

# WING

## *Tips*

JANUARY 2016



FUTURE  
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## Renewing our commitment to the profession of arms

By Chief Master Sgt. Mike Rakauckas, Superintendent, 108th Mission Support Group

Roll call! On Dec. 13, 2015, of the unit training assembly, I had the pleasure to witness an awesome sight - a formation of more than 60 Airmen from the 108th Civil Engineer Squadron in full service dress uniform.

The ceremony, inspired by tradition usually reserved for technical schools, professional development courses and basic training, was part of the 108th Civil Engineer Squadron yearly inspection to ensure all unit members maintain a proper service dress uniform within regulation in accordance with Air Force Instruction 36-2903, Dress and Personal Appearance.

This event also gave the unit a sense of pride, building esprit de corps within the squadron.

Sometimes we get lost in the daily grind and we tend to forget what we wear to work every day and that we are part of the profession of arms, which is something bigger than ourselves. Having unit members prepare and wear their service dress uniform for inspection lets each and

every Airmen focus back on those very details we sometimes lose focus of.

The mission and to serve our nation and state must remain the key focus. Integrity, service before self, and a pursuit of excellence in all we do are the hallmarks of our profession, which we all must uphold now and in the future.

As Airmen, we strive for a higher calling, and hold ourselves to the highest standards. Renewing our commitment to the profession of arms is important to refocus on core values, force development, leadership, mentorship and performance with an overall goal of mission success.

Refreshing an Airman's commitment to the profession of arms can not only energize a unit, but give each and every Airman a sense of ownership and pride in their individual and team efforts to the mission. On that Sunday morning, I witnessed pride, honor and a commitment to excellence!



**“As Airmen,  
we strive  
for a higher  
calling...”**

**IF IT'S INTERESTING, WE'RE INTERESTED. CALL PA AT 754-4173**

### On the cover

**A 108th Wing Security Forces Airman, left, responds to a simulated threat while assisted by Master Sgt. P.J. Coley in a VirTra firearms training simulator at a U.S. Marshal training site in Lawrenceville, N.J., Dec. 12, 2015. (U.S. Air National Guard photo illustration by Tech. Sgt. Matt Hecht/Released)**



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# SFS trains with High Tech Gear

Story and photos by Tech. Sgt. Matt Hecht. 108th Wing Public Affairs

It was a day like any other – blue sky, tranquil breeze, when suddenly the unexpected happened: gunshots rang out in a library. Swiftly responding, the 108th Security Forces Airmen made their way through numerous rooms, past injured people, and neutralized the active shooter.

Luckily, this was all part of their training.

On Dec. 12, these New Jersey Air National Guardsmen received highly technical virtual reality training at the U.S. Marshal's training site in Lawrenceville, N.J.

The V-300 VirTra firearms training simulator offered an unprecedented 300 degree view of interactive screens lit by five high definition projectors and a sound system that would fit into any major movie theater. A box, strapped to the cops' belts, shocked them when they were struck by enemy fire.

A U.S. Marshals instructor quipped, "These can be a real motivator."

The Airmen went through several scenarios, including a high-risk traffic stop they did as

individuals, and active shooters loose in a public library, where they had the chance to work with a partner.

"Remember to keep watching, and to keep communicating," said one of the instructors from the Marshals office. "Keep your head on a swivel."

One of the event's organizers, Tech. Sgt. Heather Perez, from the 108th Security Forces training section, had nothing but praise for the exercises, a first of its kind for the 108th and the Marshals.

