

PATRIOT

439TH AIRLIFT WING • AIR FORCE RESERVE • WESTOVER ARB

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Westover generates \$186 million to local economy

by MSgt. Gordon Newell

During fiscal year 1994, Westover Air Reserve Base generated more than \$3.5 million a week into the economy of Western Massachusetts, according to a report released today by the Air Force.

A total of \$186,615,433 flowed from the base into the area economy--communities within a 50-mile radius--during FY 1994, which for the federal government was Oct. 1, 1993 to Sept. 30, 1994.

"The Chicopee Chamber of Commerce believes that Westover plays a significant role in the health and prosperity of our local and regional economy," said Deborah Boronski, president of the Chicopee Chamber. "The Chamber is proud to claim Westover as its close neighbor, and we look forward to a long and beneficial working relationship," she said.

"This report supports what our neighbors in Western Massachusetts have known for a long time--that Westover is a major player in the economic well-being of this region," said Col. James P. Czekanski, commander of the 439th Airlift Wing.

Westover's gross federal payroll during the year amounted to \$66,942,031 compared to \$59,841,527 the previous year.

The facility employs 480 Air Reserve Technicians (full-time reservists) and 576 civilian employees on a day-to-day basis. Together their payroll amounts to

\$42,187,070.

In addition, 3,377 Reservists and National Guardsmen are assigned drill at the base one weekend per month plus 15 days of required annual tour. The total payroll for these citizen soldiers during FY 1994 was \$20,977,116.

Westover also employs 243 people in non-appropriated fund positions such as at the bowling alley, the Westover club, base exchange and shoppette. Salaries for these workers totaled \$3,777,845.

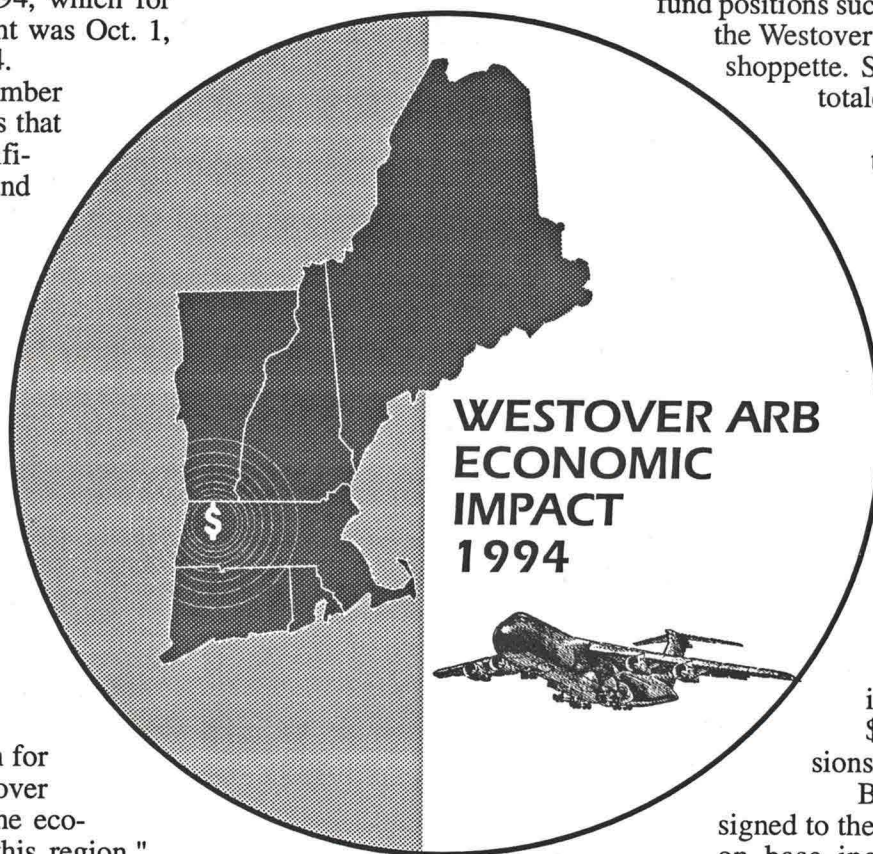
As the base continues to upgrade its infrastructure, \$16,640,872 was expended during the year on construction projects, all of which was done by private contractors.

The government also spent \$4,104,278 on contracts for services, materials, equipment and supplies.

In addition to all of this, 9,941 military retirees residing in the area draw \$128,721,000 in pensions and benefits.

Besides the 23 units assigned to the 439th AW, tenant units on base include a Massachusetts

Army National Guard aviation support facility, U.S. Army Corps of Engineers, U.S. Armed Forces Reserve Center, Barton ATC, Inc. (weather station), Army-Air Force Exchange Services, Defense Reutilization and Marketing Office, Military Entrance Processing Station, Joint Personnel Property Shipping Office, OL AS14 2499 Reserve Readiness and Mobility Squadron and TOW Platoon HQ Co, 25th Marines, 4th Marine Division.





First visitor

First Lady, Hillary Clinton, is flanked by 439th AW Vice Commander, Col. James P. Gallin and his wife, Louella, when Clinton's plane flew into Westover prior to the national election in Early November

Photo by SSgt. Christine Mora

Reserve force structure to shrink in next five years

WASHINGTON -- The Air Force Selected Reserve force structure and the congressional authorizations to support it will drop steadily for the next five years, according to a recent Department of Defense announcement.

The Selected Reserve force structure, which includes Category A unit reservists and Category B individual mobilization augmentees, dropped 2,900 positions, from 87,700 in fiscal year 1994 to 84,800 in FY 95. That number will plunge another 3,400 between FY 95 and FY 99. Force struc-

ture is the total number of required positions to support established units and individuals in the force.

Force structure is not the same as end strength, which reflects the number of positions authorized and funded by Congress. The Reserve's end strength went from 81,500 positions in FY 94 to 78,700 in FY 95. The end strength for FY 99 is projected to be 73,300.

