*The Magazine for Air Force Weather*

# OBSERVER

April 1996

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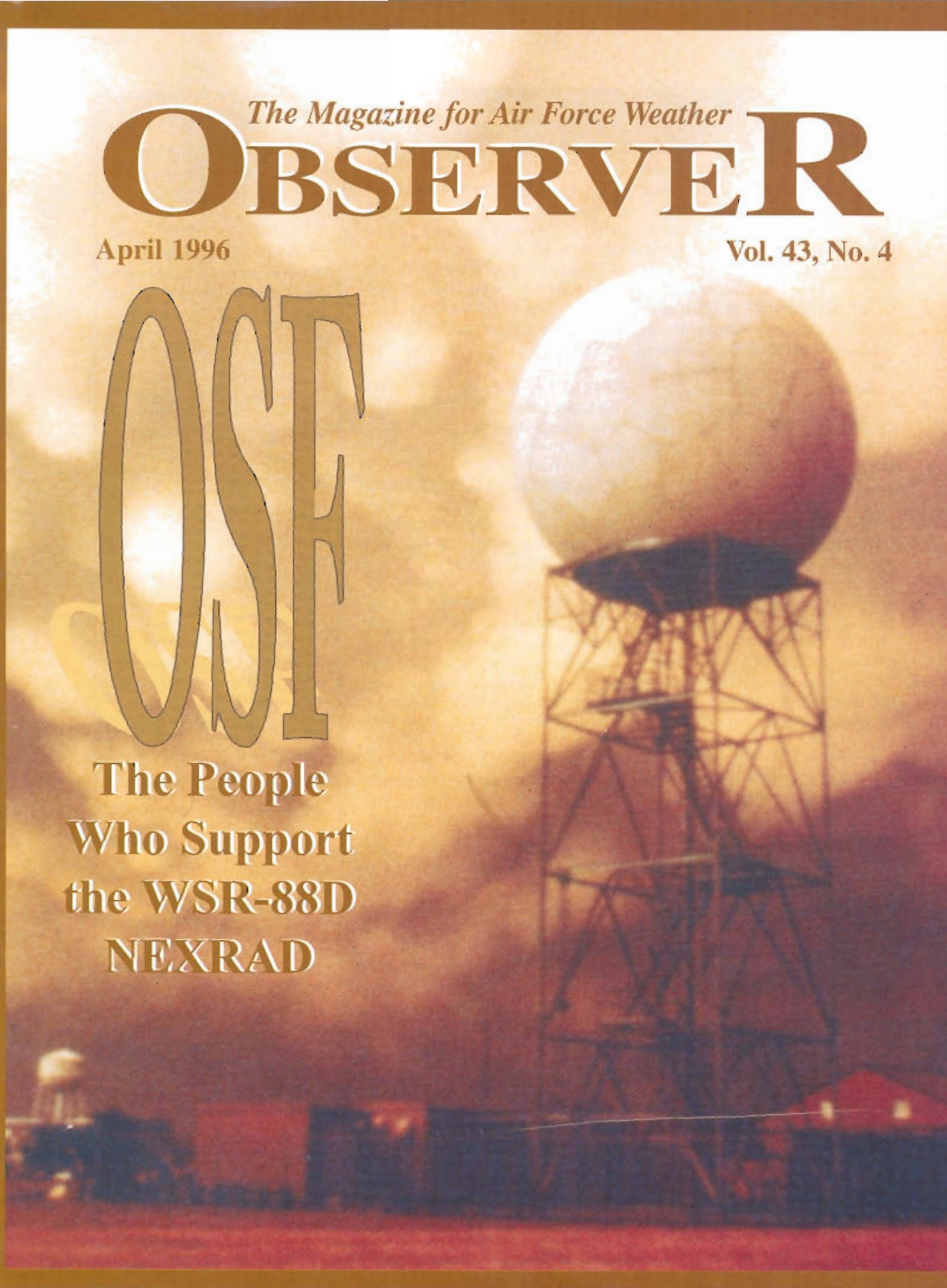
# OSF

## The People Who Support the WSR-88D NEXRAD



# What's Inside for April 1996



## SPOTLIGHT

The NEXRAD Operations Support Facility (OSF) in Norman, Okla., provides day-to-day support to WSR-88D Doppler radar operators. Find out more about their mission ... Pages 12-15

Cover Photo and photos on pages 12-15 courtesy of the WSR-88D OSF.


Headquarters
Air Weather Service

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*perspectives from* **the top**

# Air Force Weather Of The Future

## We Must Prepare For The Challenges

**by Brig. Gen. Thomas J. Lennon**
**Air Force Director of Weather**

As the Air Force moves into the 21st century, Air Force Weather (AFW) must prepare for the diverse challenges facing warfighters around the world.

Advances in automation and technology will require weather people to be highly proficient with computers, while advances in interactive technologies will cause us to take another look at fundamental support.

In the future, a truly distributed weather database and higher speeds in data flow will allow centralized support for day-to-day operations. Production centers will link electronically, forming a large "virtual" center.

Our people will provide the "man" part of the man-machine interface used in an iterative forecast process.

Continued advances in miniaturization will allow deployed troops to use the same system in the field that is used in garrison or at the base weather station. While the equipment's size may differ, processes will remain the same.

Observations will become more and more automated; however, we foresee the need for observers to take, encode and transmit weather reporsts for the next 10-15 years. Each advance in this area frees time for more training at the unit.

As part of the Air Force team, each individual in AFW has to know something about how weather impacts the entire spectrum of military operations. They should have an awareness and some firsthand knowledge of worldwide Air Force operations, unique Army operations, special operations, and the often-underemphasized space weather requirements and operations.

We must know how all these areas of AFW are part of our core base and post operations. We must know how they are supported by the more specialized staff weather functions, and how we plan and budget for current and future needs at Headquarters Air Weather Service and at the major commands. In short, we need to know our business.

Officer and enlisted personnel at the base and garrison level need to have a better understanding of the limitations and capabilities of weather technology and systems employed at both fixed and tactical locations.

We expect officers to provide the scientific input to anticipate and exploit the weather. These degreed meteorologists will provide the professional and scientific leadership at the unit. The enlisted side provides the operational expertise.

Together, they will form a team that gives field commanders and warfighters the ability to anticipate and exploit the weather.

Likewise, everyone will need to understand customer requirements. Units will tailor their support to their particular customer, whether Air Force, Army, special operations, or whatever new force may arise. Those deploying still must know and employ basic survival skills, from pitching a tent to perimeter defense.

The need for knowledge and experience in space weather will by itself surpass most other areas. As the nation becomes more dependent on space-based assets, the harshness of the space environment will exhibit more of an impact. If the military is to hold to the enduring strategy of "holding the high ground", we must be equipped and ready to provide our services in knowing and forecasting space weather, as space is the high ground of the future.

Already among the top five percent in the Air Force, AFW enlisted will reach new heights in technical competency in a variety of areas. Structured training will combine with practical experience to strengthen the enlisted force. They will team with officers to blend science and technical expertise into tailored applications of weather information — products designed to give warfighters the winning edge in battle.

Military operations in the future "must be executed day and night in all weather." AFW will have a continuing role in bringing the capabilities needed to support that vision to fruition.

While the types of duties may change, the AFW person of the future will be the right person, with the right technology, doing their part in projecting American military power to all parts of the globe and space.

**"While duties may change, the AFW of the future will need the right person, with the right technology, doing their part in projecting American military power to all parts of the globe and space."**
***Brig. Gen. Thomas J. Lennon***
***Air Force Director of Weather***

**Have a question for General Lennon? Write to: HQ USAF/XOW, 1490 Air Force Pentagon, Washington, D.C. 20330-1490.**

*command line*

# Preaching To The Choir

## Fundamentals We All Know, But Too Often Forget

by Col. Joseph D. Dushan
Commander
Air Weather Service

Convincing evidence arrives daily that indicates our back to basics focus is much needed in Air Force Weather (AFW). We still have a long way to go, however. It took us nearly 10 years to get to this point and it will require time and dedicated effort by everyone to restore AFW capabilities.

What evidence, you ask? Two examples illustrate the point. First, a team at Forecast Challenge '96 was overheard remarking that the satellite imagery must be wrong because it disagreed with the forecast model.

Second, an AFW captain recently suggested weather flight commander jobs be reserved for rated officers "where command is better suited". Weather officers could concentrate on weather without the distractions of leadership.

These examples do not reflect the norm in AFW units, but they do reemphasize the need to concentrate on basic principles.

Back to Basics will forever remain just a slogan unless we all operate from the same set of map sheets. Our career field encompasses ranks from Airman Basic to Brigadier General and weather experience from zero to 30 years. It includes people with broad expertise in space weather, computer science, acquisition, centralized support, tactical skills, and special operations. We need to "speak a common language" to succeed as a team.

With this idea in mind, let's recall some things we already know. Some fundamentals are so obvious we overlook them. Certain truths have become "folklore". Too often, we give them insufficient thought. So, here are some underlying principles of the military weather business. They are offered not as final answers, but to encourage thought.

We are officers and noncommissioned officers first, and weather people second. The captain who wants to concentrate on weather and exclude leadership and "officership" missed this point. Our contributions are offered to the nation in a military context. *Our technical skills have no value unless accompanied by coequal military professionalism, dedication, integrity, and discipline.*

**"Back to Basics will forever remain just a slogan unless we all operate from the same set of map sheets. We need to "speak a common language" to succeed as a team."**

***Col. Joseph D. Dushan***
***Commander, Air Weather Service***

When we tell ourselves "I'm just an observer" or "I'm just a weather forecaster", we fail to understand that our contributions are essential to the success of the Air Force and Army combat team. When we argue about who is and is not a weather warrior, we misunderstand the role that every military member (officer, enlisted, and Air Force civilian) plays in the defense of America.

The Weather Channel is NOT our competition. Capt. Pete Broll, 24th Weather Squadron, Howard AB, Panama, said this at a recent Air Combat Command Director of Weather conference.

He is exactly right. Our job is to add to Air Force, Army, and joint combat power applied in defense of our nation's vital interests. We do it by tailoring our knowledge of the environment and weapons system capabilities to the battle commander's tactics. We won't be judged on parade forecasts or whether it rains on the golf course, but on the weather intelligence and situational awareness we bring to the battle success equation.

Training is a fundamental part of the job and it is forever. Some of you tell me there is no time to conduct technical or professional training. Some believe Air Education and Training Command and the Keesler AFB, Miss., schoolhouse should produce completely trained airmen because your mission is so important you don't have the time or capability to train new people.

Where did YOU learn? Your job as a leader in a weather unit is to train your people. There are no exceptions and there are no valid excuses.

Do fighter pilots learn everything in flight school? Do soldiers learn all about combat readiness in basic infantry courses? Of course not. Both specialties spend the rest of their careers training and learning. It is the same with weather skills.

The Air Force promotion system is a pyramid, not a column. I was asked recently what Air Weather Service was doing to get more weather captains promoted to major.

My answer: Nothing. What are YOU doing to become more competitive? The number of officers competing for a Thor's Leader slot who had not completed pro

*See* PREACH
*continued on Page 23*

enlisted view

# Increasing Our Skills

## Accepting Accountability For Your Forecast

by Chief Master Sgt. Jim Hoy
Air Force Weather
Superintendent of Weather

I have visited quite a few weather stations in the last few months, watched a few in-briefings, and spoken to a few forecasters, station chiefs, and weather officers.

What we hear and see in the briefings and discussions often addresses the technology, manning, mission, and goals. Rarely do we talk of our "skill."

Measuring unit performance is nothing new. Under Quality Air Force initiatives, we use metrics. In my mind, metrics are about keeping track of something that's important and using the measurement to improve. In most briefings the metric we see is "customer satisfaction."

Customer satisfaction is a meaningful metric. However, I would like to put forward the idea that usually the "customer satisfaction" metric does not tell your operational commander whether you can forecast your way out of a wet paper bag.

We visited a weather unit recently that had the courage to show Air Force Director of Weather Brig. Gen. Thomas J. Lennon their unit forecasting skill. They compared their score for particular flying categories against a standard, in several cases it was persistence. Persistence was winning. General Lennon complimented them on two counts — keeping track of the skill, and having the where-with-all to show it to him. The easy part is over ... now the challenge is to improve the skill.

