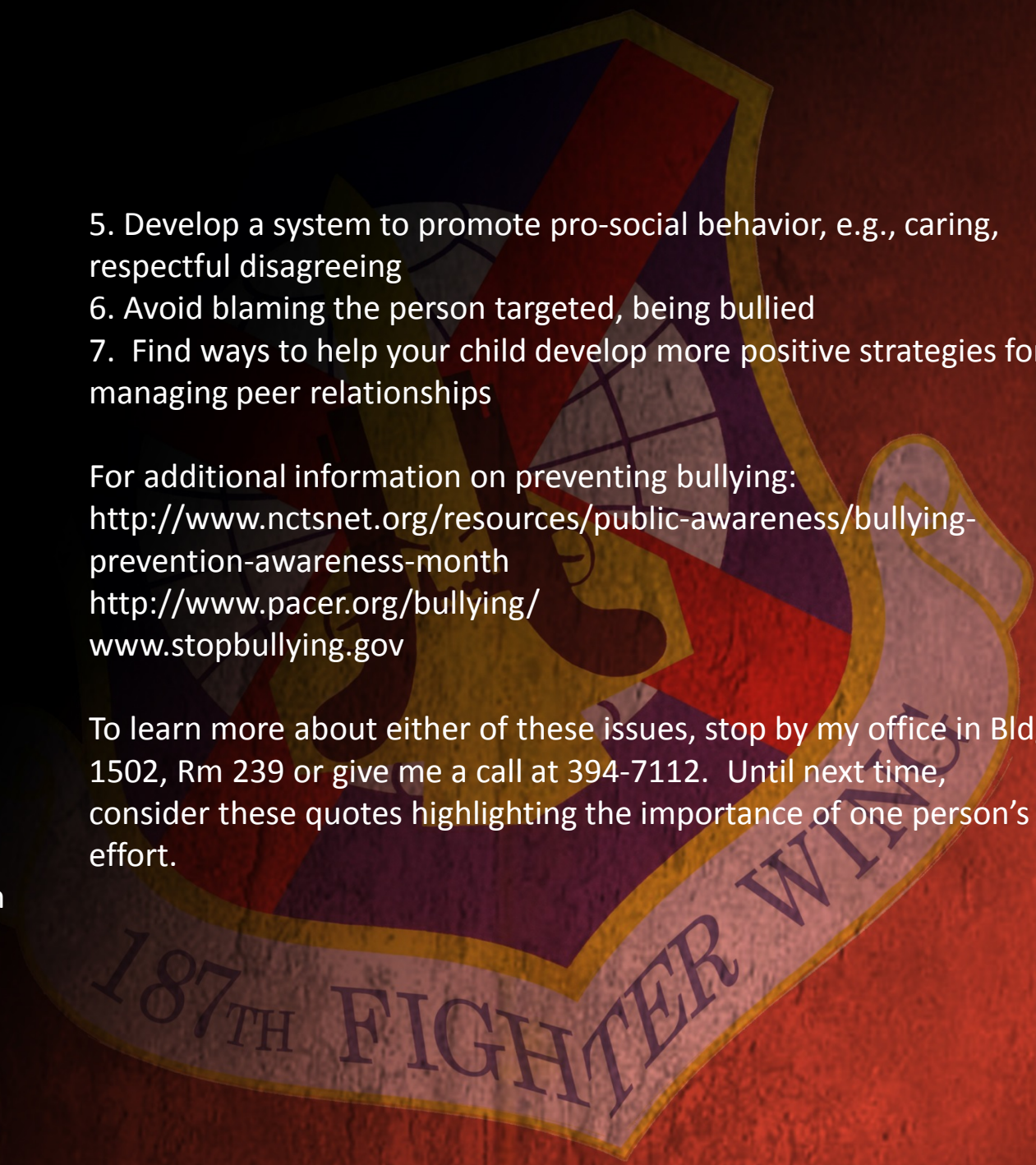
Research suggests bullying can begin as early as preschool with phrases such as "You're not my friend anymore!" Specific issues adults can address are:

1. Resolve your own shock that your child is bullied or has been bullying others
2. Take every issue of name calling and threatening seriously
3. Be a positive role model
4. Use an anti-bias approach that focuses on respect, diversity, and inclusion

5. Develop a system to promote pro-social behavior, e.g., caring, respectful disagreeing
6. Avoid blaming the person targeted, being bullied
7. Find ways to help your child develop more positive strategies for managing peer relationships

For additional information on preventing bullying:
<http://www.nctsnet.org/resources/public-awareness/bullying-prevention-awareness-month>
<http://www.pacer.org/bullying/>
www.stopbullying.gov

To learn more about either of these issues, stop by my office in Bldg 1502, Rm 239 or give me a call at 394-7112. Until next time, consider these quotes highlighting the importance of one person's effort.