Despite these reductions, the Air Force Reserve is still looking for applicants to fill its rolls, especially those with prior service who are al-

ready trained. Some 10,000 reservists exit the Reserve each year, and the Reserve must recruit replacements and find others to support changing roles and missions. For example, the Reserve recently began looking for experienced applicants in explosive ordnance disposal, a new mission for the Air Force Reserve.

On Nov. 16 Secretary of Defense William Perry highlighted the impact of force structure reductions when he announced unit inactivations for all of the reserve components in FY 95. The services individually revealed their projected force structure reductions earlier in the year.

Perry said the force structure reductions were consistent with the FY 95 Defense Authorization Act. DOD officials project a reduction of 39,900 positions, or about 4 percent of the reserve components.

At the height of the Cold War, DOD's Selected Reserve forces constituted 55 percent of the Total Force end strength for military personnel. By FY 95, they are expected to make up about 63 percent of the people in military uniform.

PATRIOT

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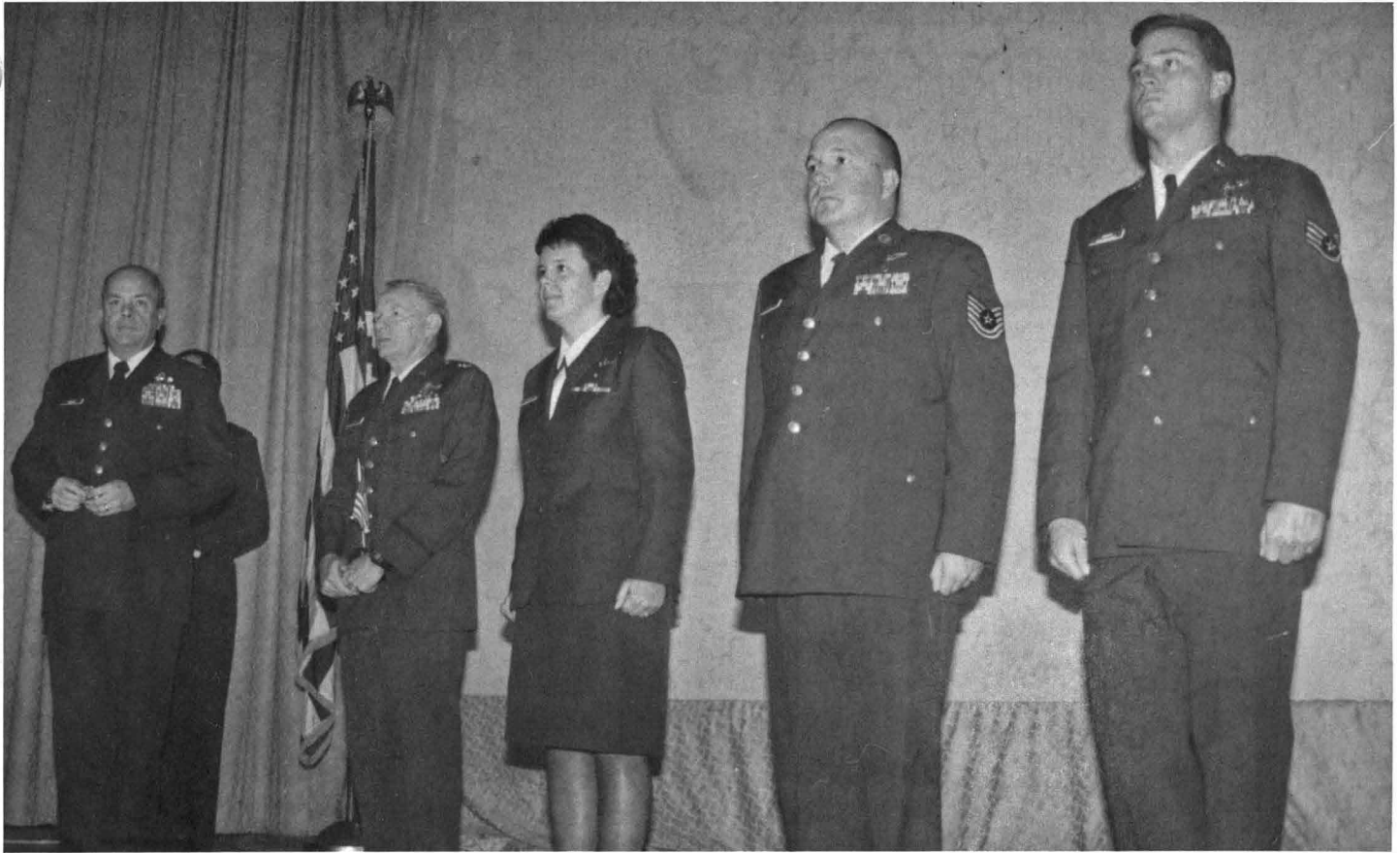
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SSgt. Christine Mora

ALL STARS -- During the November commander's call, three reservists received coveted Bronze Star Medals for their service in Egypt and Somalia treating wounded U.N. soldiers. In addition, retired Col. Charles S. Joslin received the Freedom Foundation Award

for his prolific Desert Storm homecoming photos that grace the wall of Building 1850. From left, Col. James P. Gallin, 439th wing vice commander, Colonel Joslin, and 74th AES members; Capt. Martha Soper, TSgt. William Carter and SSgt. Jason Harder.

Griffiss reservists utilize community fire training facility

ELECTRICAL FIRE TRAINING -- Electricians and firefighters of the 627th CES at Griffiss AFB, N.Y. are shown here, attending the two-day Niagara Mohawk fire training school in Oswego, N.Y. The training at Niagara Mohawk provided valuable training at no cost, and provided in-depth experience in handling electrical and gas utility emergencies. The 627th CES is a geographically separated unit attached to the 439th AW.



Photo courtesy of 627th Civil Engineering Squadron

Co-op program is favorite among area colleges

by TSgt. Sandi Michon

Twenty-five students from local colleges participate in a cooperative education program at Westover each semester. According to students and college officials, Westover makes the dean's list for assisting higher education.

