

December 1998
Vol. 3, No. 12Wichita Weekend
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SPIRIT

Air Force Reserve's first Associate KC-135 Unit

Reserve, 931st
supports latest
Gulf deployment

ROBINS AIR FORCE BASE, Ga. – Volunteers from the Air Force's reserve components helped additional American combat forces deploy to the Arabian Gulf region for possible action against Iraq.

Air Force Reserve Command strategic airlift and air refueling units from around the country sent aircraft and reservists to stateside and overseas locations in November to form links in America's air bridge to the region. In addition to aircraft and crews, an air bridge consists of people on the ground, who refuel and maintain aircraft and perform other support duties.

The 931st supported the effort with two deployed aircrews, who eventually were recalled. Maintenance personnel also put in additional time in helping the deployment.

"Our participation in this operation is a testament to the active force's confidence in AFRC's capabilities," said Maj. Gen. David R. Smith, AFRC vice commander.

"Reserve aircrews routinely fly airlift and air refueling missions around the world. They are sup-

See Iraq page 5



Photo courtesy of 22nd ARW Visual Information Office

Senior Master Sgt. Tamera Askren of the 931st Civil Engineering Squadron trains with three members of the 22nd Air Refueling Wing during an exercise at Volk Field, Wisc. The exercise is in preparation for next year's Organizational Readiness Inspection for the 22nd and 931st.

AFRC upgrades 289 Lt. slots to Captain

ROBINS AIR FORCE BASE, Ga. – Nearly 300 Air Force Reserve Command junior officers, especially those in aeromedical evacuation squadrons who transferred from the active force, potentially benefit from a recent change in manning policy.

In October, the Reserve used a one-grade off-

set authority to upgrade 289 authorizations tasked under unit type codes in unit manning documents. UTCs are five-character alphanumeric codes, which uniquely identify types of units in the armed forces.

According to command officials, the effect

See Upgrades page 5

931st ARG on the WWW... mccconnell.af.mil/931/931.htm

Performance reports key to board success

By Col. Dean J. Despinoy
931st ARG commander

Ever since the last major's board there has been a lot of reviewing of the promotion system. As I have explained before, the effects of the poor promotion rate should be corrected on the next board. One of the fallout issues that were brought to light during this "look-see" was some of the problems AFRC is having with OPRs and EPRs. This also has been the subject of the most recent Commander's Conferences. It was discovered that some supervisors are not taking seriously the impact of these reports and therefore are not spending the time required to produce a report that properly represents the individual. It was also discovered that reports are not being signed at the proper level. This last fact is an area where the 931st clearly needs some work.

In the flying squadron, all reports should

be written by a Flight Commander, endorsed by the Squadron Commander and then come to me as the reviewer. We have not done a good job in monitoring this or setting up our reporting structure to ensure this endorsement chain is maintained. When the board members see an OPR that is written on a major by a major and then endorsed by a major, all with the title of KC-135 Pilot, they question where this rated major stacks up in the squadron hierarchy. This fact then casts doubt on the report no matter how glowing a career is presented.

Therefore, in order to correct this situation, the flying squadron is realigning the rater structure. The flight structure will be more formally instituted and all reports will be written by a flight commander and endorsed by the Squadron Commander. The other squadrons did not have as much of a problem primarily due to the fact they have fewer officers.



Capt. David Fruck/Spirit

Col. Despinoy briefs members of Leadership Wichita during a recent civic leader flight.

The other area of concern was that of job titles. No matter what it says on your shingle on the door, your true job title is what it

See Board page 6

AFRC commander stresses a safe holiday season

By Maj. Gen. James E. Sherrard III
AFRC commander

I am honored to be the commander of Air Force Reserve Command. My predecessors have created an outstanding legacy, which I plan to continue. I know I can count on each of you to assist me in reaching the goals that we will set and overcoming the challenges we will face.

Foremost on my agenda are you, the people of this great command. Our command has many highly skilled and experienced people and you are our greatest asset. In the coming weeks, I will address many

issues to improve the quality of life of our Reservists, including better facilities, a more equitable promotion system and better long-range scheduling so your families and employers can adequately prepare for those times when you are called to duty. Because each of you is an important part of the command, I want you to be safe during the holiday season.