AROUND THE PATTERN

187th Fighter Wing hosts needed course for Intelligence personnel

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

The 187th Fighter Wing hosted the first ever Air National Guard (ANG) Intelligence Fighter Training Unit (IFTU) class at Montgomery Regional Air National Guard Base in Montgomery, Ala., Aug. 21. The 12 day course had 14 students from seven different ANG bases.

IFTU training for intelligence personnel is typically held at Luke AFB, Ariz., and lasts five weeks. The course analyzes how all the different weapon systems in the Air Force integrate into the F-16 Fighting Falcon in order to effectively operate in combat.

“Each intelligence student is required to have initial qualification training to be a full up intelligence troop. They have to go to Luke AFB for Initial Qualification Training (IQT),” said Capt. Shawn Daley, Senior Intelligence Officer. “Mission Qualification Training is the follow on to be combat mission ready.”

Training at Luke AFB is limited by available seats. The limited number of seats has created a backlog of intelligence personnel who still need training.

Daley said, “There are 84 seats per year for all the Air Force intelligence personnel. The ANG needs 54 people trained right now, and that’s not including the new people coming in through the pipeline. So we asked ourselves, ‘why can’t we do it here?’”

Daley was instrumental in getting the course set up at the 187th Fighter Wing.

“In order to be Air Force compliant, we had to go to the National Guard Bureau (NGB) and ask for a waiver. said Daley. “Instead of going to Luke AFB, we were going to do our own in-house IQT. NGB had to present the waiver and sign off on it. Then they sent it to Air Combat Command and Air Education and Training Command to sign off on the waiver. Administratively, we had to go through all those channels to make this legal.”

This is the first time the Air National Guard has done an F-16 IFTU class where people have come from ANG bases from all over the country to participate. By hosting the IFTU course at the 187th Fighter Wing, Daley was able to save the NGB \$112,000.

“Now you are going to have intelligence members that are going to be able to continue their training, get more knowledge on the type of systems they need to know in order to be combat mission ready, so that way our intelligence personnel can help the pilots be more effective,” said Daley.





Col. Randal Efferson, 187FW commander, addresses the audience during a town hall meeting, Sept. 22. The town hall meeting was a chance for wing leadership to talk about the future goals of the 187FW.(U.S. Air Force photo by Tech. Sgt. Matthew Garrett\Released)



AROUND THE PATTERN



A Story of a Whale, a Shark, a Dolphin and an Urchin
by Senior Master Sgt. David Betts – David.betts.1@ang.af.mil
187th Fighter Wing Human Resource Advisor – 334.394.7178

An internet search will tell a person that an ocean is a very large expanse or quantity. The 187th Fighter Wing can be an ocean for Airmen with many different swimming lanes. No lane is the same or straight, by definition. Your ability to manage decisions and discern the outcome of those decisions will determine your success.

We offer an hour and a half developmental course (Four Lenses) twice a quarter, along with monthly force development seminars to assist in your ability to predict other Airmen's actions or responses so that you are able to make reasonable and logical career decisions as it relates to the large expanse of interactions.

Francis McCarthy, a writer and Digital Marketing Strategist, wrote an article called, "The 4 Personality Types." She states that, "The ability to relate to all kinds of people is crucial to your success in business, and in life in general." In this article we are asked, "Which personality are you, which personality is your partner, which personality is your close friend?" Which personality is your supervisor, your mentor and your parents? In her ocean, McCarthy describes the dolphin as Richard Branson, English businessman and investor; the urchin as Warren Buffett, business magnate, investor and philanthropist; the whale as Oprah Winfrey, talk show host, and the shark as Mark Cuban, businessman and investor. Keep in mind that all these personalities are successful in their own rights.

Firstly, for the sake of personality types and Four Lenses, McCarthy writes, "Dolphins will push aside responsibility to have a good time. They are the life of the party." If you know that a person has a (orange lenses) dolphin's personality, why force them to become an urchin or a perfectionist? The better course of action is to assign the task portion to the better-suited personality when you can.

The article follows with urchins (green lenses) who need to know an abundance of information. You need this person around. Not everyone can sit and read or study for hours or write many revisions of the same Air Force Instruction. These people are independent and operate solo for the most part.

