

PATRIOT

439TH AIRLIFT WING • AIR FORCE RESERVE • WESTOVER ARB

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Base resource council targets three areas

Recruiting retention mentoring

by TSgt. W.C.Pope

The Westover Human Resource Development Council is currently debating recruiting, retention and mentoring problems in order to make the 439th Airlift Wing a viable military force as we enter the new millennium.

"The future of the Air Force Reserve is dependent on the people we bring in, the people we keep in and how we help them grow," said Col. Martin Mazick, 439th Airlift Wing Commander.

According to the colonel, everyone at Westover needs to help recruiters and help to open new markets of the populace that haven't been tapped.

Of all the issues the HRDC deals with, recruiting is perhaps the stickiest. With civilian jobs plentiful in a booming economy, the military is finding it increasingly difficult to interest potential recruits.

HRDC member, Jim Kelly, offers some thoughts about recruiting.

"We are focusing on making Westover look (ethnically) like the local area. For example there is a large Hispanic community just outside the base but it is very hard to recruit from that market or any other community that we don't already have reservists in," Kelly said.

"We need to break ground and get our foot in the door in those communities. Its much easier if the community already has reservists who act as an example and show others what a good deal the reserve is."

Retention is another area that the council

has begun study closely. In addition to losing young reservists during or right after their first enlistment, many reservists are retiring after 20 years of service, taking with them valuable experience.

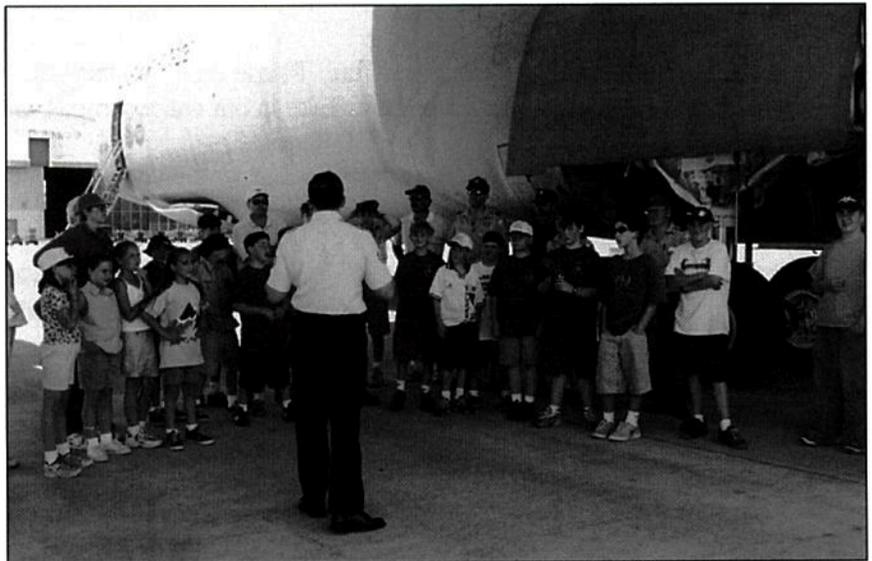
"Another challenge is our mentoring programs, we are seeing more people coming in right out of basic training and technical school rather than coming over to us from active duty," said Col. James Joyce,

the 439th Support Group Commander.

"We need to do beef up our mentoring to keep these people motivated and with us until they retire."

For more information you can visit the Air Force Reserve Command web site at <http://w3.afrc.af.mil/special/hrdc/charter/charter.htm> and <http://w3.afrc.af.mil/special/hrdc/content.htm>

Early recruiting efforts



TOURING THE GALAXY — SSgt. Andrew Reitano, of the 439th Airlift Wing Public Affairs office, explains the wing mission to a group of Boy Scouts who toured a C-5 and the base fire station. The PA office conducts tours of base facilities on a regular basis. From April to mid-August this year, 76 tours have been conducted for a total of 2,204 people. Tours may be arranged by calling 557-2020.

photo by SSgt. Vin Blanchard

WELCOME FAMILIES

I want to tell you how much of a pleasure it is to have you here for our 439th Airlift Wing Family Day. This day truly centers on you, the spouses and children.

We want to use this day, once a year, to thank you for the sacrifices you make during the year which allows all our reservists and civilian employees to support the National Defense of our great country. Our military readiness depends on the support we get from our families. If it were not for your support, we would not be able to do our job here at the 439th AW.

We realize the reserve family faces some unique challenges when it comes to balancing what I like to call our "TRIAD": the family, the civilian job, and the Reserve.

This day is an opportunity to reflect on the challenges of the past year and celebrate our success with the ones that make the difference in our lives. Our desire is to let you see where we work and celebrate this time with you through a barbecue, games, and fun. Please enjoy yourselves — meet the people that make Westover the best. Take in our entire campus, and visit our aircraft.

I want to personally thank you again for your outstanding support. You make a difference!

COMMENTARY



Col. Martin M. Mazick

by **Col. Martin M. Mazick**
439th AW commander

Briefs

Trainee position available at MPF

The Military Personnel Flight is seeking candidates for an Air Reserve Technician 2nd Lt. Commander trainee position.

Anyone interested in applying for the position, must be eligible for a commission or already be commissioned, qualify on the civilian side as a GS 205 09-11, and be willing to PCS upon completion of training requirements.

Individuals, who are interested, need to submit a resume through the Special Examining Unit to be rated for the civil service portion of the position.

For further information contact 2nd Lt. Kelly Braudis at Ext. 2993.

Free step aerobics classes at gymnasium

Step aerobics classes are now available, free of charge, during both Unit Training Assemblies at the gymnasium.

