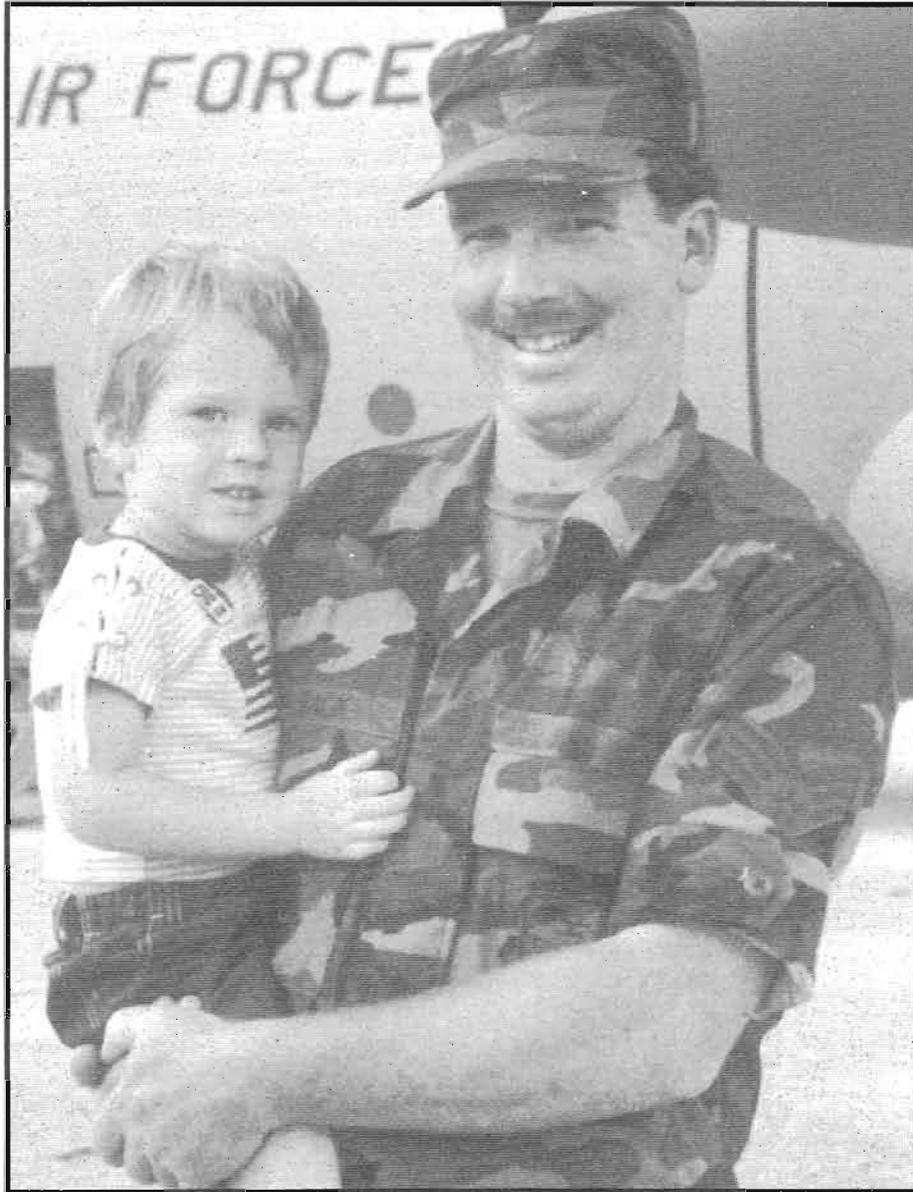


U.S. AIR FORCE



VIKING FLYER

934th Airlift Wing, Air Force Reserve Command, Minneapolis-St. Paul International Airport Air Reserve Station, Minn.



Mark Davidson

Salute to families: Family Day '97

► See Pages 6-7

Col. Michael Gjede,
wing commander
Maj. Steven Hatcher,
public affairs director
Mark Davidson,
chief of PA

Cherie Huntington,
editor/PA specialist
Senior Master Sgt. Mark Davidson,
superintendent
Master Sgt. Darrell Habisch,
NCOIC

Master Sgt. Tim Turner,
Tech. Sgt. Janet Byerly,
Staff Sgt. Larry Dean,
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Staff Sgt. David Mattson - 27th APS
Staff Sgt. Laura Taylor - 934th MXS
Master Sgt. Genel Kampf - 934th OSF
Tech. Sgt. Bernadette Koehle - 934th AES
Staff Sgt. Niklas Hammarberg - 934th SFS
Staff Sgt. Michael Sanford - 934th ASTS
Staff Sgt. Robert Walz - 934th CF,
(UPAR of the Year 1996)
Senior Master Sgt. Timothy Tamlyn -
934th CES
1st Lt. Scott Brady - 96th AS
Staff Sgt. Michael Dvorak - 934th LSS
Master Sgt. Ruth Duffy - 934th SVF
Staff Sgt. Shannon Armitage - 934th AW

On the cover

Sgt. Brian Back,
MXS, and his son,
Jonathan (3),
enjoyed Family Day
'97 together,
Sept. 7. For more
photos from the
celebration, see
Pages 6-7.



Mark Davidson

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Commentary

Pennies from heaven – not *Wing needs collective 'penny pinching' ideas*

Col. Michael Gjede
wing commander

It's that time of year when our financial accounts are replenished. Annual tour days are reset, unit manday accounts are restocked, supply accounts have money and we can now go spend, spend, spend. Life is good!

