

# WING *Tips*

JANUARY 2014





# COMMENTARY

## The Wing Recruiter and Retention Team in One Word: Exemplary

By Maj. Reginald Washington, Commander, 108th Force Support Squadron

Often times in the military, we are measured using such terms as “Outstanding”, “Excellent”, “Satisfactory”, and “Unsatisfactory”.

Consequently, when I think of the 108th Recruiting and Retention team, the only term that remotely comes close to describing the work that they do is “Exemplary”! Dictionary.com defines exemplary, as worthy of imitation.

This group of individuals, led by Master Sgts. Shane Clark and Francisco Beltran-Bell, include Tech. Sgts. Christopher Shaw and James Downing, form the preeminent recruiting and retention team for the 108th Wing, well worthy of imitation.

Testaments of our Recruiting and Retention Team’s exemplary success are apparent in the unit’s current strength, at more than 110 percent; winning Top Recruiting Team for the State of New Jersey; Clark winning the Recruiting Office Supervisor of the Year and the recent awarding of the Patriot Team Award for top recruiting Wing in the Northeast Region.

Another testament to their great work is the fine men and women of the 108th Wing. The production recruiters and retention office manager work with each unit commander to identify

the right personnel for the right places. They do not simply look for a person who can “fog” a mirror but actually seek to place only the finest Airman in the 108th Wing.

From the beginning of many of our Airmen careers, the recruiters are their first point of contact. The recruiters work with these potential members to first gain them into the unit. After this sometimes-challenging feat has been completed, the recruiters work with the potential unit-member and teach them what it means to be a military member. They teach the potential members customs and courtesies, drill and ceremony, attention to detail, physical fitness and stress the importance of unquestionable moral character. The 108th Wing potential members know the Airman’s Creed and what does it mean, prior to attending Basic Military Training. The potential members hone these skills during each Unit Training Assembly and the Joint Sea Girt Quarterly at the National Guard Joint Training Center in Sea Girt.

The quality time the recruiters spend with these potential Airmen is crucial to a successful military career. They often form friendships that last a lifetime. The recruiters and retention

office manager of the 108th Wing are exemplary and we owe them a great deal of thanks. They help the Wing fulfill our mission by recruiting and retaining new and seasoned Airmen. Their work often goes unnoticed, but none of us could accomplish the mission without them.

I am extremely proud to be their Commander. And we should all be proud of their accomplishments, which reflect on our Wing.



Cover: Airmen from the 108th Wing, New Jersey Air National Guard, conduct a pre-flight check in front of a KC-135 Stratotanker Dec. 5, 2013. The aircrew, who consisted of pilots, Capt. Heather Combee, Johann Hintz and Joel Webley, as well as boom operators, Tech. Sgts. Jennifer Bowen and Patrick Ogle conducted an air refueling mission. (U.S. Air National Guard photo by Tech. Sgt. Armando Vasquez/Released)



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# 108TH WING RAVENS PROVIDE FORCE PROTECTION FOR MORE THAN A DECADE AT THE 12TH AIR FORCE SOUTHERN COMMAND AREA OF OPERATIONS

**By Senior Master Sgt. Michael Rakauckas, Raven 293, 108th Security Forces Squadron operations superintendent**

I had the distinct honor of being one of the last Raven stage managers for 35th Expeditionary Airlift Squadrons Raven Stage/Operation Coronet Oak, Puerto Rico. While deployed, I reflected on the heritage of the 108th Wing's Security Force Ravens, which contributed to this operation. The 108th Security Forces Ravens have deployed for more than a decade to support Operation Coronet Oak, as part of the 12th Air Force Southern Command area of responsibility for counter-drug, detainee movement support and humanitarian relief operations.

The Air National Guard Raven teams comprised of specially trained and equipped security forces personnel, who are deployed as aircrew members on 35th EAS missions. The Raven teams help detect, deter and counter threats to Air Force C-130 aircrafts and crews by performing close-in aircraft security; advising aircrews on force protection measures; conducting airfield assessments and assisting aircrews in the performance of their duties when not performing their primary security duties.