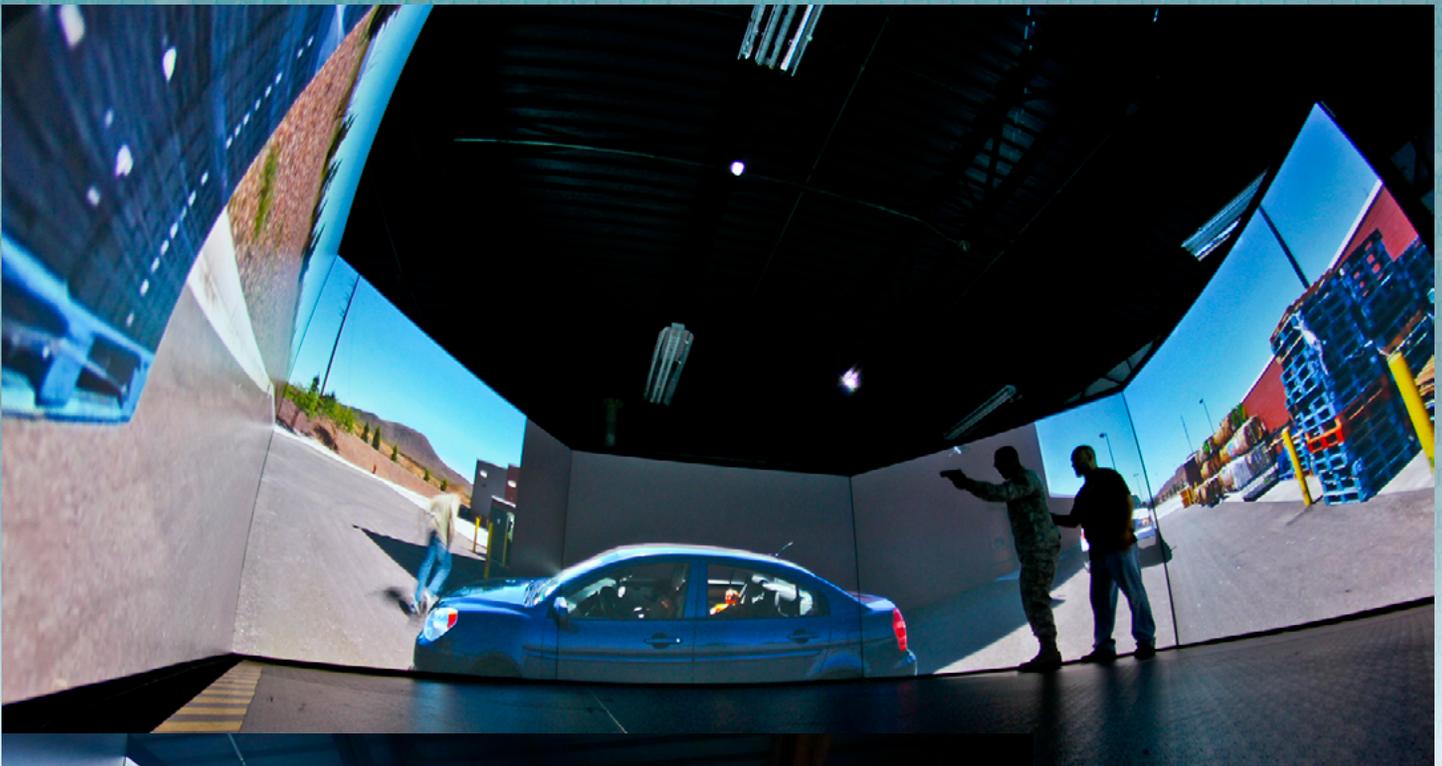
"This is great hands on training," said Perez. "The Airmen get to see how they react to these various events individually, as well as with a partner. The technology is amazing."

Perez also noted that this would hopefully be the first of many joint training ventures with the U.S. Marshals, and that the younger tech savvy Airmen loved the virtual reality aspect.

"This training is very interesting and fun for the young Airmen, this kind of technology is hopefully keeping them motivated to stay in Security Forces," said Perez.



Security Forces Airmen from the 108th Wing respond to a virtual active shooter in a VirTra firearms training simulator at a U.S. Marshal training site in Lawrenceville, N.J. Dec. 12, 2015. This graphic illustration shows the simulator deck minus the projections.