On the other hand, blue lenses, or whales are group-oriented and like to get everyone involved.

Gold lenses, or sharks, such as Mark Cuban have a list of items of interest and a range of tasks to accomplish. They want or need to be in charge because the others do not operate on their schedule or stay on task. Sharks take responsibility for the victory or defeat of the team. They need to accomplish something in order to feel productive.

Most of 187FW and the Air Force are sharks or dolphins. Urchins are the fewest, and coming in third are whales. If you think about it, you can see those Airmen who are task-orientated and those that are group thinkers, as well as solo workers and those that are focused on not making this too complex. Keep in mind that all these personalities are successful in their own rights, but they have different drivers.

You can benefit from communicating in style, connecting in kind or expecting that a shark will react like a shark if you take away accomplishments. They will lash out. Sometimes sharks like to have fun too and sometimes whales like to read self-help books or study. McCarthy writes, "Remember that people are usually one primary personality type and one secondary." We are a diverse ocean, but we all are in the ocean.

References:

- ▶ AFPD 36-70, Diversity, 13 October 2010
- ▶ The 4 Personality Types – Branson, Buffett, Oprah & Cuban
<https://www.linkedin.com/pulse/20140323053451-23751565-the-4-personality-types-branson-buffett-oprah-cuban>
- ▶ Google - <https://www.google.com/search?q=define+ocean&ie=utf-8&oe=utf-8>
- ▶ Caring and respectful equals successful
<http://www.theglobeandmail.com/report-on-business/careers/management/caring-and-respectful-equals-successful/article24423725>



CHAPLAIN



“Chaplain’s Corner”

Submitted by: Master Sgt. Robin Bell

“No temptation has overtaken you except such as is common to man; but God is faithful, who will not allow you to be tempted beyond what you are able, but with the temptation will also make the way of escape, that you may be able to bear it”.

1 Corinthians 10:13

It appears that we are living in the last days and we are tempted on every front...television, radio, video games, telephones, computers, text messages, etc. All of these modern technologies have the potential to open a door that makes sin seem acceptable. It is through these avenues that we can be tempted by Satan’s #1 strategy...FEAR. There is endless news about school shootings, terrorism, conflict on foreign soil, political strife and so much more. But the more we trust in God and his ability to shield us, the less we give in to sin and fear. If we put our trust in God, he will always give us a way out of the anxiety, confusion, and fear. Peace is the way out. According to 2 Timothy 1:7, “God has not given us a spirit of fear; but of power and of love and of a sound mind”. God is faithful and there is peace in trusting Him.

Written by Rev. Predest Richardson, Pastor of House of Love Ministries, Paulding Ohio





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




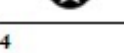





First Sergeant Category – Senior Master Sgt. Kristie J. Pomilia

Congratulations FY 15, 2nd Quarter, Airman of the Quarter award winners!

AMN: Airman 1st Class Akimee Smith

NCO: Staff Sgt. Ricardo Hill

Enlisted Promotion Requirement Matrix

RULE	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:

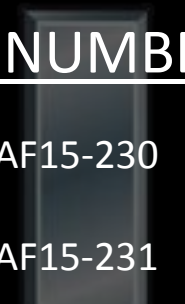
- Promotion of the State Recruiting and Retention Superintendent (RRS) will require 9-skill level certification by the commander.
- Effective 1 April 2006, any member accessed into the ANG on or after this date must have 12 months TIG as an A1C (E-3) and 24 months TIS to be promoted to SrA (E-4).
- TIS 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.



VACANCIES

Air National Guard Technician

<u>POSITION TITLE</u>	<u>ANNC NUMBER</u>	<u>CLOSEOUT DATE</u>
VICE COMMANDER	ALAF15-230	10/13/2015
IT SPECIALIST (NETWORK)	ALAF15-231	10/15/2015
MEDICAL ADMINISTRATIVE OFFICER	ALAF15-232	10/16/2015
BASE SERVICES MANAGER	ALAF15-240	10/16/2015
AUDIOVISUAL PRODUCTION SPECIALIST	ALAF15-237	10/23/2015
ELECTRONIC INTERGRATED SYSTEMS MECHANIC	ALAF15-239	10/23/2015



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 *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

Lt. Col. Ryan Barker, outgoing 100th Fighter Squadron commander, gets hosed down after his final flight, Sept. 29. (Photo by: Tech. Sgt. Matthew Garrett)



Final Photo