Not quite.

This year promises to be just like last year. We'll once again be testing our management skills to try and get done what we need to get done – with minimal funding. That translates to saving a few dollars where we can find them. During the course of the year, you'll see initiatives to save money, and as you might expect, some won't always be popular.

One example is moving the Unit

Training Assembly lodging eligibility out to 75 miles for the main UTA. We were forced into this because more than 50 rooms in lodging will be down for refurbishment. This would cause a tremendous increase in contract quarters expense for which we really have no budget.

You'll see other cost-saving measures implemented as required. As is always the case at the 934th, if you have an idea or suggestion on a way we can save money, pass your ideas up through the chain of command. If it makes sense, we'll do it.

Since the traditional end-of-year unfunded windfall has virtually dried up, the only way we can find discretionary dollars is through our own improved efficiency. With extra vigilance, hopefully we can find money to fund some nice-to-have projects. □

Widnall completes 'long tour'

Air Force secretary returns to academia after four years of challenges, achievements

It has been an honor for me to serve with the professional men and women – both military and civilian – in the U.S. Air Force," said Secretary of the Air Force **Sheila Widnall**. She will leave her post Oct. 31 and return to teaching and duties in the senior administration at the Massachusetts Institute of Technology.

Widnall was the associate provost of MIT and a member of the faculty for

more than 28 years before becoming secretary of the Air Force Aug. 6, 1993.

During her tenure, the Air Force has had many achievements, challenges and changes. Her hands-on leadership style is credited with articulating the Air Force's core values and competencies. She also commissioned the 50-year technology outlook known as New World Vistas and guided the long-range planning effort, Global Engagement.

"What has impressed me the most is the exceptional caliber of the people serving in today's military," she said. "America can be proud knowing the Air Force is well-positioned to enter the 21st century."

The secretary added, "I take particular pride in the fact that I was able to serve as the first woman service secretary. It has always been my intention to see the Air Force through its 50th anniversary and then return to academia. I am excited about returning to MIT and will look back on my tenure as secretary with great pride and a strong sense of satisfaction." (*Air Force News Service*, "Must Run") □

UTA schedule

Nov. 1-2	March 7-8	August 1-2
Dec. 6-7	April 4-5	Sept. 12-13
	May 2-3	▶ UTA pay
1998:	June 6-7	should be
Jan. 10-11	July 11-12	deposited by:
Feb. 7-8		Oct. 15.

New joint chiefs chairman confirmed

The Senate unanimously confirmed Army **Gen. Henry Shelton** as the next chairman of the Joint Chiefs of Staff, Sept. 16.

Shelton, who was chief of U.S. Special Operations Command at MacDill Air Force Base, Fla., takes the position Oct. 1. He succeeds Army **Gen. John Shalikashvili**, who retires Sept. 30.

Inspections see changes Jan. 1

Beginning Jan. 1, the Headquarters Air Force Reserve Command Inspector General will eliminate some of the sting associated with unit inspections. The 934th Airlift Wing's expects its next inspection sometime in August or September 1998.

The IG will continue to concentrate on critical areas — those areas mandated by federal or state law, executive order, Department of Defense directive and key result or objective of the Air Force and Air Force Reserve Command strategic plan.

However, noncritical areas, which may or may not affect the overall performance of the unit, will not be inspected. The IG team will also stop checking Unit Self Assessments, which means units will need to rely more heavily on higher headquarters staff assistance visits.

These changes came out of an Air Force Blue Ribbon Commission that met earlier this year to discuss the role of the IG in inspections, assessments, evaluations and awards. Concerned with the increasing inspection demands on bases and units, the commission recommended to senior Reserve officials a reduction in the aggregated "footprint" of the IG. As a result, the size of the inspection team will decrease and the amount of time the IG spends on a base will lessen. (*Air Force Reserve Command News Service*)

Dental program starts for reservists

Members of the Selected Reserve and National Guard can now apply for low-cost dental insurance sponsored by the federal government.

Meanwhile, the retiree dental plan has been delayed, as Congress wants the Department of Defense to consider changing from a single national premium to a local/regional rate schedule.

About 780,000 reserve component members from all the services, including some 72,000 AFRC members, were to be mailed enrollment packages and information about the TRICARE Selected Reserve Dental Program in September, but at press time, Sept. 19, none had been received. Enrollment will be available any time, according to officials from Humana Military Healthcare Services Inc., the contractor for the program.

Serious dental problems prevented many reservists from deploying during the Persian Gulf War. As a result, in the 1996 Defense Authorization Act, Congress directed DoD to create a dental plan for reservists.

Under the government-sponsored program, DoD will pay 60 percent of the monthly premium or \$6.53 per month for each enrollee, who is responsible for the balance of \$4.36 per month. A four-month premium prepayment is required upon enrollment.

Program participants will not cost-share for covered diagnostic, preventive and emergency services. For covered

restorative services, E-4s and below will pay a 10 percent cost-share. E-5s and above will pay a 20 percent cost-share. For covered oral surgery, E-4s and below will pay a 30 percent cost-share, while E-5s and above will shell out 40 percent. There is no deductible for the program but the maximum benefit is \$1,000 per enrollment year for covered services.

Humana has established a network of dentists who have agreed to accept the program's payment for covered dental services as payment in full. If a program enrollee chooses a non-network dentist, he or she will have to pay the difference between what the plan pays and what the dentist normally charges for the service, plus the cost-share. Non-network dentists may also require enrollees to file their own claim forms.

