

# The National Guard ON GUARD

November-December 1988

Volume XVIII, No. 2

HOLIDAY  
GREETINGS  
TO OUR  
FRIENDS  
OLD  
AND NEW.



DEPARTMENTS OF THE ARMY AND THE AIR FORCE  
NATIONAL GUARD BUREAU  
5600 COLUMBIA PIKE, FALLS CHURCH, VA 22041

REF: 10  
ATTENTION OF

December 1, 1988

TO ALL MEMBERS OF THE  
ARMY AND AIR NATIONAL GUARD

The approaching holiday period is often a time for being with our families for a traditional holiday meal, for attending worship, for reflecting on the blessings we have enjoyed during the past year, and for looking toward the year ahead.

As we in the National Guard celebrate this Yule season and New Year, we can take great pride in our accomplishments this past year knowing we have continued to prove ourselves worthy of the trust and confidence our nation's leaders have placed in us to do our part to preserve the peace which is so precious to each of us and to the free world.

These accomplishments would not have been possible without the dedication, professionalism and enthusiasm of each man and woman, each soldier and airman within the Army and Air National Guard, the support of their employers, and, especially, the understanding, perseverance and dedication of their families.

It is so very appropriate at this time of family gatherings, of festivities with employers and employees, of good will and thanksgiving that we in the Bureau extend our own personal "thanks" for the exceptional work you have done and our wishes for not only a safe and enjoyable holiday season, but a prosperous New Year, as well.

On behalf of the men and women of the National Guard Bureau, I salute you and wish you the very best of this holiday period.

HERBERT R. TEMPLE, JR.  
Lieutenant General, USA  
Chief, National Guard Bureau

## Key to mountain training: 'teamwork and perseverance'

by 1st Lt. John Goheen and Spec. Kevin D. Sykes

Teamwork and perseverance were the keys to mountain training for members of Company C, 1st Battalion, 115th Infantry, from Greenbelt, Md., recently when they trained on the cliffs overlooking the Potomac River at Great Falls Park, Va.

Faced with the challenge of climbing a granite work formation as tall and steep as an average four-story building, Cpl. James Hopkins quickly learned that he was no "Spiderman."

But when the 36-year old electrician finally reached the top of the cliff, his satisfied look was well-deserved.

"It seemed like I was on the cliff for hours. It was harder than it looked," said Hopkins. "About halfway up my forearms got real tired. But, you don't want to give up so you keep looking for foot and hand holds. I finally moved over to the easier route on the side."

"The key is to trust the safety rope and work with your 'belayer' man (holding the rope)," added Hopkins. "It's a team effort!"

"Teamwork is critical in climbing; you have to constantly check each other out in order to benefit, as well as enjoy, the training," said Sgt. Phillip Bright.

"I was the belayer man during most of the training," added Bright. "I had the job of giving my team direction, anchoring the safety lines and taking up and giving slack on the ropes when needed."

In addition to scaling cliffs, the training consisted of rappelling rock formations as high as 70 feet, evacuating casualties up and down the slopes and creating and using vertical hauling systems to raise and lower supplies, equipment and people.

Cpl. David Alston spent much of the morning strapped to a stretcher as a simulated casualty.

Teams of Guard members practiced moving him up and down the cliffs.

Mountain training is standard practice for units in the 29th Infantry Division



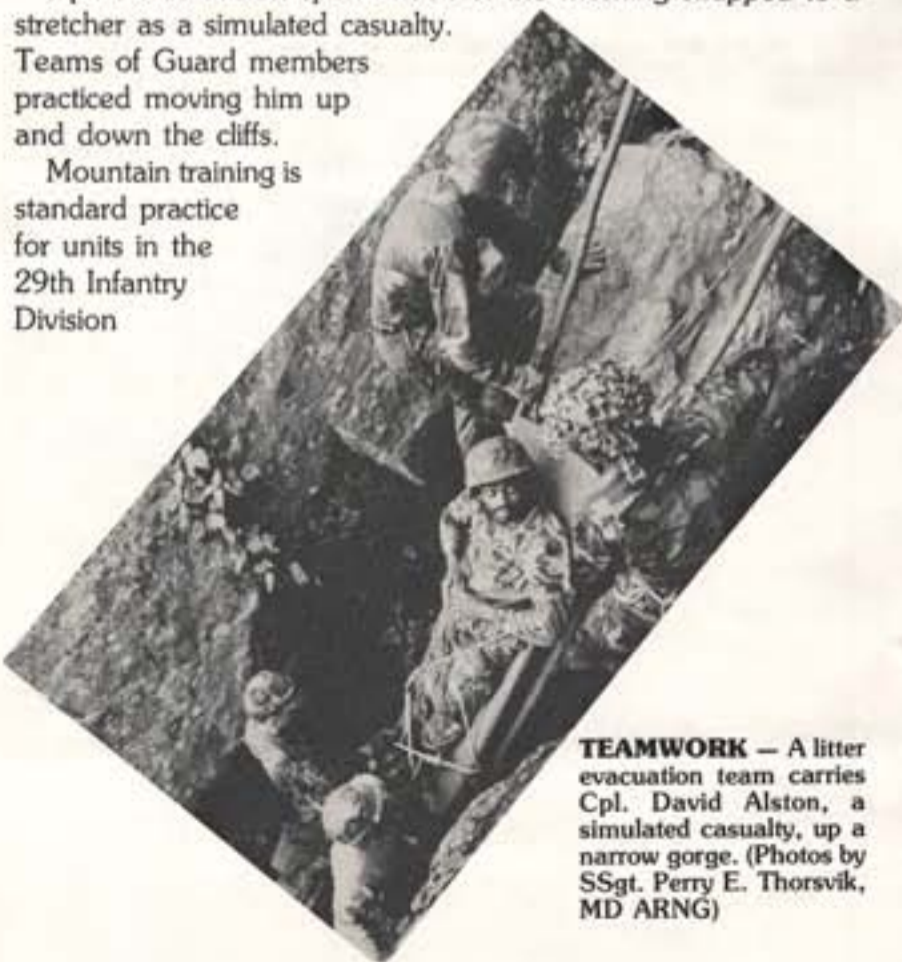
**CAREFUL GOING** — Descending one of the cliffs along the Potomac River is Spec. Maxium Senter, Company C, 1st Battalion, 115th Infantry.

(Light), according to SFC Walter E. Hardester, the unit's first sergeant.

"You really have to exert yourself and give maximum effort to successfully take on these mountains," said Sgt. Jamie Trujillo, a graduate of the U.S. Army Mountain Warfare School in Vermont.

"My forearms started to tighten and my arms became heavier with each pull upward," said Pvt. Robert S. Clark, 17, after scaling a cliff. "When I was about five feet from the top, I felt totally exhausted," said Clark. "It took all the fingertips and toes I had to get over the edge, but I felt great because that was my first mountain I ever conquered."

**TEAMWORK** — A litter evacuation team carries Cpl. David Alston, a simulated casualty, up a narrow gorge. (Photos by SSgt. Perry E. Thorsvik, MD ARNG)



## Heed your limits; let Designated Driver Keep your Holiday Season a safe one

The approaching season is traditionally a time for looking back over the past 12 months and appraising what we've done and what we want to set as our goals for the next year.

The Guard has accomplished major goals this past 12 months. In 1988, *The Guard* once again **proved itself** up to any and every challenge placed on it by the Army and the Air Force. It increased its support to the War on Drugs, and spanned the globe with its people, planes and equipment demonstrating its resolve and its ability to perform and do so capably wherever and whenever needed. Once again, the Guard plucked people from disaster after disaster, from snow and ice storms to hurricanes, to floods and tornados.

Once more, the family of the Guard has expanded as its strength increased. Once again the Guard has proven itself attractive to the youth of our states and territories, has trained at unexcelled levels, and has furthered the good will that exists between each unit and the communities in which they exist.