*Above: A 108th Wing Security Forces Airman, left, responds to a simulated vehicle stop while assisted by a U.S. Marshal instructor in a V-300 VirTra firearms training simulator. The Airmen got to participate in high-risk traffic stop and active shooter scenarios. Left: Security Forces Airmen confront a simulated active shooter holding a student hostage in a library. The scenario is designed to challenge their communication and teamwork skills. Below: A 108th Wing Security Forces member silhouetted by the VirTra screen while being debriefed by an instructor after a scenario.*



# 204th Intelligence Squadron Airmen Receive Top AMC Awards

By Tech. Sgt. Theodore Freeman III, 204th Intelligence Squadron

Tech. Sgts. Philip Geppi and Jason Valleley, members of the 204th Intelligence Squadron, were recently honored for outstanding performance at a ceremony at the 108th Operations Group Auditorium.

Geppi received the 2014 Air Mobility Command Intelligence, Surveillance and Reconnaissance Enlisted Intelligence Instructor of the Year award for his leadership instructing multiple courses at the USAF Expeditionary Center, Joint Base McGuire-Dix-Lakehurst.

Valleley received the 2014 AMC Air Reserve Component ISR Non-Commissioned Officer of the Year award for his development of new and innovative intelligence products for the AMC and Department of Defense



Chief Master Sergeant Zinner, left, Chief's Council President; Tech. Sgt. Jason Valleley, Tech. Sgt. Phillip Geppi and Chief Master Sgt. Daryl K. Fortner, 108th Wing Command Chief Master Sergeant pose for a photo. (Courtesy photo)

Intelligence communities.

Col. Keith E. Andrews, Director of ISR for AMC, presented the awards. During the presentation, Andrews highlighted the honorees individual accomplishments as well as

illustrating the success of the 204th in bringing to life exciting new concepts in the intelligence field. The results of this success are evidenced by the number of agencies across the DoD now using 204th products and services.

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## **New vice commander**

*Col. Matthew Paternostro's wife Christine, left, and his mother-in-law pin on his new rank Dec. 29, 2015, during his promotion and re-enlistment ceremony at Joint Base McGuire-Dix-Lakehurst, N.J. Paternostro also assumed his new position as vice wing commander of the 108th Wing. (U.S. Air National Guard photo by Tech. Sgt. Matt Hecht/Released)*

## **Reenlisted!**

*Col. Vito A. DiMicco Jr., third from right, Commander, 108th Mission Support Group, administered the Oath of Enlistment to 108th Wing members, left to right, Staff Sgt. James B. Harris, Senior Airman Chanis L. Brown, Staff Sgt. Kerry L. Cornelius Jr., and Tech. Sgts. Yvette N. Hackett and Richard P. Thomas at a re-enlistment ceremony at the Wing headquarters at Joint Base McGuire-Dix-Lakehurst, N.J. Dec. 12, 2015. (U.S. Air National Guard photo by Master Sgt. Mark C. Olsen/Released)*





## Stars and Stripes

*Staff Sgt. Ryan Woods, 108th Maintenance Squadron, takes down the Stars and Stripes prior to the 108th Wing, annual commander's call at Joint Base McGuire-Dix-Lakehurst, N.J., Dec. 12, 2015. The Wing's primary mission is to provide Global Reach and Global Power. (U.S. Air National Guard photo by Master Sgt. Mark C. Olsen/Released)*



## End of year

*Col. Andrew P. Keane, 108th Wing Commander, addresses the Citizen-Airmen of the New Jersey Air National Guard unit located at Joint Base McGuire-Dix-Lakehurst, N.J., during a commander's call Dec. 13, 2015. Keane was previously the 108th Wing vice commander and has replaced Col. Robert A. Meyer, Jr. as the Wing commander. (U.S. Air National Guard photo by Master Sgt. Mark C. Olsen/Released)*

# Self-Assessment Programs

From the Wing Inspection Office

As most of you know by now, the self-assessment programs form the heart of the Air Force Inspection System. This self-assessment provides commanders with a means for internal assessment of the Wing's overall health and complements external assessments. For most folks, self-assessment equals management internal control toolset, but that is not the case.