A toll-free number, 1-800-211-3614, has been set up to provide information on enrollment, address changes and locating a participating dentist in the beneficiary's area. (*AFRCNS*)

Policies change on participation, keeping PEP promotions

Two AFRC policies have now changed, one on unsatisfactory participation and one on Promotion Enhancement Program overgrades.

AFRC has changed command policy on unsatisfactory participation, with nine unexcused absences from scheduled training now the cutoff rather than eight, within a 12-month period.

With this change, military personnel flights now begin the reassignment process for nonparticipation once the member has accrued nine unexcused absences. Missing a UTA without an excuse constitutes four unexcused absences. This change will be reflected in the next revision to Air Force Manual 36-8001.

Also now in effect is a new policy allowing PEP members whose assigned position is lost due only to their position being downgraded or deleted by manpower actions now locally generated to keep their PEP grade. (*Headquarters Air Reserve Personnel Center and HQ AFRC*)

Brief briefs ...

▶ Reserve and Guard C-130 units, including the 934th, have been asked to expect taskings for the next few years in the third quarter of each year to **Operation Southern Watch** in Saudi Arabia.

▶ **President Clinton** authorized a 2.3 percent **civilian pay raise** nationwide and an average locality increase of .5 percent, effective Jan. 1.

▶ The first **F-22 Raptor** air dominance fighter for the Air

(Continued on next page)

Surfin' the VF

- 5** Civil engineers, personnel suffer cuts
- 6-7** Family Day '97 photo review presented
- 9** Flying safety milestone achieved

Precision engagement

Laser-like efficiency in taking out targets reflects Joint Vision 2010

(This is the seventh installment of a nine-part series on core values/competencies.)

Precision engagement is a core competency that directly links the core competencies of the Air Force to joint military operations.

In Joint Vision 2010, former Chairman of the Joint Chiefs of Staff **Gen. John Shalikashvili** terms precision engagement one of four operational concepts that joint forces will need to dominate an adversary in any conflict during the next century.

Likewise, the Air Force has recognized precision engagement as one of the six core competencies in the Air Force's strategic vision: "Global Engagement: A Vision for the 21st Century Air Force." It joins air and space superiority, global attack, rapid global mobility, information superiority and agile combat support as one of the fundamental capabilities that the Air Force provides the nation.

Joint Vision 2010 defines precision engagement for the joint force as the ability "to locate the objective or target, provide responsive command and control, generate the desired effect, assess our level of success and retain the flexibility to reengage with precision when required."

The Air Force's vision of precision engagement is grounded in the joint definition, according to former Chief of Staff **Gen. Ronald Fogleman**, but focused on applying this concept through the medium of air and space.

"The essence of precision engagement is the ability to apply selective force against specific targets and achieve discrete and discriminant effects," he said.

He noted that the Air Force has a long legacy in developing this type of capability. "Its origins date back to the 1930s at the Air Corps Tactical School," Fogleman said, "and it's a capability that has grown in reality from then until the present." Today and in the future, he said, "Our forces will be more precise and more effective, at day or night, in good weather or bad, whether delivering food or lethal ordnance."

Fogleman said technology has driven each military era's definition of precision. "In the 21st century, it will be possible to find, fix or track and target anything that moves on the surface of the Earth," he said.

He said this is an emerging reality that will dramatically change the conduct of warfare and the role of air and space power.

"As Air Force members, we have a responsibility to understand, develop and advocate new ways that air and space power can serve the nation and the joint force commander," Fogleman said. "We must develop new operational concepts that clearly address how air and space power can achieve directly or contribute to achieving the full range of joint campaign objectives. Our ideas and doctrine must be as creative and flexible as the instrument itself."

When conflict occurs, said Secretary of the Air Force **Dr. Sheila Widnall**, the Air Force of the 21st century must offer options for the employment of force in measured but effective doses. "To do so, the Air Force will rely on global awareness capabilities to support national decision-making and joint operations to determine military objectives and enable precise targeting," she said. "Air and space forces will then apply power that is no less overwhelming because it is also discriminating."

Because it will save lives of friends, foes and civilians, Widnall said, the Air Force core competency of precision engagement will remain a top priority in the 21st century. *(Air Force News Service, "Must Run")* □

Briefs in blue ... *(Continued from previous page)*

Force flew for the first time Sept. 7, taking to the skies in the Atlanta area from Dobbins Air Reserve Base, Ga., for an hour flight.

► For the first time, an active-duty Air Force officer commands an Air National Guard wing as **Col. Walter "Buster" Burns** has started a three-year tour as commander of the Connecticut ANG's 103rd Fighter Wing at Bradley ANG Base.

► Air Mobility Command has designated fiscal year 1998 "**Year of the Enlisted Force.**" The decision to emphasize the enlisted force in 1998 was made by the command's active-duty, Reserve and Guard leadership last spring.

► AMC's next two **Rodeo competition sites** have been chosen, McChord Air Force Base, Wash., for Rodeo 1998 and Pope AFB, N.C., for Rodeo 2000.

► A cloth emblem of a falcon will replace individual major command metal crests now worn by **security police** on their berets, starting Nov. 1.

► Reserve members deploying overseas are reminded of **restrictions on certain items** they may plan to carry or mail home, according to U.S. customs officials. For example, Cuban cigars are available throughout Europe, but Cuban products are banned from the United States, as is red meat and sausage which is not U.S. Department of Agriculture-approved.