1st Lt. Kelly Montolio, a member of the 439th aeromedical Staging Squadron, a certified aerobics and CPR instructor, will provide instruction on Saturdays at 5 p.m. Reservists of all fitness levels are welcome to attend.

For further information please call Lt. Montolio at Ext. 3073 on drill weekends only.

JOLDS conference

Westover ARB will host the 1999 Junior Officer Leadership Conference Oct. 7-19. Capt. John K. Crotty of the 439th AES is project manager for the event. He can be reached at Ext. 3649 or via e-mail at JCROTTY@aol.com.

Correction

An article in the July issue of the "Patriot" incorrectly identified the Record of Emergency Data as DD Form 33. The correct designation is DD Form 93.

PATRIOT

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172 civilian positions to be privatized

by MSgt. Gordon Newell

Griffin Services Inc. of Atlanta, Ga. is the tentative winning contractor that will privatize approximately 172 positions at Westover Air Reserve Base, starting in March 2000.

Positions affected will be in the following non-military work areas: base supply, motor vehicle management, traffic management, real property management, airfield management, meteorological services and transient aircraft services.

Col. Martin M. Mazick, commander of the 439th Airlift Wing in a statement to area press outlets, explained the situation.

"In 1996 due to force reductions, increased operations tempo, and reduced budgets, the Air Force Reserve Command under Air Force guidance made a decision to attempt to cope with these trends by implementing privatization studies at all AFRC bases.

"That process started here in July 1996, and for two the next 2 1/2 years our folks worked to define the performance work statement, produce our bid to perform that work and submit our proposal to the Air Force Reserve Command.

That same performance work statement was then used by AFRC to request private contractor bids to do the same work.

"Both the contractor's sealed bid and our bid were opened Aug. 2 and I was notified of the tentative results and directed that public release take place on Aug. 5.

"At 8 a.m. on Aug. 5, I met with our weather, transportation, supply, vehicle maintenance and airfield management civilian employees and explained our bid and announced the tentative decision which was to select a private contractor to perform these services commencing March 1, 2000. There were 172 positions impacted under this study and 150 people affected by the decision.

"Our leadership challenges at this are twofold: 1.) Taking care of the people impacted and 2.) Making the contract work for Westover"

Employees who will be affected by the new contract will continue working in their positions until the new contract goes into effect. The Air Force Reserve will attempt to place them in vacant jobs at Westover, with other Federal agencies or with the new contractor. Other employees may opt for early retirement.

Further information is available at the Civilian Personnel office in Bldg. 1850 or direct your questions by e-mail to 439sptg.dpcc.



"Our leadership challenges are... taking care of the people impacted... and making the contract

work for Westover."

Col. Martin M. Mazick

Bosses days set for October

Employer Appreciation days are scheduled to take place during both UTAs in October and reservists are encouraged to invite their boss to Westover for the day.

Members who normally train on the A UTA are asked to bring their boss on Saturday of that drill weekend while those normally in during the B UTA should ask their

employer to come Saturday of the B UTA.

Employers should report to the Westover Club by 8:30 a.m. Reservists are encouraged to accompany their bosses at that time.

At approximately 10 a.m., Employers will be escorted to the flightline for an orientation flight aboard a unit C-5. Only reservists assigned to the flight crew will be able to fly.

EMPLOYER APRECIATION DAY APPLICATION

Reservist's name, rank and unit: _____

Reservist's home address: _____

Reservist's daytime telephone number: _____

Employer's name and title: _____

Employer's company name: _____

Choice of UTA:

Oct. 2 (A UTA) _____

Oct. 16 (B UTA) _____

I understand that I may nominate one person annually, and only an individual who is my supervisor, foreman, manager, etc.

Signature: _____
 (Falsification of information on this form can be punishable under the Uniform Code of Military Justice.)

Return this form to:

439th Airlift Wing/ Public Affairs, 100 Lloyd St., East Wing, Suite 103
 Westover ARB, Mass. 01022-1825
 fax: (413) 557-2011, for information, call: (413) 557-3500

Personal Data Privacy Act 1974 (U.S.C. 552a)

ART pilot retention

ROBINS AFB, GA.- To stem the exodus of full-time air reserve technician pilots, Air Force Reserve Command implemented a commandwide retention allowance July 18 for GS-12 through GS-14 ART pilots.

As civil service employees, ART pilots provide a full-time cadre of personnel to perform day-to-day duties and train traditional reservists.

Over the past three years, an average of 13 percent of the GS-12 to GS-14 ART pilots assigned to the command left civil service, primarily to take airline pilot jobs. In 1996, 55 of the 493 pilots assigned to the command gave up their civil service careers. The next year 69 out of 497 departed. Last year the Reserve saw 70 out of 519 leave their GS jobs.

"In the past, we've had pilot retention pay available on a case-by-case basis but not as a group allowance," said Carolun Bumam, personnel staffing specialist and program manager at Headquarters AFRC. "The purpose of this program is to provide consistency across the command. It took close to a year to obtain approval from the DOD."

Under the new program, GS-12 and GS-13 pilots receive a 10 percent allowance every pay period, while GS-14s get a 5 percent allowance. The percentage rate is based on the employees' basic pay, not including local-city pay.