Many of you will visit



Sherrard

friends and family. Give yourself plenty of time for travel. Winter is the time for inclement weather and, many times, bad weather shows up with little or no warning. Many holiday festivities include alcohol. Don't drink and drive. Use a designated driver and arrive at your destination safe and sound. Most importantly, spend quality time with your friends, families

See Sherrard page 6

Kanza Spirit

Volume 3, No. 12

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931st Commander
Col. Dean Despinoy

Chief, Public Affairs
Capt. Dave Fruck

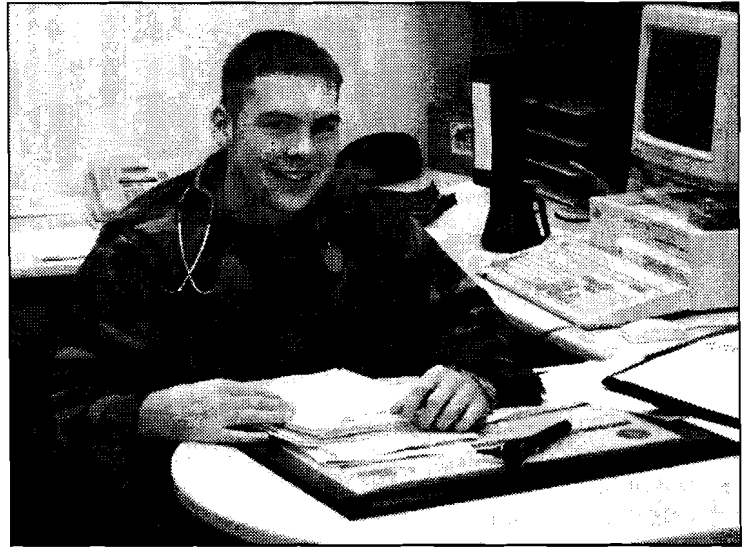
NCOIC, Public Affairs
Tech. Sgt. Brian Bowman

Editor
Staff Sgt. Barbara Davis

Staff Writer
Staff Sgt. David Brumley

SPIRIT Spotlight

Name: Chad Gunter
Rank: Senior Airman
From: Lawton, Okla.
Unit: 18th ARS
Duty Title: Medical Technician
Civilian Position: Medical Assistant, Riverside Health Systems; Student, WSU
Favorite Food: American
Favorite Music: All kinds
Hobbies: Anything but work
Ideal vacation: Nonstop partying around the world
Best way to relax: Beer, Fine dining and small talk
Pet Peeve: Bad driving
What would you do with \$1 million?: "If only you knew."



Staff Sgt. David Brumley/Spirit

Personnel News....

Military Personnel Flight Hours

The core hours of operation for the MPF are as follows:

Monday – Friday 0730 – 1600
Saturday – UTA 0800 – 1600
Sunday – UTA 1000 – 1600

Outprocessing Hours

If you, or any unit member you know, needs to out process for TDY, reassignment,

or retirement, please keep in mind that on UTA weekends the Military Pay section (Ms Sharon Thayer) is only open for business on Saturdays from 0730 to 1300 hours. Thinking ahead can insure that you do not have to come out during the week to finish your out processing. For further information contact TSgt Anick Wallace in Relocations at X-3665.

Human Resource Development Council

(HRDC)

DID YOU KNOW.....the HRDC has a lending library? There are cassette tapes, videos & books on a WIDE variety of self-improvement topics. See MSgt Pam Summers at Group Training to review & borrow some of this wonderful material! The HRDC meets every Friday before the UTA at 1545 in the Southwind Conference Room. Anyone wishing to have an issue addressed to the council may forward it to the council through their unit representative. Commanders and First Sergeants are always welcome to attend.

Refer a Friend

There are positions available within the 931st ARG. Help your unit recruit by providing them a name of a friend or have them contact one of their area recruiters listed below.



