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# VIKING FLYER



934th Airlift Wing, Air Force Reserve, Minneapolis-St. Paul IAP ARS, Minn.



*Down in the trenches:  
flightline maintenance*

# VIKING FLYER

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\* Indicates this month's contributors.

## On the cover



SSgt. Patrick Fruzyna, 96th AS Aircraft Maintenance Unit, peers through the C-130's overhead escape hatch. See the AMU mission focus, Page 7.

(Photo by SSgt. Scott McBurney)

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## Commentary

# New leader, new visions: pulling together as a team

by Col. Michael Gjede  
 wing commander

In January, I attended the Air Force Reserve Senior Leaders Conference. This was formerly known as the AFRES Commanders Conference. The name change is significant, because it now reflects Maj. Gen. Robert McIntosh's desire to pull together all facets of the Reserve as one cohesive, synchronized team.

To us Category A guys, this means the Individual Mobilization Augmentee will become more active and visible to the rest of us. We may even have more of them drilling with us and lending their years of experience to benefit our mutual goals.

Manning continues to be a hot issue because this affects dollars from Congress and, ultimately, readiness. Quality of life is another area you'll be hearing about. Things that have an impact on you and your participation are quickly moving to the top of the attention pile. We're taking on new roles and missions which require



Gjede

participation in areas that do not appear to directly affect readiness. We'll also be looking at getting even more efficient by evaluating our work processes.

We have a new leader with new visions for the future of the Reserve. This will foster a new way of doing business that centers on better use and care of our most important resource - and that's YOU! □

## Quality of life

### Concern extends to Reserve members, families

by Maj. Gen. Robert McIntosh  
 chief, Air Force Reserve

Quality of life in the services is a hot topic in the Department of Defense right now. I assure you that I'm equally concerned about YOUR quality of life.

A working group headed by Brig. Gen. Dave Sibley, Air Force Reserve assistant vice commander, came up with three issues for us to focus on: lodging/quarters, family services and personnel turbulence. You voluntarily give your time and services, and it's reasonable that you'd expect us to provide you with support for your families, and adequate living conditions and compensation while on duty.

If there are any issues you feel we need to address, I encourage you to bring them to our attention. You have my word that I will carry the quality of life message for all Air Force reservists.

As we take on a larger role in our nation's defense, these issues will become more important. □

### UTA schedule

April 1-2	July 29-30
May 6-7	Aug. 12-13
June 3-4	Sept. 9-10

March UTA pay should be deposited by:

March 15



## Briefs in blue . . .

### Some reservists qualify for early medical retirement

Some reservists who become physically disqualified for military service because of illness or disease incurred while not on active duty may qualify for early retirement.

To qualify, members of the Selected Reserve must have completed at least 15 but less than 20 years of qualifying service upon the start of administrative discharge procedures. If approved for transfer to the Retired Reserve instead of administrative discharge, they may qualify for retired pay at age 60. In the past, a reservist with less than 20 years of service who had a physical disqualification not the result of military service was not entitled to retired pay.

Reservists who are physically disqualified through intentional misconduct, willful neglect, willful failure to comply with standards or injury incurred during a period of unauthorized absence are not eligible to transfer to the Retired Reserve.

The policy regarding physically disqualifying injuries or illnesses occurring on active duty, including UTAs and annual tours, has not changed. Reservists discharged in these cases may be eligible for a form of retired pay with the same benefits as a medically retired active-duty person, including medical care plus

commissary and base exchange privileges.

For more information about these policies, contact **MSgt. Scott Semler**, chief of relocation, 934th Military Personnel Flight, Room 250B, Ext. 5544. (AFRESNS)

### Provide Promise operations shift again

Operation Provide Promise airlift missions are relocating from Ramstein AB, Germany, to the Italian port city of Ancona. Support people and equipment currently located at Split Airport, Croatia, a cargo resupply site en route to Sarajevo, Bosnia-Herzegovina, will also shift operations to Ancona.

Airdrop missions moved from Rhein-Main AB, Germany, to Ramstein starting in January and will remain based there. (AFNS)

### Mileage rate rises

The mileage rate for reservists and government employees jumped from 25 cents to 30 cents a mile, effective Jan. 1. Reimbursements for using a motorcycle also increased from 20 cents a mile to 24.5 cents.

The reimbursement rate for cars had not changed since 1991. Congress passed legislation allowing the increase, and President Clinton signed it in October. (AFIS) □

## Budget sees some bites

by **Mark Davidson**  
public affairs

**T**he mid-fiscal year financial status of the 934th Airlift Wing stands solid in most areas and shaky in a couple of areas, according to the base comptroller, **Michael Burgess**.