The student co-op program places college students in study-related jobs throughout the base. Like many other mutual aid programs at Westover, the co-op program blends the unique resources of the base, with community needs and resources.

"It's a symbiotic relationship which provides practical work experience for college students, while simultaneously providing low-cost, talented employees to the government," said Civilian Personnel Officer Norm Lorange.

The co-op program provides students with on-the-job training, gainful employment, grade increases, insurance options, retirement plan, and, depending on the participating college, credit hours. Work experience in the public sector may greatly increase job potential upon graduation.

The base benefits through increased productivity, introduction of potentially new methods and concepts, and stronger relationships between educators and Federal employers.

According to Lorange, the co-op program is a very visible program, and feedback from students and educators has been positive.

"The co-op program provides a wonderful partnership with business and education. It helps educators to see the needs of employers, and employers help education to meet those needs," said Julie Enright, Holyoke Community College placement specialist. She said the structure of the military environment at Westover provides a practical introduction to the real work world.

The entry grade is GS-3 or GS-4, depending on skill level, and college



SSgt. Christine Mora

EEO - Westover is an Excellent Employment Opportunity as a participant in the cooperative education program. Jane Kmon, above, a second-year student at Holyoke Community College, is a co-op student in the 439th SG orderly room. Her daughter, Trisha, was a co-op student at the base in previous years.

credits completed. The weekly work schedule is between 16-20 hours. The average participation for a two-year college student is one year in the co-op program, and three years for a four-year college student.

For some, the program is a family affair. Jane Kmon, a second year student at Holyoke Community College, followed her daughter's footsteps to the base. "My daughter, Trisha, loved working at Westover. I would tease her about getting me a job there," Kmon said. Jane now loves her job at the 439th SG orderly room. "I'm learning a lot, the people are always willing to help," she said. While the military jargon took a while to get used to, Kmon says the job utilizes many of the skills she has learned in college.

"I'm learning on the job, gaining confidence for future interviews, and I think my work experience will help build a stronger resume," Kmon said.

"The most common career fields utilized by the program are engineers,

accounting, clerical and environmental," said Roseanne Peabody, EEO staffing specialist, who coordinates the program. She said base supervisors usually submit requests for a co-op student, and requests are processed through the local college pool of participating students.

Jeffrey Silver, associate director and job fair coordinator at the University of Massachusetts, is very complimentary about Westover's participation in the student co-op program. "Work experience is very instrumental to post-graduation employment, and Westover has provided critical engineering positions to help students hone work skills," Silver said. "During the summer seasons, they [Westover] have saved the day for the students, and us."

The co-op program is a government-wide program that has been in place at Westover since 1987. Due to budget considerations, there is a limit of 25 students per semester.

College Fair

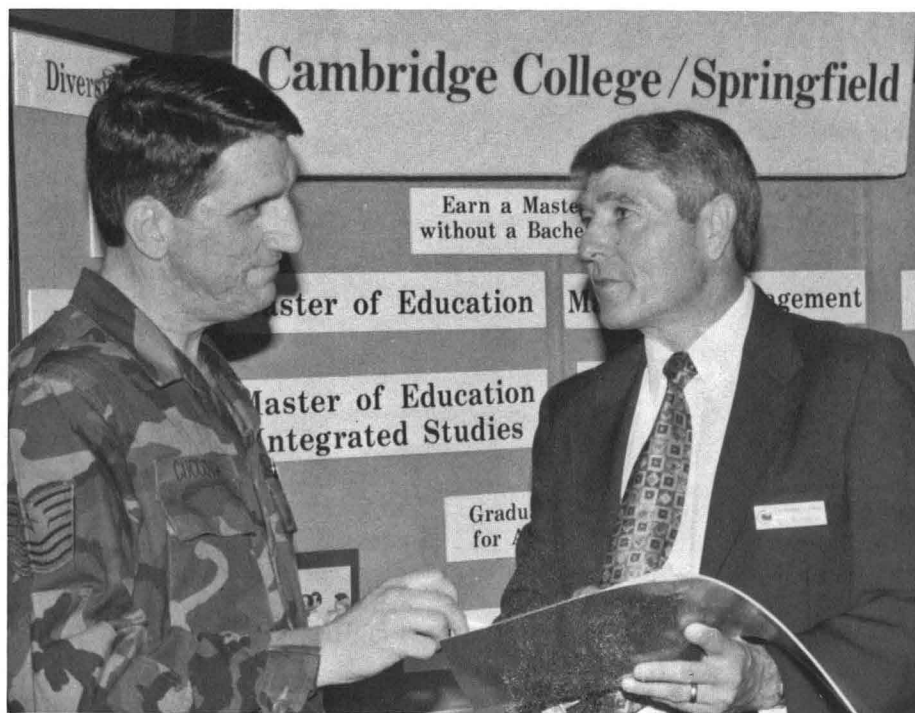
Article and photo
by TSgt. Sandi Michon

More than 200 reservists attended Westover's college fair held at the Club on Nov. 6.

Twelve local colleges and universities participated in the informational fair co-sponsored by the education and training offices. The fair was designed to bring together educational resources to accommodate reservists and the local community.

"We are here to promote higher education and we're very pleased with the turnout. In fact, the response is so positive, this may become a regular event, said Capt. Schwechheimer, education officer.

"Lots of people talk about going back to school," said MSgt. Kristine Seney, "we hope that by providing all the relevant information in one place, it will help them to actually enroll." Seney is chief of personnel, relocation, employment



HIGHER EDUCATION - Ken Shubert, admissions representative with Cambridge College/Springfield, explains course information to MSgt. Michael Cuccova, 439th LSS transportation supervisor.

and training management.

Msgt. Michael Cuccova, 439th LSS transportation supervisor, was excited about the college prospects he received by attending the fair. "This is great!" he said.

College representatives were also

enthusiastic about the high turnout. According to Virginia Powers-Legac, Elms College director of weekend college program, the fair provided an excellent opportunity to tap into the expanded community represented by Westover reservists.