Tinker AFB, OK

Master Sgt. Victor Bradford (405) 739-2980
Technical Sgt. Rhonda Nolan (405) 734-5331

Lawton, OK

Technical Sgt. Nathan Bickle (405) 357-2784

Sheppard AFB, TX

Master Sgt. Larry Giles (817) 6763382

Midwest City, OK

Master Sgt. Linda Smith (405) 733-9403
Staff Sgt. William Thompson

See Personnel, page 7

UTA Schedule

Dec.	5-6
Jan.	9-10
Feb.	6-7
March	13-14
April	10-11
May	1-2

931st dedicates enlisted table

Creators believe table is unique to military's enlisted heritage

By Tech. Sgt. Brian Bowman
931st Public Affairs

The pride of the enlisted force was evident during the November UTA, when the 931st Air Refueling Group dedicated a special table at the McConnell AFB enlisted club.

The idea for the table, which highlights aspects of enlisted force in the Air Force but includes all the services, started with Chief Billy Mead, the 931st's command chief master sergeant.

"The idea hit me after the officer's (table) dedication (last year)," Mead said. "It hit me — why shouldn't we do something for the enlisted club?"

"Especially since this was the Year of the Enlisted (in the Air Force)?"

Mead received the support of Col. Dean Despinoy, the 931st commander, and set out to get the project started.

"I know officers have made these kinds of tables before," Mead said, "but I think this could be a first for the enlisted.

During the following months, dozens of people both in and out of the 931st contributed memorabilia for the table. The glass-enclosed table contains nearly 100 pieces of the enlisted force's past and present, including items used by past enlisted troops, stripes, pictures, stamps and more.

"The idea was to show all the aspects of enlisted service," Master Sgt. Lloyd Thompson of the 931st Civil Engineering Squadron said. "We wanted to show where and how they have served ... and the jobs they have done."

It is impossible to pin the table down to a single theme. Its memorabilia — set on four transparent levels for a 3-D effect — pay homage to several themes; all the services, active duty and reserve, the 931st and its history, the history of the Air Force and Army Air Corps, POW/MIAs, women in the military, and more.



Master Sgt. Lloyd Thompson/Special to the Spirit

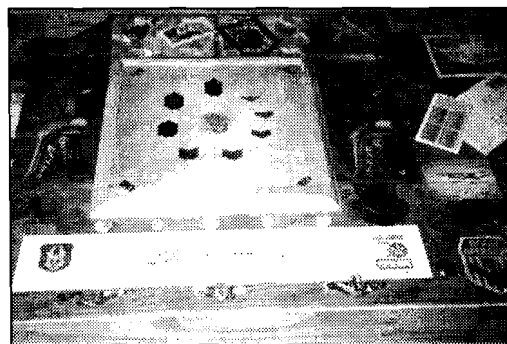
Chief Master Sgt. Billy Mead admires the table shortly before its completion.



Tech. Sgt. Brian Bowman/Spirit

From left, Tech Sgts. Noah Ordoyne and Vero Palmer and Master Sgt. Lloyd Thompson display the new enlisted table at McConnell's enlisted club.

At right, a portion of the completed table. The centerpiece includes Air Force enlisted ensignia.



Staff Sgt. David Brumley/Spirit

this to throw down a challenge — that's why we put Team McConnell in there.

"Besides, a lot — and I mean most — of our people have spent time on active duty before coming to the Reserve ... they come to the Reserve because the military is in their blood. So the table should be something all enlisted can take pride in."

"I am extremely proud of our enlisted force," Despinoy said. "I am delighted that the 931st enlisted members were the first to construct a table for the enlisted club. I never did understand why the enlisted clubs did not have tables honoring their people, since this has been a long time tradition of the officer club. Once again the 931st has set the standard."

"I think this could be a first for the enlisted."

--Chief Master Sgt. Billy Mead

"It's interesting how a bunch of people can set a goal," Thompson said, "and then exceed that goal."

If the 931st's enlisted exceeded their goal for the table, much of the credit would have to go to Thompson. He personally acquired a sizeable portion of the items used, according to those closely associated with the project.

"There were many, many people involved," Thompson said, downplaying his involvement.