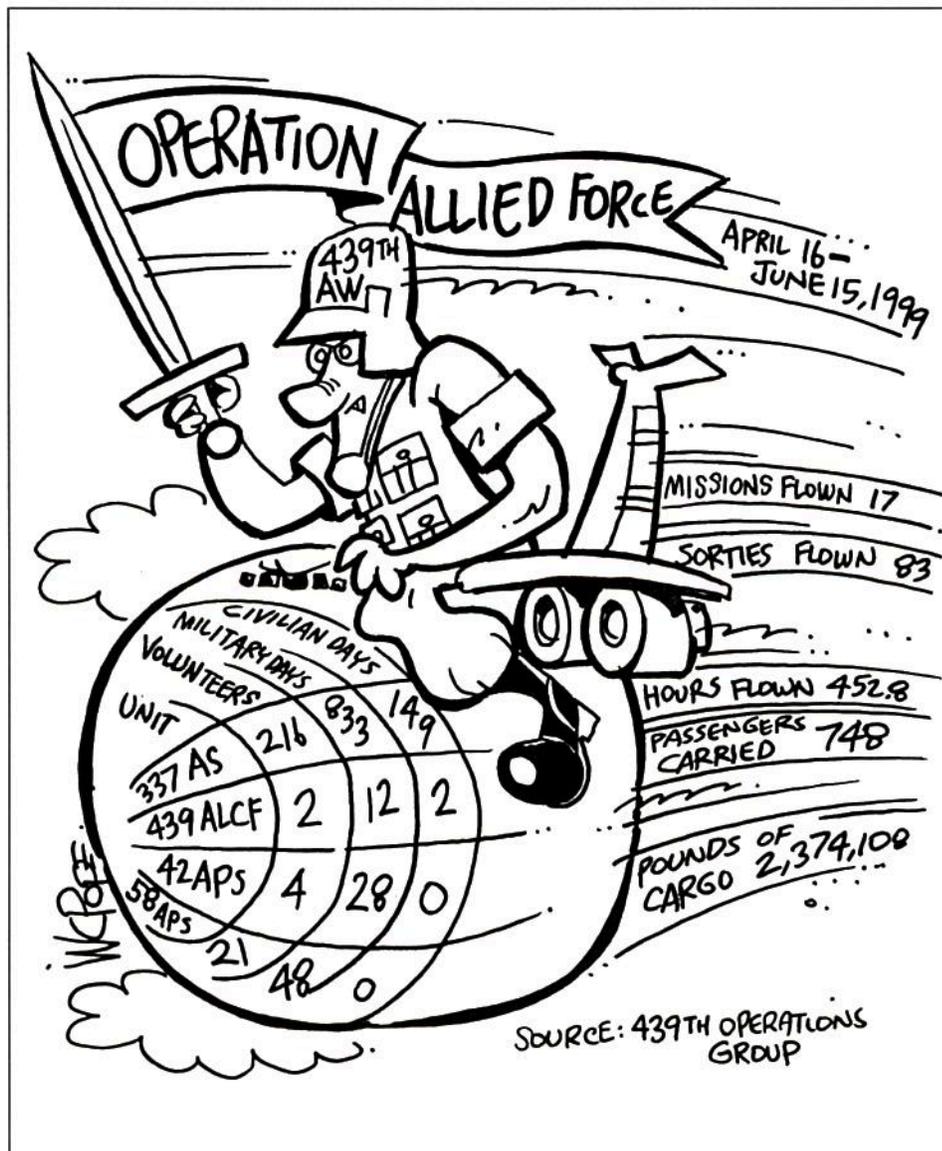
Since the retention allowance is not part of employees' basic pay, it is not used when determining promotion entitlement or calculating high-three salary for retirement purposes. It is also not part of Thrift Savings Plan contributions or the Federal Employee's Group Life Insurance determinations.

Fixed-wing and helicopter pilots receive the allowance. Pilots not assigned to flying units, who are assigned to rated flying positions such as safety officers and air commanders, also are eligible for the allowance.

The retention allowance must be revaluated annually to determine if the allowance is still warranted.

According to command officials, the Reserve does not have a plan in place but is looking into establishing a pilot retention allowance for traditional reservists or full-time Active Guard and Reserve members

(AFRC News Service)



Infographic by TSgt. W. C. Pope

Command sponsors 'Why I Serve' contest

ROBINS AIR FORCE BASE, Georgia – Air Force Reserve Command is sponsoring an essay contest, "Why I Serve", with the top three essays to be printed in the April 2000 issue of Citizen Airman magazine.

The contest is open to all unit reservists, individual mobilization augmentees and active-duty military members assigned to AFRC.

Submissions must be typewritten and limited to no more than 250 words. A person may enter only once and each essay must be the work of one individual. All essays must include the author's full name, military phone number, home ad-

dress and unit of assignment.

Entries may be submitted by regular mail to HQ AFRC/PAP, 255, 2nd St. Robins Air Force Base, Ga. 31098-1637; via e-mail to citizen.airman@afrc.af.mil; or by fax, DSN 497-0878 or (912) 327-0878. Deadline is Dec. 31. Entries post-marked before that date would be accepted.

A panel of judges made up of members of the Headquarters AFRC staff will select the winners. All decisions of the judges are final.

The Citizen Airman staff has more information at DSN 497-1773 or (912) 327-1773. (AFRC News Service)

439th Galaxies get space technology

New flight management system uses global positioning system to keep C-5As directly on course.

Article and photo
by MSgt. Sandi Michon

Ancient mariners navigated by the stars – and hundreds of years later – technology has come full circle.

A new flight management system (FMS) being installed on the C-5s maintains constant contact with global space satellites to keep the mission exactly on course.

Westover C-5s began the changeover to the new FMS systems this past January, and six are currently updated. The updates were initially done at Kelly AFB, Texas, but now are performed by Lockheed representatives right at Westover. The retrofit process takes about a month.