### Safety challenge

However, for the year ahead there remain **significant challenges**, not the least of which is **safety**. In a relatively short time in 1988, 18 Army Guardsmen lost their lives to accidents which could best be described as "avoidable." This means that had common, reasonable precautions been taken, our Guard family would be larger by 18 valuable, needed people.

Alcohol played a significant part in most of those accidents, and will undoubtedly play a major role in how well we as individuals or members of the Guard prepare to go into 1989.



The significance of alcohol and this holiday period should not be underestimated. This is a time of festivities and joy, but that joy can quickly turn to sorrow if we don't keep in mind the impact which alcohol may have.

Thus, we'd suggest two simple rules be followed:

1. **Know your limits** on alcohol and **stick to them**. Don't take a chance on becoming impaired and then adding to

that impairment with even more alcohol intake.

2. Regardless of your limits, **don't drink and drive** or let yourself be driven by someone who has been drinking. **Make someone** your non-drinking, **Designated Driver** so that everyone can benefit from that person's unimpaired driving.

**See you in 1989.**

Ed.



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Lt. Col. Pete Wyro, Editor; Capt. Phyllis Phipps-Barnes, Associate Editor

# Watch out! Hypothermia can kill!

Winter will soon bring its chilling, penetrating, down-right bone-shaking temperatures onto virtually every National Guard training scene, and with it comes a very real danger linked to wintry weather — **hypothermia**.

Don't let the dime-store word fool you. Hypothermia is real and can strike without warning, lowering one's metabolic rate as much as 50 percent of its normal level and it can be baffling, too, allowing someone caught in its grasp to be making headway toward recovery one moment, then plunging them into deeper problems, even death the next.



Even areas such as Florida or Louisiana which have a moderate climate can encounter the Hypothermia Threat.

Though normally associated with people who spend long hours outdoors such as soldiers training in the field on a cold wintry day, others can also be susceptible to the Hypothermia threat.

Individuals who are wet and working outdoors on wintry days, or who are improperly dressed for the weather, or who have been using alcohol or drugs are also potential victims of hypothermia.

As the onset of hypothermia gets worse, one can encounter the following symptoms:

- **Cold sensations**, goose bumps, numbness.
- **Intense shivering**, a stumbling pace and mild confusion.
- **Violent shivering**, sluggish movement and thinking, the inability to use their hands, mental depression.
- The shivering stops, however, the **skin has turned blue**, the individual has poor muscle coordination and their behavior has become irritable.
- **Muscles become rigid**, pulse and breathing become slow, the metabolic rate has dropped to 50 percent of normal.
- **Heartbeat becomes erratic** so does breathing, muscle tendon reflexes cease.
- **Cardiac and respiratory failure** . . . the heart stops and the person stops breathing.

The lowest recorded temperature for a hypothermia "survivor" was 64 degrees. In most instances, death usually happens before one reaches this low a body temperature.

## QUICK REACTION NEEDED

Obviously, prevention is the best way to avoid hypothermia. However, if you encounter someone who has begun to show the symptoms of hypothermia here are some steps you can take and possibly save a life!

- **Get them out** of the wind and under cover in a tent, cave, lean-to, a car or a sleeping bag.
- **Start re-warming** them — slowly. Do NOT rub their arms, feet, legs or hands and certainly do not give them alcohol to drink.
- **If you can**, place them in a car and turn the heat on high.
- **Or**, place them near a camp fire, but not close enough to be singed.

• **You can also** place well-wrapped, warm . . . not hot . . . rocks in a sleeping bag with the victim.

• **One of the best** slow warming actions is to **huddle with the victim**. Skin to skin contact is the most effective treatment for hypothermia and heat loss is decreased when people huddle. This is the most effective technique for boaters who capsize in the water.

Extreme cases may require that CPR be administered. If that is the case, however, CPR must be continued until the body has heated up.



The best treatment for a drowning victim is to administer CPR and mouth-to-

mouth resuscitation while preventing further body heat loss. Don't, however,

try to re-warm the drowning victim. Instead, continue the CPR until medical help arrives.

*Editor's note: The above information was compiled from a story by Phillip Manson of U.S. Forces Command.*

## Maintenance soldiers get hands-on training in Utah

Hawaii Army National Guardsmen of the 291st Maintenance Company got some hands-on training in Utah, when more than 80 soldiers spent their two weeks of annual training in August at Tooele Army Depot.

Instead of textbook instruction, the Hawaii soldiers had a chance to work with advanced equipment while civilian journeymen workers helped them expand their knowledge by showing them techniques and "tricks of the trade" that come with years of experience.

The biggest difference was the equipment. "With the machines here, parts can be made in huge quantities at an unreal rate" says SSgt. Danny Murakami. "Although it would take a month of exposure to get the hang of these machines, it is still important for us to have at least an idea of the capabilities since we have none at the unit. Because some of my men work in the same field on their civilian job it benefits them in more ways than one," adds Murakami, who is a full-time machinist with the Guard.

The training at Tooele was important to the unit since an upcoming reorganization will affect the 291st Maintenance Company. Various positions in certain military occupation specialties were going to vanish causing some soldiers to have to retrain into other specialties.

The 291st, which normally trains at the Waiawa Armory in Pearl City, is the only

Hawaii ARNG unit with an approved supervised on-the-job training program.

The deployment to Tooele couldn't have happened at a better time. "The training at Tooele Depot with their tanks and track vehicles really helped our program since in Hawaii the opportunity to work in these areas would not exist," said SFC David Junk, training non-commissioned officer for the 291st.

"This program helps retention because it encourages soldiers to continue in another occupation gradually, instead of

taking three months off their civilian jobs to go to school," adds Junk.

The Army has four levels of maintenance: crew, direct, general and depot. The 291st normally provides general support maintenance and working at the depot level has given Hawaii Guard soldiers the opportunity to perform overhauls and repairs not done on the islands.

While the bulk of the company worked within the Depot, a few soldiers traveled to the Utah National Guard's Combined



**MISSING PIECE** (above) — Sgt. Ross Gilfoy holds a broken breach of the 57mm rifle as Spec. George Eidman reads the manual. Both soldiers are members of Hawaii's 291st Maintenance Company which conducted its Annual Training at Tooele Army Depot in Utah.



Support Maintenance Shop in Salt Lake City each morning. They worked on small arms and track vehicles.

The unique training at Tooele enhanced the morale of the troops. A big part of the training involved the civilian workers in the shops who provided a helping hand to the soldiers.

**HIGH-TECH DRILL** (left) — Sgt. Ronan Kozuma, 291st Maint. Co., punches in a code that tells the computer the precise location for the drill bit to bore.



## Kentucky's 1-623rd FA Makes it two-in-a-row For Kerwin award

"It's pride, it's patriotism and it's professionalism and they all add up to performance . . . that's what wins the Kerwin Award!"

That is how Lt. Col. Michael F. Gantt, commander of the Kentucky National Guard's 1st Battalion, 623rd Field Artillery, summed up the reasons why his unit was chosen for the second year in a row as the best Guard battalion in the entire nation, and winner of the Kerwin award.

Headquartered in Glasgow, the 550-man battalion has units in Campbellsville, Springfield, Tompkinsville and Monticello.

The Kerwin Readiness Award for Training Year 1987 was presented by General (retired) Walter T. Kerwin Jr.,

and Army Chief of Staff, General Carl Vuono, during the annual Association of the United States Army (AUSA) luncheon held at the Sheraton Washington Hotel in October.

"Knowing the competition, every member of the winning unit can take justifiable pride in his or her contribution to Total Army readiness," said AUSA president Robert G. Moorhead, as General Kerwin and General Vuono presented the award to LTC Gantt.