Two other 931st CES members, Tech. Sgts. Vero Palmer and Noah Ordoyne, built the table. And several private businesses and civilians donated time, materials and memorabilia to the project. Some of the major donors were A&F Awards Factory of Wichita; Wichita Air Service; the Confederate Air Force of Lancaster, Texas; and Col. (ret.) Bud Peless of Dallas.

As an associate unit on a base dominated by active duty and the Kansas Air National Guard, Mead hopes the table creates awareness of the 931st and builds inroads with those entities.

"I hope it does," Mead said. "We did not do

ENLISTED TABLE DEDICATION

By Dean J. Despinoy

We are gathered together today to dedicate this table
But more than that I am here to prove that I am able

The Command Master Chief came into my office pointed his
finger and touched my nose

He said I challenge you to write a poem for this ceremony
like you did for the O's

I glanced at the clock and I knew I was in trouble
The time was short so I had better get started on the double

I knew I had to get my creative juices flowing
Because as an example of a poem I wanted to make this one
glowing

I started to write but there came knocks at the door
People would interrupt, make a point, and than say no more

Everything was against me even the phone it would ring
Now I had even less time to do my thing

The pressure was building my collar felt like a noose
Sweat was poring who did he think I was Dr Suess

The table was grand, important, beautiful and fine
No Enlisted table had ever been made so it was clearly time

It is filled with memories of truly great deeds
Of hard working enlisted of all races and creeds

It is my true privilege and honor to be here with you
For one of the prides of my past is that I was once an E too

I could go on an on for many more lines of verse
But I think I should stop before this gets much worse

So I conclusion I simply wish to raise my glass and say
To the enlisted force, I salute; you always make the day

Iraq from pg. 1

ported by a host of other reservists, who also volunteer to pick up and go anywhere in the world.

"Air Force reservists come from all walks of life. Except for unit patches, you can't tell them from active-duty folks. That seamless blend of active-duty, Guard and Reserve people make us truly a total force."

An example of that integration occurred Nov. 12. A Reserve C-5 aircraft and crew from the 439th Airlift Wing, Westover Air Reserve Base, Mass., airlifted an active-duty Tanker Airlift Control Element from Dyess AFB, Texas, to the Arabian Peninsula. The Air Mobility Command control element establishes airfield operations.

Other Westover crews and aircraft, and C-5 associate unit

crews from the 349th Air Mobility Wing, Travis AFB, Calif., are performing heavy airlift missions. Associate unit reservists fly and maintain collocated active-duty aircraft and perform related support duties.

Reserve KC-135 units providing long-range air refueling capability are:

- * 434th Air Refueling Wing, Grissom ARB, Ind.;
- * 452nd AMW, March ARB, Calif.;
- * 507th ARW, Tinker AFB, Okla.;
- * 916th ARW, Seymour Johnson AFB, N.C.;
- * 927th ARW, Selfridge Air National Guard Base, Mich.;
- * 931st Air Refueling Group, McConnell AFB, Kan.;
- * 940th ARW, Beale AFB, Calif. (AFRC News Service and 931st Public Affairs)

Upgrades from pg. 1

of this change is twofold. First, it enables Reserve lieutenants to remain in their positions after their promotion to captain, without the need to seek an overgrade waiver. Second, active-duty captains who separate from the service and then enter

the Reserve are able to keep their previously earned rank.

"By upgrading these positions, we hope to attract more prior-service officers into the Reserve," said Col. Mike Mickelson, AFRC deputy director of recruiting.



Commander's Open House

Sat. Dec 5th (UTA), 5:30 p.m. - 10:30 p.m.

@ Colonel Despinoy's House
(maps available at sign-in Sat.)