► With the 934th's Oct. 26 centralization of Civilian Personnel Office operations at Randolph Air Force Base, Texas, the **external civilian job application process** will see changes. External applicants will no longer submit separate applications for each vacancy; only one resume is required for positions in geographic regions selected. People interested in air reserve technician positions will still apply through the Special Examining Unit, Macon, Ga.

☉ For a brochure on the new external hiring process, stop by the 934th CPO, Bldg. 760, or call 713-1483. *(AFNS and command message traffic)* □



It's like aircrew mid-terms, with check rides, exams, 'pop quizzes'

Mark Davidson
public affairs



The 934th Airlift Wing will receive an Aircrew Standardization and Evaluation Visit from 15th Air Force, Oct. 31-Nov. 7.

"This is one of the top three inspections the wing gets, along with the Operational Readiness Inspection and the unit compliance inspection," said **Capt. Michael Dargen**, 934th Operations Group chief of standardization and evaluation, commonly called "stan-eval."



More than 150 aircrew members from the 96th Airlift Squadron, 934th Aeromedical Evacuation Squadron and wing headquarters are eligible for evaluation during the ASEV, according to Dargen.

"A minimum of 25 percent of the eligible aircrew members will receive flight or ground performance

evaluations," he said.

This will be the wing's first ASEV with AES evaluated side-by-side with the 96th, according to **Maj. Anne Jones**, chief of stan-eval for AES.

"Past AES inspections were more like the Health Services Inspections, with some emphasis on stan-eval of the aeromedical evacuation training program," said Jones.

This ASEV has been affected by this year's gaining Air Force command switch from Air Combat Command to Air Mobility Command, said Dargen.

"Since it takes time to rewrite publications and coordinate the changes amongst the active-duty Air Force, Air National Guard and Air Force Reserve Command higher headquarters functions, the flying side of the stan-eval program will be the only portion inspected," said

Dargen. "A staff assistance visit will be conducted on the program/paperwork side."

Dargen and Jones said the preparation for the ASEV has involved lots of one-on-one, direct instruction of flying training and practice for written testing.

"We're trying to get our members prepared for scheduled evaluations of aircrew performance in addition to spot evaluations," said Jones. "These could involve any aircrew member being pulled aside and questioned on an aircraft-related or patient care skill."

The ASEV, explained Dargen, is basically an inspection of established training methods administered by stan-eval chiefs.

"The 934th has always done well in the past on inspections," he said. "We have one of the best C-130 programs in the Air Force, and the ASEV will prove it." □



Civil engineers chopped

Squadron loses 56-person Prime BEEF team in command-wide cuts

Mark Davidson
public affairs

The 934th Civil Engineer Squadron will lose 56 positions this month, part of 828 civil engineering positions lost in the Air Force Reserve Command on Oct. 1.

The loss of these positions, according to AFRC officials, is due to adjustments to the "two major regional conflict" scenario requirements.

"There are fewer fighter wings around the world to build bare bases for and fewer specific wartime taskings," explained **Lt. Col. Randy Hoscheid**, CES commander. "The teams being cut are follow-on teams, which are duplicate skills going to the same location."

Twenty AFRC civil engineer units will lose people, while seven units will gain people during fiscal year 1998. The 934th will end up with one 55-

person Prime BEEF team and two 12-person fire fighter teams on Oct. 1, 1998.

"When I joined this unit in 1990, we had nearly 250 people," said Hoscheid. "We lost one 55-person team in 1993 due to personnel reductions, and then the services folks were split off to form their own unit a few years ago. Late next year we'll be down to approximately 80 people."

This reduction of unit people, according to Hoscheid, is one of the most difficult areas a unit commander deals with in his or her duties. "I have to decide who goes and who stays in the unit," he said.

There are several ways unit members losing their positions can find new jobs, according to Hoscheid.

"We'll try to keep approximately 20 people, mostly technical sergeants and below, as overages in the unit," said Hoscheid. "Over the course of one year

(Continued on Page 12)

Personnel flight shrinks; medical squadron grows

People losses, rank downgrades and big gains will affect two wing units on Oct. 1. The affected units are the 934th Mission Support Flight and the 934th Aeromedical Staging Squadron.

The MSF military personnel flight will lose three positions, according to **Maj. Chris Martin**, MPF chief, going from 23 to 20 military positions.

"The average customer won't see any impact on service," said Martin. "This grade adjustment and job loss is part of a command-wide MPF reorganization."

Aside from the three lost positions, one air reserve

(Continued on Page 12)



Tech. Sgt. Janet Byerly

▲ A spritz of rain never hurt anyone, but Andrew McCullough (2 1/2), nephew of Staff Sgt. Pat McCullough, 934th Financial Management, didn't take chances.



Mark Davidson

Roll out the red carpet,
throw a hot dog on the grill
and, of course, bring the umbrella: it's

Family Day

After a two-year absence because of last year's fall Operational Readiness Inspection, Family Day returned with fun, food, games, booths and exhibits for all.

934th Family Readiness

hosted a family health fair, book sale, craft sale and rummage sale to add to the traditional festivities. The rain held off and the deflated ball crawl was brought back to life to complete the salute to unit members' family and friends. □



Tech. Sgt. Janet Byerly

◀ Staff Sgt. Daniel Schaefer, 934th Civil Engineer Squadron fire fighter, gives his nephew, Jerry Prine (8), some on-the-job training.

▲ Maria Mikel (9) enjoyed the ever-popular ball crawl before it collapsed temporarily.