Originally, aircraft navigation occurred via radio communication with ground radar sites along the route. The VOR (VHF Omnidirectional Range) and TACAN (Tactical Navigational Ground Stations) information was displayed on navigational instruments. Over the ocean, the navigator directed the aircraft using celestial navigation. As technology improved, inertial navigation systems (INS) were installed and the navigator position was eliminated.

Once a fixed starting point and fixed destination were entered, the INS would keep the aircraft on course by data gathered sensing the movement of the aircraft. According to Air Force Manual 11-217, the INS has the ability to accurately measure changes in position and velocity over short periods of time using no external signal.

The C-5 center console, located between the two pilot seats, has three INS systems that constantly check each other during flight to



SETTING A COURSE — Capt. Changkun Moon (right) and Capt. Ken Parsons, both C-5 pilots with the 337th Airlift Squadron, enter in the flight plan for Alaska recently on the new navigations system being installed on Westover's C-5A's.

minimize error ratios. Even with the checks and balances however, over long flights, the error margin can climb to three miles off course.

According to Lt. Col. Sandy Whittier, 337th AS operations officer, the new system reduces the error margin to 100 meters. He explained that the FMS uses the NAVSTAR Global Positioning System, which utilizes up to 21 space satellites to ensure worldwide coverage.

While in flight, the C-5 receives navigational feedback from up to four satellites at once, providing position, velocity, time, altitude, steering information, ground speed and ground track error, heading and variation. The airborne GPS receives input from other aircraft systems such as the INS. The system then integrates all the information and guides the aircraft with the solution.

The FMS adds three control display units, which replace the INS units on the center console. Like little computer monitors, the system displays turnpoints, time, lapse time, ETA times, en route time, ground speed, winds, temperature, drift angles, etc.

According to Whittier, the new system makes it easier for pilots to enter flight plan

information. When pilots file a flight plan for a mission, they plan which vectors, or "air highways" to follow. Vectors are set by latitude and longitude points and vector intersections are called way points. An average trip may include 30 way points and each point needed to be input by latitude and longitude.

The new system allows the pilot to put in a 3-5 letter identifier instead of latitude and longitude (like KCEF as the Westover identifier). "It may take only a few minutes to input the entire flight plan," said Whittier, who is one of a handful of aircrew members who certify aircraft retrofitted with the new system.

It may take another 10 months to retrofit all 16 C-5s based at Westover. According to Whittier, starting this October, any aircraft crossing the Atlantic will be required to have the GPS technology. He said that a high volume of air traffic across the Atlantic requires a reduction in the 60-mile spacing currently between North Atlantic tracks. Reducing the space to 30 miles will increase track numbers but will require greater navigational accuracy.

The FMS system is manufactured by Rockwell Collins, based in Cedar Rapids, Iowa.

Tenant units give base a

EDITOR'S NOTE: *The PATRIOT regularly features Westover units to help reservists become familiar with the base and the various missions. This issue recognizes the 15 tenant units that enhance our strategic role and share our space.*

Article and photos
by Capt. James Bishop

Some of them fly drug reconnaissance helicopters. Others fire antitank missiles. They are the 680 people in 15 tenant units on base. The following vignettes give a glimpse of the variety of skills and service components at Westover.



SEEING THE SIGHTS — Cpl. Thai Ngyuen, a Marine serving at Westover, operates a TOW (tube-launched, optically tracked, wire-guided) missile atop a HUMVEE.

MARINE ANTITANK (TOW) PLATOON

When he's deployed, Pvt. Jose Bonilla carries a toolbox and an M-16 automatic rifle. As an active duty Marine assigned to the antitank platoon, Bonilla is trained to fix HUMVEEs as well as fire everything from a rocket launcher to a 9 millimeter handgun "in case someone else goes down," Bonilla said.



SIMULATED TARGET — Marine Sgt. Carlos Austin operates an M-240G automatic machine gun in the platoon's computer-run training simulator. The gun is used against light armor and enemy personnel.

"Death by wire" is the motto of the Marine antitank tenant unit. Air Force reservists probably don't see the 100 Marine reservists much.

"We schedule our training weekends around the base's A and B weekends to avoid the rush" and to ensure barrack space, said Capt. Stanley Williamson, who became the platoon commander in August. Ten active duty Marines take care of the reservists' administrative and training needs.

TOW stands for tube-launched, optically-tracked, wire-guided missile. The 3.5 foot tube sits on top of the HUMVEE, and can blow any type of tank apart from up to 3700 meters away, said Williamson.

Williamson said the unit also provides secure, single-channel communication for disasters, avoiding incidences such as when TWA Flight 800 crashed just after takeoff from New York City and the press could hear the names of casualties being relayed on unsecure channels.

The TOW unit spent two weeks in the 110-degree heat of the Mojave Desert, Calif. in June participating in an exercise at 29 Palms with 3000 Marines.

To keep each Marine ready for action, the platoon operates a computer-run firearms automated training system, or FATS, which can simulate TOW missiles, automatic grenade launchers which fire one round per second, M2 50 caliber heavy machine guns, medium and light machine guns, M-16s, 9 millimeter pistols, even shotguns.

The TOW platoon owns the 24 HUMVEEs across from the BX, and resides in nine offices in Building 5550.



CHOPPER CHECK — Chief Warrant Officers Ron Ryczek (left) and Tom Piazza complete the UH-1 light utility helicopter preflight checklist.

**MASS. ARMY NATIONAL
GUARD "D" COMPANY, 126th
AVIATION BATTALION and
ARMY AVIATION
SUPPORT FACILITY**

cosmopolitan air

Not all the pilots at Westover wear Air Force blue.