All Ravens personnel undergo training in a stressful environment to handle situations professionally and tactfully. This includes extensive training in unarmed defense tactics, application of the force continuum, less-than-lethal-force weapons, anti-hijacking and firearms training. The Raven Stage Managers at Coronet Oak are assigned from the Air National Guard Readiness Center and deploy to manage Raven teams for continuity of operations and coordination with 35th EAS operations.

Consequently, the 108th Wing has extraordinary Airmen that have built a Raven heritage at Coronet Oak. One of those Ravens is Chief Master Sgt. Grieg Moore, Raven 447, 108th Contingency Response Group superintendent, who has deployed as a Raven stage manager several times in the past decade for Coronet Oak and paved the way for others like myself, Senior Master Sgts. John Bunce and David Beun. Moore has done this by improving procedures for Raven stage operations at Muniz Air National Guard Base in Puerto Rico where operations are conducted.

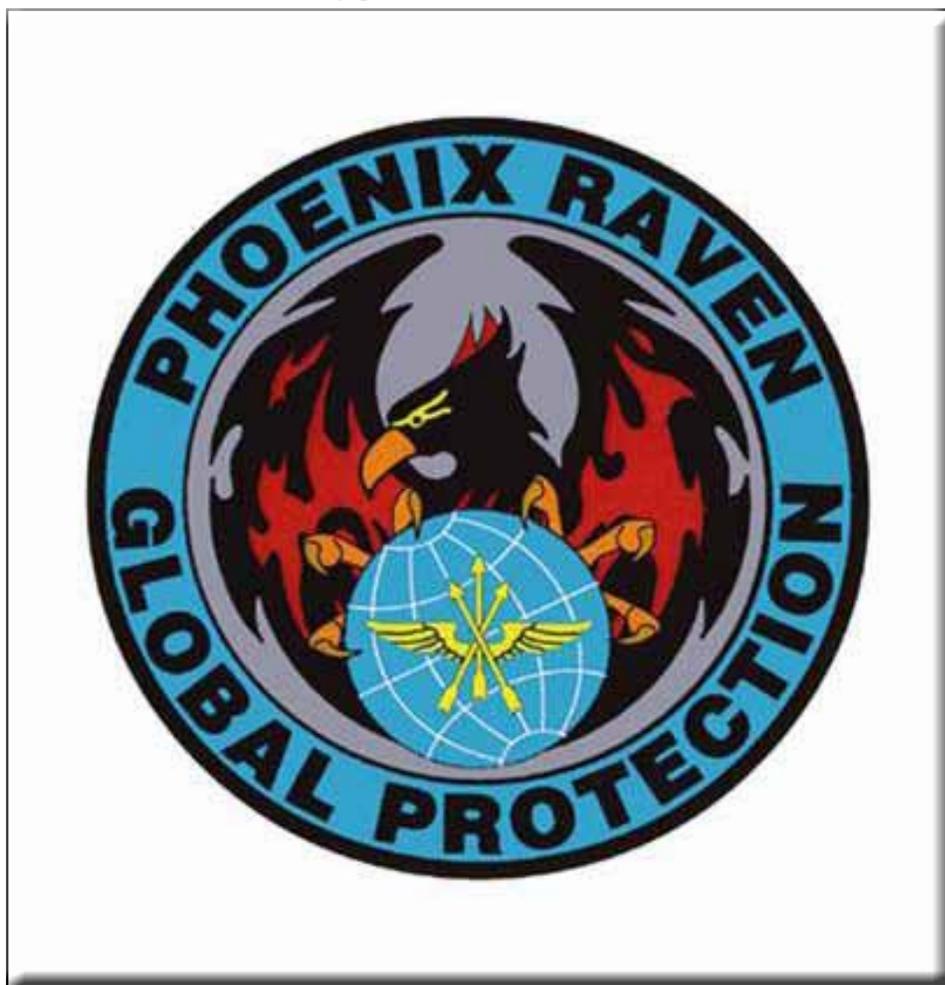
Management of Raven operations in coordination with host nation security and air operations have resulted in mission success and stellar force protection measures.

In order to be chosen as one of these qualified Airmen, Ravens undergo a rigorous selection process to ensure that only the highest caliber Airmen are selected to be trained as force protection ambassadors for missions abroad. This is especially important while operating in the Southern Command areas of operations. Normally, Raven teams deploy with Coronet Oak aircraft and provide force protection at international airports located in Central and South America where the host nation security has been considered inadequate. Ravens must keep a low profile, communicate with host national security liaisons and at the same time not draw attention to their security presence.