While MICT is a means of conducting self-assessment, it is only a part of the whole picture. AFI 90-201 states that commanders at a minimum must use the self-assessment communicators in MICT; however, they should not rely solely on it as an inspection tool.

The reason is SACs only communicate 20 percent of your regulation. Consequently, "Commanders are encouraged to include additional measures as directed by superior Commanders, functional directives, or proven lessons and experience." Communication with other units with similar functions also greatly enhances self-assessments, since they might have benchmark programs and best practices.

MICT is the Air Force system of record for communicating SAC status to higher headquarters. The program is used at the squadron, group, and wing levels of the 108th so the commanders can have visibility on their programs. As such, it is vital that all unit members are honest about the status of their respective areas. If a program is non-complaint in MICT, state so. The Air Force philosophy is to "reward the red." In other words, you won't get in trouble by marking something non-compliant. You will, however, face difficulties if you say that something is in compliance, when in fact it is not. If that is the case and an inspection discovers non-compliance, you will be written up for a deficiency in the inspector general evaluation system. This is why honesty is the key in the inspection process.

Members often ask our office, "How frequently should we check MICT?" At a minimum, personnel with SAC responsibilities should check MICT every 30 days. Additionally, beginning this month, all updates to SACs will be published quarterly (Jan. 31, Apr. 20, July 31 and Oct. 31) along with any new SACs.

Checking your MICT SACs shows your function area manager that you are on top of self-assessing your

programs. By doing so, you also will help keep the number of inspectors down when our Unit Effectiveness Inspection capstone comes around.

Another important duty in MICT is validation of your SACs. Validation serves as a confirmation of accuracy in your communicator. When you, as an assessor, feel like you have completely/accurately filled in your SAC, you

will notify your validator, who will go in and confirm your responses. The validators will confirm that your responses match unit practices and documentation that you have uploaded into the system. In other words, the validator ensures that you are doing what you say you're doing.



Creative artwork by Staff Sgt. Austin May, 100 ARW/PA

As a good practice, validation should take place every six months. This ensures that any changes to documentation or programs are regularly documented.

You might be wondering who in your squadron or group do you go to with questions about your self-assessment. That person would be the self-assessment program manager. You should make it a point to know your SAPM. They are your point of contacts for all things dealing with self-assessments. Your SAPM monitors your unit's health regarding self-assessments and deficiencies.

ISAPMs track ensuring that applicable SACs are assigned, granting applicable permissions to MICT, scheduling unit self-assessment training, ensure closure of IGEMS deficiencies, and tracking of observation/deficiency trends. If you can't get a hold of your SAPM, the IG office is more than willing to help you with any of your questions.

Self-assessments are the key to ensuring the Wing's success. They reduce the need for external inspections, as well as ensuring continuous improvement. Only by honest and open two-way communication between, Airmen, commanders, and the IG, can the program succeed. Airmen should be concerned by reporting what is true NOT what they think their commanders or the IG want them to report. While this is a change in culture, it is one that we strive to embrace. By doing so, we will ensure our Wing's success.

If you have any questions on the self-assessment program, please don't hesitate to call the Wing IG office at 609-754-4460.

# New Year's Resolutions for Psychological Health

By Jill Barrett, 108th Wing Director of Psychological Health

I love fresh starts and the feeling of possibility.

The beginning of a new year and the promise of good things to come can renew my spirit. A new year is an opportunity to reflect and that reflection may bring the resolve to do some things differently. I believe that these resolutions should come from a place of loving ourselves rather than trying to 'fix' ourselves, as these resolutions often imply.