Housed in old hangars on the "civilian side" of Westover's runway, officially known as Army Aviation Support Facility #2, are the Army National Guard's eight UH-1 light utility helicopters from D-Company, 126th Aviation Battalion.

As a self-sustaining unit, the company's 135 people include 20 helicopter pilots, as well as crew chiefs, mechanics, hydraulics repair specialists, supply personnel, clerks, even cooks.

The company is designed to operate with mounted weapons 70-100 kilometers behind the battle zone, in a relatively safe area, but still vulnerable to fighter or helicopter attack, according to Chief Warrant Officer and pilot Robert Skiba.

The UH-1 is "like a jeep in the air," Skiba said. "We're a low-cost, efficient, easily deployed organization," he said. As a force support package, the company is deployable in two to four weeks, and would be assigned to the famous 82nd and 101st Airborne Divisions to transport "corps-level assets," according to Chief Warrant Officer and pilot Greg Fleming, the 126th operations officer.

The guard unit attracts experienced pilots from across the country. One pilot works as a state trooper in the aviation section, another flies tours of the Grand Canyon. Other pilots fly corporate and commercial aircraft.

Working closely with the 126th Aviation Battalion, the 23 maintenance, ground support, flight instructor, supply, and administrative personnel at the AASF keep the UH-1s and their crews safe in the air and on the ground. They share eight hangars next to the Chicopee Metropolitan Airport.

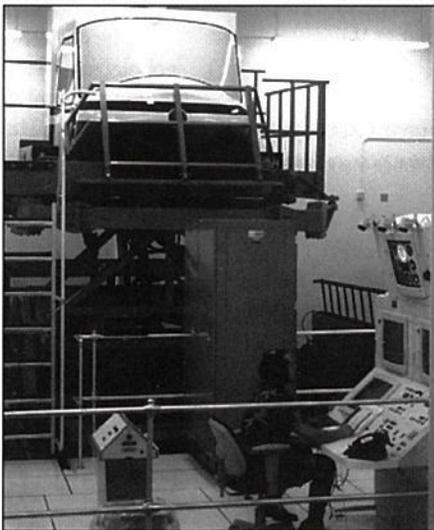
The average flight experience in the National Guard company is 2,000 hours, significantly higher than their active duty counterparts, Skiba said. Skiba, who is also the unit training officer, has logged over 4,200 hours in his 33 years of flying.

What's it like for an army unit to exist on an Air Force base? "The base is wonderful to us," Skiba said. "We use all the facilities and are invited to all the base meetings."

The company has support from Westover's control tower, base operations, and clinic (for flight physicals), Fleming said.

The flight facility is due to move to Barnes Municipal Airport in the next few years, once a new facility is built, Fleming said.

The helicopter pilots have the same minimum flight requirements as active duty—96 hours of flight time annually per pilot, although 24 hours can be in the flight simulator, another tenant unit at Westover.



INSIDE FLIGHT — Army Sgt. Christopher Hurst, air traffic control specialist, monitors instruments while an aviator flies the UH-1 simulator.

HELICOPTER SIMULATOR, MASS. ARMY NATIONAL GUARD

UH-1 helicopter pilots don't often get to fly in thick clouds, but the two cockpit UH-1 flight simulators allow pilots from all over the Northeast practice instrument flying.

Since UH-1s have only a two-hour fuel load, if the weather is too bad to take off, it's probably too bad to land anywhere you can get to, said Chief Warrant Officer and pilot Paul Albertson.

The cockpit is accurate, except that the windshield is painted white and all the flying is done by instrument, Albertson said.

The simulator, built in the early 1970s, can mimic the effects of wind on the helicopter, Albertson said.

Three full-time guardsmen have been operating the facility four days a week and one to two weekends a month since it opened in August 1998.

Located at the corner of Starlifter and Eagle Drives, the simulator is housed in a building once used to process classified "spy plane" photos.



Though active duty uses the newer Blackhawk, the simulator will pick up some active duty business this year, adding aviators from Ft. Drum and West Point, N.Y.

MASS. ARMY NATIONAL GUARD RECONNAISSANCE AND INTERDICTION (RAID) DETACHMENT

Located next to the UH-1 unit is the Army's more clandestine detachment: the Reconnaissance and Interdiction (RAID) Detachment.

Five full-time pilots and three maintenance crewmembers fly and support the detachment's three specially equipped OH-58 observation helicopters.

The RAID unit helps law enforcement agencies with "drug demand reduction activities," as well as search and rescue operations, according to the RAID commander, who cannot be identified by name because of the sensitivity of their mission. The RAID unit works with the FBI, Drug Enforcement Agency and state and local police, but likes to keep a low public profile. During missions, for example, pilots don't wear name tags.

The OH-58s carry an aerial spotlight that delivers 30 million candlepower, which can make an area 175 feet in diameter look like daylight from 500 feet in the air, the commander said.

The observation helicopters also carry thermal imaging unit, which can detect a difference in surface temperature of as little as one-half of one degree Fahrenheit.

Since the unit's inception in October 1997, the RAID pilots have conducted nine search and rescue missions, including one where they used thermal imaging to find a female mountain biker lost at night in the Berkshires.

This state's unit is one of only 32 states and territories to have a RAID detachment. The RAID detachment is also scheduled to move to Barnes airport in the next few years.

"We think we get great support from the base," the commander said. Aside from the control tower and flight aids, he said Westover even donated and converted a steel and wood loading platform into a helicopter landing platform.

(See page 8 for more tenant units)

Tenant units help keep base running

By Capt. James Bishop

Did you know the Base Exchange, with its 23 employees and its annual sales of nearly \$4.8 million, is a tenant unit? Or that the Marines manage the 274 units of base housing?