The unique aspect of the Air National Guard and Reserve Command Ravens is that most of them have deployed multiple times to Coronet Oak since 1999. The Airmen bring a wealth of experience that cannot be duplicated. Moreover, the overwhelming majority of these Ravens are employed by civilian, State and Federal law enforcement agencies in their civilian careers. This experience combined with the familiarity with the 35th EAS brings knowledge and tactical proficiency to the mission at Coronet Oak.

Air Force Ravens from the Air National Guard, Reserve Command and Active Duty are trained to handle difficult situations. This becomes even more evident when you have seasoned Ravens with 10 plus years' experience in civilian law en-

*Continued on page 4*



## RAVENS CONTINUED..

forcement and the additional skill sets for the mission. Other outstanding security forces Airmen from the Wing that have contributed to Operation Coronet Oak over the last decade were Tech. Sgt. Jonathan Arochas, employed by the Bergen County's Prosecutor's office with more than 20 years' experience as a civilian police officer; Master Sgt. Anthony Schettino, Raven 1658, who deployed several times supporting Coronet Oak and in 2010 he was one of the first Ravens to Deploy to Haiti supporting the humanitarian relief effort after the tragic earthquake there; Tech. Sgts. James Hancock, Raven 855, a federal agent with the Drug Enforcement Agency, Rajhun George, Raven 1144, federal immigration customs agent, Bradley Elkins, Raven 1202, County sheriff's department; Staff Sgt. John Wilson, Raven 1625, Pennsylvania Police Department; Senior Master Sgts. David Beun, Mount Laurel Police department and John Bunce,

Raven 312, Florence Township Police department. Truly these "Citizen Airmen" are another example of the excellent-caliber Airmen we have within the 108 Wing.

Over the last decade, the Air National Guard's and the Air Force Reserve Command's Ravens have built a heritage and tradition for Ravens at Coronet Oak, improving the way force protection is handled on missions, to the advanced training and continuous education of the most advanced tactics to serve and protect. Ravens at Coronet Oak have always maintained a low profile, but rest assured they are highly trained, experience force protection professionals who answer the call to detect, deter, counter threats and protect their fellow Airmen. Force protection is everybody's business and with the Ravens maintaining a low profile and always ready; they complete the aircrew and ensures mission success. Operating this way is the code by which we serve, continuing the legacy.

It has been recently announced that Coronet Oak operations in Puerto Rico will be coming to an end. This will be closing a historical chapter for the ANG Ravens operating in the Southern Command. The 108th Wing's security forces Ravens have built a legacy of deploying to other Raven stages, as well as Germany, Oman, Italy, Spain, Turkey and other locations around the globe that support a multitude of operations. You can rest assure that their skills and experiences have greatly enhanced security forces operations in both the 108th Security Forces Squadron and the security forces members in the 108th Contingency Response Group. Ravens will continue to build a legacy for security forces and the Air National Guard.

For more information about Air Force Phoenix Ravens please access the following official site of the Air Mobility Command Raven fact sheet: <http://www.amc.af.mil/library/factsheets/factsheet.asp?id=238>



### ***Re-enlisted!***

*Airmen from the 108th Wing, New Jersey Air National Guard, re-enlist at a re-enlistment ceremony held at the Wing's conference room at Joint Base McGuire-Dix-Lakehurst, N.J., Dec. 7, 2013. From left to right are Senior Airman David F. Spaeth, 108th Maintenance Squadron; Staff Sgt. David M. Savino, 108th Comptroller Flight; Tech. Sgt. Shawn E. Foren, 141st Air Refueling Squadron; Master Sgts. Antonio Rubbo, 108th Global Mobility Readiness Squadron; Spiro M. Panagakis, 108th Maintenance Group and Col. Robert E. Meyer, Commander, who conducted the oath of re-enlistment. (U.S. Air National Guard Photo by Tech. Sgt. Armando Vasquez / Released)*

# Part Time Jobs

By Senior Master Sgt. Janeen Fillari, 108th Wing Legal Office



Are you thinking of earning some extra cash? Have you thought about working a part-time job?

Before a Guardsman begins looking for part-time employment, there are a few requirements and restrictions that go along with off-duty employment.