While we are getting organized, losing weight or paying off credit cards, we may be overlooking things that would actually make a bigger difference in our lives. Perhaps the dissatisfaction we feel that makes us think we need to get organized can be handled better by working directly on the dissatisfaction itself. Instead of starting the new year with a resolution that we haven't kept in any of the previous years, recognize that we don't need to fix ourselves, just take better care of ourselves and prioritize our well-being.

Here are some psychological health resolutions to consider:

I will take action and ask for help when I need it. I won't ride the struggle bus for weeks on end thinking I will just suck it up and deal. There continues to be so much stigma around seeking help for psychological issues that many of us choose not to visit a therapist even when we know that a trained unbiased listener is exactly what we need for personal growth and development.

I will set healthy boundaries. Sometimes we give other people too much power in our lives. Letting our significant others, our kids, or our coworkers make our lives more difficult can masquerade as kindness, but it's not always healthy. Strive for better balance between personal needs and the needs of others.

I will get enough sleep. Face it. Sleep is one of the most critical factors in both psychological and physical health.

I will find a form of movement that I enjoy and incorporate it into my daily routine. I will do this not because I need to lose weight or I need to feed my ego. I will do it because physical movement makes me feel better.

I will resist the suck of negative thinking and judgement. Even if I don't follow through perfectly on my resolutions, I can still respect myself and keep trying. Life is challenging and negative and judgmental thoughts will pass through my mind. I can acknowledge them but then let them pass on without taking up residence.

If you want to learn more about rejuvenating your goals for the New Year, stop by the Psychological Health Lunch and Learn Workshop Jan. 9 in Building 3327 Break Room at 11:30 a.m. If you can't attend the workshop but want more information, send an email to: [jill.c.barrett2.civ@mail.mil](mailto:jill.c.barrett2.civ@mail.mil).

## Top Ten Cold Weather Safety Tips

From the 108th Wing Safety Office

1. Layer up! Wear layers of lightweight clothing to stay warm. Gloves and a hat will help prevent losing your body heat.

2. Don't forget your furry friends. Bring pets indoors. If they can't come inside, make sure they have enough shelter to keep them warm and that they can get to unfrozen water.

3. Remember the three feet rule. If you are using a space heater, place it on a level, hard surface and keep anything flammable at least three feet away – things such as paper, clothing, bedding, curtains or rugs.

4. Requires supervision. Turn off space heaters and make sure fireplace embers are out before leaving the room or going to bed.

5. Don't catch fire! If you are using a fireplace, use a glass or metal fire screen large enough to catch sparks and rolling logs.

6. Protect your pipes. Run water, even at a trickle, to

help prevent your pipes from freezing. Open the kitchen and bathroom cabinet doors to allow warmer air to circulate around the plumbing. Be sure to move any harmful cleaners and household chemicals out of the reach of children. Keep the garage doors closed if there are water lines in the garage.

7. Better safe than sorry. Keep the thermostat at the same temperature day and night. Your heating bill may be a little higher, but you could avoid a more costly repair job if your pipes freeze and burst.

8. The kitchen is for cooking. Never use a stove or oven to heat your home.

9. Use generators outside. Never operate a generator inside the home, including in the basement or garage.

10. Knowledge is power. Don't hook a generator up to the home's wiring. The safest thing to do is to connect the equipment you want to power directly to the outlets on the generator.

# FINANCE TIP OF THE MONTH

**TRAVEL PAY TIP** – Pay for your own expenses when traveling TDY. Ensuring your name is on all applicable receipts. Check the JTR Appendix G if you are unsure of what to claim. JTR link: <https://www.defensetravel.dod.mil/>

**MILPAY TIP** –All Individual Inactive Duty (RUTA/AFTP ETC...) is processed through AROWS using the a 2-step Process. You must -1. Create the Authorization AND 2. Create the Certification. Both must route through the system before you can receive pay. Check out the Guide on the Comptroller Flight SharePoint