The award is jointly sponsored by the AUSA, the National Guard Association of the United States (NGAUS) and the Reserve Officers Association (ROA). Selection of the winning Guard battalion was made by LTG Herbert Temple Jr., Chief, National Guard Bureau.

## Lt. Col. Buster is 3X 'Distinguished'

Lt. Col. Kenneth R. Buster captured another "Distinguished" shooter title recently, marking the first time-ever — a Guardsman has achieved that status on three separate occasions.

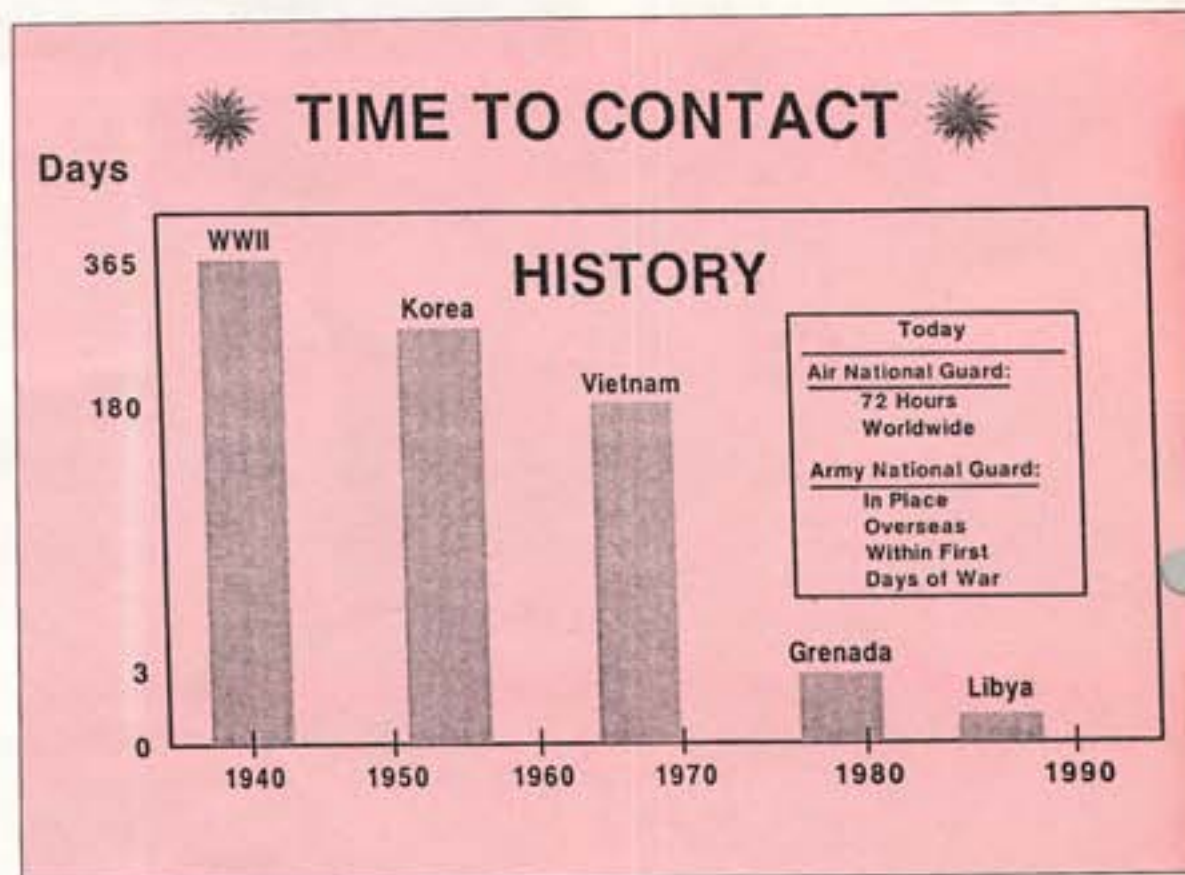
Buster's accomplishments came when he bagged the final two points in highpower rifle competition at the Winston Matches in Arkansas earlier this year. His first "Distinguished" shooting title came in 1970 in pistol competition and his second came in 1977 when he was awarded the "Distinguished International Shooter" badge.

The Kansas Guardsman was a member of the World Games in 1974, earned a gold medal in Mexico City in 1977, and was a member of the U.S. Team at the Benito Juarez Games in 1974, 1975 and 1977. He is a four-time All-American Individual Pistol Champion, a two-time National Guard Pistol Champion, holds 52 national record certificates, and has been a member of the "President's Hundred," "Chief's 50" and the "2650" clubs.

Marksmanship experts estimate that only 2 percent of individuals who seek to become "distinguished" marksmen ever achieve that status. Buster has now done it three times.

The 27-year veteran recently retired from his Civil Service Safety Engineer position and has been working with the National Guard to establish international competitive teams.

## Did you KNOW?



## Air Guard medical members are recognized

Louisiana Air Guard flight surgeon **Maj. Dean L. Winslow** was selected as the outstanding flight surgeon in the Air National Guard during the preceeding year, and became the Air Guard nominee for the Air Force Surgeon General's Malcom C. Grow award. Dr. Winslow is assigned to the 159th Tactical Clinic.

**TSgt. Bonnie J. Cummings** of the 122nd Tactical Hospital, Indiana Air National Guard was recently selected as the Air Guard nominee for the NG Sarah P. Wells award given to the outstanding medical technician in the preceeding year.

**Cpts. Timothy H. Geno** of Tennessee and **Charles E. Kelly** of Michigan were recently awarded the Senior Physician's Badge, while **Lt. Col. Edward A. Tarnowski** from Minnesota and **Capt. John D. Wiebe** of Georgia were awarded the Chief Dentists' Badge.

Other medical specialty badge winners included **Maj. Bruce D. Reinert**, New Mexico, the Chief, Biomedical Sciences Corps Badge, **Maj. James R. Hathaway**, Nevada, the Senior, Biomedical Services Corps badge, and **Maj. Clarence E. Hart**, Arkansas, the Senior Medical Services Corps badge.

Chief Nurse Badges were awarded to **Col. Shelia A. Devine** and **Maj. Mary E. Epps**, Connecticut, **Majs. Joan M. Nystrom**, Texas, **Patricia S. Sanchez**, Oklahoma, **Cathy A. Navin**, Vermont, **Sharon G. Freir**, Nevada, and **Capt. Rita A. Pfeifer**, Tennessee.

In addition, Senior Nurse Badges were awarded to **Maj. Deborah C. Messecar**, Oregon, **Cpts. Sandra J. Higgins**, Pennsylvania, **David M. Taylor**, West Virginia, and **Gwendolyn L. Searcy**, Tennessee and **1st Lt.**

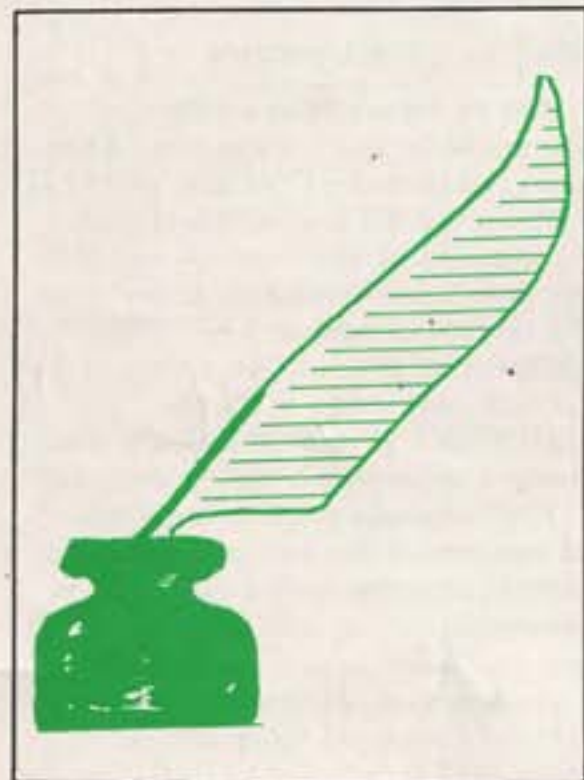


**Andrew I. Wolkstein**, West Virginia.

The Chief Flight Nurse Badge was awarded to **Maj. Luvina J. Triplett** of California while **Cpts. Roger W. Dickman**, also of California and **Paul E. Maguire** of Delaware were awarded the Senior Flight Nurse Badge.