"Be prudent in your spending for both the military and civilian programs on the base," said Burgess. "The civilian payroll is covered for the rest of the fiscal year, but we received only 70 percent of the civilian TDY money we requested."

The wing commander agrees with the conservative spending approach. "Prudent spending are the key words for the budget for the next couple of months," said **Col. Michael Gjede**. "We never get what we ask for initially in every budget, and this year is no different."

The shortage of civilian TDY money, according to Burgess, means 934th divisions should send one or two people to conferences instead of three or four people, and each civilian TDY should be carefully reviewed prior to a commitment from the base to send people.

The Reserve Personnel Appropriation budget also has its solid and shaky areas. "We are fully funded for annual tours and UTAs for the fiscal year," said Burgess, "but the special tour days area of the RPA budget was severely underfunded. We received \$1.3 million this year, which is only 60 percent of our request. We spent \$1.5 million last year alone."

A new facet of the RPA budget involves payments toward benefits, which the 934th now budgets for and pays out, added Burgess. "We'll have to use approximately 11 percent of our RPA budget to pay toward benefits such as retirement," said Burgess. "Before this fiscal year, that money was centrally managed by

Headquarters Air Force Reserve."

The 934th military training budget also was severely underfunded, according to Burgess. "We asked for \$1.3 million and only received \$500,000," he pointed out. "About one-third of the requested training money was going to be used to fund the Quality classes we're conducting this year."

Burgess and his financial management staff have worked with each 934th unit two to three times over the last two months to revise and cut their budget request. For now, according to Burgess, each unit will have to live within its present budget.

All AFRES units should know more about the fiscal year 1995 budget by mid-April, according to Gjede, after the HQ AFRES financial management board meets and tells the units what they have to spend for the rest of the year. □

# Hail to the chief

***As the 934th's senior enlisted advisor retires, he has a few more words on listening, recruiting and making a difference***

by Maj. Steve Hatcher  
public affairs

After 28 months as the 934th's senior enlisted advisor and 28 years in the Reserve, CMSgt. Jim Schmidt retires next month. Here are his thoughts as he heads for retirement, passing the baton to the wing's next SEA.

***Viking Flyer: What advice will you give the next advisor?***

**Chief:** Be a good listener. It's the only way to build the trust and acceptance of the people. Become involved in the activities of the units, and spend time in the units learning what's important to people. The people really know what's best for the unit. Through interaction with the troops, the SEA can be a strong representative and help make necessary changes. I hope the individual will have a chance to go on annual tours with units. I believe spending two weeks with units will give the new advisor an appreciation for the job our people do.

***VF: What programs do you see needing emphasis in the upcoming years?***

**Chief:** Immediate attention needs to be on retention and recruiting. It's critical for us to retain the quality people we've spent time and money training. Losing people who have been trained and are proficient at their jobs hurts all of us. We've already started to see the effects the additional requirements Reserve time has on families. Also, we've put stress on the relationships with employers because of the increased time commitments. Not only do we lose skills of the people who leave, but the pool of people to draw from has gotten smaller. Programs reducing the active-duty force have made it more challenging for us to recruit those candidates who typically would choose to go into the Reserve. It's now more important for us to attract new recruits from the civilian work force and get them started on a career in the Reserve.



Schmidt

***VF: What direction do you see for the Quality initiative?***

**Chief:** Quality has had a major impact on the way people look at their role in the big scheme of Air Force activities. It will continue to be an important program, especially as new people come into the unit. The journey to a total Quality environment has many obstacles to overcome – budget cuts, retention concerns, increasing mission requirements for the reserves and employer support of reserve activities. All these obstacles will have an impact on the cost of continuing with the Quality initiative.

***VF: What stands out in your mind as programs that are making a difference?***

**Chief:** The NCO Leadership Development Program has become one of the finest and most important programs we've got. The course provides the framework for NCOs to grasp concepts such as teamwork, coaching and building a basic understanding of leadership qualities through open discussion. We've taken the additional steps to incorporate Quality concepts and brought them together with leadership to provide a more complete agenda. I've been very happy with the progress made. The next step will be to make effective use of technology that can access available off-base resources to enhance instruction. I envision someday being able to bring instructors from all over the world to our Reserve base through the use of technology we're now starting to deploy. The power of technology will enhance our training and build on the good things we're doing now.

***VF: The 934th has seen quite a few changes at the commander level. What are you telling new commanders?***

**Chief:** Continue to provide quality education. Reward people for outstanding performance. And they all need to understand why the reservist originally joined and provide that positive experience. The more we can provide a positive experience, the better it will be for everyone. It's imperative the experience the reservist has when they're at the base be a positive one, from the training and education to meals at the dining hall. New commanders can have the most impact on retention, and they need to spend time with the troops and not just sit behind their desks.