Reservists receive associate degrees through CCAF



The Community College of the Air Force is a unique education tool for reservists interested in earning a degree in their career field(s).

Credits are earned through technical schools, PME, work skills and additional formal college credits.

The education office can translate military records into available credits and counsel further requirements.

Call the education office at Ext. 3440 for more information.

The following reservists received Community College of the Air Force associate degrees in October.

SSgt. Jason C. Harder - Allied Health Science
SSgt. Jeanne Hawkey - Pharmacy Technology
SSgt. Eric A. Kennedy - Criminal Justice
SSgt. Nicholas W. A. Roussel - Aerospace Ground Equipment Technology
SSgt. Michael F. Thorpe - Small Arms Training and Maintenance
TSgt. Kenneth A. Lloyd - Radiologic Technology
TSgt. Rick A. Martin - Electronic Systems Technology
TSgt. Rita Moore - Paralegal
TSgt. John E. Mullally - Flight Engineering
MSgt. Jane M. Dumont - Transportation
CMSgt. John M. Missale - Aircrew Operations
SMSgt. Michael A. Spano - Food Service and Lodging

Recruiting efforts reap rewards for reservists

Article and photo
by SSgt. Christine Mora

Anticipation swept through the crowd as reservists from the 439th Operations Group shuffled into commander's call at the November A UTA. Someone was going to go away a lucky winner.

But the lucky winner was busy on the flightline and it wasn't until several days later that 58th Aerial Porter SSgt. Kevin Rohan was able to claim his prize: a 25-inch color television.

No, the giveaway didn't mark a new trend in commander's call protocol. It was part of recruiting effort launched to attack the decreasing numbers plaguing 439th manning documents.

When Col. James Moran attended his first commander's meeting several months ago, the hot topic on the table was low manning throughout the unit. Instead of accepting the bad news with a nod, the 439th Operations Group commander decided to do something about it.

"I brought my squadron commanders in and brainstormed ways we could increase manning," Moran said. "We decided the best way to recruit was for reservists to spread the word themselves."

To give the effort an added boost, Moran offered a technicolor incentive. "We went out and bought a television set to give away to one of our 'recruiters,'" Moran said. "Unit members who forwarded legitimate leads to our recruiters were eligible to win."

The colonel said unit members filled out cards with prospective leads and after referral to the recruiters, their names were thrown together and the winner was chosen during the drawing in November.

Rohan took the hint and spread the word in his civilian



LUCKY WINNER — SSgt. Kevin Rohan receives congratulations from Col. James Moran, 439th Operations Group commander, and TSgt. Joyce Zimmerman.

workplace. "I talked to a few people at work and one of my colleagues was very interested in the Reserve," he said. That interest and Rohan's subsequent referral turned into hours of viewing pleasure for the aerial porter.

Eighty people from the more than 1,200-person Operations Group referred a couple of hundred leads to the recruiters, according to Moran. He hopes to make the recruiting drive a yearly event.

"Next year I hope to start the effort in April, targeting the transition time of high school and college students," he said. "Eventually, I'd like to coordinate a 'recruit day' each month, where the reservists bring the candidates to Westover, take them on a tour and show them the benefits of the Air Force Reserve."

Reserve Officer Association looking for new members

The local chapter of the Reserve Officers Association is looking for a good officers. Actually, quite a few.

The ROA acts as the voice of military officers to legislators and the public. Although the current membership of 101,000 officers is increasing, the rolls are still well below the high water marks of five to ten years ago.

Lt. Col. David Moore, 337th Air-lift Squadron pilot and recently-elected president of ROA Chapter 50 at Westover ARB, explained that

membership in the ROA has many benefits.

"The organization provides a way for officers to have a strong voice about military policy," Moore said. "The ROA is also concerned with the specific needs of its members."

The ROA chapter at Westover meets quarterly and has guest speakers on subjects of vital interest to ROA members.

Annual membership is \$40, and officers can purchase multiple-year memberships (two years is \$72, three years is \$102 and five years is \$155).

There is also a life membership package that is based on the officer's age.

Moore said that while all reservists benefit from the strong and vocal effort of the ROA, the strength comes from an active membership. "We will accomplish so much more if we all join and become active members," he said.

Reservists interested in more information can call the colonel at Ext. 3373 or Maj. Armand Tourangeau, ART officer at large, at Ext. 2273.



SSgt. Christine Mora

WESTOVER WINNERS -- Members of the CARTS team, which was named Team Expo's "Friendliest Team," are, from left: Don Proctor, Myra Johnson, Lisa

Fontaine, Kathy Motley, Roseann Peabody, Deb Heady and Freeman Wiley. The Expo was held at the base Dining Facility in October.

Civilian Personnel team grabs Team Expo kudos

Article and photo
by SSgt. Christine Mora

Hundreds of Quality users and enthusiasts gathered at Westover's Dining Facility Oct. 27 to take part in the second annual Team Expo 1994.

Twenty-five teams representing organizations of all kinds gathered to demonstrate the projects they used to improve processes for their customers. Three Westover teams competed and scored well.

The Expo, sponsored by the Springfield Association for the Commitment to Excellence (SPACE), recognized organizations for using processes that improve the quality of life, according to Maj. Armand Tourangeau, 439th Airlift Wing quality officer.

Tourangeau and Wing Commander Col. James P. Czekanski are members of SPACE as part of an ongoing effort to join local communities in the Quality Improvement campaign.

"As part of our membership in

SPACE, we were privileged to host Team Expo 1994," Czekanski said. "The participation of Westover teams once again shows the men and women of the 439th are embracing quality as a way of doing business. I applaud them for their hard work and devotion to the projects."

The winners of the six-category competition were determined by ballots voted on by all who attended. The "CARTS" team from civilian personnel scored highest in several categories but rules prohibited them from winning more than one award. So the "Friendliest Team" walked away with kudos for streamlining their Coding and Record Tracking System.

The eight-member team used the Quality Improvement and Problem Solving Processes to devise a new system used for new records that get routed through different civilian personnel sections, according to Lisa Fontaine, personnel actions clerk. "The files are kept in a cart with a tall

flag on it," Fontaine said. "As the files make their way to different sections, the flag is easily visible for others who may need to access the information," she said.