▷ Ashley Stangler (4), daughter of Tech. Sgt. Lory Stangler, 934th Logistics Support Squadron, tries mom's hat on for size.



Staff Sgt. Larry Dean

...Kline (2) could be telling his dad, Staff Sgt. ...dy Kline, 934th Services Flight, that Battle ...ss Uniform shorts are the wave of the future.

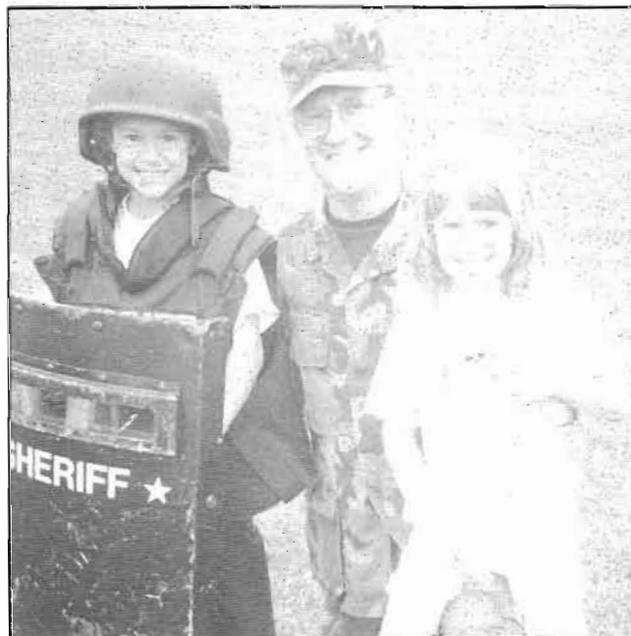


Mark Davidson

◀ Tech. Sgt. Dawn Flipp, 934th Operations Support Flight, enjoyed the day with her nieces, Danielle (14 months, in buggy) and Amanda Schnagel (8).



Tech. Sgt. Janet Byerly



Mark Davidson

◀ Capt. Craig Bogan, 27th Aerial Port Squadron, and his daughters Kaitlyn (7, left) and Emma (5), enjoyed the equipment display from the Hennepin County Sheriff's Department.

Enlisted Performance Reports

Tech. Sgt. Janet Byerly
public affairs

Computer keys were clicking and clacking during the September Unit Training Assembly as supervisors generated the first formal reviews for enlisted members here since 1987.

The review, known as the Enlisted Performance Report, is being phased in over the next two years and is designed as a formal means of providing feedback to members. The first group of reports, prepared on each member with a Social Security number ending in one, were due in September.

The decision to return to EPR use was based on the command's need to "move closer to the active-duty way of doing business," according to the Air Force Reserve Command Executive Group.

As with any new requirement, supervisors were scrambling to meet the deadline while learning the format and writing style required.

"Most of us have never been on active duty or attended the Noncommissioned Officers Academy, so this was totally foreign to us," said **Senior Master Sgt. Sharon Lake**, superintendent of medical readiness for the 934th

'Relic' review returns to Reserve after 10-year absence

Aeromedical Evacuation Squadron.

"We had five reviews to complete," said Lake. "I brought my first one to Military Personnel and had them highlight any changes and corrections. A lot of it is grammar – what needs to be capitalized, what doesn't, how they want it completed."

Master Sgt. Ken Plummer, AES career advisor, recalls doing reviews, then known as APRs, when he was on active duty, and he finds the new format easier.

"The comments section is done in bullet format, which makes it a little easier," said Plummer. "I can remember being told I had to completely fill the old comments section with single spaced type."

Doug Wold, flight chief for maintenance avionics, decided there had to be an easier way to get the reviews done, so he set up a shell for all the maintenance sections by copying it from the G-drive to Form Flow software.

"I got tired of retyping everything," said Wold. "Now we have the standard

blocks all filled in. I also input the duties and responsibilities from AF 36-2108 onto the form, cutting words until it fit the key duties/task block."

Wold has been helping other supervisors in maintenance by walking them through the process if they need help.

As more reservists sit down with their supervisors and review EPRs, the Reserve will find out whether this new form of feedback is an improvement over the old APRs.

"It's pretty new," said Wold. "I'm sure there will be changes. But I think this is a good tool. We can use it like training records, making comments on how they're doing and where they might need improvement."

"It provides a permanent record, which makes our job easier later on when we need to write an awards package or assemble information on one of our guys," he concluded. "All of it will be right there in the file."

Previously, EPRs were required for an enlisted member upon a permanent change of station or at the direction of the commander. The new policy requires EPRs to be completed every two years for all enlisted members. EPRs will be required annually for those on statutory tours. □



Viking Victors:

Lt. Col. Rob Spence

New position: 934th Operations Group deputy commander.

Previous position: Vice commander, 403rd Operations Group, Keesler Air Force Base, Miss.

Education: Bachelor's in history, U.S. Air Force Academy, Colorado Springs, Colo.

Hobbies: Flying, weight training, swimming, car repair.

Professional organizations: Reserve Officers Association, Civil

Air Patrol.

Goals: "To do all I can to make the 934th the best C-130 Reserve wing."

Family: Wife, **Lysbeth**, social worker and counselor; children, **Kelly** (15) and **Skyler** (12); plan to live in Burnsville, Minn.

Comments: "I'm loving the weather and looking forward to winter sports! Everyone's going out of their way to make me feel welcome." □



Capt. David Winter

Tail No. 839 was 'on duty' to help earn the honor.