***VF: What effect has High-Year Tenure had here?***

**Chief:** We've lost some good people, but I don't believe it has hurt our organization. Some good people have stepped in and done the job. They've brought new ideas to the running of sections and units and continue to be looking for better ways to do the job and be mission ready. It has been the right thing to do for the Air Force Reserve.

***VF: Final thoughts to all members of the wing?***

**Chief:** This is a great team. I'm going to miss the friendships that have developed over the years. I wish everyone the best for the future. □

# PEP up your career

Program provides jump start for those with drive, determination

by MSgt. Darrell Habisch  
public affairs

**T**hink you'll never get anywhere until the boss retires?

Stuck in the same position and rank for years?

If you are tired of where you are and want to do something about it, look to the Promotion Enhancement Program. PEP is designed to promote outstanding and well-deserving staff sergeants through senior master sergeants one grade over their current position, according to TSgt. Leon Gilder, chief of career enhancement.

"If you're already one grade over your authorized position, you may still be eligible for PEP under certain conditions," said Gilder. "A trip to customer service at the 934th Military Personnel Flight for more information may be in order."

Some people earn a stripe after their first submission. "It was pretty exciting," said TSgt. Brad Lalim, loadmaster with the 96th Airlift Squadron. "After 13 years as a staff sergeant between the Reserve and active duty, that stripe was long-awaited."

Certain eligibility requirements must be met for each grade, and other intangible areas will also be considered by the 934th PEP promotion board, according to Gilder. The board convenes the second week of February and again in August. Those selected for promotion to technical and master sergeant will assume that rank in April and October of the year, while those selected for senior master sergeant and chief master sergeant will be submitted for competition at the 10th Air Force PEP board.

Sometimes perseverance pays off. "I made it on my second try," said TSgt. Larry Corrigan, electrical systems technician in the 934th Civil Engineer Squadron. "I'd been a staff sergeant since 1987 and was really glad when I was selected."

Submitting for PEP is more than just filling out a form and dropping it off at the orderly room. In addition to the minimum requirements for promotion, Gilder explained that the reservist is also in competition with others submitted for the same stripe.

"My shop really encourages us to get involved with many activities, both on and off base," Corrigan said. "You need to be active in your community and accept additional duties and extra responsibility in the unit. That's why our shop has been successful with PEP promotions. The more you do to improve yourself and to improve your shop is the stuff that wins it for you."

Some critical areas considered by each PEP board, according to Gilder, include duty performance, experience, supervisory and leadership ability, participation, awards and decorations, academic education and professional development, the "whole person" concept and your level of responsibility.

If you are looking to be promoted, Gilder's suggestions include asking your supervisor to review your records for eligibility, getting the current information on the PEP program - and it is always changing - and planning ahead to help your supervisor submit the best possible nomination. For more information, call Gilder, Ext. 5504. □

## Viking Victors: Capt. Chris Martin



**New position:** Chief, military personnel flight, 934th Mission Support Flight.

**Previous position:** Civilian, Dallas County Personnel, Texas; also, previously served on active duty as chief, consolidated base personnel office, England AFB, La.

**Education:** Bachelor's in business administration, Louisiana State University, Shreveport, La.

**Hobbies:** Fishing, softball and football.

**Professional organizations:** Reserve Officers Association.

**Goals:** "To quickly learn the differences between the Air Force Reserve and active duty, support the people assigned to the MPF and continue to improve the quality service we provide to our customers."

**Family:** Wife, Kelly; son, Brett; live in Eagan, Minn.

**Comments:** "I'm happy to be here! I look forward to working with the men and women assigned to the 934th Airlift Wing." □

# Annual tour, on the double

## *Civil engineers meet the challenge of a short-notice tasking to Germany*

by MSgt. Timothy Tamlyn  
934th CES UPAR

The answer was an enthusiastic "Yes!" when the 934th Civil Engineer Squadron was asked if it could support a short-notice annual tour to Germany.

Tasked by Headquarters Air Force Reserve, the unit deployed to Rhein-Main AB, Germany, in two teams of 50 and 63 members for two-week sessions, Dec. 4-17 and Jan. 16-28.

"The Air Force is converting Rhein-Main to a contingency base," said Maj. Randall Hoscheid, CES operations and maintenance officer. "Much of the base property and facilities are being turned over to the German government. This also means a significant reduction in base people."

Hoscheid said 934th people were tasked to work out of the various active-duty civil engineering shops, helping remove mission-essential

equipment from buildings being turned over to the Germans and converting a hangar to a multi-use facility.

"We had to try and anticipate tool requirements and ship a lot of our own tools," Hoscheid said, explaining there was little equipment or tools available on the base.