Hors d'oeuvres, Wine, Beer

— Drop by before or after your unit party —



From the IG

Primary IG: LtCol Ralph Rissmiller
Bldg 850, Rm 244; 743-3684/652-3684
Alternate IG: LtCol Ron Johnson
Bldg 850, Rm 146; 743-3812/652-3812

YOUR RESPONSIBILITY DURING THE IG COMPLAINT PROCESS

There are times when a member brings a complaint to the attention of the IG, but has

no specifics to substantiate the allegation. In such cases, we will do what we can to discover those specifics in order to determine what the facts are. It enhances the process if the complainant remembers that he or she has more responsibility than to just file the complaint. You can help the process immensely by providing documentation to support your allegations. It will also help if you have a list of those people in-

involved in the incident, or who have knowledge of the allegations. And, if you have specific references to regulations or instructions which may have been violated or abused, it will help speed the process immensely. The complaint resolution process can be extremely time-consuming. The more information we have up front, the quicker we will be able to get you an answer.

Flight Line safety Q&A

By TSgt Paul M. Shattuck and SSgt Bill J. Niemietz
931st AGS

Here's a little AGS Q&A to test your awareness of SAFETY issues on the FLIGHT LINE.

Should the Crew Entry Chute Grate be closed at all times?

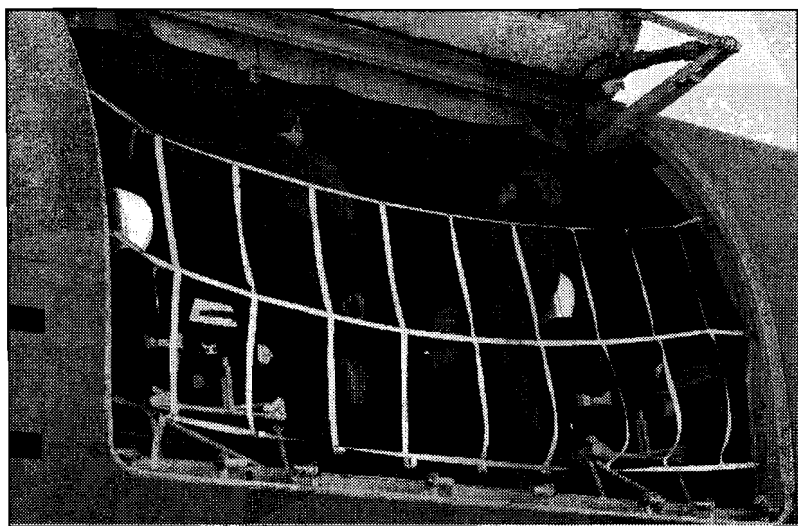
YES. At all times except when the crew entry chute door is closed between flights (2-2jg-1).

Can the Hobart generator remain running unattended?

NO. During fuel tank sump draining procedures what SAFETY EQUIPMENT must be worn IAW 2-2jg-3. Face-Shield/Goggles and cuffed rubber gloves.

How many TIMES must a Torque wrench be cycled before signing out from the tool room??? Three, Six, Twelve, or twenty-four?

See Flight Line, page 7



Capt. David Fruck/Spirit

Leadership Wichita

931st ARG crew members get set to brief passengers during a recent civic leader flight for 30 members of the Leadership Wichita class of 1998. Leadership Wichita is a group of emerging community leaders selected annually to tour various organizations in Wichita and Kansas.

Board from pg. 2

says in the personnel computer. Confusion also exists on promotion boards when duty titles do not match what is stated on the career brief. The duty title is listed on the top of the OPR/EPR but the promotion brief list all "official" positions that you have held. In the flying squadron for instance, only the following positions are recognized: Squadron Commander, Operation's Officer, Flight Commanders and Chief Pilot, Navigator, and Boom. There are no assistants recognized to any of these positions. Everyone else is either a KC-135 Pilot, Navigator, or Boom.

The same review took place with the EPRs. It is important that our enlisted members be given the proper level of endorsement as well. Since the EPR requirement

has only recently been revitalized, we have some members that have several years since their last report. We also have folks that have never had an EPR. It is important that we properly reflect activity that has taken place since the last report or since the individual has entered the service, as appropriate. It is also important to get an officer's endorsement and reviewed at the proper level depending on the individual's rank. Everyone should keep in mind that EPRs are used for more than just promotion. It will be an important factor in any board that the enlisted member meets.

I realize that these changes may initially cause some minor disruption. However, we must do everything that we can to make our deserving people as competitive as possible for special boards and promotion.