"The new system saves a lot of wasted time needlessly searching through different areas for information," added team-member Kathleen Motley, personnel training chief.

According to Tourangeau, "Team Expo" started two years ago as an opportunity for the communities to have a recognition event. "The Expo is modeled after the Xerox Corporation's team competition," he said. "Xerox is the corporate pioneer of Quality use and their Expo is a highly-coveted event within the company."

All of the teams participating in Team Expo are members of SPACE, Tourangeau said. "I was really impressed by the number of attendees that were not part of the organization," he said. "We even had visitors from Connecticut who hope to model an organization and event after ours."

Traffic accident leads Bromery to Social Actions

by SSgt. Peter Hyde

Eleven years ago, on a dark country road near Sunderland, Mass., TSgt. Dennis Bromery became a man inspired.

He had just rounded a corner on his way home from work when his headlights washed over the crumpled form of a human body on the road.

"My headlights hit something that I didn't recognize at first," Bromery explained. "Then I realized it was a body."

It was a face-to-face encounter with the horrifying consequences of drunk driving. Despite Bromery's lifesaving efforts, the victim on the road and another nearby both died of their injuries.

"They'd been thrown from the pickup truck they were driving," Bromery said. "I sometimes ask myself 'What if I'd arrived 30 seconds earlier?'"

At the time, Bromery was working as a policeman in the "one traffic light town" of Sunderland, a country haven removed from the violence of inner city drug use.

But violence can take many forms. "When I saw that body on the road I knew I wanted to do something to combat drug and alcohol abuse," Bromery said.

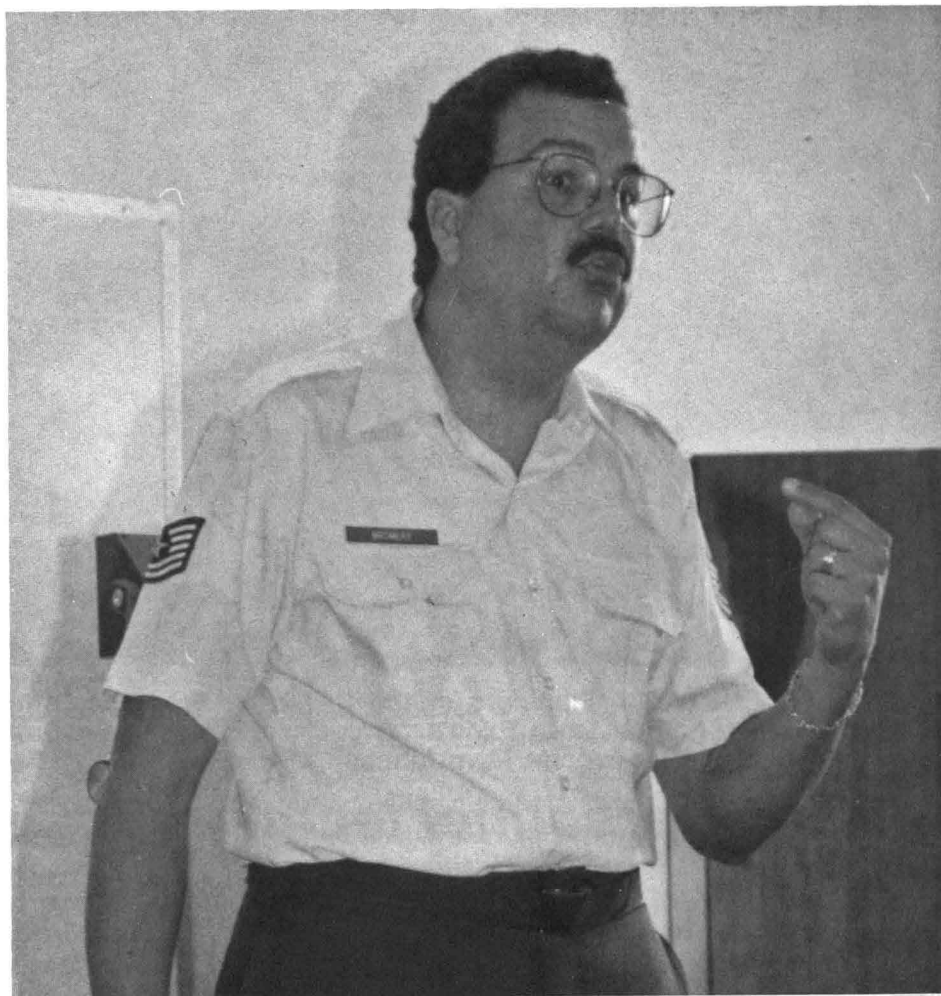
In 1991, after eight years as a security policeman in the Reserve, Bromery decided to take a more proactive approach to the problem. He traded his badge for a podium.

"It seemed like a place where you could do some good," Bromery explained. "Social Actions enables you to reach people actively, it's hands-on."

In his new career, Bromery wages war on ignorance - ignorance of the cost of drug use, alcohol abuse and sexual harassment.

It is perhaps his low-key approach to these issues that earns Bromery the respect, if not the complete agreement of the students in his class. What's important is that they listen.

"I approach it from a management



TSgt. Dennis Bromery

standpoint," Bromery explained. "People are pretty much set in their ways and it's not effective for me to stand up in front of a class for three hours and talk about the evils of sexual harassment. We're all here to do a job."

But Bromery's subtle approach can also lead the unwary into an unnerving confrontation with their own value systems. Using actual case studies, Bromery gets surprising and sometimes lively results.

One example of a female supervisor seeking favors from a male under her command drew skepticism from the class, until one of the students revealed that he had been approached in the same way. There was silence in the room.

"I've had people come up to me

after the class and say they'd never seen the issue that way before," Bromery said. "I approach things from different perspectives. It's kind of like walk a mile in my shoes."