Off-duty employment requirements

apply to all members of the New Jersey Air National Guard and/or Air National Guard of the United States ordered to serve on active duty (Title 10 and attached to a unit of the NJANG for OPCON purposes, or as an AGR) for 30 or more continuous days. These requirements exist to take care of our Guardsman, and help

to maintain their safety and the safety of their fellow Guardsman.

Specifically, NJANGI 51-201 governs the requirements for off-duty employment. There are restrictions on the amount of hours a Guardsman can work, as it could impact your military readiness. Additionally, a member must ensure they are not working in a position that could cause a conflict of interest with the United States Air Force or New Jersey Air National Guard.

Once a Guardsman decides they want to seek employment, they should speak with their supervisor. If approved by the supervisor, the member then completes AF Form 3902. The form is then forwarded to the Guardsman's commander, and then routed to the 108 Wing Legal Office for final review.

For any questions or concerns regarding off-duty employment requirements, you should discuss the matter with your chain of command and review NJANGI 51-201 (AF Form 3902 is attached to the instruction).

[http://www.state.nj.us/military/publications/NJANGpublications/NJANG\\_INSTRUCTIONS/NJANGI-51-201.pdf](http://www.state.nj.us/military/publications/NJANGpublications/NJANG_INSTRUCTIONS/NJANGI-51-201.pdf)

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## Women in Combat

*Air Force Times Staff*

Pentagon leaders announced in June that they would lift the ban on women in combat by 2015, opening hundreds of thousands of military jobs to women once gender-neutral standards are completed.

The move would open the remaining seven Air Force Specialty Codes — combat control officer, combat rescue/special tactics officer, special operations officer, enlisted combat controller, enlisted tactical air command and control, enlisted pararescue and enlisted special operations weather — still closed to women. The positions, however, fall under U.S. Special Operations Command, which has expressed concern about the change.

According to the Air Force's timeline, the service would begin recruiting women for the seven career fields in 2015. Training would not be completed until 2018



# Leadership Changes

*Air Force Times Staff*

In one of its last acts in December, the Senate confirmed Deborah Lee James as the new Air Force secretary. Nominated in August to replace Michael Donley, who retired in June, James was in limbo after Sen. Kelly Ayotte, R-N.H., placed a hold on her confirmation for more than two months — due to published reports that the Air Force wants to phase out the A-10 aircraft to save money. This marks a return to government life for James, who served as assistant defense secretary for reserve affairs from 1993 to 1998. She comes to the Air Force from Science Applications International Corp., where she was president of the technology and engineering sector.

While James' confirmation was on hold, Eric Fanning became acting secretary just two months after assuming his new job as undersecretary of the Air Force. Fanning, who is openly gay, was appointed to the job right before the Supreme Court struck down parts of the Defense of Marriage Act and opened the door for same-sex benefits for service members.

Chief Master Sergeant of the Air Force James Cody stepped into the job Feb. 1, and in his first year has taken on the waist measurement component of the physical fitness test, special duties, reforming how enlisted airmen are evaluated and promoted, and exploring whether to require promotion boards for technical sergeants to advance to master sergeant. After Cody initiated a review into the waist measurement component, the Air Force announced in August that airmen who fail the tape test can undergo body mass and body fat testing if they score well enough on the rest of the physical training test.

Then in November, Cody announced that special duties will no longer be voluntary. Instead, staff sergeants and technical sergeants will be nominated and selected to fill those assignments. Next year, the Air Force expects to announce changes to the enlisted evaluation system, including a possible new enlisted performance report.



*Secretary of the Air Force, Deborah Lee James*

Gen. Robin Rand took the helm of Air Education and Training Command in October, replacing Gen. Edward Rice, who retired after 35 years of military service. Rice directed an investigation into the sexual misconduct scandal at Joint Base San Antonio-Lackland, where dozens of basic training instructors were charged with offenses ranging from rape to inappropriate relationships with technical trainees. The investigation, and pressure from lawmakers and victim advocacy groups, led to widespread changes to basic military training.

Maj. Gen. Jack Weinstein in December moved up from vice commander to acting commander to permanent commander of 20th Air Force after his predecessor, Maj. Gen. Mi-

chael Carey, was relieved of command for what an inspector general report detailed as drunkenness and other inappropriate behavior during an official trip to Moscow.