Below are quick takes of the support tenant units at Westover.

THE BASE EXCHANGE

Within the next three years, the Army Air Force Exchange Service, or AAFES, will join with the Navy and Marine exchange service, according to Elaine Emery, store manager here.

In addition to the BX employees, another 13 people work at the shopette. (Dunkin Donuts is a vendor that works for AAFES.)

By contract, AAFES donates 10 percent of its earnings to the base Morale, Welfare and Recreation department (MWR), and that donation figure is posted quarterly, Emery said.

DEFENSE CONTRACT MANAGEMENT COMMAND

From their office in the Wing Headquarters building, the six people of DCMC oversee hundreds of defense contractors for customers all over the world, though none are for Westover.

The defense contractors in their jurisdiction make "everything from wristwatches to aircraft parts," said Ralph Ledger, senior quality assurance specialist. The customers include all the military services, NASA, even foreign governments such as Japan, Israel, Korea and Great Britain, Ledger said.

The DCMC reports to the Defense Logistics Agency, which in turn reports directly to the Department of Defense.

MARINE WING SUPPORT SQUADRON 474, DETACHMENT B

With 224 Reservists assigned, the MWSS is easily the largest tenant unit at Westover.

Located in Hangar 5 and in the duplexes next to Family Support, the squadron provides ground support for an airfield, including a crash fire and rescue unit for helicopters and aircraft, motor transport, military police, heavy equipment bulldozer, construction, administration and supply.

The squadron usually meets on "C" weekends—usually the second weekend of the month—to avoid overcrowding at billeting, said Liaison Officer Capt. Brian Fetzer.

In July, the construction unit built a security foyer for the U.S.S. Constitution, anchored near Boston harbor.

MARINE AIR SUPPORT SQUADRON 6

In wartime, the members of MASS 6 would be found right on the battle line, directing air traffic as "middlemen between the ground and the air," according to Marine SSgt. Tim Harrelson, operations chief.

Another unit might spot a group of enemy troops and radio the position to MASS 6, which would then determine what aircraft would be needed based on ordnance and flight time, Harrelson said. They could draw from any in-theater plane, including attack helicopters and Marine, Navy or Air Force fighters.

The 73 people in the squadron include eight active duty Marines, 10 active reservists, and 58 traditional reservists.

The squadron's six buildings are located outside the base, just beyond the fenced area by the MWR lot.

ARMED FORCES RESERVE CENTER, 94th REGIONAL SUPPORT COMMAND, 287th MEDICAL COMPANY (DENTAL SERVICES)

With 43 personnel assigned, the Army dental company may not be the largest tenant on base, but they do have the largest name.

The 40 reservists are evenly divided between dentists and dental technicians. Three full-time soldiers take care of the administrative and operational necessities, located in Building 5550 with the Army and Marines. The 287th Co. is a field dental unit.

U.S. ARMY CORPS OF ENGINEERS

The Westover Resident Office, connected to the New England district office at Hanscom AFB, has eight full time people assigned to manage construction contracts in Western Massachusetts, Vermont, and Connecticut, according to Resident Engineer Raymond Goff.

Currently, the office here is overseeing three jobs: capping and sealing the former landfill, located near the firing range; building the \$1.54 million fire training facility; and constructing two large fuel tanks just south of the pull-through hangar.

The office also oversees cleanup work in conjunction with the Environmental Protection Agency, as well as dams and a hurricane facility, Goff said.

U.S. ARMY RECRUITING COMPANY, SPRINGFIELD

The two recruiters at Westover manage 39 recruiters placed throughout mid-Massachusetts.

Their "mission" (recruiters avoid the term "quota") this quarter is to bring 99 people into the regular Army and 71 into the Army Reserve.

This company has the same difficulty attracting volunteers that all the services have experienced lately, but Company Commander Capt. Chris Daniels said they average 25-35 regular Army recruits a month, and 20-25 Reserve recruits a month.

PRIOR SERVICE RECRUITING SITE, REGION 1, SITE 1

Marine SSgt. Chris Campbell works alone in his office at Building 5550, recruiting prior service people to come back in as Marine reservists. He covers an area that stretches from Vermont to Massachusetts and Connecticut, and as far West as Newburg, N.Y.

Campbell says his mission ranges from 12-15 people per quarter.

MARINE CORPS SITE SUPPORT ELEMENT

The 49 Marines and one sailor at MCSSE run base housing at Westover. They also set up training and give operational and logistical support to Marine reservists when they drill.

The MCSSE is also overseeing the renovations of building P1900, where the film was developed for the Cuban Missile Crisis in the early 1960s, according to Lt. Col. David Smith, site commander. Once renovated, P1900 will become the new Marine reserve facility.

MARINE HOUSING

Marine Reserve Lt. Col. Jennifer Louisot is the housing manager for the 274 units, 100 of which are occupied with military families. The rest are in "vacant status," Louisot said. In 1972, the Air Force retained base housing near James Street. In 1980, the Navy bought the units and turned them over to the Marines in 1998.

Flu shot schedule for November - January

Flu season is just around the corner. The 439th Medical Squadron will provide flu immunizations and tuberculosis testing (IPPD) to all reservists. The schedule is as follows:

November and December UTAs:

Saturday 8:30 a.m. to 3:30 p.m. Base hangar briefing room
All personnel except MXS & AGS

January UTAs:

Saturday 8:30 a.m. to 3:30 p.m. Base Clinic

Sunday 8 to 11 a.m. Base clinic

- MXS will receive shots on Sunday of the November UTAs at their squadron.
- AGS will receive shots on Sunday of the December UTAs at their squadron.