### All-Army, AF-wide competition

## NGB selects entries for Army, AF contests



The following entries in the National Guard Bureau Army and Air Force print media competitions were selected for submission to Army-wide and Air Force-wide competition.

### Army Guard

Metro or tabloid Authorized Army newspapers, "At Ease," Wisconsin, "Palmetto Guard," South Carolina, and "Bluegrass Guard," Kentucky.

Multilight newspapers, "Avant Guard," New Hampshire and "Maine Beacon," Maine.

Commercial Enterprise newspaper, "Capitol Guardian," District of Columbia. News magazines, "Evergreen," Washington, "Freestate Guardian,"

Maryland, "Grizzly," California, and "Buckeye Guard," Ohio.

### Air Guard

Newspapers printed commercially off-base, "Salty Guard News," Utah, "The Tankard," Wisconsin, "El Tigre," Arizona, "River City Flyer," Tennessee, "Jayhawk Flyer," Kansas, and "The Scope," Pennsylvania.

Funded newspapers printed on-base, "Green Mountain Sentinel," Vermont, "The 124th Four-C-Er," Idaho, "On Five," Minnesota.

Newsmagazine, "The Stewart Flier," New York, "On Base," Missouri, "Phantom's Eye," Kentucky and "Team Talk," Alabama.

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**READY TO LAND** — A paratrooper on "final approach" during Leapfest 88 held in September. (Photo by 110th Public Affairs Detachment, RI ARNG)

## Alaska wins Leapfest 88

Four paratroopers from the Alaska Army National Guard won the Leapfest International Parachute Competition recently. Jumping at 1,200 feet from UH-1 helicopters into a freshly plowed cornfield the Alaskans dashed to a large orange X to beat 42 other teams.

Sponsored by Rhode Island National Guard, the 6th annual Leapfest Competition was designed to test team and individual skills of military parachutists. The competition included teams from three nations and every military service.

Each team of four jumpers and a jumpmaster had to land close to the "X" as each jumper touched the 10 inch metal disk in the center of the target.

Team time was determined by totaling the individual times of all four jumpers for each team jump. Overall winners were determined by the total team times of three jumps.

SFC Gordon Darby, 82nd Airborne Division, Fort Bragg, N.C., won the individual title with a time of 18 seconds to the target. Second place, a three-way tie, went to 2nd Lt. Kevin S. Guinn, Headquarters and Headquarters Company, 207th Infantry Group, Alaska Army National Guard; SSgt. Gary S. Michael, HHC, 3rd Battalion, 73rd Armor, Fort Bragg; and ENS Jeffrey J. Juhala, Naval Education and Training Center, Newport, R.I. Third place went to Cpl. Eric L. Dean, HHC, 207th Inf. Gp., Alaska Army National Guard.

The top finishing team was from HHC 207th Inf. Gp., Alaska Army National Guard, marking the second year in a row that a National Guard team has won the annual event. Last year's winner was the Michigan National Guard team. Second place honors went to a team from the Naval Education and Training Center, Newport, R.I., with third place going to HHC, 82nd Abn. Div.

## 4.1% pay raise effective Jan. 1, 1989

### Four Days of Drill Pay Effective January 1, 1989

#### Years of Service

PAY GRADE	2	2	3	4	6	8	10	12	14	16	18	20	22	26
<b>COMMISSIONED OFFICERS</b>														
O-10	761.44	788.24	788.24	788.24	788.24	818.44	818.44	863.84	963.84	925.56	925.56	987.56	987.56	1049.12
O-9	674.84	692.52	707.24	707.24	707.24	725.24	725.24	755.44	755.44	818.44	818.44	863.84	863.84	925.60
O-8	611.24	629.52	644.48	644.48	644.48	662.52	662.52	725.24	725.24	755.44	788.24	818.44	838.60	838.60
O-7	507.88	542.40	542.40	542.40	566.72	566.72	599.56	599.56	629.52	692.52	740.16	740.16	740.16	740.16
O-6	376.44	413.60	440.68	440.68	440.68	440.68	440.68	440.68	455.64	527.68	554.64	566.72	599.56	650.28
O-5	301.04	353.52	377.96	377.96	377.96	377.96	389.40	410.32	437.84	470.60	497.60	512.68	530.56	530.56
O-4	253.80	309.04	329.64	329.64	335.76	350.56	374.48	395.52	413.60	431.72	443.68	443.68	443.68	443.68
O-3	235.84	263.68	281.88	311.88	326.80	338.52	356.84	374.48	383.72	383.72	383.72	383.72	383.72	383.72
O-2	205.64	224.60	269.80	278.88	284.72	284.72	284.72	284.72	284.72	284.72	284.72	284.72	284.72	284.72
O-1	178.52	185.88	224.60	224.60	224.60	224.60	224.60	224.60	224.60	224.60	224.60	224.60	224.60	224.60

#### COMMISSIONED OFFICERS

(with over 4 years active duty as an enlisted member or warrant officer)

O-3E	0.00	0.00	0.00	311.88	326.80	338.52	256.84	274.48	389.40	389.40	389.40	389.40	389.40	389.40
O-2E	0.00	0.00	0.00	278.88	284.72	293.72	309.04	320.84	329.64	329.64	329.64	329.64	329.64	329.64
O-1E	0.00	0.00	0.00	224.60	239.92	248.76	257.76	266.76	278.88	278.88	278.88	278.88	278.88	278.88

#### WARRANT OFFICERS

W-4	240.28	257.76	257.76	263.68	275.64	287.80	299.88	320.84	335.76	347.52	356.84	368.36	380.68	410.32
W-3	218.36	236.88	236.88	239.92	242.72	260.48	275.64	284.72	293.72	302.48	311.88	324.00	335.76	347.52
W-2	191.24	206.92	206.92	212.96	224.60	236.88	245.88	254.88	263.68	272.02	281.88	290.76	302.48	302.48
W-1	159.36	182.72	182.72	197.96	206.92	215.84	224.60	233.88	242.72	251.76	260.48	269.80	269.80	269.80

#### ENLISTED MEMBERS

E-9	0.00	0.00	0.00	0.00	0.00	0.00	279.48	285.80	292.28	298.96	305.64	311.60	327.96	359.84
E-8	0.00	0.00	0.00	0.00	0.00	234.40	241.08	247.44	253.88	260.56	266.56	273.12	289.16	321.36
E-7	163.64	176.64	183.20	189.60	196.08	202.32	208.80	215.28	225.04	231.44	237.88	240.96	257.16	289.16
E-6	140.80	153.44	159.84	166.64	172.84	179.12	185.72	195.28	201.40	207.92	211.08	211.08	211.08	211.08
E-5	123.56	134.48	141.00	147.16	156.80	163.20	169.68	175.92	179.12	179.12	179.12	179.12	179.12	179.12
E-4	115.24	121.68	128.84	138.84	144.32	144.32	144.32	144.32	144.32	144.32	144.32	144.32	144.32	144.32
E-3	108.56	114.52	119.12	123.84	123.84	123.84	123.84	123.84	123.84	123.84	123.84	123.84	123.84	123.84
E-2	104.48	104.48	104.48	104.48	104.48	104.48	104.48	104.48	104.48	104.48	104.48	104.48	104.48	104.48
E-1	93.20	93.20	93.20	93.20	93.20	93.20	93.20	93.20	93.20	93.20	93.20	93.20	93.20	93.20
E-1	86.16	86.16	86.16	86.16	86.16	86.16	86.16	86.16	86.16	86.16	86.16	86.16	86.16	86.16

Source: Department of Defense, October 1988.