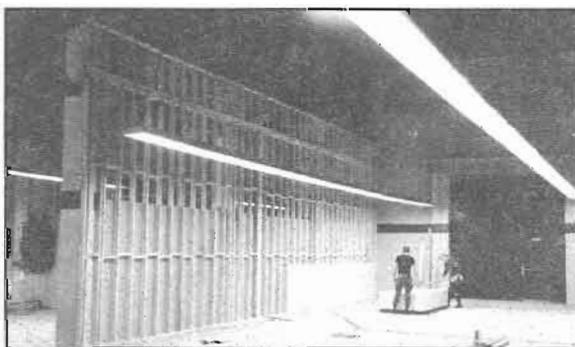
Another need for augmentation was fire fighters. "They were able to respond to numerous real-world medical, structural and aircraft emergencies," said MSgt. Patrick Murphy, assistant fire chief. "This provided excellent hands-on training and experience that's hard to obtain here."

"It was an excellent tour from the standpoint that people were able to work in the shops and accomplish tasks we normally can't perform here," said CMSgt. Larry Hanson, operations and maintenance chief, who deployed on the second team. "There was real-world training - learning what it takes to maintain a base." □



(Photos by MSgt. Jeffrey Gustafson)

*SSgt. John McEliece Jr. paves a handicap access ramp for the new base library.*



*Above, an aircraft hangar is partitioned to create a civil engineering equipment area. Right, SSgt. Michael McNally helps construct a hazardous waste containment facility.*



## Front-line flightline

by MSgt. Tim Turner  
public affairs

**F**ront-line airlift, often in rough-and-tumble locations, provides the bread-and-butter of the C-130 mission. There is yet another front line, however, making that dynamic mission roar to life – the members of the 96th Airlift Squadron's Aircraft Maintenance Unit.

"As far as aircraft maintenance is concerned, we're really the front-line guys, because we work hand-in-hand with the aircrew to get the plane ready for the mission," explained SMSgt. Charles Pollock, AMU flightline supervisor. "The aircrew is our customer, and the product is a flyable C-130."

Pollock explained how the AMU accomplishes this customer-service task with its 17 air reserve technicians and 44 traditional reservists. "All nine C-130s are assigned a crew chief, responsible for supervision of one plane, and several assistant crew chiefs," he said. "This team's job is to know the overall function of the aircraft parts and systems."

But according to SSgt. Scott Benson, if team members encounter a repair they can't fix, they bring in a specialist from the 934th Maintenance Squadron to correct the problem, which could involve areas such as the fuel system, communications/navigation, hydraulics or engines. "We rely on specialists all the time, because our C-130s always need fixing," Benson said. "They're very efficient planes, but they're old planes."

On cross-country trips, one crew chief always accompanies the aircrew in case something breaks, explained TSgt. Richard Karpinski. "But on longer deployments, we also bring a number of C-130 specialists in case something major breaks down."

Another integral part of the flightline maintenance team is the expediter, whose job is to ensure each aircraft has the parts it needs. "The expediter also calls in work orders to maintenance control and makes out the maintenance schedule," said MSgt. Jerry Halvorson, who serves as an expediter during the week.

"It really falls on the expediter's shoulders to ensure the plane gets off on time from a mechanical end," pointed out MSgt. Mike Hartman, an expediter during UTAs.

The final way the AMU accomplishes its mission is through training. "All of our crew chiefs are ARTs who work out here during the week," said TSgt. Angie Johnson. "But during UTAs, the assistant crew chiefs take on the role of crew chiefs to gain experience. I like the concept. It forces you to take on sole responsibility for fixing the aircraft, rather than running to the ART every time you have a problem."

Like all base units, the AMU uses Quality Air Force concepts to get its mission accomplished. However, long before Quality was in vogue here, Pollock created "how goes it" meetings where enlisted members get together away from their supervisors and candidly address issues.

If there's a C-130 in the air,  
there's a team of maintenance  
experts waiting for its return



(Photo by SSgt. Scott McBurney)

"A good example of this happened several years ago, when we had a real shortage of cold weather gear for our AMU people, and it was impeding mission accomplishment," Pollock explained. "We put together a 'how goes it' meeting to get the enlisted members' perspective. Thanks in large part to that process, we got the money to purchase cold weather boots, long johns and hats for everyone."

The teamwork aspect driving the AMU's customer-service mission definitely pays off, according to SSgt. Richard Kraus. "People from other bases know of the 934th AMU's reputation," he said. "On deployments, other aircrews will tell us how great our planes look and how well they fly. That's the best compliment you can get." □

# Big PAT on the back

If you think you have monkeys on your back, how about trying on an ape for size? This Process Action Team tackled a problem of monumental size, complexity

by Cherie Huntington  
public affairs

A 40-ton challenge – mean, green and wounded – has haunted SMSgt. Tom Foss's thoughts for six months and counting.