Lt. Gen. Michelle Johnson became the Air Force Academy's first female superintendent in August. Johnson, herself an academy graduate, was quickly called on to manage a number of controversies, among them: She is leading an investigation into the Office of Special Investigation's use of cadets as informants; and her board decided to make the "so help me God" clause of the cadet honor oath optional but still faces criticism that the clause should be removed in the name of religious freedom.

# A SAFETY TIP FROM THE 108TH WING SAFETY OFFICE

As winter weather is here, homeowners may prepare by dusting off the snow blower--and its safety manual. Clearing the driveway with a snow blower doesn't have to be a dangerous task. But, unclog a snow blower with your hand, instead of the chute-cleaning tool, and you risk broken bones or amputation.

According to researcher Bart Hammig of the University of Arkansas, injuries most commonly occur when the operator does not follow the instructions in the safety manual and attempts to remove snow from the blades of the snow blower with a hand.

Hammig and colleague Ches Jones analyzed data from the National Electronic Injury Surveillance System from 2002 to 2008 and found the majority of injuries occurred among those aged 40 and older, with males accounting for 90 percent of the visits to emergency rooms.

When a snow blower is operating, the auger blades sometimes become clogged with snow and will no longer spin. Although the machine is switched off, the researchers wrote, "The blades may store up rotational force and rotate briefly once the snow is cleared." If a hand is the tool being used to clear the snow, the blade will most likely amputate the limb or break bones.

The annual average of snow blower-related injuries is about 4,615 and has not lessened over time despite advances in safety standards. When it comes to prevention, Hammig said, "Education is very consumer driven. It is just a matter of understanding how the machine works and getting to know the machine before using it."

Today, there are different types of snow blowers; some have one auger blade while others may have two blades.

"Sometimes people don't realize there are actually two augers, and so they stick their hand in the top thinking there is only one on the bottom, and it cuts off their hand," he said.

Manufacturers have addressed the risk by providing a chute-cleaning tool, which is now standard on most models and is a hand-held shovel-shaped device that is attached to the machine for use when blades become clogged.

"Unless manufacturers can come up with a new and safer design, prevention will rely on consumer education," Hammig said.

The researchers published results of their study in the journal *Academic Emergency Medicine*. Hammig is an assistant professor and Jones is a professor, both in health sciences at the University of Arkansas.



## *AMC/IG Unit Effectiveness Inspection Survey*

For those of you who have already completed this request, thank you. For those of you who haven't, please make some time this weekend to do so. As a part of the new Air Force inspection process, the AMC Inspector General Office requires that we complete a brief 20 minute survey. This survey is sent out to Wings approximately 180 days prior to their scheduled inspection date, ours being 06 - 18 May of 2014. I need EVERYONE to visit the hyperlink and participate in the process.

<https://www.surveymonkey.com/s/108WG2013>

Keep in mind, this is your opportunity to give honest feedback on the Wing's ability to accomplish our mission and take care of our people. Whether providing disaster relief to the state of New Jersey as we did during Superstorm Sandy or deployed overseas supporting our federal mission sets, the 108th receives accolades where ever we go. Now it's your chance to tell the IG how good we are! Should you have any questions reference this survey, please feel free to contact Lt Col Stephen Henske, the 108th WG/IG or any member of his team.

Thanks for all that you do!

# Air Force to Screen Top Generals Using Google

by Paul D. Shenkman, U.S. News



*After a string of officer firings in the military, Air Force Chief of Staff Gen. Mark Welsh joked that the process for replacements “would include a Google search.”*

The Air Force is getting back to basics in its selection process for top generals, at a time when the Pentagon is scrambling to prevent future gaffes that embarrass its flag officer ranks.

Maj. Gen. Michael Carey, who used to command the Air Force’s nuclear missiles arsenal, in October became the latest top officer forced to step down from his position after it was revealed he engaged in inappropriate personal behavior while on a temporary duty assignment.

The Air Force’s top officer said Tuesday that his subordinates are taking a deep breath and reflecting on potential replacements before nominating the new nuke commander, even if the candidate seems perfectly qualified.

“Assuming the obvious choice in this business is dangerous. Let’s take a deeper look,” Gen. Mark

Welsh said during a breakfast meeting with reporters. “It would include a Google search.”