## Hurricane relief rushed to Jamaica victims

by Capt. Mike Milord  
Maryland National Guard Public Affairs

Food, blankets, tents and tarps hardly seem like potent weapons. However, in the battle to overcome the brutality of Hurricane Gilbert, which ripped through Jamaica in mid-September, food and supplies, delivered by Air National Guard and U.S. Air Force aircraft, helped turn the tide in the war on hunger and human misery in the tiny Caribbean nation.

When winds of more than 140 mph blasted the island of Jamaica on Sept. 12, Air Guard C-130s and a C-5 rushed to aid the victims by carrying donated food and clothing.

**Tennessee** Air Guard's 118th Tactical Airlift Wing from Nashville responded on Sept. 14, two days after the hurricane.

The 118th TAW carried 27,467 pounds of rolls of plastic sheeting, 10 chain saws, 18 300-gallon-capacity rubber water tanks, 200 tents, 4,000 five-gallon water jugs and 9,600 cotton blankets into Kingston and Montego Bay.

The 118th operated from Howard Air Force Base in Panama City, Panama, where it has been a "Volant Oak" mission for the U.S. Southern Command.



**DELIVERING THE GOODS** — Sgt. Stephen P. Kobal (r.), an air cargo technician with the Maryland Air National Guard's 135th Mobile Aerial Port Flight, helps a Jamaican Defense Force member unload food and relief supplies. (Photo by Capt. Mike Milord, MD ANG)



**HURRICANE RELIEF** — New York TSgt. Vidal Chevere-Matos (center) works with Jamaica Defense Force members to unload relief supplies from the 105th Military Airlift Group's C-5A. (Photo by 105th MAG, NY ANG)

Meanwhile, non-perishable food, clothing, blankets and building materials, collected by religious and social organizations and private individuals, amassed in the Buffalo, New York City and Baltimore metropolitan areas.

**New York** Air National Guard's 105th Military Airlift Wing, from Stewart International Airport, airlifted 305,000 pounds of emergency aid including medical and construction supplies, potable water and non-perishable food on three flights to Kingston aboard the unit's C-5As.

The New York Army National Guard's 42nd Supply and Transportation Company transported the goods from armories in Buffalo and New York City to Stewart IAP.

The **Maryland** Air Guard's 135th Tactical Airlift Group, was permitted to fly up to 20,000 pounds of non-perishable food to Jamaica as part of an overwater navigation training mission on Oct. 14.

Maryland Army National Guard members from the 104th Medical Battalion and Company A, 1st Battalion, 175th Infantry provided the muscle on the ground as they boxed, labeled, wrapped and transported the food from their armory to Martin SAP.

The first leg of the journey from Maryland spanned five and one-half hours as the foodlift made its first stop at Kingston's Norman Manley International Airport.

Overtaken aircraft and mangled roofs were stark evidence of the powerful wind that had pounded Jamaica.

American Embassy officials, an agent from the U.S. Agency for International Development and parishoners from the Anglican Church of Jamaica greeted the flight crew.

"This is a sign of hope, a sign of being supported," said Bishop Nevile Desouza, leader of Kingston's Anglican Church.

Although electricity had been restored at the airport and the surrounding area, about 60 percent of the countryside remained without electricity, refrigeration or running water, said Bishop Desouza.

"Although 16,000 pounds of food won't solve all the problems left in the hurricane's wake, people who need the supplies are able to get them a little sooner because of the 135th's mission," said SSgt. Richard M. Lane, a 135th Mobile Aerial Port Flight loadmaster.

## What's the Guard worth \$-wise?

Besides measuring the contributions the Army and Air National Guard make to the active military, one way of gauging the Guard's worth is through its contributions to each state.

The table below includes data compiled by both the National Guard Bureau and the Department of Defense. It measures one category of funding — federal outlays for military personnel, including active Army and Air Force personnel, all Reserve and National Guard personnel costs, and separate Army Guard and Air Guard personnel outlays for fiscal year 1987, and their combined total within each state and territory.

To use the tables, find your state. Note the total military personnel costs, then note the total Reserve and National Guard outlays. Compare the

total National Guard personnel outlays against the total Reserve and National Guard costs for an appreciation of the investment in personnel in your state. But that's not all!

Economists talk of a "multiplier" effect. A Guardsman may use his drill pay to purchase food at the local grocery store, which then pays a wholesaler and distributor, who, in turn use the funds to pay other suppliers. This means that for each dollar of the Guard member's drill pay spent in the community, the community actually benefits two or three times that amount not counting local or state taxes.

For example, the total Reserve and National Guard personnel outlays for Tennessee in FY87 were \$102,938,000, of which \$25,491,000 were

for Army National Guard personnel and \$32,891,000 for Air Guard personnel. The Total National Guard personnel outlays accounted for \$58,382,000, or more than half the overall reserve component personnel contributions to the Tennessee economy.

If we consider an economic multiplier of 3, then the overall economic impact of those National Guard personnel outlays accounted for almost \$174 million to the state economy.

These are not precise tables, nonetheless, they provide a reasonable insight into the economic "worth" of the Guard in each state without attempting to measure the intangible contributions the Guard continues to make each day.

### Comparison of National Guard, Reserve, Total Force Military Personnel Outlays — FY87

(THOUSANDS OF DOLLARS)

STATE	TOTAL MILITARY	TOTAL RES / NG	ARNG *	ANG *	TOTAL NG
ALABAMA	1,955,489	211,426	37,734	26,110	63,844
ALASKA	690,466	27,583	6,221	8,500	14,721
ARIZONA	1,330,790	62,776	10,243	22,095	32,338
ARKANSAS	623,687	66,605	26,477	17,360	43,837
CALIFORNIA	12,724,298	438,903	35,037	47,599	82,636
COLORADO	1,664,606	81,135	6,383	12,339	18,722
CONNECTICUT	584,501	42,393	6,541	10,207	16,748
DELAWARE	209,922	23,349	4,664	7,923	12,587
DIST. of COLUMBIA	1,035,650	64,701	3,566	12,256	15,822
FLORIDA	5,634,859	132,848	21,643	11,797	33,440
GEORGIA	3,215,697	288,021	18,063	28,107	46,170
HAWAII	1,970,671	48,485	5,563	17,910	23,473
IDAHO	250,599	26,132	8,422	10,917	19,339
ILLINOIS	1,784,559	157,980	14,616	28,755	43,371
INDIANA	909,478	172,447	18,882	18,604	37,486
IOWA	185,649	55,538	12,358	17,205	29,563
KANSAS	1,007,075	143,238	10,102	19,234	29,336
KENTUCKY	1,388,041	107,754	12,454	10,128	22,582
LOUISIANA	1,127,642	106,819	20,427	12,997	33,424
MAINE	563,496	27,382	6,167	11,216	17,383
MARYLAND	2,736,980	132,220	13,170	14,784	27,954
MASSACHUSETTS	910,686	140,368	14,936	22,953	37,889
MICHIGAN	853,860	105,299	20,471	24,517	44,988
MINNESOTA	316,327	96,080	18,265	20,292	38,557
MISSISSIPPI	990,428	85,115	26,176	22,894	49,070
MISSOURI	1,350,887	195,697	15,278	23,363	38,641
MONTANA	182,393	24,358	5,857	9,554	15,411
NEBRASKA	559,247	36,163	11,128	9,459	20,587
NEVADA	433,525	15,316	3,497	8,801	12,298
NEW HAMPSHIRE	256,245	21,179	3,557	7,846	11,403
NEW JERSEY	1,606,764	153,129	14,794	22,415	37,209
NEW MEXICO	872,135	31,200	6,884	8,641	15,525
NEW YORK	1,515,100	205,522	28,574	47,364	75,938
NORTH CAROLINA	3,928,487	112,644	21,068	12,089	33,157
NORTH DAKOTA	292,089	22,554	6,651	8,974	15,625
OHIO	1,769,342	141,762	22,019	48,638	70,657
OKLAHOMA	1,747,538	124,509	20,209	18,957	39,166
OREGON	359,413	51,360	13,277	17,628	30,905
PENNSYLVANIA	2,410,488	292,313	25,326	38,646	63,972
RHODE ISLAND	365,544	27,446	5,091	11,540	16,631
SOUTH CAROLINA	2,312,333	149,856	23,801	11,692	35,493
SOUTH DAKOTA	222,378	22,563	7,478	7,739	15,217
TENNESSEE	854,544	102,938	25,491	32,891	58,382
TEXAS	6,566,135	302,081	31,160	31,779	62,939
UTAH	877,004	56,852	17,996	12,892	30,888
VERMONT	68,266	19,345	5,996	7,686	13,682
VIRGINIA	8,762,950	171,096	13,086	9,852	22,938
WASHINGTON	2,658,390	171,096	11,222	20,285	31,507
WEST VIRGINIA	173,211	32,427	7,016	17,783	24,799
WISCONSIN	399,546	175,892	14,206	17,066	31,272
WYOMING	147,569	12,021	4,265	8,037	12,302
VIRGIN ISLANDS		— NOT AVAILABLE —		— NOT AVAILABLE —	
GUAM	333,043	5,950	1,371	1,337	2,708
PUERTO RICO	246,487	55,205	21,955	11,208	33,163