Bromery, who holds a master's degree in Educational Policy and Research Administration from the University of Massachusetts at Amherst, admits that there are some minds that will remain closed no matter what, but he's willing to keep hammering anyway.

"People eventually realize that there are other ideas out there that are different from their own, but are just as much reality," Bromery said. "If you have three or four witnesses to a traffic accident, you have three or four different stories of what happened."

From China with love: flight nurse finds her dream

by Capt. Paul P. Koscak Jr.

Diane Sampson always wanted a child. At 39 and divorced, prospects seemed bleak. A maternity nurse at Holyoke's Providence Hospital, Sampson works rotating shifts. And as a flight nurse with the 74th Aeromedical Evacuation Squadron, Major Sampson consumes even more personal time; time many would devote to a social life.

Biology can't be put on hold.

"I tried artificial insemination, but that didn't work for me--and it was expensive," Sampson said of her efforts to defy convention. "I was tired of waiting for Mr. Right."

So she joined the burgeoning ranks of the single parent household. Sampson decided to adopt.

Families in which mother and baby make two have shot up by 60 percent since 1982, according to a recent U.S. census report.

A lot of the reason is lifestyle.

"Many older women are more career oriented," Cathy Harris, director of adoption services for the Massachusetts Department of Social Services, said. "They don't necessarily want to get married, but they want to make a commitment to a child."

Sampson's quest began in 1992.

She started looking with agencies, but soon found that adopting a baby would mean anywhere from a five- to eight-year wait "because of abortions and single mothers who don't give them up."

She considered searching south of the border, but tales of unscrupulous adoption practices made her look elsewhere.

"In South America, they hold out for more money," Sampson explained. "Some adoptive parents return disappointed."

But first, Sampson had to confront a challenge closer to home, that of acceptance.

"Initially, my mother wouldn't talk to me," she said.

Then, last Christmas, Sampson's mother gave her a doll. "I knew it wasn't really for me, it was for the baby," she said. "That's when I knew everything was OK."

Now with the support of family and friends, Sampson intensified her search. Soon, a newsletter article about adopting children in China caught her attention.

"China is one of the few countries allowing singles to adopt," Sampson said.

With no guarantees, it was off to the world's most populous nation. For

three weeks, Sampson wrestled through a bungle of byzantine Beijing bureaucracies, before officials would authorize an adoption.

Sampson found China a country of contrasts. She said that while people were friendly they could also be intrusive, even crass.

"Strangers would stop on the street and openly stare," she recalled. "They would ask what we were doing." Sampson's impression of China is a country rife with run-down buildings, air pollution and "lots of people who smoke."

Her pursuit ended when an infant girl was found abandoned at a police station in Ningbo, a seacoast town south of Shanghai.

Mother and baby Alyssa--formerly Shen Zhenyi, now nearly a year old--arrived in the U.S. to the open arms of an anxious family. Now, along with rotating schedules and UTAs, the 74th AES flight nurse coordinates day care and phonics.

"My mother told me I've always been independent," Sampson said. "I joined the military, I got divorced, I bought my own home."

So what's left?

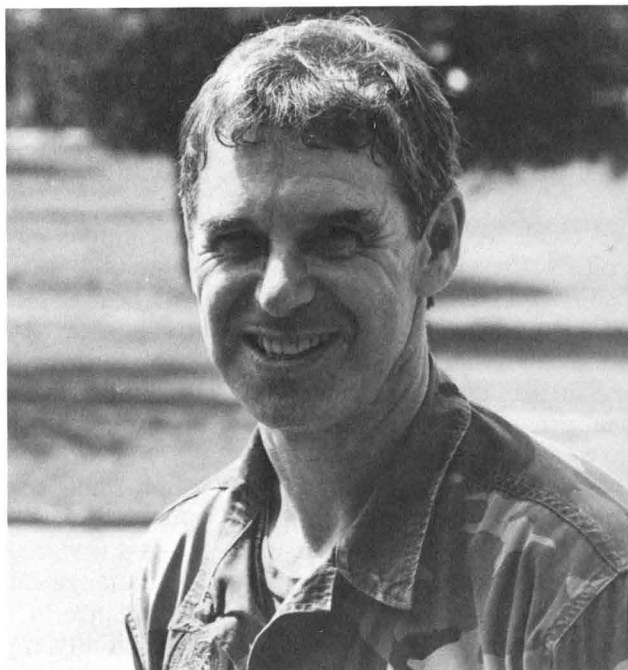
"I'd like to have another child," Sampson said wistfully.

Organizational Changes

74th Aeromedical Evacuation Squadron	439th Aeromedical Evacuation Sq. (AES)
439th USAF Clinic	439th Medical Squadron (MDS)
439th Medical Group	HQ 439th Medical Group (HQ/MDG)
639th Security Police Flight	739th Security Police Flight (SPF)
933rd Civil Engineering Squadron	627th Civil Engineering Squadron (CES)
23rd Aeromedical Patient Staging Squadron	439th Aeromedical Patient Staging Sq.
34th Aeromedical Patient Staging Squadron	722nd Aeromedical Patient Staging Sq.
439th Operation Support Flight	439th Operational Support Squadron (OSS)
439th Support Group	439th Support Group (SPTG)

Patriot People

Name: Eugene Fish
Rank: SSgt.
Age: 53
Address: Ludlow, Mass.
Unit: 439 CES
Position: Utilities technician
Civilian position: Sprinkler fitter
Favorite food: Scallops
Years of service: 15
Favorite sport: Hockey
Favorite hobby: Carpentry
Ideal vacation: Martha's Vineyard
Best way to relax: Relaxing at the beach
Preferred entertainment: Movies
Favorite hero: John Wayne
Favorite music: Country
Favorite movie: *The Fugitive*
Favorite aircraft: C-5
Pet peeve: People who don't do their share
What I would do if I won \$1 million: World travel