“What pops up when you type somebody’s name into Google? It might be worth knowing that before you nominate someone for a key job.”

A string of firings in recent years has given a black eye to all of the military services. Navy Vice Adm. Tim Giardina was fired from his position as deputy commander of U.S. nuclear forces the same week as Carey, following allegations he used counterfeit chips at an Iowa casino. Army Maj. Gen. Ralph Baker lost his position leading U.S. Africa Command in April due to previous connections with alcohol and sexual misconduct charges.

The Air Force, in response, has borrowed from the Army’s “Multi-Source Assessment and Feedback

360” evaluation model in which all flag officers provide reviews of other generals above and below them in the chain of command. Welsh hopes to apply this eventually to all the ranks.

“[It’s a] very valuable tool for the individual to learn how people perceive them,” Welsh said. “As we consider people for more senior jobs, this will be part of the review.”

“We need to add more rigor, which I think is appropriate,” he said.

Welsh’s remarks come at a time when the Air Force is also reviewing how it instills values into all airmen. The latest trial began Tuesday for Air Force Lt. Col. Jeffrey Krusinski, the former head of Air Force sexual assault prevention who faces charges related to sexual assault.

# AIR FORCE CONSIDERS CHANGING DEGREE IN 4 YEARS REQUIREMENT

by Irv Moss, *The Denver Post*

Discussions are being held within the Air Force Academy that could lead to expanding the basic four-year classroom program for graduation to a five-year program for some cadets in order to enhance academic achievements. Such a plan, if adopted, could have a huge effect on the athletic program, thereby allowing an extra year of competition.

Air Force football coach Troy Calhoun has expressed frustration this season about the competitive disadvantage of not being allowed to have cadets play a fifth year. The Falcons are 2-9 and winless in Mountain West play. Their season finale is Saturday at Colorado State.

Athletic director Hans Mueh said no final decision has been made, but academy officials are seriously looking at the possibility in order to

keep up with the academic achievements at the top universities around the country.

“We’ll keep talking,” Mueh said. “At most universities, the average years to graduate is something over five years. For the service academies to hang tough on four years, it may be time to seriously discuss other options.”

Mueh pointed out that a program exists that potentially could add a ninth semester to a cadet’s time at the academy, but it is rarely used. The additional semester is usually granted to make up for time lost for illness or injury.

“If there’s a way we can help our students reach their academic potential and become leaders in the Air Force and that means talking about a five-year program, I’m all for it,” Mueh said. “We won’t

change our academic requirements, the physical fitness requirements, or the active duty commitment after graduation. The one we might adjust is the time they spend here at the academy.

“It’s going to take some doing. This basically always will be a four-year institution, but we bring in students from a widely diversified population and it may be time to expand our program in order to meet the different needs.”

As for the football program, Mueh said: “I have great confidence that we’ll be better in football next year. How much better, I don’t know. Sports are like that. We’ve had a tough year. There are no excuses. We just got beat.”

Air Force had been to six consecutive bowl games before this season.



*Col. Robert Meyers, 108th Wing commander, presents the 108th Contingency Response Group's guidon to incoming commander, Lt. Col. Christopher Houseworth, at an Assumption of Command Ceremony at Joint Base McGuire-Dix-Lakehurst, N.J., Dec. 8, 2013. (U.S. Air National Guard photo by Senior Airman Adrian R. Rowan/ Released)*



# MAN ON THE STREET

## “What is your New Year’s resolution?”

Photos by Senior Airman Adrian R. Rowan, 108th Wing Public Affairs



*Get into the the school I want, fashion institute of technology.* -**Tech. Sgt. David McDonald**



*My resolution is to get more physically fit.* -**Senior Airman Kerec Gopie-Saleem**



*To go back to school and finish my degree.* - **Senior Airman Anastacio Perez-Ortiz**



*My New Year’s resolution is to become a better person physically and spiritually.* -**Staff Sgt. Esmeralda Ayala**



*I want to go to a SEC football game.* -**Chief Master Sgt. David Brown**



*Starting my new career in my civilian job in Florida as a sales rep for AT&T.* -**Airman 1st Class Jose Martinez**



*To lose 15 pounds.* - **Maj. Sean Lardner**