Home safe

Squadron achieves 150,000 safe flying hours milestone

Master Sgt. Tim Turner
public affairs

A typical fall evening in early September. Just a routine aircrew proficiency flight on Tail No. 839. A two-and-a-half-hour "round robin" to Duluth and back. Nothing special — it had been done hundreds of times before.

The milestone achieved, however, was far from routine.

On Wednesday evening, Sept. 3, somewhere over the skies of northern Minnesota, the crew of 839 was credited with reaching 150,000 safe flying hours for the 96th Airlift Squadron.

The wing's accident-free years started in 1957, when the unit was first designated a troop carrier unit. That year, Elvis was still a year away from breaking the hearts of millions of adoring young women by joining the U.S. Army. John Kennedy was just another senator from Massachusetts. And "The Bridge On the River Kwai" had garnered the best picture Oscar at the Academy Awards.

When the last C-119 troop carrier aircraft flew here in 1970 and C-130s took over, the 96th had already achieved 65,000 safe hours in its 13 years of flying what was known as the "Flying Boxcar."

"It's an incredibly important milestone that represents years of hard work from a lot of men and women here," said Lt. Col. Jeff Hamiel, AS commander. "It says a great deal about our maintenance and operations folks, and the

people from the other units here who support our C-130s."

The aircrew of 839 didn't even realize what they had accomplished until the next day. "It was announced officially at the Thursday staff meeting before the September Unit Training Assembly," said Col. Ron Weight, wing vice commander and aircraft commander during the flight.

Other crew members were Capt. Tim Wollmuth, copilot and wing flight safety officer; Maj. Charlie Hayes, navigator; Tech. Sgt. Bill Rudgers, flight engineer; and Staff Sgt. Scott Hellzen, loadmaster.

"To my way of thinking, the reason we reached 150,000 safe flying hours is the attitude of our mechanics," Hellzen said. "You see the folks in the maintenance squadron and they take a lot of pride in what they do. To keep 1962-model planes repaired and ready to fly is quite an accomplishment."

Hayes agreed. "The mechanics here are simply unwilling to accept anything but the best," he said.

Chief Master Sgt. Mike Zurn, 934th Maintenance Squadron superintendent, had a different perspective from Hellzen and Hayes, however.

"Planes that are more than 30 years old are just going to break down from time to time," Zurn said. "To me, it's how the aircrew reacts to a mishap that accounts for the safe flying hours."

Zurn said the aircrews here don't take risks. "If there's even a minor doubt the plane shouldn't be taken up due to a mechanical problem," he said, "they won't fly it. And if the plane breaks down during the flight, the aircrew knows what to do to keep it under control and land it safely."

"Reaching 150,000 safe flying hours is certainly indicative of the solid training programs and high caliber of people we have at this base," said Col. Michael Gjede, wing commander. "This wing flies about 3,000 hours a year, so you're talking the equivalent of 50 years of safe flying."

"Safe flying hours" means the absence of Class A mishaps, according to Lt. Col. Rich Huntington, director of safety. "Class A mishaps are not necessarily the result of total destruction of an aircraft," he said. "They can also reflect damages totalling \$1 million or more, or resulting in the death of a service member."

Huntington credits basewide attitudes with this achievement. "This isn't a safety office accomplishment," he said. "It's a tribute to the professionalism of all wing members — safety-conscious fliers operating safely-maintained airplanes. It only takes one accident to reset the total to zero."

"For an active duty unit, with more planes assigned and a larger mission, reaching this milestone may not be that significant," Gjede said. "But for a unit this size, with eight planes, it's highly momentous. Everyone who contributed to this achievement over the years has a right to be proud." □

Print service flip-flop

Same superior service will be provided, but 'it's gonna cost ya'

Cherie Huntington
public affairs

Customers should expect a seamless transfer of the 934th Airlift Wing's printing services to Defense Automated Printing Service, effective Oct. 1, according to **Joan Bolesworth**, chief of 934th Information Systems.

"Customers won't see any change," she said. "The difference will be the cost: approximately 3 cents per side."

The transfer is the result of Program Budget Decision 415 of November 1996, which designated DAPS as the single provider of all Department of Defense printing and duplicating. All equipment and supplies, excluding mobility items, are transferred to DAPS.

934th printing operations will remain in the same location near the mail room in

Bldg. 760. Bolesworth and her staff will review all print requests and forward to DAPS for printing.

"We'll be questioning people's printing, however," she said. "If you ask for 100 copies, we might see if you can opt for 75 copies instead. We'll question stapling, folding, hole punching — things that will cost us money."

Folding costs 3 cents per sheet, she said, and any hand work costs 87 cents a minute. "For example, the logistics group recall roster is printed every month, and it will now cost \$52.50 each time," Bolesworth said.

To prepare customers for the transfer, she has provided cost sheets on each printing job requested in the past six weeks.

For the foreseeable future, the funding will be handled by Bolesworth, budgeted from the wing's operations

and maintenance money. "I'll divide that budget by 12," she said, "and as we run low on money each month, I'll talk to people and ensure only mission-essential printing is done."

Bolesworth thinks that in possibly three or four years, each office will be charged for print services on their IMPAC card, the International Merchant Purchase Authorization Card, growing in use throughout the wing. But for now, there will be few visible changes — even with staffing.

"We're very fortunate to be keeping **Tom Theis**, our outstanding reprographics specialist," said Bolesworth, "as he's so familiar with our customers' work."