SSgt. Christine Mora

SSgt. Eugene Fish

Patriot Praises

PROMOTIONS

SMSgt. Pound, Thomas E.
 MSgt. Bojczuk, Marta S.
 MSgt. Britton, Jon L. Sr.
 MSgt. Lloyd, Kenneth A.
 MSgt. Taylor, Christopher L.
 TSgt. Fredette, Robert W.
 TSgt. Mahan, Ludlow P. Jr.
 SSgt. Appell, Bruce E.
 SSgt. Barone, Mario V. P.
 SSgt. Cararini, Glenn Jr.
 SSgt. Casey, Timothy F. Jr.
 SSgt. Dechaine, Matthew P.
 SSgt. Echols, Robert A.
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 SSgt. Hodge, Erica D.
 SSgt. Kretschmer, Gregg J.
 SSgt. Lake, Steven W.
 SSgt. Lombardi, Dawn M.
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 SSgt. McFaun, Michael J.
 SSgt. Morgan, Jennifer P.
 SSgt. Neville, Nathaniel
 SSgt. Pergantis, John L.
 SSgt. Podworski, David Z. Sr.
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 SrA. Confer, Kimberly L.
 SrA. Freeman, Patricia A.
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 SrA. Hough, Rowdy W.

SrA. Hughes, William H.
 SrA. Lamprey, Ellen T.
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 SrA. Morse, Richard E.
 SrA. Roman, Florence
 A1C Chaloux, Ronald Jr.
 Amn. Connors, Jason E.
 Amn. Magistri, Tracy L.
 Amn. Otto, Danette M.

REENLISTMENTS

SMSgt. Boidleau, Ray V.
 SMSgt. Gilyard, Mark S.
 SMSgt. Morin, Donald A.
 SMSgt. Podkowka, Gerald
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 SSgt. Zimmerman, Tracy
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 SrA. Gallagher, Anthony C.
 SrA. Raftery, Kevin P.
 SrA. Skulnik, Matt
 A1C Folmsbee, Geoffrey T.
 A1C Thomas, Paul R.

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 SSgt. Battey, Rita M.
 SSgt. Curll, Charles M.
 SSgt. Davila, Lionel
 SSgt. Dalve, Mark A.
 SSgt. Hareld, Lee D.

SSgt. Jerzyk, James D.
 SSgt. Kelly, David A.
 SSgt. Plummer, Herbert E. Jr.
 SSgt. Reed, Thomas W.
 SSgt. Traynor, James P.
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 Sgt. Peros, Manos
 SrA. Burnett, Ellen
 SrA. Colon, Angel L.
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 SrA. Crigger, William D.
 SrA. Devos, Dwayne R.
 SrA. Fallon, Patrick A.
 SrA. Flanders, Jayme J.
 SrA. Horton, Melvin E. Jr.
 SrA. Mantikoski, Paul D.
 SrA. McCormack, John J.
 SrA. Mongeon, Mark T.
 SrA. Rockwood, Russell J.
 A1C Anderson, Michael A.
 A1C Bentley, Scott J.
 A1C Nothe, Albert W.
 A1C Santaniello, Thomas W. Jr.
 A1C Tiberi, Roberto
 A1C Wilborn, Mark A.
 A1C Weingart, Calvin S.
 AB Couture, Brian M.
 AB DeGray, Eric D.
 AB DeJordy, Daryl D.
 AB Moriarty, John C.
 AB Rowtham, Donald C.
 AB Saunders, James W.

Happy Holidays, and a safe New Year!

Why we're really here

As in many workplaces -- civilian and military -- reservists run into problems in the unit, hassles with supervisors and issues that seem unsolvable. When we start to complain, we find instant camaraderie with those who share similar gripes.

At the AFRES Enlisted Symposium several months ago, I facilitated a discussion about career retention with 30 airmen from around the country. During the first half of the three-hour session, we discussed what would keep us in the military and the factors that were forcing people out. The airmen began to vent their frustrations with the system and many issues came up, including promotion stagnation, benefits, and poor management. By break time, the crowd was tired, cranky and disgruntled.

When the group reconvened, one of the airmen raised her hand and asked if she could say something to the group. "A few of us were talking during the break and I think we're all losing sight of the real reasons we joined the military." What followed was an all-encompassing discussion about patriotism and duty that seem to bond the group and reaffirm their commitment to the Reserve.

One senior airman commented on the change in recruiting slogans. "It seems that during World War II, the incentive to join the military was pride, patriotism and duty to your country," he said. "Nowadays, recruiters promise travel, educational and retirement benefits to entice new recruits." Despite the more material incentives, the reservist explained that "although it may sound hokey, I joined just to serve my country."

The group went on to discuss the most meaningful of experiences were not what the military can give them, but what they gave back to their nation. Several reservists swapped war stories.

"During Operation Just Cause, although we were under almost constant gunfire and I saw several of my buddies get wounded, the experience was the most significant and rewarding I've ever had. That's what being in the military is all about."

Another reservist added his experiences. "Just Cause was a good illustration of how important everyone's job is," he said. "I met a cook who explained that he was just a 'whopper flopper' and wasn't in any danger. About an hour later, the Mobile Kitchen Tent was hit by mortar fire and blew up. I can still smell the burning peach pie." The airman explained that he'll never forget the incident and the fact that even when we think our job isn't that exciting or important, it really is.

Others chimed in with their almost bashful feelings about parade and ceremonies. "Every time I hear the national anthem and raise my hand in salute, I fill with pride," a medical technician said. "I wish we would do that during every UTA, to remind us why we're here."

Sometimes a reminder is just what we need to put things into perspective. It doesn't take much prodding to complain about the negative aspects of our Reserve job, but with a little extra effort and a look to the roots of our enlistment, it can feel pretty good to put this uniform on every month.

by SSgt. Christine Mora
Public Affairs Technician

Briefs

Three enlisted reservists honored

Three Westover reservists have been named superior performers for the first quarter of fiscal year 1995 by the 439th Airlift Wing's Local Awards Committee.

A1C Jesse A. Goivin of the 439th LSS was named Wing Airman of the Quarter; SSgt. Lawrence R. Lafleche, also of the 439th LSS was selected Wing NCO of the Quarter while MSgt. John J. Sobczyk was picked as Wing Senior NCO of the Quarter.