Foss serves as team leader for a C-130 ground trainer Process Action Team, including representatives from nearly every area on base.

"I'd go home and think about it at night," he said. "I'd wonder if there was anything we missed. I'd think, 'I don't want to screw this up – too many people are counting on me.'"

The project involved a C-130 damaged in Bosnia service last year – damage not cost-effective to repair. When faced with the immediate decision to send the aircraft to the "boneyard" or keep it as a base trainer, base officials elected to keep it. So though the project did not start out in true Quality fashion, it quickly posed a monumental problem – and it was Quality to the rescue.

## Center stage, Foss

"I was told simply, 'Make it work,'" said Foss, whose team instantly expanded to nearly a dozen people, as the aircraft promised extensive training opportunities for such areas as the aerial port, loadmaster and flight engineer sections, aeromedical evacuation, maintenance and fire department.

"There were so many questions!" said Foss. "We'd start with the Problem Solving Process then go into the Quality Improvement Process, or QIP, then back to PSP." The project resembled a minefield, with each step revealing dozens of potential problems, questions and considerations.

Foss said initial research actually started before the PAT was formed. A Leadership Development Program group decided to take on the study as a class project while the aircraft's fate was still "up in the air," a suggestion by a loadmaster in the class, TSgt. James Courneya.

## Where to start?

Once the group determined who the customers were and what their requirements would be, they moved on to stickier territory. Where would the aircraft be located? Would it be wired for power and heat? What would be kept on the aircraft – and what would be taken off? And finally, how much will all this cost?

By benchmarking off other units with ground trainers, Foss quickly discovered this was no nickle-and-dime operation. "We determined that initial costs ranged from a low-end cost of \$180,000 to a high-end of \$225,000," he said. Just removing the wings plus the horizontal and vertical stabilizers alone could run \$104,000.

After studies, however, the bottom line looks promising, especially after working out a plan with Lt. Col. Tom Wolff, former 934th Logistics Group commander who is now with the 433rd Airlift Wing, Kelly AFB, Texas.

"The combat logistics support unit at Kelly will take off the wings and stabilizers for next to nothing," Foss said. "With most of the site work done by civil engineering here – a retaining wall, concrete pad, hardwire power and lighting – we think we can do this for \$125,000 or less."

That's not the last word on money, however. Foss estimates that the annual maintenance budget could hit \$20,000.

## Current situation

For now, plans resulting from the PAT's work are for the aircraft, sans wings and tail, to be placed behind the aerial port later this year. Wing removal should start sometime this spring, after which the plane will be towed to its new location.

Finding himself in a welcome lull in planning activity until that time, Foss values the role Quality played in resolution.

"This project has been so big," he said. "If we hadn't used the Quality process, there would have been numerous things we probably would have overlooked. It would have been, 'Uh-oh, we forgot about this,' and 'What are we gonna do now?'"

"Even though the Quality process has been very time consuming and agitating at times," Foss continued, "it worked very well. But we still have a long way to go."

He had high praise, however, for his group's continuing efforts. "All the members have been great," he said. "A leader can't take on a whole project alone – you have to delegate items to the other members. They've been super. We worked well together, and it remains a good working group." □

# Quality 'takes to the air'

by Mark Davidson  
public affairs

**T**he 934th Aeromedical Evacuation Squadron is the first 934th unit to use the Quality process to develop its 1995 plan. Unit members discovered that using the Quality process for planning is different and hard work – but rewarding.

The 18 members of the AES executive team, made up of senior and junior officers and NCOs, got together Friday before January UTA to start the planning process.

"We had to develop a vision statement and then a mission statement for the unit," explained **MSgt. Kathy Peters**, a unit Quality specialist and NCO in charge of operations. "Our old mission statement sounded like it came out of a regulation. It was long and formal."

"This was the first time I ever did this at this level," said **TSgt. Dan Bohnen**, acting first sergeant. "I've used the Quality process before in smaller groups, but nothing quite as extensive as what we did."

Within a formal "visioning" process, they used several quality tools including brainstorming, list reduction, filtering and consensus to come up with two one-line statements they will live by this year. The executive team then asked the entire unit

**Vision:** "To build the most sought out and respected Air Combat Command aeromedical asset."

**Mission:** "To provide the best care for patients in the AES system with crews and operational support anywhere, anytime."

for feedback on the vision and mission, seen above, which remain to be finalized.

"It was hard work," said **Lt. Col. Kathy Marschinke**, chief of standardization evaluation. "We each had a turn going around the room giving out ideas."