Individuals allergic to flu shots must report to the clinic in October to document the allergy.

Remember to bring your shot record with you every time you receive a shot.

Andersons flock to recruiting

by Amn. Amber Ryals

Anderson is becoming a familiar name in the chain of command in Westover's Reserve Recruiting Center

In March CMSgt. Gary Anderson took over the position of senior recruiter, his new assistant? SMSgt. George Anderson.

To further complicate the issue, there is also a TSgt. Dave Anderson assigned to the 439th AW recruiting office in Worcester.

The name confusion won't be the only challenge the new 439th Airlift Wing recruiter faces.

His most pressing assignment will be to entice more recruits to join the 439th AW while he must also beef up his own staff by finding four more recruiters.

Anderson just arrived from a year at Fort Worth TX, home of 10th Air Force Headquarters, which allowed him to combine advertising and recruiting skills.

He worked as an Air Force Reserve Band escort touring Germany, Turkey, Bosnia, Italy, and England in 1997 and 1998.



Intellectual Income

Ten Scholarship winners were chosen and presented \$350 checks at the 1999 Chiefs' Association Scholarship luncheon held at Westover's Consolidated Open Mess on Aug. 8.

(photo by TSgt. W. C. Pope)



WINNERS — Scholarship winners, (left to right from front row) Deborah Rose Rodovich, Christopher Cote, Stephen Major, Rilda Ann LeTourneau and Matthew Podkowka. Back row, CMSgt. Larry Lose, SrA. Francis L. Turcotte, Cristal Skura, Theresa Malone and Col. Martin M. Mazick.

'Phone Home' goes visual for mobilized reservists

Article and photo
by TSgt. W.C.Pope

Westover Family Readiness is moving into the new millennium with technology that can bring mobilized reservists and their families closer.

It may seem like something right out of the Jetsons, but the new two-way videophone is already letting deployed reservists talk to family members and loved ones thousands of miles away.

"The new system was donated to each base by Air Mobility Command," said Linda Rieth, family readiness director. "They are for morale calls for members and their families."

The high-resolution desktop system is similar to a small TV set, 9.2 inches high, 6.3 inches wide and 7.8 inches deep, with a screen about three inches in diameter.

According to Rieth, to place or receive a call, the system works just like a regular phone then you press '#1' to activate and receive the picture transmission. Like a regular phone call you talk and hear through a telephone, but a small video camera is focused on the caller and a small television allows the caller to see the other party. To work, both caller and called must have the same basic setup.

During a mobilization, one of the videophones can be sent with a unit and the other one would remain at family readiness. Once the mobilized unit is in place, the videophone would be set up and family members could come to family readiness to speak with and see their loved ones.

"There are currently 39 bases that have the videophone in their family readiness so they could also make the calls from there," said Rieth. "This system will definitely add to the quality of life for Westover airmen away from home."

For more information visit Family Readiness or call Ext. 3024.



TRIAL RUN — Members of Family Services test run the new videophone technology. MSgt. Debbie Malek (seated), TSgt. Scott Lau and Linda Rieth "speak" with MSgt. Bill Bailey (on TV display) from the Family Readiness at Selfridge ANGB, Michigan. There are currently 39 participating videophone bases.

Split disbursement option for travel

by Capt. Mike Franco

Travelers on government orders may receive travel pay by split endorsement as of Aug. 1.

This means travelers may have travel expenses paid directly to an official travel charge card, currently contracted by Nations Bank VISA, and forward the remaining settlement dollars to an EFT (Electronic Fund Transfer) designated account, according to Mark Sadowski, travel pay chief for Westover's Account and Finance Office.

For the split disbursement option to process, a member must be signed up for EFT and have a government issued charge card.

After a trip, Block 1 on the DD Form 1351-2, Travel Voucher, must be complete by checking the split disbursement box and annotating the amount to be paid to card on the line adjacent to the box.

The member may still receive the entire settlement via EFT if the appropriate box is checked off.

If a traveler wants all the funds to go to

the charge card, he must write "all" on the adjacent line, Sadowski said.

To make a partial payment or "split disburse" less than owed to the charge card, the credit must be paid by the due date shown on the regular monthly statement. It should show how much is paid and owed for that billing period.

"Split disbursement allows timely payment of a traveler's charged expenses," Sadowski said. Payments are sent directly to Nations Bank and EFT on the same day.

This eliminates mailing the payment and saves up to five mailing days.

The split disbursement program was pilot tested on units at Niagara Fall, NY and Portland, Ore. Each began testing the new option in March and by May glitches were remedied.

Use of the split disbursement is not mandatory and will occur only by member request.

If you have any questions please contact Mark Sadowski at Ext. 3464 or Daniel McCarthy Financial Services Officer at Ext. 4360.



Patriot People

Name: Belitza Morales
Rank: TSgt.
Age: 28
Address: Ludlow, Mass.
Unit: 439th CS
Position: Information systems specialist
Civilian position: Fulltime student
Favorite food: Chocolate cake/Mom's rice and beans
Years of service: 10
Favorite sport: Softball/golf
Favorite hobby: Quality time with family
Ideal vacation: Secluded island with all the amenities
Best way to relax: Reclining in a chair
Preferred entertainment: Going to the movies
Favorite hero: John Travolta / Oprah Winfrey
Favorite music: Nature and earth sounds
Favorite movie: *Gone With the Wind*
Favorite aircraft: F-16
What I would do if I won \$1 million: Take care of my family :)



SSgt. Nancy Robbins

TSgt. Belitza Morales

Patriot Praises

Enlistments

SSgt. Colonna, Michael A.
 SSgt. Cutt, Pamela J.
 SSgt. Labonte, Jeffrey A.
 A1C Monahan, Andrew J.
 A1C Zariv, Ali R.
 Amn. Holloran, Bonnie
 AB King, Elizabeth M.