Theis, still a federal employee, is now employed by DAPS; however, he had the option to transfer to another base position. □

Viking Search:

Vehicle operator/dispatcher



Senior Airman Dan Dobrava,
vehicle operator/dispatcher

Clip this for a friend, colleague or family member and assist recruiters in their search for new 934th Airlift Wing members.

Air Force Specialty Code/unit: 2T1x1, 934th Logistics Support Squadron.

Basic job description: Performs and manages vehicle operations, such as dispatching, operating and servicing vehicles. Wide variety of skills learned operating various special vehicles. Performs fleet management duties, including accounting for vehicle fleet, issuing licenses and conducting analyses. Supports operational missions.

Testing:
▶ Pass the Armed Services

Vocational Aptitude Battery with a score of at least 44 in mechanical.

Training:

▶ Six weeks at vehicle operator apprentice school, Fort Leonard Wood, Mo.

▶ Ongoing professional testing and training required throughout career.

Bonus career field: If you have six to 10 years of service for pay purposes and are cross-training into vehicle operations, or if you are a new recruit to the career field, you may be eligible for a three-year, \$2,500 bonus or a six-year, \$5,000 bonus. The bonus is paid in increments over the enlistment time at the completion of each year of service.

Contact: 934th Recruiting Office, 612-713-1456. □



Medals

Meritorious Service Medal

Lt. Col. Mary Jo Mazick (2 Oak Leaf Clusters), AES

Air Force Commendation Medal

Tech. Sgt. Thomas Arneson, APS

Master Sgt. Daniel Bohnen, AES

Master Sgt. Joseph Brinza, AES

Senior Master Sgt. David Cormier (1 OLC), MXS

Staff Sgt. Shane Lohmann, AES

Lt. Col. Jeanne Melius (1 OLC), AES

Lt. Col. Lou Anne Page (2 OLC), AES

Lt. Col. James Schreiner (2 OLC), ASTS

Air Force Achievement Medal

Staff Sgt. Stacy Campbell, SVF

Master Sgt. Ruth Duffy (1 OLC), SVF

Staff Sgt. Michael Gangl, SVF

Tech. Sgt. Douglas Johnson (1 OLC), SVF

Master Sgt. Ronald Knutson (1 OLC), SVF

Tech. Sgt. Kenneth Kruger, SVF

Staff Sgt. Mary Millerhuff (2 OLC), SVF

Senior Airman Erica Twardy, SVF

Promotions

Tech. Sgt. Steven Anderson, SFS

Staff Sgt. Ruth Beecher, AS

Tech. Sgt. Dawn Flipp, OSF

Senior Airman Andrew Hoffman, MXS

Staff Sgt. Leonard Hubbard, LSS

Staff Sgt. Christopher Koch, ASTS

Staff Sgt. Bertha Mallon, AW

Staff Sgt. Anthony Price, MXS

Staff Sgt. Troy Randall, CES

Tech. Sgt. Wayne Ruedinger, MXS

Senior Master Sgt. Roy Shives, MXS

Newcomers

Senior Airman John Agen Jr., SFS

Staff Sgt. Cheryl Alexander-Ely, MXS

Capt. Cheryl Bowser-Antonich, AES

Airman Basic Timothy Breuhl, AW

Senior Airman Randall Ellis, MXS

Senior Airman Robert Ennis, CES

Staff Sgt. Gino Marchetti, ASTS

Senior Airman Robert Nelson, MXS

Tech. Sgt. Lee Nupson, MXS

Staff Sgt. Michael Pierce, MXS

Reenlistments

Senior Airman John Agen Jr., SFS

Staff Sgt. Michael Bluntson, ASTS

Staff Sgt. Niklas Hammarberg, SFS

Tech. Sgt. Thomas Hanley, APS

Senior Airman Carol Hess, SVF

Tech. Sgt. Francis Huppert, LSS

Tech. Sgt. Lee Nupson, MXS

Master Sgt. Troy Ranum, CES

Staff Sgt. Manuel Soto, MXS

Tech. Sgt. James Umberger, SVF

Master Sgt. John Watts, AS

Flying hour honors

The following individuals earned flying time awards for 5,000 hours or more. A listing of members earning awards for 3,500, 2,500 and 1,500 hours will be printed in future issues.

8,500 hours

Col. Michael Gjede, AW

7,500 hours

Senior Master Sgt. Marc Gilbertson, AS

5,000 hours

Col. Tim Anderson, AW

Col. Curt Breeding, OG

Master Sgt. Jeff Bueche, APS

Maj. Bob Connolly, AW

Lt. Col. Jeff Hamiel, AS

Lt. Col. Rich Huntington, AW

Lt. Col. Tom Kieffaber, AS

Lt. Col. Larry Snider, AS

Col. Ron Weight, AW

Honors

Cliff Fox, LGT, was awarded a certificate of appreciation from the wing for his services as an outstanding safety representative since 1985. He was lauded as running one of the top unit safety programs on base.