We're spending precious dollars making sure that our go-to-war technology is up-to-date, each of us has the skill to survive to operate, and our career progression, both for officers and enlisted, is adequate to sustain the career field. It is all meaningless if we don't know how to forecast the weather with some measurable degree of accuracy.

But the subject here is not how management measures skill. I'm not talking about how station chiefs measure unit performance, not the collection of metrics to satisfy the myriad of processes and customer satisfaction, but how do you measure yourself.

When you finish with a forecast, issue it, and head home after your shift, are you keeping any personal statistics? Are you getting better at your craft? Has the improvement in the technology helped you improve your skill or vice versa? Are you right 50 percent of the time, 60, 80, or 20?

Over the years that I have spent in Air Force Weather, we have devised many systems for addressing our skill. All of them are aimed really at one goal — providing management processes to identify and improve skill.

The forecast review or the "bust review" as it was affectionately called, is one example.

> **"The reward for what we do is a guarantee that the United States Air Force and Army can employ their resources to accomplish the goals of our country."**
>
> ***Chief Master Sgt. Jim Hoy***
> ***Superintendent of Weather***
> ***Air Force Directorate of Weather***

While forecast reviews are a management process, the intent was aimed far more at the personal level. It was an opportunity for you to review what you said would happen versus what happened. But many times we took the attitude "that given the same circumstances I would make the same forecast." That means in the same situation, you would miss the forecast again and again, etc.

Management certainly owns the responsibility to exercise leadership and meteorological skill to improve the process. However, I would like to suggest that we all share the burden — personally accepting accountability for the forecast and improving the process.

Since we're not paid by the forecast, our paycheck is not threatened when we miss one. The reward for what we do is a guarantee that the United States Air Force and Army can employ their resources to accomplish the goals of our country.

Just as surely as a lightning strike to a refueling aircraft sitting on the ramp will result in destruction and even death, the lack of the forecast for the event can result in the same.

I know we're not going to be right 100 percent of the time, but how does the decision-maker factor in a forecast when we don't even know how often we're right!

The prosecution of war is not a science any more than weather forecasting — it's a matter of weighing the variables, and making decisions.

The goal is always improvement in skill because increased skill results in customer satisfaction.

Contact Chief Master Sgt. Jim Hoy at DSN 224-7410 or by electronic mail at "jhoy@pafosu3.hq.af.mil"

*share the vision*

# Back To Basics

## New Roles And Responsibilities

by Lt. Col. Mike Hooford
Deputy Chief, Resources Division
and
CMSgt. Robert Brooks
Chief, Weather Operations
Air Force Directorate of Weather

During our visits to major command weather conferences to brief "Back To Basics", we've seen a lot of apprehension over its actual implementation.

A typical question is: "How can we get 'Back to Basics' to work at our weather station considering the current manpower, workload and time constraints?"

We'll provide a few hints to help you approach this challenging task.

The first, and most important, hint is to keep an open, positive attitude. An attitude of "that just won't work" usually becomes a self-fulfilling prophecy.

Second, focus on the overall concepts of Back to Basics. Remember, the purpose of this initiative is to improve Air Force Weather (AFW) performance through the proper use of people, and realistically aligning duties and responsibilities with respect to education, training and experience.

Take a look at your weather station in terms of mission requirements and available resources. Then adapt the Back to Basics vision to fit your situation by keeping its principles in mind.

Third, look for those opportunities where the Back to Basics principles can be most easily applied. Success, even in small areas, breeds additional successes. Any unit can immediately infnse science into the weather station through daily officer involvement in forecast discussions and the assessment of and planning for mission-critical weather conditions.

Don't try to bite off the "whole enchilada" at once — tackle the vision in realistic, manageable chunks.

Another important factor is teamwork. One of the fundamental principles of Back to Basics is the necessity to exploit the srrengths and skills brought to the table by officers and the enlisted force.

**"Keep an open, positive attitude. An attitude of 'that just won't work' usually becomes a self-fulfilling prophecy."**

***Lt. Col. Mike Hooford***
***Deputy Chief, Resources Division***

***Chief Master Sgt. Robert Brooks***
***Chief, Weather Operations***
***Air Force Directorate of Weather***

The officers bring scientific and technological insight through undergraduate and graduate level meteorological education, which can be an opportunity to learn and gain fresh ideas. The senior NCOs bring years of hands-on experience in the implementation and execution of weather operations. Again, the opportunity for both officers and junior enlisted members to seek out this knowledge and learn from it is there.

An important side benefit of teamwork is that it helps allay feelings of unfair treatment. Jobs will be changing under Back to Basics. We have to acknowledge this fact and be sensitive to the potential responses people might have to these changes. Some individuals may feel they're losing hard-earned status, while other may feel they're being dumped on in terms of additional responsibilities.

A final hint — simply acknowledge that apprehension and fear of the unknown is a normal reaction. There is actually a healthy level of stress in our lives -- that's what keeps us alert and energized without burning us out. Put forth an honest effort to understand Back to Basics, and the vision will fall into the place.

Remember, change produces challenges. Without leadership, challenges appear tougher than they really are. With leadership, the challenges become opportunities. Innovative leadership throughout AFW is the key. Let's focus on how to make Back to Basics work — not on why it won't work!

"Choose The Weather For Battle"

**Have questions or comments about the new "Back To Basics" initiatives? Contact Chief Brooks at DSN 426-4390, CMCL (703) 696-4390, or by electronic mail at: "rbrooks@pafosu3.hq.af.mil".**

officer talk

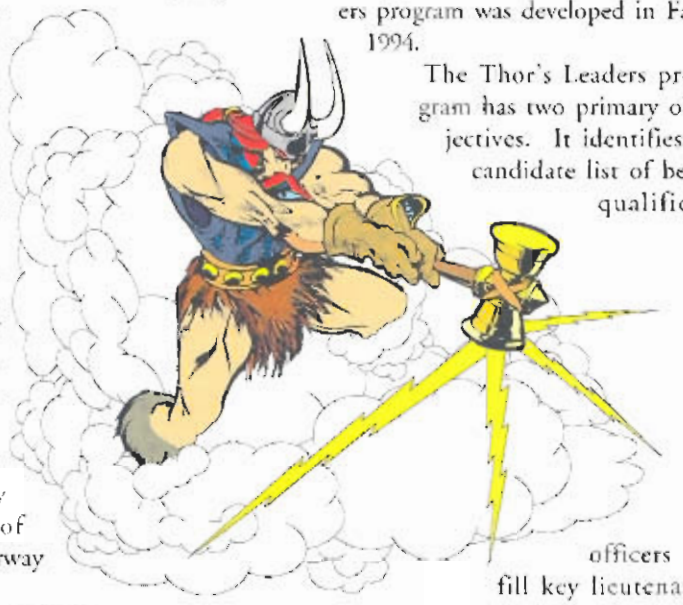
# Thor's Leaders

## Filling Key Leadership, Command Positions

by Maj. John D. Murphy
Air Weather Service
Chief of Personnel

Since the results of the recent Thor's Leader Board were released on Feb. 14, 1996, I've received numerous questions ranging from "What the @#$%* is a Thor!?" to "What are the eligibility requirements and how do I become one?".

This article is dedicated to trying to explain why we have a "Thor's Leaders" list, what the requirements are, and how you might become one.



First, about Thor. Thor was the god of thunder in Norse mythology.

He was the most widely worshipped of the gods in Norway and Iceland.

He was a god of strength, a helper in war, a defender, the one who gave force to contracts and marriages, warded off demonic influences, healed those with diseases, etc.

Ancient legend shows him in the vigor of youth, with red hair and beard (the color of lightning), riding in a goat-drawn chariot (whose rolling causes the thunder), and armed with a magic hammer.

In the old "stovepipe" days, Air Weather Service groomed its own future senior weather leaders. Since the restructure of AWS and the Air Force drawdown began, many key senior weather positions were downgraded and/or divested to the major commands (MAJCOMs).

AFW needed a mechanism to ensure its top officers were filling those key positions vital to successful AF mission accomplishment. AFW elected to fill key positions in the same way the rest of the AF fills key positions, thus the Thor's Leaders program was developed in Fall 1994.

The Thor's Leaders program has two primary objectives. It identifies a candidate list of best qualified officers to fill key lieutenant colonel positions, and it highlights to the MAJCOMs those weather people with command potential. The board is held annually at the Air Force Personnel Center, Randolph AFB, Texas, and is chaired by the Air Force Director of Weather or the Air Weather Service Commander.

The board is composed of colonels from each MAJCOM, the Air Staff, and AWS. The procedures followed by the board are identical to other AFPC boards (see my Feb. 1996 article).

Eligible officers must be core 15WXs. The officer must be a lieutenant colonel not in the primary zone to colonel, a lieutenant colonel-select, or a major within two years of primary zone consideration to 0-5. Additionally, the officer must not have applied for separation or retirement and can not have been deferred to the next higher grade.

Finally, the officer must be a worldwide volunteer for key positions. This signifies you are willing to go where your talents are needed, the very essence of "service above self" (the key job offered might not match the location or timing you expected for your next assignment—it may lead to some personal sacrifices).

Frankly, this aspect has recently become a sore point with board members. We've had instances where officers refuse to volunteer for key positions after having said that they were worldwide volunteers — this immediately removes them from the list.

So what separates Thor's Leaders from the rest of the pack (e.g., a top scoring record)?

It should come as no surprise that duty performance is first and foremost. Your record must reflect continued superior performance throughout your career with hard-hitting bullets that document solid achievements and impacts. Endorsements should clearly identify you as one who should fill command positions, at the resident professional military education (PME), and show consistent "top slice" designations.

Your record must demonstrate depth and breadth of experience (i.e., various levels of responsibility and leadership positions — you should seek and successfully hold increasingly responsible jobs).

Finally, you must have completed the appropriate level of professional military education and you should have an advanced degree.

Delineators here are in-residence programs, distinguished graduates, and degrees completed on time and in an

See THOR'S LEADERS
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weather history

# Did You Know?

## Weather in the Korean and Vietnam eras

by Ms. Lil Wilbur
Air Weather Service
Chief of History

When the Korean War broke out, weather personnel were once again called upon to serve. When North Korean soldiers moved across the 38th Parallel into South Korea, weather folks were flying reconnaissance within 24 hours. A WB-29 weather recon aircraft, based in Japan, was deployed on the first-ever "Buzzard" mission over Korea.

**"No other U.S. military commander ever had the advantages of the outstanding weather support I have had at my disposal."**
***Gen. William C. Westmoreland, Commander, U.S. Forces in Vietnam***

Weather was of primary concern at that time with heavy seas from typhoons and storms. One such typhoon (Kezia) was a great menace to the movement of shipping for the Inchon Landing and the swelling seas damaged Wonsan's landing facility.

The Korean War saw a change in airframes with the introduction of jets. These jet aircraft provided more challenges to weather personnel since they required forecasts encompassing higher altitudes and more exacting time-interval forecasts. Forecasts for medium bombers required "more precise cloud-cover since their targets did not lend themselves to radar bombing."

Lack of data from the West added to the difficulty of forecasting during Korea. Since that region was under communist control, information on the upstream areas, primarily over China and Manchuria, was unavailable.

Early in 1962, Air Weather Service once again provided wartime support, this time in a place called Vietnam. A cadre of 23 weathermen was sent to Vietnam in 1962, where they formed three detachments. *(Note: Weather support went from those numbers in '62 to over 600 people in 1969. Those detachments spawned a weather group and three weather squadrons with a mission that supported over 30 locations throughout Vietnam and Thailand).*

This was a war that from the weathermen's point of view pitted technology against the jungle.

On one side, scientific technology used to gather data allowed a weather unit in Saigon its first satellite picture from TIROS VIII in 1964, while combat weather teams (working in support of Army units) were fighting off a primitive environment that often included concealed pits lined with poison-tipped bamboo splints! The year 1966 saw American aircraft sorties totaling 13,000 a month. In fact, between July and December 1966 there were 29,488 target forecasts.

In Southeast Asia, closer combat weather support was necessary. We even had combat weather folks trained to jump with airborne units straight into battle zones.

In support of the importance of weather and its effects on battle, Gen. William C. Westmoreland, Commander, U.S. Forces in Vietnam said, "No other U.S. military commander ever had the advantages of the outstanding weather support I have had at my disposal."