Sherrard from pg. 2

and loved ones. Thank them for all the support they've given you during the year. Marsha and I wish each of you the happiest of holidays and a joyous New Year. We look forward to working with each of you to ensure our Air Force Reserve remains a premier force by every measure.

Don't forget -- the 931st ARG Holiday Party is from 1 to 4:30 p.m. Sunday at Signatures Lounge. The cost is \$1 per family. For more information, contact Maj. Terri Kett at 652-3728 or Staff Sgt. Anna Kasi at 652-3743.



Staff Sgt. David Brumley/Spirit

931st ARG newcomers in November are, from left, Capt. Glen Powers (18th ARS), Tech. Sgt. Kenneth Keener (931st AGS) and Tech. Sgt. Gil Brown (AGS).

Flight line *from pg. 6*

SIX times at the highest setting.

What is the maximum wind speed allowed to open Aircraft doors 5, 15, 35, or 65 knots???

IAW AFOSH STD 66-32, sixty-five 65 knots (MAFB 21-106 2-2.4) gusting (in KANSAS???) from 35-65 knots.

When moving maintenance stands between engines on the SAME wing and along wing flaps, how many workers can stay on the platform 2, 4, 8, 16, or 32??? IAW AFOSH STD 91-2 (2.3-2.8)

NO MORE THEN TWO, and only on the SAME wing.

Are QA Inspectors aloud to enter the Fuel Servicing Safety Zone?

YES, to "perform QA functions".

Approved earmuffs will be worn over earplugs when???

You are within 50-feet of operating -60 Turbine Generator or Liquid Coolant Cart AGE.

You are within 150-foot radius of the Auxiliary Power Unit (APU) when in operation.

You are within 200-feet of a running jet engine.

From all of us at the 931st AGS SAFETY OFFICE have a SAFE working DAY.

Personnel *pg. 3*

ENLISTED PME OPPORTUNITIES

Airman Leadership School (in-residence): We have 2 remaining class dates for FY'99. They are Class 99-F on 1 Jun - 2Jul 99, and 99-G on 27 Jul - 27 Aug 99. Interested SRA should contact Group Training for an application.

GROUP TRAINING BULLETIN BOARD

Group Training now has a section on the Bulletin board under McConnell's public folders. Topics include Enlisted PME, Officer PME, Formal School, Computer Training and much more! Please take a minute to check out all of the information now available to you. We are still in the "growing stages" so if there is a topic

Zero tolerance -- more than just a slogan

By Capt Lester Ball
931st ARG Social Actions

"Commanders or supervisors who are aware of unlawful discrimination by subordinates but fail to take action may be disciplined." (AFPD 36-27, Social Actions and AFI 36-704, Discipline and Adverse Actions)

I recently worked two weeks at HQ Air Force Personnel Center, Social Actions Branch. Part of my job was to review and tabulate fourth quarter reports from every Social Actions office throughout the Air Force. To let you know that the above policy statement is being enforced, here are two actual complaints from these reports.

In the first, a female Senior Airman at an ACC base alleged a male Senior Airman engaged in sexually oriented conversation which created a hostile and offensive environment. The allegation was substantiated. Offender received an Article 15. Complainant subsequently alleged the sexual harassment concerns were reported to flight-level supervisors who failed to respond. This allegation was

also substantiated. Immediate supervisor received a Letter of Reprimand; flight superintendent received an Article 15.

In a similar situation at an AETC base, a female AIC alleged her coworker, a male AIC, made unsolicited sexual comments regarding her personal life and touched her without consent. The complaint was substantiated, and the coworker received an Article 15 with UIF. The complaint clarification revealed the complainant's immediate supervisor (SSgt) and superintendent (SMSgt) were aware of the allegations, yet failed to take appropriate action to correct the situation. The SSgt received a Letter of Admonishment; the SMSgt received an LOR with UIF.

In my classes, I compare discrimination to a smoking electrical outlet. I don't think anyone would observe such a dangerous situation without informing a supervisor, building custodian, safety office or fire department. The same applies to discrimination or sexual harassment. If you see it or hear about it, report it to your supervisor, first sergeant, commander or Social Actions office.