The process of everyone getting involved gave everyone a feeling of ownership, said Marschinke. "The Quality process became 'our process,' and the two

statements became living, active statements our unit will use," she said.

"We didn't have total agreement on the statements," added Bohnen, "but everyone bought into the process."

The unit's annual plan will also be a challenge, according to the AES executive team.

"The annual plan, using the Quality process, will involve more people than in the past," said Marschinke. "Past unit annual plans were done by one or two people, posted on a wall, and never used. Unit members will like it because they are all involved in developing the unit plan."

Work on the unit plan itself involves input from Headquarters Air Force Reserve, pointed out Peters. "AFRES sent down goals in the areas of readiness, personnel, force structure and retention," she said. "The executive team has to develop targets for each goal."

**Lt. Col. Doug Pederson**, 934th Quality officer, is a "consultant" for the AES in their planning process. "The AES asked me to guide them through the process," said Pederson, "but they are completely responsible for the outcome."

"The new and painful trail the AES is blazing will make it easier for the rest of us when we embark upon that trail," he concluded. □

## Unit Self-Assessment is a journey in itself

**S**tarting this spring, your "USA" could consume your days and even keep you awake at night.

This doesn't mean you will be overcome with patriotism or distressed at the country's continuing woes. No, "USA" takes on a whole new meaning as Unit Self-Assessment, which will be the 934th's next step in its Quality journey, according to **Lt. Col. Doug Pederson**, 934th Quality officer.

"The USA is going to be interesting in that we actually get to rate ourselves in how we do our jobs," said Pederson. "It's the more practical application of our Quality skills, and it's much, much bigger than our cascade training."



He explained that a few pilot studies on process identification will be done at the section level. "We'll get section members together for a day, listing all their jobs, processes and outputs," Pederson said. "We'll find out what those are for the customers – and also for the suppliers."

The ultimate goal, he said, is identifying customer requirements – or what people really want. "By the end of the year, we'll be heavily into this," he said. "We're trying to figure out the best way to do this with minimum pain."

He pointed out that instead of sitting in class, building little C-130s, people will begin seeing both the purpose of Quality and practical application of classroom skills.

"The real reason we're doing this is to do our jobs better and more efficiently," Pederson said. "This is what's going to get us there." □

# Boston-bound

## Flying Viking marathoner heads to Beantown in his rookie year

by SSgt. Janet Byerly  
public affairs

**L**arry Snider calls this his rookie year, but he has been running like a seasoned professional, not like someone who last laced up running shoes more than 25 years ago.

With three marathons and countless other races logged this past year, the rookie's results speak for themselves. In Grandma's Marathon in Duluth, Minn., he completed his first marathon in 3 hours, 28 minutes; in the Twin Cities Marathon, he qualified for the Boston Marathon with a time of 3:21; and in the Disney World Marathon in Orlando, Fla., he cut six more minutes off his personal record, or PR, finishing in 3:15.

With results like these, one would think the 46-year-old lieutenant colonel would be ecstatic, but he downplays his accomplishments.

"I know I'm not the fastest runner here at the 934th," said Snider, an air reserve technician as a 96th Airlift Squadron navigator. "But I guess I'm the only one who qualified for Boston and intends to go."

Getting to the Boston Marathon, or just "Boston" as it is commonly called, represents the ultimate dream of many runners – and its significance is not lost on Snider.

"The reason Boston is such an important event is it's one of only two marathons in the world that you have to qualify to enter; the Olympic trials is the other," Snider explained.

"The other thing that's really neat is that even though these events have become professional in the sense that world-class athletes compete for top dollars, only a handful of people make a living running marathons," he continued. "Yet the person running the marathon in five or six hours is in the same race, starting at the same place, running the same course as the world-class runners."

When Snider competes in the 99th Boston Marathon on April 17, all the hoopla and excitement of the big race will carry him well into the marathon before he settles down to the task of reaching his next goal, 3:10, and another PR.

"Usually I'm 10 miles into the race before I realize it," Snider said. "The atmosphere and excitement just carry you along. At Boston there will be 1.5 million spectators lining the course, and that really makes a difference."

Judging from his goals and results, one might think Snider is a person obsessed with running, who never misses a day of training and logs many hundreds of miles a month. Actually, nearly the opposite is true – which may account for his success.



(Photo by Cherie Huntington)

*Larry Snider enjoys training at nearby Lake Nokomis in warmer weather, but he prefers training indoors at a local health club during the winter.*

"Even though I enjoy running, I don't train hard," he said. "I don't even average 30 miles per week. I run three or four days a week and vary the type of workout."