*A WB-29 weather recon aircraft, based in Japan, was deployed on the first-ever "Buzzard" mission over Korea.*

*Did You Know is brought to you by your friendly Air Weather Service History Office. Materials used come from various sources including AWS Historians past and present. If you have stories, artifacts, old emblems, photos, etc...contact Ms Wilbur at email wilburl@hqaws.safb.af.mil or call 618-256-5654 x258 or DSN 576-5654 x258.*

your voice

# Room For Observers In The OBSERVER?

*(Editor's Note: This letter was received by my office recently and addressed a concern of one of a certain group of weather warriors who may feel left out of the OBSERVER magazine — the weather observer. This observer's letter is printed in it's entirety. Name and originating base have been withheld by request.)*

As I sit here and read the magazine titled "OBSERVER", I often wonder if I will ever see an article about those for whom the magazine is titled — the weather observer. I have noticed our title in the magazine every now and then, but I thought it would be nice to read something about what the observer actually does.

I guess all of you remember the school for observers from before your forecasting days, but I'm not sure HOW much you may remember. Here are some of the things we learned during the three-month grind of five-days-a-week, eight-hours-a-day class.

We were programmed with the information of basic forecasting. Upon graduation, we should know how to decode and plot Skew-T's; receive and disseminate Pireps; and plot surface, synoptic, METAR, land and sea charts. This, on top of the basics, learning the Form 10 (or Form 3802) for both airways and METAR, basics about meteorology, and the 27 states of the sky. Add in the Automated Weather Distribution System (AWDS) training, and the small portion of NEXRAD training, and we come out as "baby forecasters" (as well as high-strung caffeine drinkers and with a few less strands of hair!).

**"I think it's important to recognize the observers for all we do. We are the eyes and ears of the forecasters. We are working with, on a daily basis, the 'now' happenings in the elements of weather."**

***From a Letter To The Editor***

I think it's important to recognize observers for all we do. We are the eyes and ears of the forecasters. We are working with, on a daily basis, the "now" happenings in the elements of weather. We are able to stop aircraft from taking off, as well as from landing. We have a major role to play in the military — our customers depend on us to be accurate about the "now" weather, because their safety depends on it. So, when the weather is bad, let us do our job, because our job is critical! It is so critical that observers are on duty 24 hours a day, every day, — right there with the forecasters!

When the weather is good, and our observations are scaled back to two per hour, then implement us in other areas of forecasting — we can help! It might take us a little while to get into the swing of things, but we are willing and able. We LIKE to stay busy.

What is the point I'm trying to make? Just that we — the observers — are a critical part of the weather team, and we deserve to be treated as such. We're the "grunts" of weather, but our job is essential to a good weather forecast, which, in turn, is critical to our customers.

Just tell an observer sometime that he or she is doing a good job, and watch the results. That observer will be willing to work harder for you, and will be happier with the job.

Positive feedback only helps increase teamwork and helps foster a positive working environment.

editor's reply

**by Staff Sgt. Steve Elliott**
**Editor, OBSERVER**
**NCOIC, AWS Public Affairs**

The writer brings up some good points in this letter. First off, you're right! Looking back over the last 15 issues, there has been a dearth of stories which are about, or for, the weather observer, typically a first-term airman at their first assignment.

Typically, every month, there are articles written by Chief Master Sgt. Jim Hoy, the Air Force Weather Superintendent, and Chief Master Sgt. Robert Brooks, from the Air Staff. These articles are intended for use by the enlisted weather force as advice for their careers.

I have talked with the Air Force Weather Schoolhouse at Keesler AFB, Miss., about a series of articles specifically aimed at the enlisted observer to serve as a review of observing procedures and equipment. A knowledgeable observer is an asset to any weather flight!

In regards to articles ABOUT observers, I ask the writer of the above letter and observers from throughout the Air Force to help me help you. If you have an idea for an article, or want to write an article, let me know! I don't get out to the field as much as I would like to, so I need all of you to be my eyes and ears out there. As for the other points brought up in this letter ... those are probably best addressed by the people in the weather stations who work with those observers.

All members of the Air Force Weather community are important, from the brand-new airman or second lieutenant at their first assignment, all the way up to the major command directors of weather and the Air Staff. We're all part of a team, and that includes the non-weather types, like myself, who work in AFW around the world, supporting a wide variety of missions.

# salutes


## AIR FORCE MERITORIOUS SERVICE MEDAL

**Capt. Thomas W. Patteson**, HQ Air Education and Training Command/XOSW, Randolph AFB, Texas (1st OLC)
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**Master Sgt. Bruce A. Moyer**, 607th WS, Youngsan AIN, Korea (2nd OLC)
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**Senior Airman Roger W. Anderson**, HQ AFGWC, Offutt AFB, Neb
**Senior Airman William A. Ward**, HQ AFGWC, Offutt AFB, Neb
**Senior Airman Wes R. Robinson**, 21st OSS/OSW, Peterson AFB, Colo

## JOINT SERVICE ACHIEVEMENT MEDAL

**Tech. Sgt. Sylvia V. Poole**, 15th ASOS/ASW, Hunter AAF, Ga.

## ARMY ACHIEVEMENT MEDAL

**Staff Sgt. Steve Scudder**, 19th ASOS/CDW, Fort Campbell, Ky.

## AIR FORCE GOOD CONDUCT MEDAL

**Master Sgt. Milton Kooyman**, 3rd WS, Fort Hood, Texas
**Tech. Sgt. Festus Etienne**, 3rd WS, Fort Hood, Texas
**Staff Sgt. John C. Bondi**, HQ AFGWC, Offutt AFB, Neb
**Senior Airman Ivan C. Capps**, HQ AFGWC, Offutt AFB, Neb
**Master Sgt. Nancy J. O'Connell**, HQ AFGWC, Offutt AFB, Neb
**Senior Airman Thomas A. Radtke**, HQ AFGWC, Offutt AFB, Neb
**Master Sgt. Dean T. Sallee**, HQ AFGWC, Offutt AFB, Neb
**Senior Airman Bradley J. Sanford**, HQ AFGWC, Offutt AFB, Neb
**Tech. Sgt. Stephen Turkovich**, HQ AFGWC, Offutt AFB, Neb
**Staff Sgt. Roger W. Vansurksum**, HQ AFGWC, Offutt AFB, Neb
**Senior Airman Jeffrey R. Welles**, HQ AFGWC, Offutt AFB, Neb
**Senior Airman Damon B. Wilson**, HQ AFGWC, Offutt AFB, Neb

## PROMOTIONS

**Mark E. Anderson**, HQ AWS/CVV, Scott AFB, Ill
**Paul A. Strickler**, HQ AFGWC, Offutt AFB, Neb

**Roger W. Vansurksum**, HQ AFGWC, Offutt AFB, Neb

**Jon S. Natalle**, OL-C, 607th WS, Camp Eagle, Korea
**Gary N. Shaw**, 12th OSS/DOS, Randolph AFB, Texas
**Gary A. Clinton, Jr.**, Air Force Combat Climatology Center, Scott AFB, Ill
**Susan M. Hyatt**, HQ AFGWC, Offutt AFB, Neb
**William Lane**, 4th OSS/OSW, Seymour Johnson AFB, N.C.
**Mario B. Viray**, 56th OSS/OSW, Luke AFB, Ariz.

**Chris Conklin**, 3rd WS, Fort Hood, Texas (below the zone)
**Michael E. Adkins**, 12th OSS/DOS, Randolph AFB, Texas
**Dustin C. Bailey**, HQ AFGWC, Offutt AFB, Neb (below the zone)
**William Grady**, 305th OSS/OSW, McGuire AFB, N.J.

**Eric Withrow**, 3rd WS, Fort Hood, Texas
**Jason Nay**, 3rd WS, Fort Hood, Texas
**Damion Madison**, 45th WS, Patrick AFB, Fla.
**Christopher Turley**, 75th OSS/OSW, Hill AFB, Utah
**Loleen Brown**, 305th OSS/OSW, McGuire AFB, N.J.
**Lucy D. Walton**, 17th ASOS, C Flt., Fort Benning, Ga.
**Felicia M. Godley**, 17th ASOS, C Flt., Fort Benning, Ga.

**Eric McGuire**, 305th OSS/OSW, McGuire AFB, N.J.

## HAILS AND FARWELLS

**Capt. Terry Hoffman** — to 3rd Weather Squadron, Fort Hood, Texas, from AFGWC, Offutt AFB, Neb.
**2nd Lt. Michael Scott** — to 3rd WS, Fort Hood, Texas, from Keesler AFB, Miss.
**Airman 1st Class Eric Andrews** — to 3rd WS, Fort Hood, Texas, from Keesler AFB, Miss.
**Airman 1st Class Charlie Drey** — to 3rd WS, Fort Hood, Texas, from Keesler AFB, Miss.
**Airman 1st Class Jenny McAtee** — to 3rd WS, Fort Hood, Texas, from Keesler AFB, Miss.
**Airman Scott Crosby** — to 3rd WS, Fort Hood, Texas, from Keesler AFB, Miss.
**Airman Toby Manazanres** — to 3rd WS, Fort Hood, Texas, from Keesler AFB, Miss.
**Senior Airman Todd Thornam** — to Wheeler AAF, Hawaii, from 3rd WS, Fort Hood, Texas
**Airman 1st Class Sam Trotter** — to Wheeler AAF, Hawaii, from 3rd WS, Fort Hood, Texas
**Capt. Lee Netterville** — to HQ AETC/XOSW, Randolph AFB, Texas, from Nellis AFB, Nev.
**1st Lt. Jody Koneeky** — to 45th WS, Patrick AFB, Fla., from RAF Molderhall, U.K.
**Staff Sgt. James Anderson** — to 45th WS, Patrick AFB, Fla., from AFGWC, Offutt AFB, Neb.
**Airman 1st Class Michael Thornbury** — to Aviano AB, Italy, from 45th WS, Patrick AFB, Fla.
**Master Sgt. William L. Strickland** — to 80th OSS/OSW, Sheppard AFB, Texas, from Keesler AFB, Miss.
**Staff Sgt. Charles L. Smith** — to 80th OSS/OSW, Sheppard AFB, Texas, from Det. 2, 607th WS, Camp Humphreys, Korea
**Staff Sgt. William L. Senior** — to 80th OSS/OSW, Sheppard AFB, Texas, from Det. 3, 617th WS, Illesheim, Germany
**Senior Airman Michael B. Burleson** — to 80th OSS/OSW, Sheppard AFB, Texas, from Keesler AFB, Miss.
**Airman Jeremy D. Chambers** — to 80th OSS/OSW, Sheppard AFB, Texas, from Keesler AFB, Miss.
**Senior Airman John McGeogan** — to 15th ASOS/ASW, Hunter AAF, Ga., from Keesler AFB, Miss.
**Tech. Sgt. Terry L. Ortegon** — to AFGWC, Offutt AFB, Neb., from 607th WS, Youngsan AIN, Korea
**Senior Airman Shawn C. McFarlin** — to Sheppard AFB, Texas, from 607th WS, Yongsan AIN, Korea
**Senior Airman Scott J. McCormick** — to AFCCC, Scott AFB, Ill., from 607th WS, Yongsan AIN, Korea
**Staff Sgt. Troy Marshall** — to Traben Trabach, Germany, from Camp Humphreys, Korea
**Senior Airman Charles Smith** — to Sheppard AFB, Texas, from Camp Humphreys, Korea
**Senior Airman Aaron Purdum** — to Keesler AFB, Miss., from Camp Humphreys, Korea
**Staff Sgt. Robert A. Russ** — to 607th WS, Youngsan AIN, Korea, from Eglin AFB, Fla.
**Senior Airman Alberto Lacayo** — to 607th WS, Youngsan AIN, Korea, from Altus AFB, Okla.
**Senior Airman Craig A. Musselman** — to 607th WS, Youngsan AIN, Korea, from Fort Campbell, Ky.
**Senior Airman Robert P. Bleacher** — to 607th WS, Youngsan AIN, Korea, from Sheppard AFB, Texas
**Airman 1st Class Michael C. Seel** — to 607th WS, Youngsan AIN, Korea, from Warner Robbins AFB, Ga.
**Senior Airman Shannon Meyer** — to Camp Humphreys, Korea, from Little Rock AFB, Ark.
**Senior Airman Melissa A. Black** — to 12th OSS/DOS, Randolph AFB, Texas, from Keesler AFB, Miss.
**Airman 1st Class Steven M. Baldinger** — to Keesler AFB, Miss., to 12th OSS/DOS, Randolph AFB, Texas
**Airman 1st Class Kimberly Phegley** — to Kadena AB, Japan, from 75th OSS/OSW, Hill AFB, Utah
**Master Sgt. Leslie Best** — to 75th OSS/OSW, Hill AFB, Utah, from Robins AFB, Ga.
**Staff Sgt. Kenneth Asbell** — to 75th OSS/OSW, Hill AFB, Utah, from Keesler AFB, Miss.
**Airman 1st Class John L. Stephens** — to 355th OSS/OSW, Davis-Monthan AFB, Ariz., from Keesler AFB, Miss.
**Airman 1st Class Hilton R. Wells** — to Fort Wainwright, Alaska, from 21st ASOS/ASW, Fort Polk, La.
**Tech. Sgt. William D. Malcomb** — to Osan AB, Korea, from 17th ASOS, C Flt., Fort Benning, Ga.
**Tech. Sgt. Jeffrey A. Rusbach** — to 607th Combat Operations Squadron, Osan AB, Korea, from 21st OSS/OSW, Peterson AFB, Colo.
**Staff Sgt. Paul F. Lucas, Jr.** — to Camp Casey, Korea, from 21st OSS/OSW, Peterson AFB, Colo.
**Senior Airman Steve Adams** — to 19th ASOS/CDW, Fort Campbell, Ky., from Keesler AFB, Miss.
**Senior Airman John Born** — to 19th ASOS/CDW, Fort Campbell, Ky., from Keesler AFB, Miss.
**Senior Airman Brandon Orr** — to 19th ASOS/CDW, Fort Campbell, Ky., from Keesler AFB, Miss.
**Senior Airman Craig Musselman** — to Osan AB, Korea, from 19th ASOS/CDW, Fort Campbell, Ky.
**Airman 1st Class Brandy Adams** — to 19th ASOS/CDW, Fort Campbell, Ky., from Keesler AFB, Miss.
**Staff Sgt. Sam Moore** — to 437th OSS/OSW, Charleston AFB, S.C., from Travis AFB, Calif.
**Senior Airman Jon Glenn** — to 437th OSS/OSW, Charleston AFB, S.C., from Keesler AFB, Miss.