Source: Department of Defense  
\*National Guard Bureau Data

## DC ANG supports Teamwork '88 in double deployment

Twelve F-4s and 196 District of Columbia Air Guardsmen from the 113th Tactical Fighter Wing deployed to Iceland, the land of fire and ice recently to participate in "Coronet Wizard."

The 113th trained in Iceland as part of the Checkered Flag training program.

While the 113th was at Keflavik it augmented the air defense of Iceland with the 57th Fighter Interceptor Squadron's F-15s.

In addition to sitting alert, the aircrews flew against the 57th's Eagles in an air superiority role as the 57th prepared for the "William Tell" competition.

"Training on a Navy base helps broaden our way of doing business," said Brig. Gen. Russell C. David, the unit commander. "There are different concepts about some things, but we're both in the same business of defending our country. We don't have a clue, if there's a national emergency, where we would end up, so it's helpful to operate out of a different service's base."



**MARSHALLING AN F-4** — A 113th TFW crew chief directs his F-4 during a sortie flow at NAS Keflavik, the world's windiest inhabited location. (Photo by SSgt. T. Frank Evans, 113th TFW)

### Norway Deployment

In addition to augmenting Iceland's defenses, elements of the 113th deployed a second time to Norway to participate in "Teamwork '88", a major NATO exercise.

Six F-4s and 18 aircrew, deployed from Keflavik to Bardufoss AF, Norway, on Sept. 16. In addition, 46 maintenance personnel went directly to Bardufoss from Andrews AFB.

The DC Guardsmen were among thousands of players from nine NATO countries who participated in the maritime exercise that also included hundreds of aircraft and ships.

The 113th flew 31 sorties as "Orange Air" aggressors against simulated targets which were allied navy ships. As aggressors the aircrews flew demanding low-level routes through Norwegian fjords into the exercise area. Enroute, they were often "attacked" by U.S. Navy F-4s and F-18s, U.S. Air Force F-15s and Norwegian Air Force F-16s.

Maintenance troops of the 113th Consolidated Aircraft Maintenance Squadron worked under "bare base" conditions at Bardufoss, which is located north of the Arctic Circle. Working often under adverse weather conditions, including periods of snowfall, the maintenance personnel kept the Phantoms flying throughout the five-day deployment making it possible for the 113th to meet its sortie goals.



**SCENE OF GLASNOST** — This schoolhouse is Reykjavik, Iceland, which was scene of the 1986 Reagan-Gorbachev summit meeting.

## PEOPLE

### Chief recommends Bureau tour



Chief Mack

"Do it," are the words of Illinois Air National Guard's **CMSgt. Carrie Mack**, who became the **first woman chief master sergeant in the Illinois Air National Guard** earlier this year.

Mack recently returned from a two-year tour with the National Guard Bureau, and advises anyone who is contemplating a tour at the Air National Guard Support Center to "do it."

"The Support Center needs and appreciates self-motivated, knowledgeable people," says Mack. "In a lot of ways, I grew up there. I am more comfortable with the system and how it works."

At the Support Center, Mack was the non-commissioned officer-in-charge of the Basic Military Training Section. While on an AGR (Active Guard/Reserve) tour, she wrote several publications which are now Air Guard policy. She was also the key speaker at the 1987 Military Personnel Conference in Denver.

She returned to her position as NCOIC of the 182nd Tactical Air Support Group, Peoria, Ill., where the 18-year veteran has spent the majority of her Guard service.

Mack started out as a stenographic specialist in the Air Force Reserve after graduation from Chicago's Cosmopolitan High School in 1970. In 1972 she transferred to the Guard and was hired as an air technician in the 182nd personnel office where she has trained and worked in every section.

The recipient of many awards, Mack was named Outstanding NCO of the Year for 1984 and 1985. Her advice to first and second term airmen is similar to the advice offered her along the way: "Hang in there, work hard and your opportunity will come."

### Hoyt competes in Ironman Triathlon

Massachusetts Air Guardsman **Lt. Col. Richard Hoyt** has been selected from 4,000 international applicants to compete in the **Ironman Triathlon**. The 10th anniversary race is scheduled for Oct. 10 in Kona, Hawaii.

The prestigious triathlon consists of a

2.4-mile ocean swim, 112-mile bike race and 26.2-mile run, all which must be completed within 17 hours.

Hoyt, a member of the 104th Tactical Fighter Group, has gained international recognition while racing with his son, Richard Jr., a victim of cerebral palsy. Young Hoyt rides in a special seat on the front of the bicycle, in a wheelchair pushed by his dad in the run, and in a 9 ft. Boston whaler during the swim.

### Illinois NCO has best safety program

In competition with 91 of his counterparts throughout the United States, **SMSgt. Gregory J. Carollo** was determined to have the best safety program. Maj. Gen. John B. Conaway, director of the Air National Guard at the time, selected Carollo for the **1987 Air National Guard Ground/Explosive Safety Award** because of his outstanding efforts in a very successful safety program. Carollo has been the



SMSgt. Carollo

ground safety manager of 126th Air Refuelling Wing, Chicago, Ill., since April 1987. Before this assignment, the sergeant was a member of the 217th Electrical Installation Squadron, an attached unit to the wing.

### Squad leader really a Hawaiian prince!

Rhode Island Army Guardsman **Sgt. Benjamin B. Kuiee**, is not only from Hawaii, but **claims to be a direct descendant of King Kamehameha III**, the Hawaiian ruler who unified the warring tribes late in the last century.

His Navy father was the first full-blooded Hawaiian to be stationed in Newport (R.I.) His mother, part Irish and part Indian (Narragansett, Kuiee believes), met his father on a ferry which took her to and from Block Island to school in Newport every day.



Sgt. Kuiee

A six-year veteran

of the Army's combat engineers, Kuiee has been a member of the 1111th Military Police Company for 19 years. He started as a mechanic, became a motor sergeant, trained as an MP and is now a squad leader and retention counselor in the unit.