"Running can be a great stress reliever," he continued. "You can create stress by getting too worried about missed workouts. It's no big deal if you miss a workout – do it tomorrow or the next day."

As he sets his sights on his next goal and where his running might take him, Snider realizes he can only bring his times down a little further before he reaches a plateau.

"I've been chopping a good bit off my time each race," he said. "I've cut six minutes or more off each time I've run a marathon, and that's a bit of a chop. I'm going to get to the point where I can't get lower. When I get my time as low as I can, then the goal will be to hang on to that pace as long as possible."

And after a rookie year like this one, it seems as if anything might be possible in Snider's running future. □

**Viking Flyer wins awards**

The 934th's *Viking Flyer* won first place in the magazine-format newspaper division for the Air Force Reserve for 1994. The paper now enters competition at the Air Force level against other active-duty and Air National Guard magazine-format papers.

Also competing at Air Force level will be **SSgt. Shannon Armitage**, paralegal and unit public affairs representative for the wing and 934th Mission Support Flight. She won a second place individual writing award for sports articles.

The paper also earned a first-place win in the special achievement category for its "Family First" special edition, September 1994.

**New SEA sought**

Any chief master sergeant, senior master sergeant or selectees to those ranks may apply for the position of 934th Airlift Wing Senior Enlisted Advisor. The closing date is Saturday, March 4, with the following items required: current records review Report on Individual Person, brief statement outlining personal qualifications and motivations for the job, and recommendation from the squadron commander or equivalent.

Applications will be reviewed with a final three candidates selected. These individuals will be interviewed by a chiefs' board, with final approval by the wing commander.

Interested people may contact **CMSgt. Jim Schmidt**, Ext. 5341.

**Historical items needed**

The Air Force Museum at Wright-Patterson AFB, Ohio, seeks objects, documents, photographs and other artifacts for an Air Force Reserve display. Such items could include aircraft parts, awards, models, unit flags, uniforms or personal effects that are uniquely Reserve.

Before bringing items in for donation, contact the wing historian, **MSgt. David Hammer**, Ext. 5426 on the UTA, or the chief of public affairs, **Mark Davidson**, Ext. 5337 on weekdays.

**Patches requested**

Obsolete or worn-out unit patches are needed by public affairs to send to requesters writing from around the world. Either send patches through distribution or drop by public affairs, Bldg. 760, Room 210.

For details, call Ext. 5337.

**FRP plans observance**

The 934th Family Readiness Program is now planning activities for National Volunteer Appreciation Day, Sunday, April 2. Also, seminars on career transition will be held in May.

The office has a variety of free family matter booklets available on subjects such as money management, divorce, family care plans and single parenting. Activity and coloring books for children are also in stock.

For more information, call Ext. 8057. □

**Kudos**

**Awards**

<b>Meritorious Service Medal</b>	
Lt. Col. Geraldine Bendickson	AES
MSgt. Carrol Steffen (Ret.)	AS
<b>Aerial Achievement Medal</b>	
Capt. Thomas Anderson (1, 2 OLC)	AW
MSgt. James Keup (1, 2, 3 OLC)	AS
<b>Air Force Commendation Medal</b>	
MSgt. Laurence Larson (Ret., 3 OLC)	LSS
TSgt. John Tolmie (Ret.)	LSS
<b>Air Force Achievement Medal</b>	
SSgt. Kenneth Engle	SVF
SSgt. Ronna Puck	SVF

**Honor graduate**

TSgt. **Dean Andersen**, 934th Civil Engineer Squadron, was selected as honor graduate of the Regional Equipment Operators Training School, Dobbins ARB, Ga.

**Newcomers**

SSgt. Jeffrey Bartsch	CF
SrA. Bradley Bergman	SPS

SSgt. Ed Hansen	ASTS
SSgt. Stephen Kern	SVF
SrA. Troy Lane	ASTS
Capt. Christopher Martin	MSF
SSgt. Michael McGuire	AES
SSgt. Robb Pauling	AS
SrA. Gregory Sundholm	SPS

**Reenlistments/extensions**

TSgt. Gary Athey	AS
SMSgt. Jerry Belleisle	CES
SSgt. Mark Bjorgo	CES
TSgt. Michael Bouchard	LSS
SSgt. Lisa Hedman	AW
TSgt. Richard Kilanowski	CES
SrA. Troy Lane	ASTS
SrA. William Larrimore	SPS
SSgt. Glenn Lemmerman	APS
SSgt. Thomas Lohman	CES
SSgt. Michael McNally	CES
MSgt. John Nutting	AS
MSgt. Steven Odegard	CF
SSgt. Steven Pittman	MXS

SrA. Troy Randall	CES
SSgt. Robert Rivard Jr.	SPS
TSgt. Michael Sabaka	MXS
SrA. Thomas Shimota	CES
SrA. Luke Stiner	ASTS
SrA. Cory Teff	CES
MSgt. Gerald Torseth	APS
SSgt. Becky VonBank	AES
SrA. Steven Wheeler	CES

**Individual honor**

Lt. Col. **Douglas Pederson**, chief of the 934th Quality Office, has been selected for certification as a Minnesota Quality Examiner. This honor qualifies him to evaluate state organizations competing for the Minnesota Quality Award.