The three winners will now compete for annual honors.

Commanders are reminded that nominations, using AF Form 1206, should be received by Maj. Thomas B. Gray, 439 AW/CCE no later than Jan. 22, 1995. Further information is available from CMSgt. Paul Mersincavage at Ext. 2379.

Blood drive set for January UTA

The Pioneer Valley Chapter of the American Red Cross will conduct a blood drive at the base gymnasium from 7 a.m. until noon on Saturday of January's A UTA.

For further information call 1st Lt. John Ryan at Ext. 3460.

Skiing packages available in Jan.

Two skiing packages at Mt. Tom are being offered by Westover Services starting in January.

Package No. 1 includes transportation, five weeks of skiing lessons and one hour of recreational skiing. Package No. 2 includes transportation and five weeks of recreational skiing for three hours each night. Both packages run from 7 to 10 p.m. and cost \$80.

Sign up may be made at the Fitness Center. Further information is available at Ext. 3958.

RESERVE PAY FOR 4 DRILLS

EFFECTIVE 1 JANUARY 1995

YEARS OF SERVICE

PAY GRADE	<2	2	3	4	6	8	10	12	14	16	18	20	22	24	26
COMMISSIONED OFFICERS															
O-10	930.44	963.16	963.16	963.16	963.16	1000.16	1000.16	1055.56	1055.56	1131.04	1131.04	1206.80	1206.80	1206.80	1281.96
O-9	824.60	846.20	864.24	864.24	864.24	886.20	886.20	923.08	923.08	1000.16	1000.16	1055.56	1055.56	1055.56	1131.04
O-8	746.88	769.28	787.52	787.52	787.52	846.20	846.20	886.20	886.20	923.08	963.16	1000.16	1024.80	1024.80	1024.80
O-7	620.60	662.80	662.80	662.80	692.52	692.52	732.64	732.64	769.28	846.20	904.40	904.40	904.40	904.40	904.40
O-6	459.96	505.36	538.48	538.48	538.48	538.48	538.48	538.48	556.80	644.84	677.72	692.52	732.64	757.44	794.60
O-5	367.88	431.96	461.84	461.84	461.84	461.84	475.80	501.44	535.04	575.08	608.00	626.48	648.36	648.36	648.36
O-4	310.08	377.60	402.80	402.80	410.28	428.36	457.60	483.32	505.36	527.56	542.08	542.08	542.08	542.08	542.08
O-3	288.16	322.20	344.44	381.08	399.32	413.64	436.04	457.60	468.84	468.84	468.84	468.84	468.84	468.84	468.84
O-2	251.28	274.40	329.72	340.80	347.84	347.84	347.84	347.84	347.84	347.84	347.84	347.84	347.84	347.84	347.84
O-1	218.16	227.08	274.40	274.40	274.40	274.40	274.40	274.40	274.40	274.40	274.40	274.40	274.40	274.40	274.40
COMMISSIONED OFFICERS WITH OVER 4 YEARS ACTIVE DUTY SERVICE AS AN ENLISTED MEMBER OR WARRANT OFFICER															
O-3E	0.00	0.00	0.00	381.08	399.32	413.64	436.04	457.60	475.80	475.80	475.80	475.80	475.80	475.80	475.80
O-2E	0.00	0.00	0.00	340.80	347.84	358.88	377.60	392.08	402.80	402.80	402.80	402.80	402.80	402.80	402.80
O-1E	0.00	0.00	0.00	274.40	293.20	304.00	315.00	325.92	340.80	340.80	340.80	340.80	340.80	340.80	340.80
WARRANT OFFICERS															
W-5	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	501.04	520.04	535.08	557.60
W-4	293.60	315.00	315.00	322.20	336.84	351.68	366.44	392.08	410.28	424.68	436.04	450.12	465.20	479.68	501.44
W-3	266.84	289.44	289.44	293.20	296.60	318.32	336.84	347.84	358.88	369.60	381.08	395.96	410.28	410.28	424.68
W-2	233.72	252.84	252.84	260.20	274.40	289.44	300.44	311.44	322.20	333.52	344.44	355.28	369.60	369.60	369.60
W-1	194.68	223.24	223.24	241.88	252.84	263.68	274.40	285.76	296.60	307.64	318.32	329.72	329.72	329.72	329.72
ENLISTED MEMBERS															
E-9	0.00	0.00	0.00	0.00	0.00	0.00	341.56	349.20	357.12	365.32	373.52	380.76	400.72	416.32	439.72
E-8	0.00	0.00	0.00	0.00	0.00	286.40	294.64	302.40	310.24	318.44	325.72	333.72	353.32	369.08	392.68
E-7	199.96	215.88	223.84	231.72	239.60	247.24	255.16	263.12	275.00	282.80	290.64	294.44	314.20	329.84	353.32
E-6	172.04	187.52	195.32	203.64	211.28	218.88	226.92	238.60	246.08	254.04	257.88	257.88	257.88	257.88	257.88
E-5	150.96	164.32	172.32	179.80	191.64	199.44	207.32	214.96	218.88	218.88	218.88	218.88	218.88	218.88	218.88
E-4	140.80	148.72	157.48	169.60	176.32	176.32	176.32	176.32	176.32	176.32	176.32	176.32	176.32	176.32	176.32
E-3	132.68	139.96	145.52	151.28	151.28	151.28	151.28	151.28	151.28	151.28	151.28	151.28	151.28	151.28	151.28
E-2	127.68	127.68	127.68	127.68	127.68	127.68	127.68	127.68	127.68	127.68	127.68	127.68	127.68	127.68	127.68
E-1 >4	113.92	113.92	113.92	113.92	113.92	113.92	113.92	113.92	113.92	113.92	113.92	113.92	113.92	113.92	113.92
E-1 <4	105.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

FY95, 2.6% Pay Rate Increase

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Published monthly for Patriots like SSgt. Edward Perreira of Fall River, Mass., and 2,878 members of the 439th AW at Westover ARB, and geographically separated units.