## REENLISTMENTS

**Senior Airman Gerardo Jaime**, 3rd WS, Fort Hood, Texas
**Tech. Sgt. Timothy Edwards**, 4th OSS/OSW, Seymour Johnson AFB, N.C.
**Staff Sgt. Bradley A. Davis**, 4th OSS/OSW, Seymour Johnson AFB, N.C.
**Staff Sgt. David Quinn**, 4th OSS/OSW, Seymour Johnson AFB, N.C.

## SEPARATIONS

**Senior Airman Jennifer Proffitt**, 3rd WS, Fort Hood, Texas
**Senior Airman Derwin Richey**, 3rd WS, Fort Hood, Texas

**Capt. Thomas W. Patteson**, HQ AETC/XOSW, Randolph AFB, Texas
**Staff Sgt. Michelle Hunnell**, 75th OSS/OSW, Hill AFB, Utah
**Staff Sgt. Eddie L. Hickman**, 355th OSS/OSW, Davis-Monthan AFB, Ariz
**Senior Airman Erika J. Plapp**, 56th OSS/OSW, Luke AFB, Ariz.

## EDUCATION

*NCO Academy*

**Tech. Sgt. Festus Etienne**, 3rd WS, Fort Hood, Texas

*Airman Leadership School*

**Senior Airman Calvin Smith**, 3rd WS, Fort Hood, Texas
**Senior Airman David S. Hanck**, 355th OSS/OSW, Davis-Monthan AFB, Ariz
**Staff Sgt. Mario B. Viray**, 56th OSS/OSW, Luke AFB, Ariz.

*Weather Apprentice Course 951106 Graduates*

**Airman 1st Class Christina M. Kuykendall** (honor graduate)
**Airman 1st Class Brad J. Miller**
**Airman 1st Class Earl R. Percival** (honor graduate)
**Airman 1st Class John L. Stephens** (honor graduate)
**Airman Daravanh Vongsovanh**

*Weather Apprentice Course 960122 Graduates*

**Airman James J. Baumgardener** (honor graduate)
**Airman 1st Class David L. Eisler** (honor graduate/fast tracking to Advanced Weather Course)
**Airman 1st Class Steven L. Fisher**
**Airman Scott C. Fuller** (honor graduate)
**Airman Clay J. Jensen** (honor graduate)
**Airman Michael P. Kipp**
**Airman Melanie D. Kyota**
**Airman 1st Class Kathleen L. Liddle**
**Airman 1st Class Christopher T. McKinney**
**Airman Twayna L. Miller**
**Airman James A. Moulict**
**Airman 1st Class Michael C. Oates**
**Airman Nelson D. Rouleau**
**Airman 1st Class Christopher W. Sevin**
**Airman Brian H. Yates**

*Weather Technician Course 950623 Graduates*

**Senior Airman Randy J. Burk**, to Hill AFB, Utah (honor graduate)
**Senior Airman Julie A. Clark**, to McClellan AFB, Calif. (honor graduate)
**Senior Airman Randy S. Hughes**, to Tyndall AFB, Fla.
**Senior Airman Scott E. Macibiba**, to California Air National Guard
**Senior Airman Brandon D. Orr**, to Beale AFB, Calif.
**Senior Airman Vincent L. Petrasek**, to Fort Campbell, Ky.
**Staff Sgt. Daniel P. Rawls**, to Aviano AB, Italy
**Senior Airman Terri J. Sherman**, to Offutt AFB, Neb.
**Senior Airman John C. Sosa, Jr.**, to Davis-Monthan AFB, Ariz.

*Weather Technician Course 950718 Graduates*

**Senior Airman Michael A. Bilbey**, to Hickam AFB, Hawaii
**Senior Airman Jon P. Glenn**, to Charleston AFB, S.C.
**Senior Airman Luis M. Marin**, to HQ AFGWC, Offutt AFB, Neb.
**Senior Airman Randal A. Marmino**, to Luke AFB, Ariz.
**Senior Airman Gilbert A. Reyes**, to Fort Carson, Colo.
**Senior Airman Willie C. Robertson**, to March AFB, Calif.
**Senior Airman Aaron L. Stevens**, to Laughlin AFB, Texas
**Senior Airman Kelvin M. VanWright**, to Travis AFB, Texas

*EOTDA Course*

**2nd Lt. Brian Schnitker**, 4th OSS/OSW, Seymour Johnson AFB, N.C.
**Senior Airman Rick Speed**, 56th OSS/OSW, Luke AFB, Ariz.
**2nd Lt. Brian Schroeder**, 437th OSS/OSW, Charleston AFB, S.C.

*METSAT Course*

**Mr. Ronald Presnal**, 56th OSS/OSW, Luke AFB, Ariz.
**Senior Airman Wes B. Robinson**, 21st OSS/OSW, Peterson AFB, Colo.
**Senior Airman Eric R. Waunaman**, 21st OSS/OSW, Peterson AFB, Colo.
**Mr. Frank E. Guy**, 21st OSS/OSW, Peterson AFB, Colo.

*NEXRAD Manager's Course*

**Staff Sgt. Jeffrey Seaman**, 305th OSS/OSW, McGuire AFB, N.J.

*Weather Satellite and Photo Interpretation Course*

**Staff Sgt. Kenneth N. Brooks**, 21st ASOS/ASW, Fort Polk, La.

*Awarded Master's Degree*

**Captain Michael D. Bramhall**, 437th OSS/OSW, Charleston AFB, S.C.

## AWARDS

*80th OSS NCO of the Quarter (1st qtr. 1996)*

**Tech. Sgt. Bradley K. Wasson**, 80th OSS/OSW, Sheppard AFB, Texas

*80th FTW NCO of the Quarter (1st qtr. 1996)*

**Tech. Sgt. Bradley K. Wasson**, 80th OSS/OSW, Sheppard AFB, Texas

*15th ASOS/18th ASOG Company Grade Officer of the Quarter*

**1st Lt. Kelly M. Law**, 15th ASOS/ASW, Hunter AAF, Ga.

*15th ASOS/18th ASOG Senior NCO of the Quarter*

**Master Sgt. Daniel K. Porter**, 15th ASOS/ASW, Hunter AAF, Ga.

*15th ASOS/18th ASOG Airman of the Quarter*

**Airman 1st Class Jeremiah Thurberg**, 15th ASOS/ASW, Hunter AAF, Ga.

*Outstanding Performance during 15th ASOS QAFA Inspection Awards*

**1st Lt. Kelly M. Law**, 15th ASOS/ASW, Hunter AAF, Ga.
**Tech Sgt. Sylvia V. Poole**, 15th ASOS/ASW, Hunter AAF, Ga.
**Staff Sgt. Susan L. Bowers**, 15th ASOS/ASW, Hunter AAF, Ga.

*Scott AFB, Ill., NCO of the Quarter*

**Tech. Sgt. Mike Nelson**, HQ AWS/CVV, Scott AFB, Ill.

*75th OSS Airman of the Quarter (4th qtr. 1995)*

**Senior Airman Augustus Mendenhall**, 75th OSS/OSW, Hill AFB, Utah

*75th OSS NCO of the Quarter (4th qtr. 1995)*

**Tech. Sgt. Michael Sincere**, 75th OSS/OSW, Hill AFB, Utah

*75th OSS Airman of the Year (1995)*

**Senior Airman Augustus Mendenhall**, 75th OSS/OSW, Hill AFB, Utah

*57th OSS/57th OG Company Grade Officer of the Quarter*

**1st Lt. J.J. Golemboski**, 57th OSS/OSW, Nellis AFB, Nev.

*57th OSS/57th OG NCO of the Quarter*

**Tech. Sgt. Steven R. Grimes**, 57th OSS/OSW, Nellis AFB, Nev.

*355th OSS Senior NCO of the Year*

**Master Sgt. Michael P. Gilbert**, 355th OSS/OSW, Davis-Monthan AFB, Ariz.

*355th OSS Exemplary Civilian Service Medal*

**Mr. Charles H. Tester**, 355th OSS/OSW, Davis-Monthan AFB, Ariz.

*Headquarters Air Force Global Weather Central Company Grade Officer of the Quarter (4th qtr. 1995)*