Certificates of service

30 years

Bruce Heuer, MXS

John Johnson, MXS

John Lightner, MXS

Janet O'Brien, LGS

Fred Voegle, FM

Michael Zautner, CE

20 years

Patricia Boettner, FM

John Marchetti, CE

Lawrence Nowak, CE

Patricia Olsen, LGC

Russell Rondeau, CE

Donald Van De Velse, LGS

10 years

Gerald Boutte, MXS

Lindy Hollingsworth II, AS

William Garside, LGS

Chad Kent, SGPB

Daniel Knox, DOOL

Mark Olson, MXS

Thomas O'Reilly, AS

Mehrdad "Dodd" Sadeghi, CE

Suggestion awards

Jeffrey Dentz, MXS (seven awards for \$1,100 total; 13 honorary awards)
Cindy Murry, LGC (two awards for \$700 total)

Joseph Bystedt, MXS (four awards for \$600 total; one honorary award)

Steven Lerbakken, MXS (three awards for \$600 total; two honorary awards)

Terry Stransky, MXS (two awards for \$475 total; one honorary award)

Tim McCullum, MXS (one award for \$350)

Terry Strain, MXS (two awards for \$250 total)

Richard Tucker, DPC (one award for \$75)

Thomas Christian, CE (one award for \$37.50)

William Pieteron, CE (one award for \$37.50)

David Cormier, MXS (four honorary awards)

Peter DeSanctis, MXS (three honorary awards)

Weddings

► **Karen Patnaude**, MSF, and **Terry Poncelet** were married Sept. 13.

► **Kayla Slovik**, SGPB, and **Steve Ross**, MXS, were married Aug. 30.

Corrections

► In last month's newcomer listing, **Tech. Sgt. David Bugni** should have been included as a new air reserve technician rather than a traditional reservist.

► In the August issue's promotion list, **Tech. Sgt. Bernardette Lunde's** name was misspelled.

► In last month's "Services Briefs," the first place team in July's golf tournament was wrong. The winning team was LSS, with members **Scott Sipple**, **Bryan Haugen**, **Chris Sayre** and **Terry Sturlaugson**. Second place went to Base Fuels; third, to MXS; and fourth, APS. □

Sunny 'climate' for equal opportunity

Wing's first official study on member perceptions results in respectable scores

The equal opportunity climate of the 934th is rated "good," according to the latest social actions office survey.

The first Military Equal Opportunity Climate Survey was conducted here between February and June this year, according to **Capt. Kathy Bratsch**, chief of social actions.

"The 934th overall equal opportunity climate score is 3.84, which implies a 'good' rating," said Bratsch. "The Air Force Reserve Command average score is 3.58, and the overall U.S. military score is 3.36," she said.

The MEOCS measured the perceptions of unit members on eight factors of equal opportunity, said Bratsch. They are:

- ▶ Sexual harassment and discrimination
- ▶ Differential command behaviors towards minorities
- ▶ Positive equal opportunity behaviors
- ▶ Overt racist and sexist behavior
- ▶ Reverse discrimination – preferential treatment of minorities and women

- ▶ Discrimination against minorities and women
- ▶ Racial and gender separatism
- ▶ Overall equal opportunity climate

Approximately 1,100 surveys were sent out during the survey period, and 577 surveys were returned for analysis. The demographics of the respondents showed:

- ▶ 442 men and 121 women
- ▶ 428 enlisted, 117 officers and 32 others
- ▶ 479 majority members – or white male – and 94 minority

"The return rate we got was a little smaller than we hoped to get, but it did give us a fairly accurate sample of people's answers," said Bratsch.

Commanders, first sergeants, supervisors and all unit members should use the results as a tool for measurement – and only as a tool, according to Bratsch.

"Even if we find the overall scores are good, there may still be potential problems," she said. "In units with a large percentage of white men, the overall unit equal opportunity climate may be rated high, yet there may be significant problems."

"I'm pleased with the outcome of the survey but not really surprised," said **Col. Michael Gjede**, wing commander. "However, commanders should always be alert for potential trouble spots and be sure good equal opportunity practices are followed in decision making." □

Services Briefs

▶ Softball championships

Coed-recreational: SVF Food Fighters beat MSF Wingers for the championship, 10-7, Sept. 6.

Men: CES beat LSS Bud Bunch for the championship, 21-3, Sept. 6.

▶ Bivouac services

934th Services Flight will offer a temporary field exchange for pop, water and snacks at the bivouac on Saturday, Oct. 4. After 6 p.m., board games and cards will be available, and two movies will be shown.

▶ Trail of Terror

Discount tickets are available for the Shakopee, Minn., Trail of Terror, evenings through Halloween. Adult tickets are \$7.95, \$9.95 full price; children, \$4.50, \$4.95 full price. Hayride tickets are \$4.95.

◎ 934th Recreation Services
Bldg. 802, Ext. 1128 or 1665

Civil engineering losses ...

(Continued from Page 5)

we lose one to two monthly, so at the end of that year each overage should have a permanent position."

Some people, mostly staff sergeants and below, will cross-train into new jobs in other units on base, according to Hoscheid. "A few people will also look at the Individual Mobilization Augmentee program," he said.

"We may lose some noncommissioned officers on the team to retirement," he said, "since it may be hard to place them somewhere else in the 934th. They will be able to take advantage of the Reserve Transition Assistance Program if there's not a comparable job on base for them."

RTAP is a separation/retirement program providing cash payment to qualifying reservists whose jobs are abolished and no other suitable openings are available. □

More losses, gains ...

(Continued from Page 5)

technician position and two traditional reservist positions will see rank downgrades, said Martin.

On the gaining side, 934th ASTS will increase from 93 to 115 people on Oct. 1, according to **Master Sgt. Jim Gustafson**, ASTS medical administration technician.

"Our peacetime and wartime medical packages are both changing," said Gustafson. "Many positions will be filled by people gained from the closure of the 928th Airlift Wing [Chicago]. However, we still have a continuing need for flight surgeons, an optometrist and enlisted people with experience or who are willing to cross-train in the areas of flight medicine and medical service." □