A Newport city employee, Kuiee also owns and operates a landscaping and masonry business. As a result, he hasn't been back to Hawaii for some time. When he goes, though, he'll be one of the very few who can look up his ancestors while there.

### Virginia woman joins Red Horse unit

When the Department of Defense recently authorized women in Air National Guard Red Horse civil engineering units, **AB Radene L. Alexander-Spence** became the first in her unit, the 203rd Civil Engineering Red Horse Flight, to sign up.



AB Alexander-Spence

After the airman completes basic training at Lackland AFB, Texas, in November, she will attend Heavy Equipment Operator's School at Fort Leonard Wood, Mo. There she will learn how to operate "over the road" equipment, including road graders, scrapers, two and a half ton diesel military cargo trucks and other equipment used in road repair and construction. Upon completion of her technical school, she will work with her Camp Pendleton unit at the State Military Reservation, Virginia Beach.

When asked why she signed up, her response was "to help operate equipment on our family farm in Virginia Beach." She continued, "To me, learning to be a good heavy equipment operator is personally motivated. Although it will all be new to me, I'm looking forward to the challenge."

As a civilian, Alexander-Spence is a telephone answering service manager in Virginia Beach.

## The U.S. vs 'Them':

The two most often used terms to describe the reasons for the tremendously increased reliance on the National Guard recent years, are "Total Force" and the "Soviet Threat."

The two terms go almost hand in glove. In recent years, the Joint Chiefs of Staff have documented their assessment of the continued, continually improving

## Getting to know 'Them' means Understanding 'Soviet Military Power'

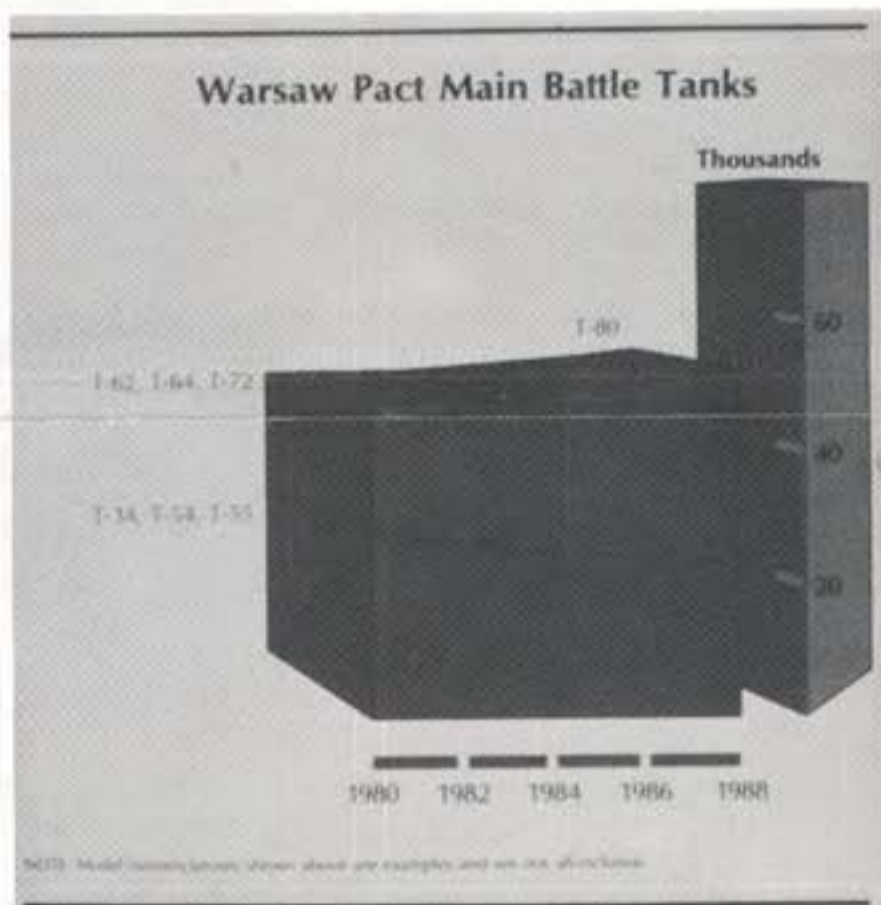
and worldwide "Soviet Threat".

The recognition of that continued and improving threat has reinforced the decision made in the early '70's that no future conflict could be waged without the swift and full involvement of the reserve components as full-fledged members of the nation's defense forces — the "Total Force" policy.

The excerpts below and on the next page are from the most recent "Soviet Military Power" published by the Joint Chiefs of Staff and are a reminder of the threat the U.S. military forces face — including the National Guard — as well as unprecedented reliance the leaders of this nation have come to place on a capable and effective National Guard.



**GOTCHA** — An A-10 overflies a Soviet T-62 tank.



### Soviet Army / Ground Forces

"The Soviet Ground Forces comprise the largest branch of the Soviet Army Forces . . . have expanded in size and structure, readiness, sustainability, survivability, and command and control capability. The Soviets now have . . . 211 active divisions with five additional inactive wartime mobilization bases, plus numerous independent regiments and brigades."

"Overall, the Soviet Ground Forces now contain over 53,000 main battle tanks, 60,000 APC's/IFVs; 48,000 artillery pieces, mortars, and multiple rocket launchers (MRLs); 4,600 SAM launchers (excluding thousands of handheld systems); 7,000 anti-aircraft (AAA) artillery pieces; 1,600 surface-to-surface missile (SSM) launchers; 4,500 helicopters; and more than 1,900,000 personnel."

" . . . A typical motorized rifle division is comprised of 270 tanks, 680 APC/IFVs, 215 artillery pieces and 13,500 troops."

" . . . A typical tank division is comprised of 330 tanks, 255 APC/IFVs, 165 artillery pieces, and 11,100 troops."

## ANG Officer Evaluation System in effect

The revised Officer Evaluation System (OES) replaced the OER (Officer Effectiveness Report) Aug. 1 with a few minor modifications.

The OES is designed to provide "honest" feedback and report performance necessary to determine officer potential.

**The first** major element of the OES is the Performance Feedback Worksheet (PFW). The feedback session is part of the formal feedback system, is a scheduled, private dialogue between the rater and ratee, which is documented on Air Force Form 724, and during which the rater should communicate what is expected, of the rated officer how well he or she is doing, and suggest how they may improve performance.

The PFW must be done at least annually and not more than 60 days after the performance report. It's mandatory for all company grade officers and optional for all others. Raters or ratees can request a feedback session, but not more than once every 60 days. The PFW isn't kept on file. Instead, the original is given to the ratee after the feedback session. The rater may keep a copy in an informal file.

**The OPR** or Officer Performance Report is the second element of the OES. The OPR **emphasizes performance** by focusing on the officer's contribution to the unit's primary mission. The OPR is an assessment by those who know the officer best and is documented on AF Form 707A (company grade) or 707B (field grade). It calls for much less narrative than the OER and has a "two block" rating system — "meets standards" or "doesn't meet standards."

All officers in the same unit should have the same mission statement which is developed by the unit and approved by the reviewer in the unit's rating chain. The "impact-on-mission" section calls for **bullet statements only**. The rater's

space for comments has been reduced and comments are to be strictly on performance and performance-related potential.

There are two possible levels for review and/or comments. For most lieutenant colonels and below, the level of review will stop at the wing or group commander. Colonels, wing or group commanders, deputy commanders and some geographically separated unit commanders' reviews will not go above the first general officer in the chain of command.

The **performance recommendation** form is the third element of the OES. This form was **not adopted** for the Air National Guard because it implies a promotion quota system. Under the Reserve Officer Personnel Act, reserve officers are promoted on a fully-qualified basis, without regard to a specific quota. The Air Force promotes through the "best qualified" method, which requires a promotion quota.