**Capt. Frank A. Leute IV**, HQ AFGWC, Offutt AFB, Neb.

*HQ AFGWC Civilian (GS-9 and above) Civilian of the Quarter*

**Ms. Kay M. Meehan**, HQ AFGWC, Offutt AFB, Neb.

*HQ AFGWC Civilian (GS-8 and below) of the Quarter*

**Ms. Cassandra A. Clausen**, HQ AFGWC, Offutt AFB, Neb.

*HQ AFGWC Senior NCO of the Quarter*

**Senior Master Sgt. Thomas O. Kinney, Jr.**, HQ AFGWC, Offutt AFB, Neb.

*HQ AFGWC NCO of the Quarter*

**Tech. Sgt. Ralph D. Getzandanner**, HQ AFGWC, Offutt AFB, Neb.

*HQ AFGWC Airman of the Quarter*

**Airman 1st Class Rebecca M. Carney**, HQ AFGWC, Offutt AFB, Neb.

*77th OSS Airman of the Quarter (4th qtr. 1995)*

**Senior Airman Bryan Garton**, 77th OSS/OSW, McClellan AFB, Calif.

*77th OSS Senior NCO of the Year*

**Master Sgt. Rick A. Suggs**, 77th OSS/OSW, McClellan AFB, Calif.

*Air Force Materiel Command Senior NCO of the Year*

**Master Sgt. Rick A. Suggs**, 77th OSS/OSW, McClellan AFB, Calif.

*92th OSS Airman of the Year*

**Senior Airman Christopher Payne**, 92nd OSS/OSW, Fairchild AFB, Wash.

*92nd OSS NCO of the Year*

**Tech. Sgt. David W. Oetting**, 92nd OSS/OSW, Fairchild AFB, Wash.

*92nd OSS Senior NCO of the Year*

**Master Sgt. Gerald C. Claycomb**, 92nd OSS/OSW, Fairchild AFB, Wash.

*92nd OSS Civilian of the Year*

**Mr. Mike S. Fietek**, 92nd OSS/OSW, Fairchild AFB, Wash.

*92nd OSS/92nd OG Company Grade Officer of the Year*

**1st Lt. George M. Reynolds**, 92nd OSS/OSW, Fairchild AFB, Wash.

*1995 Air Mobility Command Weather Airman of the Year*

**Airman 1st Class Patricia Hasboun**, 92nd OSS/OSW, Fairchild AFB, Wash.

*AMC Weather Officer of the Year*

**1st Lt. George M. Reynolds**, 92nd OSS/OSW, Fairchild AFB, Wash.

*AMC Weather Senior NCO of the Year*

**Master Sgt. Gerald C. Claycomb**, 92nd OSS/OSW, Fairchild AFB, Wash.

*55th OSS Company Grade Officer of the Year*

**1st Lt. Christine M.R. Butler**, 55th OSS/OSW, Offutt AFB, Neb.

*55th OSS Airman of the Year*

**Airman 1st Class Joseph E. Carder**, 55th OSS/OSW, Offutt AFB, Neb.

*55th OSS Company Grade Officer of the Year*

**Capt. Jeffrey R. Lipskens**, 55th OSS/OSW, Offutt AFB, Neb.

*Air Combat Command Civilian of the Year*

**Mr. William Nelson**, 55th OSS/OSW, Offutt AFB, Neb.

*305th OSS/OSW Observer of the Quarter*

**Senior Airman William Grady**, 305th OSS/OSW, McGuire AFB, N.J.

*305th OSS/OSW Observer of the Year*

**Airman 1st Class Rafael Pavwoski**, 305th OSS/OSW, McGuire AFB, N.J.

*Combat Readiness Badge*

**Staff Sgt.** Mike Edelson, 21st ASOS/ASW, Fort Polk, La.

*18th Operations Group NCO of the Quarter (4th qtr. 1995)*

**Staff Sgt. Iwana L. Burleson**, 21st ASOS/ASW, Fort Polk, La.

*21st ASOS/ASW Forecaster of the Quarter*

**Staff Sgt.** Iwana L. **Burleson**, 21st ASOS/ASW, Fort Polk, La.

*21st ASOS/ASW Observer of the Quarter*

**Airman 1st Class Hilton R. Wells**, 21st ASOS/ASW, Fort Polk, La.

*Dodson Award*

**Senior Airman Benjamin Wretlind**, 412th OSS/OSW, Edwards AFB, Calif.

*21st OSS NCO of the Quarter (4th qtr. 1995)*

**Tech Sgt. Manny Carrasquillo**, 21st OSS/OSW, Peterson AFB, Colo.

*21st OSS Airman of the Quarter*

**Airman 1st Class Nergiz Knox**, 21st OSS/OSW, Peterson AFB, Colo.

*19th ASOS Officer of the Year (1995)*

**Capt. Dan Vasenko**, 5th SFG/SOWT, Fort Campbell, Ky.

*19th ASOS NCO of the Year*

**Staff Sgt. Brian Anderson**, 5th SFG/SOWT, Fort Campbell, Ky.

*437th OSS Senior NCO of the Year*

**Master Sgt. Paul Leidig**, 437th OSS/OSW, Charleston AFB, S.C.

## MISCELLANEOUS

**Airman 1st Class Charles Serenk**, 3rd WS, Fort Hood, Texas — received an 87% on his 5-level CDC final.

## BIRTHS

Samantha Rose Lane, to Staff Sgt. William and Senior Airman Martha Lane, 4th OSS/OSW, Seymour Johnson AFB, N.C.
Landon Emmanuel Wretlind, to Senior Airman Benjamin and Erica Wretlind, 412th OSS/OSW, Edwards AFB, Calif.
Sean Patrick Bohnen, to Staff Sgt. Jan and Renea Bohnen, 437th OSS/OSW, Charleston AFB, S.C.
Rachel Ann Belew, to Sgt. Ray and Ladonna Belew, 437th OSS/OSW, Charleston AFB, S.C.

## MARRIAGES

Senior Airman Matthew Timmerman to Airman 1st Class Christina Bechter, 4th OSS/OSW, Seymour Johnson AFB, N.C.

# OSF

# It's More Than The Hotline

# The WSR-88D

by Maj. Ed Ciardi
Chief, Radar Operations Section

Most of you probably associate the WSR-88D Operations Support Facility (OSF) with the WSR-88D Hotline, and for good reason — it's at the "front line" of OSF support to the field. WSR-88D maintainers and operators at more than 400 sites have called the Hotline for assistance since Hotline operations began in November 1991. Providing day-to-day operations support to field sites is only a part of the OSF mission. There is a lot more to supporting a nationwide network of more than 160 high-tech Doppler radars. Read on to learn more about our organization and mission.

## Our Organization

The WSR-88D OSF was established in 1988 in Norman, Okla., as part of the Next Generation Weather Radar (NEXRAD) Program to provide life-cycle support for all operational WSR-88D systems after their installation and acceptance. The NEXRAD Program is a joint effort of the Departments of Commerce, Defense, and Transportation. The tri-agency nature of the NEXRAD Program and the OSF will continue throughout the WSR-88D System's operational life.

We depend on the cooperation of, and financial and personnel support from, the NEXRAD agencies. Personnel from all three agencies are fully integrated into the staff, which is organized into five branches: Operations, System Support, Engineering, Applications, and Operations Training.

**A rapidly advancing tiered shelf cloud serves as a dramatic backdrop for the WSR-88D radome at the OSF in Norman, Okla.**

Photo by Gene D. Rhoden

# Operations Support Facility

The OSF is staffed by 16 Air Force, one Navy, 113 National Weather Service, 13 Federal Aviation Administration, and about 25 contractor personnel.

Of the Air Force members, five are radar maintenance technicians under the 72nd Combat Communications Squadron at Tinker AFB, Okla., and the rest are part of Operating Location K, Headquarters Air Weather Service. The OSF is administratively assigned to the National Oceanic and Atmospheric Administration (NOAA).

However, guidance for the OSF and its activities is provided by the NEXRAD agencies through the Program Management Committee (PMC) and the higher-level NEXRAD Program Council (NPC).

The Department of Defense NPC member is the Director of Weather, DCS Plans and Operations at Headquarters U.S. Air Force (AF/XOW), and the DOD PMC member is the HQ AWS NEXRAD Program Manager (AWS/SY).

## Our Mission

The mission of the OSF is to provide life-cycle support to operational WSR-88D systems. In fact, we are involved in just about every WSR-88D issue in one way or another. Our mission is better defined by breaking it into four principal support responsibilities: provide operational support, control the WSR-88D baseline, enhance the WSR-88D system, and train the radar operators.

### Provide Operational Support

WSR-88D users occasionally need help to understand and properly use the system's capabilities, to interpret its products and incorporate the data into forecast/warning services, and to properly maintain the system. The OSF provides support in these areas through two means—an around-the-clock Hotline and field maintenance assistance.

The Hotline is our primary interface with field sites. Its staff of maintenance specialists and operational meteorologists strives to provide courteous, accurate and efficient service to customers of all three agencies. This integrated team has won numerous awards for its excellent support, including the Department of Commerce's (DOC) Customer Service Excellence Award and the DOC Bronze Medal.

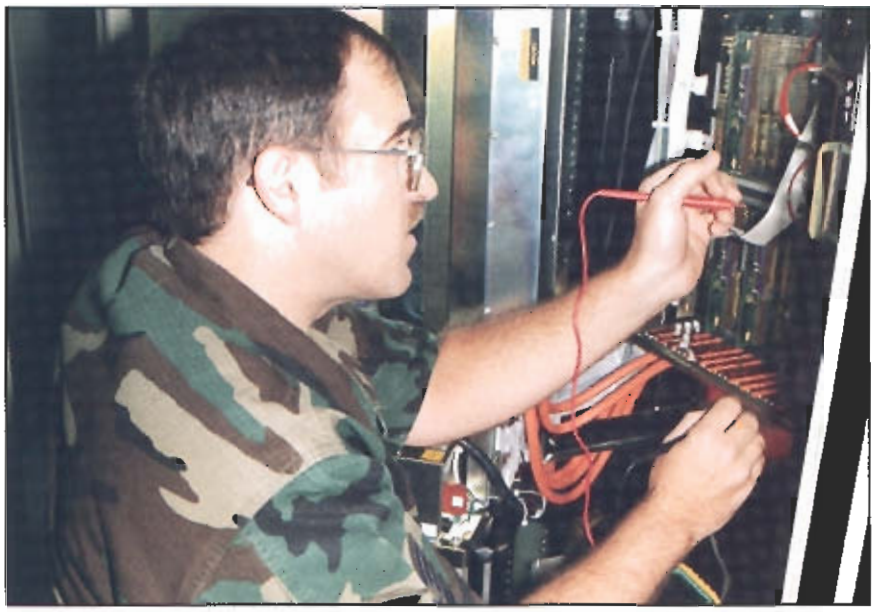
They have access to the OSF WSR-88D Test Bed System, the capability to remotely access products from any WSR-88D system, access to all WSR-88D technical documentation, and a computer database containing all solutions provided to previous Hotline callers. Since November 1991, they've logged more than 20,000 calls. Over 85 percent of the calls were resolved in less than one hour. Improved service is on the way, with a fax-back capability for topics from updated issues of past "Tales from the Hotline" and other informative topics. The OSF is developing a home page on the World-Wide-Web (*http://www.osf.uoknor.edu/*) and other on-line services to provide easier access to information.

In instances where a maintenance problem exceeds local capabilities, the OSF assists field sites to quickly bring the radar back on line. An example of a special maintenance problem that the OSF supports is catastrophic failure due to a lightning strike. Last October, the OSF scrambled a team of four technicians (including a DOD technician) to Mobile, Ala., to assist the local technicians after their radar was struck by lightning one day before Hurricane Opal made landfall nearby in the Florida Panhandle.

### Control the WSR-88D Baseline

The OSF controls the WSR-88D system baseline to ensure that the radars continue to meet agency requirements and to make the change process efficient. Ensuring accurate and reliable radar performance would become increasingly difficult over time if a standard system baseline were not maintained and closely tracked. Imagine trying to test hardware and software to ensure it works in hundreds of different configurations—that's not very efficient. As a result, only approved software and hardware changes may be made to a WSR-88D system.

The OSF System Support Branch is charged with cradle (change request) to grave (release) management of all system changes, and with tracking and maintaining a database of all the hardware



*Tech. Sgt. Dave Chappell tries to isolate a fault in the PUP computer. Chappell is one of five radar technicians from Tinker AFB, Okla., assigned to the OSF.*

components, approximately 430,000 lines of executable software code, the WSR-88D technical manuals, thousands of technical drawings, and adaptable parameter settings.

They collect and track change requests from the NEXRAD agencies, submit them to the Engineering Branch for evaluation and costing, and conduct periodic OSF Configuration Control Board meetings to approve change requests. All documentation, software, and hardware modifications are released to field sites by the System Support Branch.

Control of the baseline is critical to the success of the other three parts of the OSF mission.

## Enhance the WSR-88D System

The NEXRAD agencies periodically request new products, new capabilities, and other system enhancements based on operational experience in the field, research, and the results of OSF engineering studies.

Based on the expense and impact of the change, the request will be approved or disapproved by the OSF Configuration Control Board or the NEXRAD Program Management Committee (PMC). For each software release, a tri-agency committee and the PMC decide which of the previously approved change requests they want the OSF to implement.

The OSF Engineering Branch is responsible for implementing the software and hardware changes for each release. The rest of the OSF helps them thoroughly test the changes, update technical documentation and training materials, and send the new software or hardware to the field with implementation instructions. We plan to release major software upgrades every 12 to 18 months.

WSR-88D meteorological algorithms and their products require and get special attention at the OSF because they are at the heart of the radars' usefulness. Their enhancement is a joint effort involving the user agencies, the research and development community, and the OSF. Because the meteorological algorithms undergo years of research, are complex, and require thorough understanding to implement correctly, the OSF Applications Branch was established to handle them.

The Applications Branch is the vital link in the technology transition process of getting the algorithms from the research lab to a software release for the WSR-88D. They track algorithm research and development, help the Engineering Branch write the software code, and apply a human factors engineering process to design PUP products that best display algorithm output.