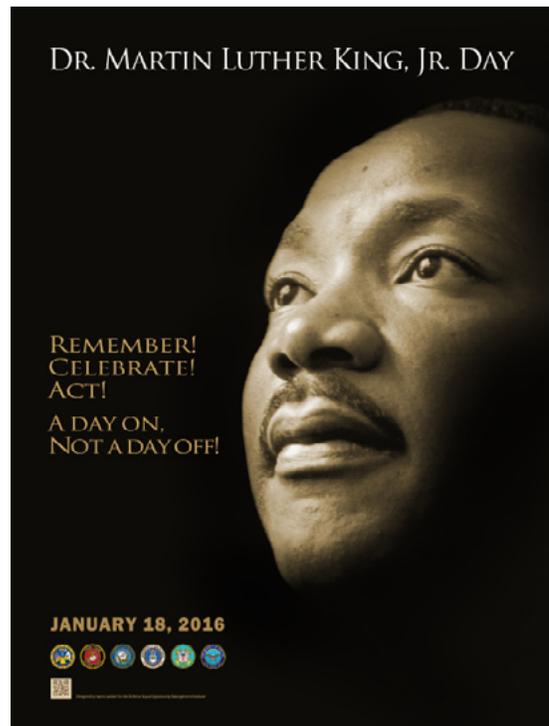
**\*\*Did you get paid for Duty? If not, check all "Outstanding Orders Listing" (Late 458 & OTO). Located on the 108 Comptroller Flight SharePoint – <https://eis.ang.af.mil/org/108WG/WingStaff/CPTF/Pages/default.aspx>**

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## Position announcement: 108th Security Forces Squadron first sergeant

The 108th Security Forces Squadron has a vacancy for a first sergeant. Any eligible enlisted member desiring consideration should prepare a detailed resume of military and civilian experience, letter of recommendation from member's unit commander, a letter of intent, a copy of current fitness test results, and a Records Review. A position description of the job can be found in AFI 36-2113, The First Sergeant.



Applications will be submitted to the 108th Wing Headquarters, Master Sgt. Rose Quinquino, no later than close of business Jan. 10, 2016.

A board will be conducted in February and if qualified, you will be notified of the date and time in advance.

First sergeants advise and assist the commander in maintaining discipline, standards and unit policies while ensuring that all enlisted members are treated equally and the welfare, morale and quality of life needs of the force are met. They also provide guidance to enlisted personnel on matters of leadership, military courtesy, personal appearance, self-discipline and personal adherence to standards. Helps ensure all supervisors set an appropriate example for subordinates; promotes welfare and morale of enlisted personnel. In addition, they counsel enlisted personnel and take action to resolve problems or complaints; assist in preparing and presenting staff and ancillary training, as well as information programs; attends staff meeting and assists at commander's call; supervise administrative actions of enlisted personnel

as directed and prepare and ensure timely processing of reports, awards and decorations, promotions, demotions and personnel disciplinary actions.

If selected, you must meet the requirements of AFI 36-2113, The First Sergeant, AFI 36-2618, The Enlisted Force Structure, and must fully comply with AFI 36-2903, Dress and Personal Appearance of Air Force Personnel. Strong written and verbal communication skills are necessary as well as the ability to work long and irregular hours.

You must be a promotable technical sergeant or master sergeant, must have scored 80 or above on last two fitness tests, or 90 or above on their most current fitness test and have no failure or exemptions within the past 12 months. You must enroll and complete the United States Air Force Senior Non-Commissioned Officer Academy Course upon selection for first sergeant duty and must complete the course within 12 months after attending the First Sergeant Academy. In addition, you must possess a Community College of the Air Force degree or must complete this degree within 18 months of completing the FSA. Also, you must have a minimum Armed Services Vocational Aptitude Battery score of 41 administrative and 62 general, minimum physical profile of 322221, and possess a current seven level. You must be financially stable and meet minimum United States Air Force and Air National Guard standards. Additionally, your overall image must exceed minimum standards.

Questions contact the 108th Wing Command Chief Master Sergeant at 609-754-8510.