Know your unit -- Read the Spirit

not listed that you feel would be valuable, please let us know!

DRESS AND PERSONAL APPEARANCE OF AIR FORCE PERSONNEL - WHAT'S NEW???

The gortex jacket now requires a sleeve with the grade insignia on the front tab. They will be available through the units in the near future.

MAJCOM patches will be

worn on the right breast pocket of the BDU shirt and jacket; unit patch will be worn on the left breast pocket when an approved badge (SP, fire protection, missile, etc) is not worn. Installation commander will determine which unit patch (NAF, wing, group, or squadron) will be worn. Unit patches must be approved IAW AFI 84-101, before they may be worn.

WICHITA WEEKEND

IN TOWN

H A T P E N I N G

ON BASE

Friday, Dec. 4

Wichita Thunder hockey -- Tulsa Oilers at Wichita, 7:30 p.m., Kansas Coliseum.

Music concert -- *The Dynatoners* with *The Benders*, 9 p.m. (gates open at 8 p.m.). Advance tickets \$8 at Select-A-Seat outlets and at the Cotillion box office, \$10 at the door.

Make-A-Wish Luminary Run/Walk -- The fifth annual is a certified 5-kilometer (3.1 mile) course, beginning at Douglas and Waco streets at 6 to 9 p.m. Entry fee: \$15 (\$2 discount for members of Run Wichita). For more information, contact (316) 838-WISH.

Saturday, Dec. 5

Col. and Mrs. Despinoy's Open House -- 5:30 to 10:30 p.m., 3210 Key West, Wichita (maps available Saturday sign-in).

Wichita Wings soccer -- Florida Thundercats at Wichita, 7:35 p.m., Kansas Coliseum.

Men's college basketball -- Texas-San Antonio at Wichita State, 7:35 p.m., Henry Levitt Arena.

Winterfest Magic of the Holidays -- featuring the magic of *Peter Grossamer*, 6 to 7 p.m., Exhibition Hall at Century II.

Christmas Fireworks to Music -- Over the banks of the Arkansas River near Second and McLean streets, from 7:10 to 7:30 p.m.

UTA Movies

All Movies \$1.50; All times 7 p.m.; doors open 6:30 p.m.

Friday, Dec. 4 -- BELOVED -- (Oprah Winfrey, Danny Glover); Sethe is a runaway slave struggling to carve out a simple existence with her family in rural Ohio, 1873. Preventing her from achieving that, however, is the painful legacy of her former life and presence of Beloved. **Rated R** (violent images, sexuality, nudity); 171 minutes.

Saturday, Dec. 5 -- HOLY MAN -- (Eddie Murphy, Jeff Goldblum); In a last chance to revive sagging ratings, Ricky Hayman, a desperate TV station manager, hires G -- an inspirational guru to hawk wares on air. When he does, The Good Buy Shopping Network, witnesses a miraculous turnaround. **Rated PG** (some language) 114 minutes.

Sunday, Dec. 6 -- APT PUPIL -- (Ian McKellen, Brad Renfro); Sixteen year old Todd Bowden has uncovered a deadly secret. A Nazi war criminal has been quietly living in Todd's hometown. The two begin a relationship that spirals out of control, producing terrifying results. **Rated R** (strong violence, language, brief sexuality) 111 minutes.

LIVE THEATRE

Crown Uptown Dinner Theatre

"Home for the Holidays" Nov. 19 thru Dec. 23

Call 681-1566 for dinner and showtimes.

	MAFB	Gate
Thurs. & Sun.	\$21.45	\$24.30
Fri. & Sat.	\$24.45	\$27.48

The Ticket and Tour office at McConnell Air Force Base has discount tickets on dozens of events in the Wichita Community and surrounding area, including movies, theatre, sports trips and other tours.

For information on what is available, contact the office between 9 a.m. and 5 p.m. Monday through Friday. The numbers are (316) 652-6007 and 652-6038.

931st Air Refueling Group
Public Affairs Office
McConnell AFB, Kan. 67221