Most recently, scientists in the Applications Branch worked with the National Severe Storms Lab in Norman to implement new storm tracking and hail algorithms, and products displaying these algorithms. The algorithms, now being tested at the OSF, are due for release with software Build 9.0 to all WSR-88Ds in the fall — watch for these new products, you'll love them.

## Train the Radar Operators

Another major part of the OSF mission has been to train all National Weather Service meteorologists to effectively use the WSR-88D.

More than 2,000 students have attended in-residence courses at our state-of-the-art training facility in Norman. Even though funding for the training

function is provided by the NWS, DoD personnel occasionally receive their operator training here. NWS instructors in the Operations Training Branch (OTB) conduct an 18-day WSR-88D Operations Course and a three-day WSR-88D Unit Control Position (UCP) Course at the OSF. They also produce distance learning materials including workbooks, on-site training workshops covering special topics, and computer-based learning modules. They are starting to put some training materials on the Internet.

Their Web page (*http://www.osf.uoknor.edu/otb/otb.html*) has a very useful feature article on clutter suppression — check it out! Operations training will continue at the Norman facility through fiscal year 1998 (FY98). DOD units can send students to the class on a space-available basis. Contact HQ AWS/SYDR at DSN 576-3268 for class availability.

By the year 2000, the OSF training function will evolve into the Facility for Integrated Remote Sensing Technology Training, or FIRSTT. The FIRSTT mission will involve teaching innovative mesoscale analysis techniques by integrating data from new remote sensing technologies, such as wind profilers and new satellite sensors, with Doppler radar data.

*Second lieutenants Mike Dunkel, Paul Rounsavall, and Chris Lemanski from OL-K, HQ AWS, review engineering drawings of WSR-88D hardware. All three are graduates of engineering programs, and on their first Air Force Weather assignment.*

The OSF will continue to work with individual field sites and the operating agencies to ensure we meet our four principle WSR-88D support responsibilities. You can help us by continuing to call the Hotline when you have operational problems and by using our online resources as they become available. Submit requests to change the WSR-88D baseline through your headquarters, and tell us how we can better serve you.

*Delbert Matney (left) and Jimmy Roper (right) work together at a PUP workstation to answer questions from a field site calling the WSR-88D Hotline. Matney is a National Weather Service meteorologist, while Roper is an NWS electronic technician.*

# C4I For The Weather Warrior

## How The Global Command And Control System Uses The Internet

by Maj. Linda L. McMillan
Communications Systems Division

As the rest of the world transitions to Internet technology, so does the way the military delivers orders from the National Command Authority (NCA) to the foxhole.

The Global Command and Control System (GCCS) is the Department of Defense's joint system that allows an unbroken chain of communications from the NCA, through the Chairman, Joint Chiefs of Staff, to the combatant commanders, component commanders, and commanders of subordinate and supporting commands. GCCS is designed to replace the old Worldwide Military Command and Control System (WWMCCS), using today's client-server computer technology.

As weather warriors, we know firsthand how important weather information is for the force projection and employment cycles, ensuring forces get to deployed locations by the safest, fastest route, and while conducting wartime operations. That's why the Air Force is working with the Navy to develop a Joint Metoc Segment (JMS) software application which will operate on GCCS and display Air Force Weather data.

**"As weather warriors, we know firsthand how important weather information is for the force projection and employment cycle, ensuring forces get to deployed locations in the safest, fastest route, and in conducting wartime operations...."**

***Maj. Linda L. McMillan***
***Communications Systems***

The GCCS user will be able to request weather information using a windows environment pull-down menu. The user can then "visualize" the battlespace environment at his own terminal using satellite imagery and tailored weather products for specific missions (similar to AFGWC's AFWIN program). The JMS software will ingest data from all environmental centers, including Air Force Global Weather Central (AFGWC), the Air Force Combat Climatology Center (AFCCC), 50th Weather Squadron (formerly the Space Forecast Center), and the Navy environmental centers.

The JMS software will then allow the operator to retrieve the weather information requested from GCCS. In the future, we envision weather people assigned to strategic, tactical, and operational levels will input value-added products to their respective customers through venues such as TFS, and possibly AWDS.

Those of you who "surf the Internet" for weather information can see the technology is basically the same. However, GCCS operates on a Secret-high level, which means the client and server must have connectivity to the Secret Internet Protocol Router Network (SIPRNET). SIPRNET is the military version of the Internet in a classified mode. Currently SIPRNET local area network (LAN) capability should be installed at AFGWC on April 30, 1996, with plans for the AFCCC to be on line this summer. The 50th WS is working their SIPRNET requirements through U.S. Space Command, but we envision their connection by late 1996.

The transition of WWMCCS sites over to GCCS is scheduled to happen by Sept. 30, 1996. However, the JMS software is still in the infant stages. The METOC software functional evaluation is scheduled at Fort Huachuca, Ariz., April 22-25. It will be late 1996/early 1997 before the complete JMS software will be available on GCCS.

There are no plans for JMS to replace other theater battlefield weather systems. There will always be a need for access to specialized information to support operations beyond the level that GCCS can handle. Remember, GCCS is mainly a command and control tool that will help combatant commanders make informed decisions. Weather is an important piece of the pie, but at this level, will be used in conjunction with other planning and execution databases, such as Intelligence, Time-Phased Force and Deployment Data (TFPDD), logistics, and air tasking orders.

The AFW team is making good progress getting the GCCS weather segment operational. SIPRNET connectivity for the centers is nearing completion. Additionally, progress is being made at AFGWC, AFCCC, and 50th WS to produce visualization products for command and control users and to field the supporting computer hardware/server system backbones.

As GCCS matures and is fielded throughout the Air Force and other services, we will have another tool to provide value-added products to the warfighter.

Contact Maj. Linda McMillan at HQ AWS/SYK, DSN 576-5879, ext 432; or send electronic mail to this address: "mcmillal@hqaws.safb.af.mil"

# The Requirements Process

## Bridge Between Future Vision, Program Development

by Capt. Lou Zuccarello
Manager, Future Centralized Weather Programs

The vision for Air Force Weather (AFW) in the 21st century is outlined in the Mission Support Plan (MSP) — AFW's road map to the future. This document was formaerly called the Functional Area Plan (FAP) and was outlined in the February 1996 *OBSERVER*.

The realization of this vision is dependent on effective development of programs funded in the Program Objective Memorandum (POM) cycle. The first step in developing a program is establishing valid requirements after deficiencies are identified in the MSP.

The requirements process begins with an assessment of the capability to accomplish assigned missions and tasks. Mission deficiencies are identified in a Mission Need Statement (MNS). The MNS is "a statement of operational capability required to perform an assigned mission or to correct a deficiency in existing capability to perform the mission." The MNS is a prerequisite to the acquisition process and is mandatory in consideration for funding in the POM cycle.

In the case of AFW, Air Weather Service (AWS) is responsible, in coordination with the MAJCOMs, for identifying deficiencies and writing the MNS. AWS validates the MNS and submits it to HQ USAF/XOW for Chief of Staff of the Air Force (CSAF) approval.

After approval of the MNS, Concept Studies Approval is declared and documented in an Acquisition Decision Memorandum (ADM). The ADM identifies a minimum set of alternatives to study during Concept Exploration and Definition (Phase 0); the lead organization for the study efforts; the source and amount of funding; and exit criteria needed to enter the next phase of the four-phase acquisition process. The alternatives must be consistent with the Concept of Operations (CONOPS), which identifies the approach to the deployment, employment, and operation of the system or capability being advocated to meet identified tasks or missions.

It is during Phase 0 that the initial Operational Requirements Document (ORD) is prepared. The ORD is "a document that describes pertinent quantitative and qualitative performance, operation, and support parameters, characteristics, and requirements for a specific candidate system." The ORD is solution oriented and is based on both the CONOPS and most promising alternative determined by the studies accomplished during Phase 0. The ORD is updated as required during subsequent reviews in the acquisition process. The ORD helps ensure all participating MAJCOMS, agencies, and HQ USAF articulate, develop, produce, and field systems that meet user needs.

At HQ AWS, the Requirements Division (AWS/XOR) is responsible for developing programs to be funded in the POM cycle. The division is responsible for the development of plans, programs, and Phase 0 requirements documents (MNS/ORD) ensuring the capability of garrison, tactical, and AWS centralized facility systems to satisfy the future weather needs of the Air Force, Army, National Programs, and other Department of Defense agencies.

Currently, there are two CSAF-approved MNSs that will be used as the foundation for most of AFW's programs into the early 21st century.

The Meteorological Operations Capability (MOC) MNS identifies the need for future systems to replace or upgrade existing weather observing, forecasting, and communications systems both at fixed and tactical locations.

The Centralized Aerospace Weather Capability (CAWC) MNS identifies the need for future systems to replace or upgrade existing systems at Air Force Global Weather Central (AFGWC), Air Force Combat Climatology Center (AFCCC), and 50th Weather Squadron.

Programs currently in development include:

- *Global Theater Weather Analysis and Prediction System (GTWAPS)* - processing of theater scale numerical weather prediction models (non-hydrostatic) to produce high resolution uniform gridded data fields of multiple weather elements, including aviation/maneuver impact variables, to support operational customers.
- *Tactical Weather Radar (TWR)* - Doppler weather radar providing wind and precipitation data in support of air and ground forces at both fixed and deployed locations; replaces existing TPS-68 radar and FPQ-21/FPS-77 radars overseas.

| Program | Start | IOC | FOC |
|---|---|---|---|
| GTWAPS | FY97 | FY99 | FY02 |
| TWR | FY98 | FY99 | FY01 |
| SWAFS | FY98 | FY99 | FY04 |
| FS-21 | FY99 | FY00 | FY00 |
| OS-21 | FY00 | TBD | TBD |
| SDHS II | FY02 | FY03 | FY04 |

See XO
continued on Page 22

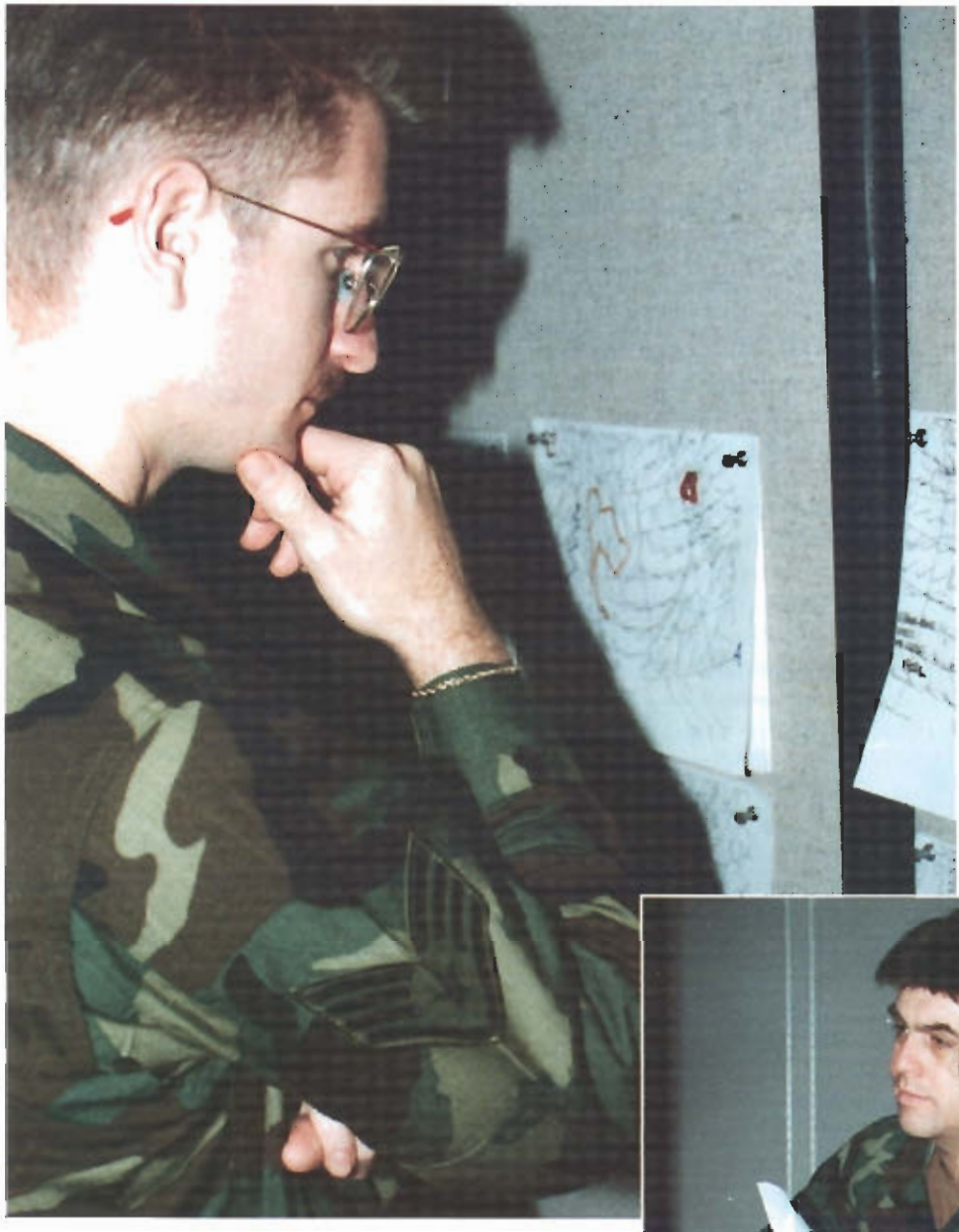
*Tech. Sgt. Keith E. Daniels checks weather data during the first day of competition. Daniels is assigned to the Tanker Airlift Control Center weather unit, Scott AFB, Ill., and represented Air Mobility Command.*