**Retirements**

Lt. Col. Geraldine Bendickson	AES
Lt. Col. Richard Brown	LSS
CMSgt. Frederick Schwantes	SVF
CMSgt. Bryant Tate	ASTS
TSgt. David Towers	LSS □

# Recycling: 'refunds for refuse'

by SSgt Shannon L. Armitage  
934th AW/MSF UPAR

Civilians and reservists of the 934th have been helping save money and the Earth by recycling for almost four years now.

According to **Annette Spindler**, 934th Services Flight recreation services specialist, recycling saves money in garbage pickup and landfill fees. She said services people also collected around \$2,000 during the last two years from selling aluminum cans and paper.

According to **John Bialke**, Base Civil Engineering, if the base didn't recycle its paper, it would cost about \$80 a ton to get rid of it. "Besides," he said, "we're saving the environment for future generations."

Spindler said paper is collected in desktop cardboard recycling containers in offices, which can be obtained from services. These are dumped in each building's wheeled blue bin for paper. There are also 12 blue barrels for depositing aluminum cans around the base.

Cardboard is a slightly different story, according to **Marilyn Scott**, Base Contracting, as there is only one drop-off site on base. Located behind Bldg. 801, a large dumpster is used solely for collecting cardboard. She said all the extra materials, such as packaging items, staples and tape, need to be removed, and boxes should be flattened and stacked before dropping them into the dumpster.

"It has been working well for us so far," said Scott, "but I think people aren't using it as much as they should ... It only takes a few minutes to walk over there."

For people who often need to recycle hazardous materials, Bialke said they need to establish collection points. For the occasional recycling of these items, people should contact BCE.

Bialke said members of the 934th should not bring recyclable materials from home, since the base doesn't have a license to be a collection spot. "Contact your local city officials," he said, "if you have something at home you want to recycle." □

## Not just another Mother Goose tale

**FACT:** Whenever a goose falls out of formation, it suddenly feels the drag and resistance of trying to fly alone and quickly gets back into formation to take advantage of the "lifting power" of the bird immediately in front.

**LESSON:** If we have as much sense as a goose, we will stay in formation with those who are headed where we want to go – and be willing to accept their help as well as give our help to the others.

**FACT:** When the lead goose gets tired, it rotates back into the formation, and another goose flies at the point position.

**LESSON:** It pays to take turns doing the hard tasks and sharing leadership with people, because as

### Part of achieving quality is being a team player

with geese, we are interdependent on each other.

**FACT:** The geese in formation honk from behind to encourage those up front to keep up their speed.

**LESSON:** We need to make sure honking from behind is encouraging – and not something else.

**FACT:** When a goose gets sick, wounded or shot down, two geese drop out of formation and follow it down to help and protect it. They stay with it until it is able to fly again or dies. Then they launch out on their own, either joining with another formation or catching up with the flock.

**LESSON:** If we have as much sense as geese, we, too, will stand by each other in difficult times as well as when we are strong.

**FACT:** As each bird flaps its wings, it creates an "uplift" for the bird following. By flying in a "V" formation, the whole flock adds 71 percent greater flying range than if the bird flew alone.

**LESSON:** People who share a common direction and sense of community can get where they are going quicker and easier because they are traveling on the thrust of one another. (Courtesy **Air Carrier**, 928th Airlift Wing, O'Hare IAP ARS, Ill.) □

## SERVICES BRIEFS

### Self-defense clinic

A lunchtime self-defense clinic will be led by **Tom Jorgensen**, 27th Aerial Port Squadron, who has a blue belt in karate. The 30-minute clinic starts at 11 a.m.

on Saturday, March 4, and will cover basic moves.

### Armed Forces Night

There will be an Armed Forces Night featured at a professional basketball game, Friday, March 10, at the Target Center. The National Anthem will be sung by a 934th reservist, **MSgt. Tim Turner**, public affairs office. Tickets are \$13.50 and

include a commemorative T-shirt. For tickets, call 673-1684.

### Summer softball registration

All squadrons wanting a men's or coed-recreational softball team this summer need to register with the 934th Recreation Services office by April 1. Contact your unit sports representative or call recreation services, Ext. 5316. □