Reenlistments

SMSgt. Covey, Kim
 MSgt. Blakney, Richard H.
 MSgt. Hogan, Daniel G.
 MSgt. Johanns, Robert D.

MSgt. Pestana, Carlos A.
 MSgt. Sullivan, Michael J.
 TSgt. Anelunde, Ernest, II
 TSgt. Cobleigh, Roy K., Jr.
 TSgt. Crochiere, Michael
 TSgt. Cumberlander, Pamela

Retirements

TSgt. Czanecki, William J.
 TSgt. MacGeen, Donald E.
 TSgt. Mello, Stephen F.
 TSgt. Needham, Arthur R.
 TSgt. Pike, Gary W.
 TSgt. Stefanek, Pamela A.
 TSgt. Wojtowicz, Richard E.
 SSgt. Bean, Lonnie S.
 SSgt. Clark, Judith A.
 SSgt. Lambert, Joshua O.

SSgt. Sullivan, Alexander F.
 SrA. Duquette, Michael J.
 SrA. Stallwood, Harold I.
 A1C Metzger, Melinda J.

SMSgt. Pound, Thomas E.
 MSgt. Bernier, Ronald R.
 MSgt. Sullivan, John J.
 TSgt. Bennett, Everett D., III
 TSgt. Betsold, John P.
 TSgt. Delaney, Otis, Jr.
 TSgt. Gray, David N.
 TSgt. Greco, Michael V.
 TSgt. Moulis, Spiro M.

Wing quarterly awards announced

A Quarterly Awards selection board was convened to select the outstanding Airman, NCO, Sr NCO, Company Grade Officer, and Civilian Employee of the quarter. Congratulations to the following individuals:

Airman: A1C Cornelia Babcock, 439 ASTS
NCO: SSgt. Glen J. Kvadus, 439 ASTS
Senior NCO:
 SMSgt. Mark G. Johnson, 439 AES
Officer: Capt. Vito E. Addabbo, 337 AS
Civilian: Joseph E. Fitzgibbon, 439 AW/CP

Awards and Decorations

Meritorious Service Medal

Lt. Col. Daniel J. Nichols
 337 AS
 Maj. James M. Harris, Jr.
 337 AS
 SMSgt. Kristine M. Seney
 439 MSS
 MSgt. John J. Sullivan
 439 AW

Air Force Commendation Medal

TSgt. Lawrence G. Kent**
 439 AW
 SrA. Glen J. Kvadus
 439 ASTS

Air Force Achievement Medal

MSgt. Michael F. Thorpe
 439 SFS
 SSgt. Raymond J. Circe
 439 SFS
 SSgt. Michael E. Lackman
 439 ASTS

**second award

Committee formed to promote ESGR programs

by MSgt. Gordon A. Newell

If a reservist is having trouble getting time off from his or her civilian job to perform mandatory military service, who ya gonna call? Ghostbusters won't help much but the National Committee for the Support of the Guard and Reserve can.

ESGR was established 25 years ago as an agency within the Office of the Assistant Secretary of Defense for Reserve Affairs. It operates programs directed toward the U.S. employers, employees and communities to ensure understanding of the role of Reserve component members.

According to CCMSgt. Chris Menard, who is the 439th Airlift Wing's Senior Enlisted Advisor, Westover is putting renewed emphasis on the program and stands ready to offer assistance.

"We have established a committee to promote ESGR programs that are aimed at educating both reservists and their employers, he said. It has been said many times but it is nevertheless true, the Air Force Reserve cannot perform its mission without the support and understanding of employers."

Reservists can do much to help alleviate employer-employee tension and ESGR can provide volumes on the subject.

"Reservists should first and foremost, be honest with their boss. Menard said. They should provide them with a UTA schedule and give plenty of notice on impending an-

Westover ESGR committee members

Maj. Theresa Negron, JAG
2nd Lt. Kelly Braudis, MPF
CCMSgt. Chris Menard, SEA
CMSgt. Kathy Wood, QI
SMSgt. Glenn Brault, FM
MSgt. Gordon Newell, PA
MSgt. Cliff Whitman, SPTG
TSgt. Tim Beumel, SE

nual tour requirements."

Reservists are also encouraged to invite their boss to Employer Appreciation Day, held on both UTAs in October. The highlight of the day is an orientation flight for employers. Application forms are available at the Public Affairs office in Building 1850 and have appeared in several issues of the "Patriot."

ESGR also conducts an awards program designed to recognize employers who practice personnel policies that support employee participation in the reserve.

All reservists are eligible to nominate their boss for the "My Boss is a Patriot" certificate that is awarded by the National Committee on behalf of the Department of Defense.

The State Chair's Award is a plaque-mounted award given in limited numbers



and presented annually by each state chairman. It is designed to recognize employers who have gone above and beyond the legal requirements for employer support.

The PRO Patria Award is presented to those employers who demonstrate support of the national defense by adopting personnel policies, which make it easier for employees to participate in the reserve.

The top award in the program is the prestigious Employer Support Freedom Award, which is presented annually by the Secretary of Defense in recognition of exceptional support by employers of reservists.

Nomination forms are available at the Westover PA office and can be sent by mail or fax or through the NCESGR Internet webpage (www.ncesgr.osd.mil) or through a hyperlink on the Westover website main page.

PATRIOT

PATRIOT online: <http://www.AFRC.AF.MIL/UNITS/439AW/Default.html>



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