*LAN managers Senior Airman John Sherman (rear) and Tech. Sgt. Dennis Davis kept the computers running smoothly. Sherman is assigned with the Air Force Combat Climatology Center, Scott AFB, Ill. while Davis is with the Combat Weather Facility, Hurlburt Field, Fla.*

# FORECAST CHALLENGE '96

*ABOVE: Contestants checked the maps to see how local topography of a region would affect weather patterns.*

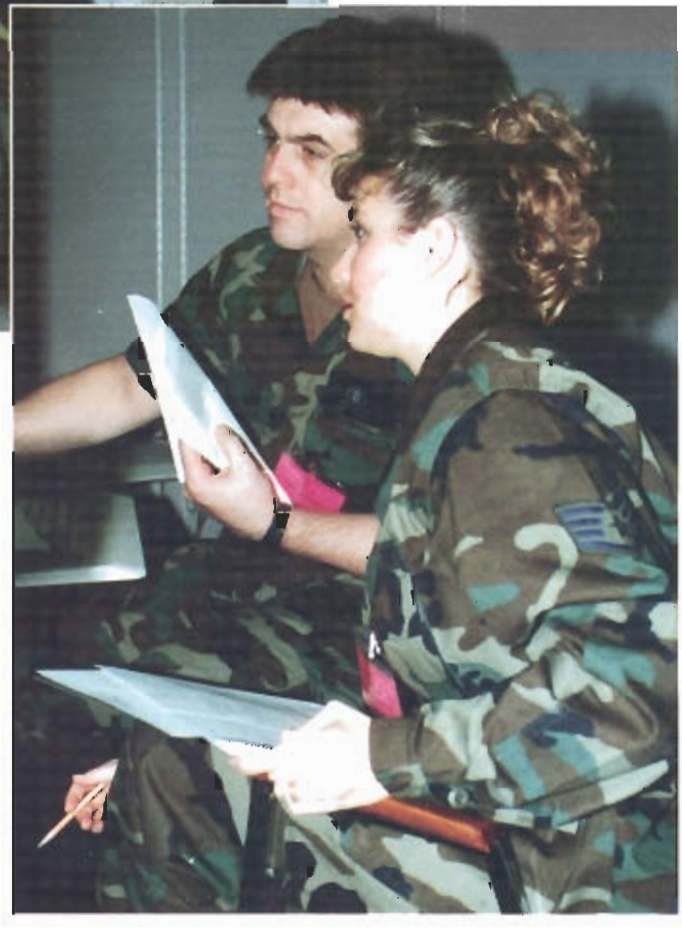
*RIGHT: The Air Force Reserve team of Master Sgt. Carlos D. Vasquez (seated) and Tech. Sgt. Michael J. Carmody make calculations. Vasquez is from Fort Campbell, Ky., while Carmody is from Whiteman AFB, Mo.*



*All photos by*
Staff Sgt. Steve Elliot

*LEFT: Staff Sgt. Robert A. Kane checks the charts while deciding how to formulate his forecast. Kane is assigned to the 45th Weather Squadron, Patrick AFB, Fla., and was one of the representatives from Air Force Space Command, along with Senior Airman June E. Ramsdell, 45th WS.*

*BELOW: The Pacific Air Forces team of Staff Sgt. Joseph Haas and Staff Sgt. Angela L. Uribe-Olsen study the information provided by the competition staff. Haas is assigned to the 611th OSF/WE, Elmendorf AFB, Alaska, while Uribe-Olsen is from the 35th OSS/OSW, Misawa AB, Japan.*



enlisted commentary

# What's It Take To Make Chief?

## Take Time To Uplift, Inspire, Motivate Our Airmen

by Chief Master Sgt. George W. Darby, Jr.
Air Force Global Weather Central
First Sergeant

My earliest recollection of an Air Force Chief Master Sergeant dates back some 27 years to the spring of 1969 at McChord AFB, Washington. As I thumbed my way to work one morning, a foggy gray mist in the air, a soft-spoken giant, wearing a tan uniform and the biggest blue and silver chevrons I had ever seen, gave me a ride from the dormitory to the MAC Passenger Terminal.

During the commute, which lasted no more than four or five minutes, he asked about my home, what I did, how I liked my job. He inquired why I chose the Air Force and what I liked about it.

He assured me I made the right choice and extolled the unlimited opportunities for advancement and a full, rewarding career in the Air Force. He inspired me like a game-winning coach.

By the time we arrived at my stop, I was on a high you just wouldn't believe. I never learned his name or saw him again. In that brief encounter, a chief master sergeant motivated, uplifted, and positively impacted my life and career in a way I will never forget. I knew at that moment, I wanted to be a Chief, like him, someday.

So what's it going to take for motivated, hard charging senior master sergeants to get promoted? As you know, only 1% of the enlisted corps may serve in the grade of chief. How does the process work? What can we do for ourselves and what can raters do to enhance the promotion record?

One of the greatest experiences of my career was the opportunity to serve on the 1995 Chief Master Sergeant Evaluation Board. I gained more insight into the enlisted promotions system during those 2 weeks than at any other time in my career. Air Force Pamphlet 36-2241, Volume 1, goes into great detail about the Weighted Airman Promotion System (WAPS) for promotions through master sergeant, but only superficially describes the two-phase process for promotions to senior and chief. Phase one considers all the "objective" factors, as in promotions through E-7. Phase 2, the Evaluation Board, looks at the "subjective" factors. The combination of scores from both phases establishes the "order of merit" for promotion.

The CY95 Chiefs Board consisted of seven separate panels, each with two colonels and one chief master sergeant. By the way, CY95 was the last board of this composition. Future senior and chief evaluation boards will be one colonel and two chiefs. Each panel was then assigned a specific group of records to evaluate. The records were grouped into specialties that closely mirrored the panel members areas of expertise.

The first day, the Selection Board Secretariat briefed the board on the procedures we would follow. We were delivered a charge, administered an oath, and went right to work. The first step was to conduct a "trial run" in which each board member individually evaluated the same 10 records. We were encouraged to make extensive notes on what we saw in the record that affected the score assigned.

Next, we went into an open session in which each of the 10 records were reviewed and openly discussed by the entire board. Factors evaluated under the "whole person" concept were performance, professional competence, leadership, job responsibility, breadth of experience, specific achievements, and education. The time required to score a record ranged from approximately 30 seconds to 10 minutes, depending on the record.

This exercise was used to set the board standard, or "calibrate," so the scoring will be consistent from that point on. The "scoring scale" ranged from 10, being the highest, to 6, as the lowest, in .1 point increments. If two panel members scores differed by more than one point (this was called a "split"), the record was brought back to the panel for resolution. The remainder of day one, and the succeeding days, was used for actual scoring.

An average day began at 7 a.m. and ended around 6:30 p.m.. Board members scored records at their own pace; we were not hurried by the Secretariat staff. When each panel finished their records, they were dismissed by the board president and returned home. Thus went the process.

I genuinely learned more from this

See CHIEFS
continued on Page 22

oh, by the way

# Personnel Newsline Offers Latest Information

Air Force members in the United States can listen to the latest personnel news by calling the Air Force Personnel Newsline, based out of the Air Force Personnel Center, Randolph AFB, Texas.

To reach the newsline, call DSN 487-3081, or (210) 652-3081.

# Wear Of Army Shoulder Sleeve Insignia On BDUs

Effective immediately, tactical air control party, air support operations center, and Army support personnel, including weather personnel, are authorized to wear Army shoulder patches and qualification tab on their battle dress uniforms (BDUs).

The shoulder sleeve patch and tab (such as Rangers) of the Army unit to which they are currently assigned should be worn on the left shoulder of the BDU. Weather support personnel who serve in combat with an Army unit and are awarded the combat patch can wear it on the right shoulder of the BDU shirt. These patches can only be worn while assigned to a unit that is assigned to the U.S. Army.

Center the patches and tabs, with the tab on top, on the appropriate sleeve, one-quarter-inch below the shoulder and sleeve seam. Senior NCOs can make minor adjustments in the placement of stripes to accommodate the shoulder sleeve patches; however, stripes may not extend below the bend in the elbow when the arm is bent at a 90-degree angle. Stripes on both sleeves must be worn in the same location.

The next revision to AFI 36-2903, Dress and Personal Appearance of Air Force Personnel, will reflect the authorization to wear Army shoulder sleeve insignia.

# AWS/XONS Seeks Info On Accessing, Using On-Line Weather Products

For units who are routinely accessing and using alternate weather products using your computer, this request is directed specifically at you!

We are in the process of writing a publication on how weather units can access and operationally use PC-based weather products in their forecast decision making process. Although Headquarters Air Weather Service personnel frequently use many different kinds of on-line weather links (AFWIN, NIPRNET, INTERNET, etc.), our experience base is still very small when compared to the total experience of all AFW units.

Because we want to write an article about the best ways that a weather station can acquire and use this type of information, we are soliciting your crossfeed on helpful hints, successes, failures, favorite products, or any other words of wisdom that you would care to provide about using on-line products and services.

We are trying to build a publication that will be useful to both units that are just starting the voyage as well as those units who are already "frequent flyers". Every type of comment is solicited and welcome. If it helps your station, it will most likely be valuable to other stations too. Your crossfeed and comments are important to us, and will form the backbone of our pending article.

Here is the opportunity for you to make a real difference to other weather units worldwide. Please direct all crossfeed comments to Arthur Nelson, HQ AWS/XONS, 105 W. Losey St., Rm. 105, Scott AFB, IL 62225-5206. The phone numbers are: DSN (Voice): 576-4721, ext. 245; DSN (Fax): 576-6300. E-Mail address is: "williamg@hqaws.safb.af.mil". To access via the AWS Bulletin Board: DSN 576-5768 User ID: "nelsona".

OBTW
News You Can Use

# Special Operations Weather Teams Reunion

Sgt. Joe Conaty, a World War II OSS weatherman, is being nominated for the Air Commando Hall of Fame. Conaty jumped into Yugoslavia in February 1944, and along with Capt. Cecil E. Drew, provided weather support to the Allied mission at Marshal Tito's Partisan headquarters in Drvar.

Drew and Conaty provided critical weather information which substantially increased the capability of the Partisan supply operation. On May 25, the Germans attacked by air-dropping SS Parachute Battalion 500 on the Partisan headquarters.

Conaty and others were forced to flee and evaded the Germans for the next 16 days until they were evacuated by the British Royal Air Force June 9.

Conaty is still alive and living in the Boston area. Selectees will be announced at the Air Commando Reunion to be held at Hurlburt Field, Fla., in October.

For more information on the Air Commando Association contact: Air Commando Association, Inc., P.O. Box 7, Mary Esther, FL 32569-0007.

An Internet homepage is planned for the Weather Parachutists' Association, and a list of E-mail addresses is being compiled for future newsletter distribution. Send your E-mail addresses as soon as possible, and the addresses of your fellow 50WT veterans who might not see this note.