When the Reserve Officer Personnel Management Act becomes law, the Air National Guard may have to adopt the PRF, due to changes in the promotion system.

"Personally, I think it's a decent system," says Capt. Joe Huden, of the Air National Guard's Manpower and Personnel Division. "Once we become familiar with the new system, it should provide us with a better means to manage our officer force through realistic performance evaluation."

Copies of the Guard-version handbook, a video tape and an instructor's guide have been distributed to each Consolidated Base Personnel Office to be used in briefing officers. In addition, the Air Force published Air Force Pamphlet 36-6 which is an excellent reference tool for understanding the new system.

## ANG liaison officers wanted



**HELP WANTED:** The Air National Guard needs to fill 40 air liaison officer positions in the following states which have Army National Guard or Army Reserve maneuver units: **Alabama, Florida, Georgia, Hawaii, Iowa, Louisiana, Massachusetts, Maine, Minnesota, Mississippi, North Carolina, New York, Ohio, South Carolina, Texas** and **Washington**.

The ALOs advise the Army commander and staff on tactical air power capabilities and use, coordinate communications and request control of air support. The ALO is also the officer member of a tactical air control party.

Positions call for tactically qualified or trained, rated or previously rated, drill status Guardsmen (majors and below) in pilot or navigator AFSCs. Fully-qualified applicants will be USAF Air Ground Operations School graduates and are required to train with the maneuver battalion a minimum of four drills plus annual training, and maintain mission qualification and certification with the tactical air support group or TACP flight they are assigned to for training. Non-fighter pilots or navigators may apply and will be reviewed on a case-by-case basis.

**For more information**, call Maj. Phillip Amidon, AV 225-1480, or SMSgt. Raymond Kaminski, AV 858-7012.

## Marine Corps Marathon '88

The National Guard Marathon team of 44 runners ran the 13th annual Marine Corps Marathon in Washington, D.C., on Nov. 6, 1988.

This year's top National Guard runners were: **Sgt. Michael L. Zeigler**, 37, the first Guardsman across the finish line and 18th overall with a 2 hours, 31 minutes and 7 seconds time (2:31:07). For Zeigle, a Wisconsin Air Guardman this was the second time he had been the top Guard runner. Another Wisconsin Guard member **Sgt. Sandra K. Jensen**, 38, was the first Guard woman and 15th woman overall, to finish with a

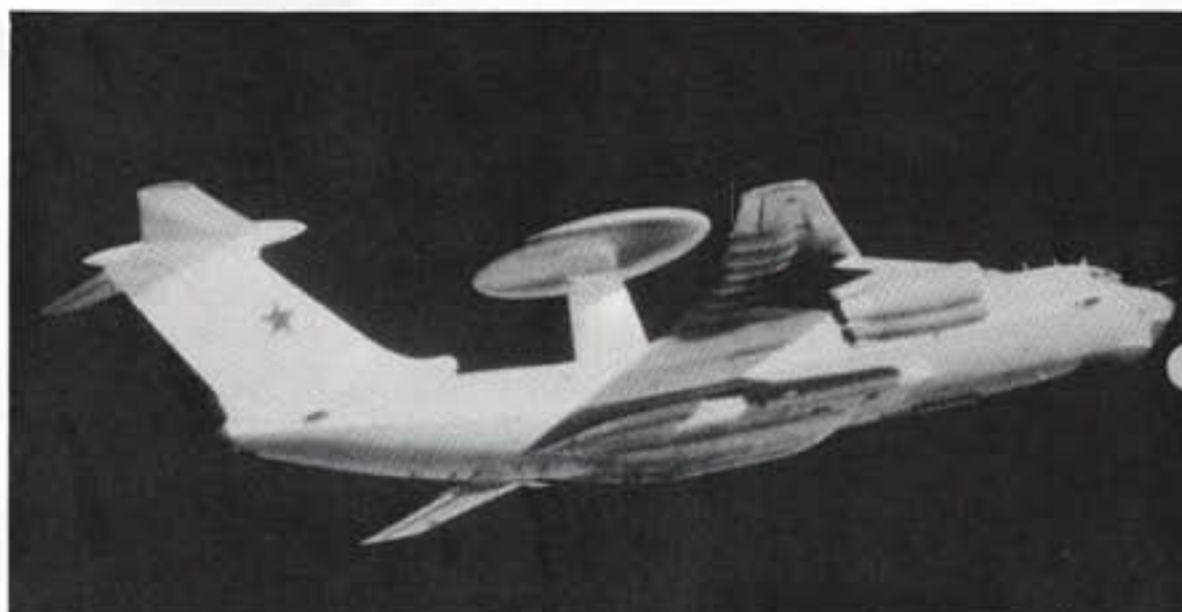
3:07:39 time, repeating her 1987 placing in the Guard results. In the Master's category for male runners 50 and older, **Maj. Robert B. Williams**, 40, from Indiana, was first of the Guard marathoners and 89th overall with a 2:44:26 time.

Other runners were: AL - Sgt. James A. Smith; AK - SSgt. Laddie H. Shaw; CA - CW3 Brian L. Peterson, TSgt. Robert A. Lindsey, Maj. Douglas H. Woodsmall, Lt. Col. Frederick J. Mattos; GA - 1st Sgt. John H. Lane; ID - Capt. Gary W. Seney; IN - Capt. George T. Frazee, SFC Mike L. Goldman; Sgt. Mark W. Doctor; IA - SSgt. Bruce E. Norgaard; LA - SSgt. Walter G. Ballard; MI -

MSgt. David A. Sisson; MT - MSgt. Daniel D. Heimbigner; NM - Capt. Ernest J. Garcia, Jr.; NC - Sgt. Charles A. Teachey; OH - Spec. Susan G. Miller; OR - Sgt. Kenneth K. Holder; SSgt. Louis M. Carline, 2nd Lt. Susan R. Snow, SSgt. Cindie M. Grunt; PA - Sgt. Michael E. Smith, Sgt. Dixie L. Kulp; PR - Spec. Reinaldo Zayas-Mateo, Sgt. Victor Cuevas, Sgt. Saul Serrano-Caraballo, Sgt. Jaime Arizmendi; TX - Spec. John A. Snoozy; UT - Col. Ross C. Higgins, Ssgt. Pamela R. Jennings, PFC Donald J. Rappeley, TSgt. Max S. Gines, SSgt. Leland W. Jonas, CW4 Blaine W. Adamson; VT - Sgt. Bruce R. Meader; WV - Maj. Ronald Norman; and WI - Spec. James H. Gronemus.



# Soviet Air Forces Also Formidable



**MAINSTAY AWACS** provides enhanced air defenses.

## Air Forces

"In the 1980s, . . . the Soviet Air Forces have made great strides to overcome their shortcomings. They developed and deployed new aircraft with improved range, weapon loads and avionics. They also structured their air forces to provide dedicated air support at all levels of command . . . and modified operational concepts by supplementing the offensive air operation with the antiair operation oriented against NATO's combat aviation."

"In 1980, about 50 BACKFIRES were deployed and accounted for only slightly over 10 percent of the Soviet Air Forces theater bomber strike assets. Now, more than 160 BACKFIRES are deployed . . . accounting for 30 percent of Smolensk and Irkutsk Air Army strike assets."

"The newest aircraft to enter the inventory is the FULCRUM, which now numbers around 450 and is operationally based entirely west

of the Urals, indicating the Soviet concern for countering the latest NATO fighters."

" . . . The number of fighter bombers has increased from 2,100 in 1981 to 2,900 today, an increase of 38 percent. This trend forcefully underscores the key role the Soviet military planners give to air power to ensure the success of their offensive operations."



**MIG-31 / FOXHOUND** — is equipped to engage a variety of targets with air-to-air missiles.



**Su-27 / FLANKER** — has capabilities giving it the versatility to fly both escort and air defense missions.