## MAJ. LAURA M. LIM

*U.S. Air National Guard photo by Airman First Class Julia Pyun*

**Time in service:** *14 1/2 years*

**Job with 108th:** *Director of Inspections*

**Civilian Job:** *Space Operations*

**Research Analyst**

**Favorite food:** *Reeses Peanut Butter Cup*

**Favorite TV show:** *Droid Tales*

**Favorite Sport:** *European Football*

**What I do in my spare time:** *I'm a mom with three kids, so that's my gig!*

**Someone who inspires me:** *Col. Keane*

**Dream Vacation:** *Puerto Rico*

**My Goals for the future:** *Continue with career broadening jobs*

**What I like about the 108th:**

*They hired me! But seriously, the camaraderie is great, and I like the feeling that I'm being taken care of.*



### ***Wear approval for Service Star on Global War on Terrorism Expeditionary Medal***

On Feb. 9, 2015, the Department of Defense authorized the wear of service stars on the Global War on Terrorism Expeditionary Medal to recognize subsequent awards for deployment in support of approved operations.

Effective immediately, service members are authorized to wear a service star on the GWOT-E suspension and/or service ribbon to denote each subsequent award. For example, a service member initially awarded the GWOT-E for an Operation Enduring Freedom deployment who is subsequently authorized a second GWOT-E for an Operation Inherent Resolve deployment, would wear a single service star on the GWOT-E or service ribbon to denote the subsequent award. Only one award is authorized for each GWOT-E approved operation. The five GWOT-E approved operations are as follows:

- Enduring Freedom Sept. 11, 2001 – TBD
- Iraqi Freedom Mar. 19, 2003 – Aug. 31, 2010
- Nomad Shadow Nov. 5, 2007 – TBD
- New Dawn Sept. 1, 2010 – Dec. 31, 2011
- Inherent Resolve June 15, 2014 – TBD

This policy is retroactive to Sept. 11, 2001. However conversions will not be authorized. Service members who earned the GWOT-E but elected the Air Force Expeditionary Medal/Iraq Campaign Medal/Afghanistan Campaign Medal will not be allowed to convert back to the GWOT-E, nor will they qualify for a service star (for the conversion period) on an existing GWOT-E from a later deployment.

Also, for example, if a member deployed to Iraq three times during operation Iraqi Freedom and once to Afghanistan during operation Enduring Freedom, they would only be eligible for one star on the GWOT-E. The star only denotes the number of operations to which they deployed, not the number of times they deployed.

For more information, please see your unit's awards and decorations representative with your supporting documentation, including: contingency exercise deployment orders or completed paid travel vouchers or decoration citations/orders, which indicate the deployment date, the area of deployment and/or denote the name of the operation.



## What New Year's resolution have you accomplished or what do you hope to accomplish next year?

Photos by Airman 1st Class Julia Pyun, 108th Wing Public Affairs



*"I joined a gym and actually went to it."*

Airman 1st Class  
Tiffani Paulus  
108th Security  
Forces Squadron



*"I want to complete my CCAF degree next year."*

Tech. Sgt.  
Hanley Lovinsky  
108th Force Support Squadron



*"I want to go back to school and get my degree."*

Airman 1st Class  
Michael O'Neal,  
108th Maintenance Squadron



*"I want to spend more time with loved ones."*

Airman 1st Class  
Brandi Gunning  
108th Operations Support  
Squadron



*"I want to become more disciplined with my life: finances, health, etc."*

Tech. Sgt.  
Beth Brown  
108th Medical Group



*"I hoped for a son this year, and it happened!"*

Staff Sgt.  
Roppert Beltran  
108th Civil  
Engineering Squadron



*"I lost a significant amount of weight. Next year I want to be more positive."*

Staff Sgt.  
Christina Krajcsovics  
108th  
Command Post



*"I did better in school and raised my GPA."*

Airman 1st Class  
Rachel Stubbs  
108th  
Maintenance Squadron