The annual reunion is currently being coordinated for Summer 1996. Tentative location is Nashville, Tennessee. Anyone interested in the Weather Parachutists' Association and/or this years' reunion should address electronic mail to: "WxPara141@aol.com" (Tech. Sgt. Johnny Reid) or "ParsSun@aol.com" (Tech. Sgt. John Farris).

## CHIEFS

*continued from Page 20*

experience than I can include in one article. I'll share some of the most important factors.

For starters, the "senior rater" (SR) endorsement, if you are eligible, is very important! Keep in mind, to add value to his or her signature, the boss will probably endorse only a few. There is no quota or percentage. It's strictly up to the SR as to who and how many receive his/her endorsement. It really adds value if the SR uses bullets like, "My #1 Senior NCO of 50 assigned" or "Continues to be my #1 senior master sergeant."

Also, save the BEST bullets for the boss. We found "Distinguished Graduate from the USAF Senior NCO Academy" buried in the middle of the raters comments in one record.

Records are generally read in reverse order; the senior raters comments first. This is where a record really grabs the boards' attention!

The most important lines in the EPR are: first — the SR Comments; next — the Rater's Rater Comments; and finally — the Rater's Comments. And remember, accolades must be qualified. "The most professional Senior NCO with whom I have served" means a lot when said by a 25-year colonel..

Awards mean something! They recognize those who have achieved something special, risen to the top as NCOs/Sr NCOs, and helps them stand out from the pack. Examples are; Senior NCO of the Year, Pearce Award winner, NCO/Senior NCO Academy Distinguished Graduate, John L. Levitow Award winner, Lance P. Sijan Leadership Award winner, etc.

And, don't forget to nominate your outstanding senior master sergeants. The trend has been to push the masters to help them make senior. Once promoted to senior, they are forgotten. Senior master sergeants need and deserve recognition, too.

Senior NCOs, just as in officer career progression, need job changes. When people stayed in the same job four or more years, it impacted. Remember, once promoted to senior, you only need 21 months time-in-grade to be eligible for chief. Promotions are based on your *potential* to serve in the next higher grade. Your potential for increased responsibility cannot be adequately assessed if you stagnate. Seek out different, more challenging jobs that can showcase your talents soon after promotion.

Your job description is very important. The board looked for level of responsibility, accountability, and decision making opportunity. EPR comments should support and expand the job description.

Mark-downs on the front of the EPR sent a message ro the board. This is where you, the rater, come in. If a person is not performing "fire wall" in all areas, tell the board. People who are less than superior leaders and managers may become our senior/chief master sergeants of the future as a result of higher than deserved board scores due to the raters unwillingness to tell it like it really is. When the record meets the board, any personal knowledge of an individual is left at the door. The score given is based on what the record supports. The quality of our enlisted leadership is directly impacted by how well you do your job as a rater.

The very best thing eligibles can do for themselves is work hard and study hard. You have more control over your WAPS test scores than any other factor. The score you receive is directly proportional to the time and energy you invest in preparation. It's your future—what's it worth?

I believe, now more than ever, that our enlisted promotion boards work. The opportunity to serve on the CY95 Chief Master Sergeants Evaluation Board totally inspired my confidence in the credibility and integrity of the board process.

And someday, when your line number comes up and you enjoy the privilege of wearing those big blue/silver chief chevrons, remember to take time to uplift, inspire, and motivate our airmen. You may never know the life-changing impact you could have on someone, and the future of our Air Force.

## XO

*continued from Page 17*

- *Space Weather Analysis and Forecast System (SWAFS)* - provides life-cycle replacement and system software upgrade of computer systems currently used at 50th Weather Squadron.
- *Forecast System-21 (FS-21)* - AFW's weather forecast workstation of the future supporting garrison and deployed Air Force and Army operations; replaces AWDS and TFS.
- *Observing System-21 (OS-21)* - AFW's observing systems of the future emphasizing automation of observing functions at both fixed and tactical sites.
- *Satellite Data Handling System II (SDHS II)* - revolutionizes the forecast process at AFGWC through the use of three- and four-dimensional visualization techniques and the incorporation of data from new sources.

The success of these future weather programs will depend on strong cooperation among the MAJCOMs, AWS centers, and HQ AWS.

It will also depend greatly on the ability of the users in the field to accurately articulate their customer's requirements so the weather systems delivered in the early 21st century meet the operational needs.

## THOR'S LEADERS

*continued from Page 7*

appropriate area of study included in this year's list were 11 officers with PhDs; all but one officer held an advanced degree (all but nine were weather degrees); 50 completed Intermediate Service School and eight completed Senior Service School.

The bottom line? Selection as a "Thor's Leader" gives you a shot for key leadership or command positions in AFW. Successful candidates optimize those things they control. Do your joh as best you can; eagerly seek out command and increasingly challenging jobs; grow technically through advanced education and professionally through PME. Do all that you can, as early as you can, and take control of your career. In short, manage your career — it's your future!

# 1995 Air Force Weather Winners

## Individual Awards

**Outstanding Air Force Weather (AFW) Company Grade Officer:** Capt. Timothy A. Rollins, 45th Weather Squadron/DOT, Patrick AFB, Fla.

**Outstanding AFW Senior Noncommissioned Officer:** Master Sgt. Gerald C. Claycomb, 92nd OSS/OSW, Fairchild AFB, Wash.

**Outstanding AFW NCO of the Year:** Staff Sgt. Chad S. Deal, 30th WS/DOS, Vandenberg AFB, Calif.

**Outstanding AFW Airman of the Year:** Senior Airman Timothy K. Schwader, 71st OSS/OSW, Vance AFB, Okla.

**Outstanding AFW Civilian of the Year:** GM-13 George N. Coleman III, Headquarters Air Weather Service/SYD, Scott AFB, Ill.

**Outstanding Staff Support - Best Award, Officer Category:** Capt. Donald H. Berchoff, HQ Air Force Global Weather Central/DOFT, Offutt AFB, Neb.

**Best Award, Enlisted Category:** Master Sgt. Patrick R. Coyle, Jr., HQ AWS/SYX, Scott AFB, Ill.

**Best Award, Civilian Category:** GS-13 Billie F. Boyd, 45th WS/SY, Patrick AFB, Fla.

**Pierce Award, Outstanding AFW Forecaster:** Staff Sgt. Shawn D. Dahl, 319th OSS/OSW, Grand Forks AFB, N.D.

**Dodson Award, Outstanding AFW Observer:** Senior Airman James W. Niel, 48th OSS/OSW, RAF Lakenheath, U.K.

**Merewether Award, Most Significant Technical Weather Contribution:** GS-12 William P. Roeder, 45th WS, Patrick AFB, Fla.

**Zimmerman Award, Best Application of Climatology:** Capt. Brian A. Beitler, 1st Lt. Joseph P. Richards, 2nd Lt. Kenneth P. Cloys, Air Force Combat Climatology.

## Unit Awards

**Williams Award, Outstanding Base/Post Weather Station:** 31st OSS/OSW, Aviano AB, Italy.

**Moorman Award, Outstanding Specialized Weather Unit:** 334th TRS/TTMV, Weather Training Flight, Keesler AFB, Miss.

**Grimes Award, Outstanding Tactical Weather Unit:** 25th Air Support Operations Squadron (Weather Flight), Wheeler AFB, Hawaii.

## PREACH

*continued from Page 4*

fessional military education (PME) by correspondence was astonishing. When you fail to complete PME or fail to gain the educational advantages enjoyed by your colleagues, you place yourself at a significant disadvantage.

If you allow your career pattern to become too narrow or specialized, or stay too long in one location or job, you become less competitive.

Spectacular career opportunities appear on the assignment bulletin board. We can't fill Air Force Institute of Technology (AFIT) slots, yet many incorrectly believe AFIT opportunities have been reduced. The route to the top in today's Air Force hasn't changed. You must still earn it.

Back to Basics initiatives are just what AFW needs to recapture the energy, focus, and technical capabilities our combat customers require. Think it through for yourself. Look at the standards and technical capabilities in your unit. Get involved. Your future and the future of AFW is up to you.

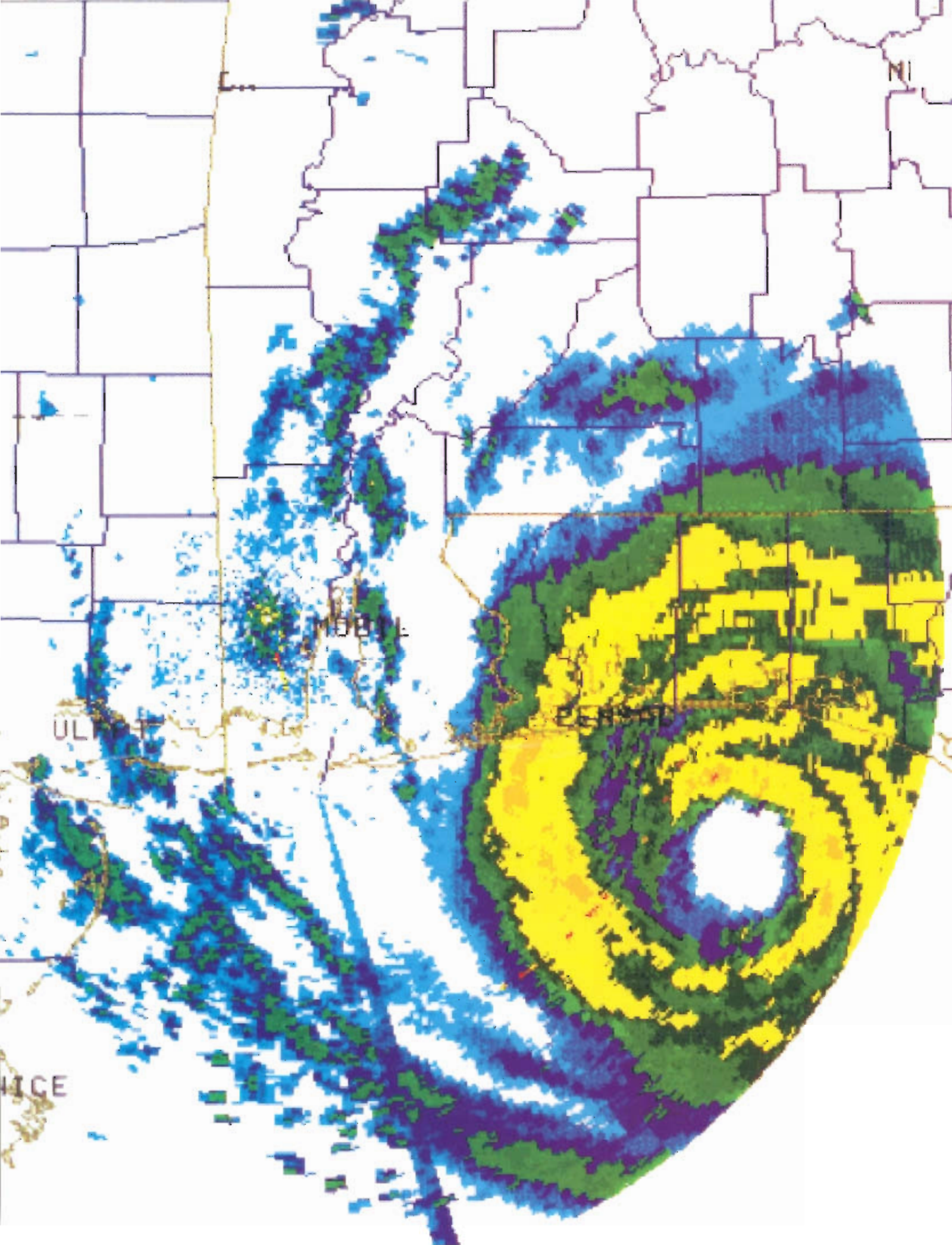
## Weather Weenies! by Senior Airman Steve Plater


## HQ USAF/XO awarded AF Organizational Excellence Award

The Air Force Organizational Excellence Award has been awarded to Headquarters U.S. Air Force, Plans and Programs (XO), for exceptionally meritorious service from Sept. 1, 1993, to Sept. 30, 1995.

Air Force members from all elements and centers associated with Air Weather Service, including Air Force Global Weather Central, Air Force Combat Climatology Center, the Combat Weather Facility, HQ AWS, and all associated units, are eligible to wear this ribbon.

For more information, contact your local Military Personnel Flight.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