

# THE CARGO COURIER

123rd Airlift Wing, Kentucky Air National Guard, Louisville, Ky.

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Tech. Sgt. Mark Rines/KyANG



Tech. Sgt. Bill Lewis/KyANG

## Tops *in* Blue

**Miller, Decker and Grant selected as wing's 2000 Airmen of the Year**

By 2nd Lt. Dale Greer  
Wing Public Affairs Officer

Integrity First.

Service before self.

Excellence in all we do.

They're the touchstone principles upon which every member of the Air National Guard builds his or her career. They guide our conduct, permeate our demeanor and set us apart from much of the civilian world by demanding the highest standards of honor.

And they are readily evident throughout the enlisted ranks of the 123rd Airlift Wing, based on the unit's most recent Airmen of the Year competition.

More than three dozen airmen were nominated for the 2000 awards, and every one embodied the essence of the Air Force's lofty core values, according to Chief Master Sgt. David Orange, command chief master sergeant for the wing.

"We had 38 outstanding airmen who came before the review board, which made the selection process extremely difficult," Orange said. "But I think that demonstrates the high level of professionalism and integrity that our enlisted corps represents."

While all the candidates were exceptional, three were deemed to be a cut above — the best of the best: Senior Master Sgt. Mark Grant, Tech. Sgt. Mary Decker and Senior Airman Heather Miller.

Miller, who recently was promoted to the rank of staff sergeant, is a supply systems analyst in the 123rd Logistics Squadron. Miller's job requires her to scrutinize a broad range of supply functions and

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**TOP:** Tech. Sgt. Mary Decker has worked aggressively to improve base services and develop training programs.

**BOTTOM:** Staff Sgt. Heather Miller's analytical abilities are crucial to the success of the logistics squadron.

# Expeditionary Aerospace Force concept brings fresh approach for new year

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**APPY NEW YEAR!**

Here it is — the year 2000. One of the reasons I could not wait to celebrate the arrival and departure of 12:00:01 a.m. Jan. 1, 2000 is that I will never have to hear the term “Y2K” again!

It came, it went, and it appears to have been a non-event. And that is due to the fact that a lot of very talented and dedicated people worked long and hard to keep all of our computers and microchip-dependent systems from betraying us.

Thanks to all of you.

And now please, delete the term Y2K from your vocabulary.

Why do we celebrate the new year?

It’s symbolic. We anticipate the “new,” and we resolve to make a fresh start, or to make things better.

What’s new for us for the new year? The Expeditionary Aerospace Force (EAF).

For some, it is totally new, and for others, it is only a new way of doing old things.

The EAF is designed, in part, to bring order and predictability to our ever-increasingly busy lives.

Will it make us any less busy? No, I don’t think so. In fact we’ll see an increase in utilization of our support functions in contingency operations. And that’s a good



**Col. Bill Leslie**  
**123rd Airlift Wing Commander**

thing — giving those personnel an opportunity to show their great value to the total force.

How much will that increase the demands placed on those individuals, the time that they have to spend away from their primary employment and their families? I’d like to say, “none,” but don’t hold me to it.

Here’s why I would say “none.” Though we are expected to be a part of the total

force and, therefore, the EAF, we are still participating as volunteers.

The President has not recalled us to active duty. The active Air Force and the National Guard Bureau have made every effort to schedule our participation in the EAF so that our personnel spend only 15 days per rotation on active duty (in some cases it takes a few days more due to travel time or available productive duty time).

So, will you have to sacrifice more for the Air Guard? Those who can will; those who can’t probably won’t.

But the EAF should give us lead time and predictability. With it we know when and where we will be expected to support the contingencies we are assigned.

We — and our families and employers — can plan well in advance for our absences.

Though I don’t anticipate them disappearing entirely, there will be a whole lot less middle-of-the-night calls asking, “Can you have people there next week?” or even, “next month?”

Is this a perfect solution? No.

Is it a fresh start? Yes.

Is it an attempt to make things better? DEFINITELY.

Have a safe and happy new year!

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If you have a story idea, photo or article to submit, stop by the public affairs office, room 2117 of the Wing Headquarters Building. Deadline for the next issue is Jan. 31.

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# APS donates clothes, toys to Louisville charity

## Diaper collection continues in Feb.

**By Staff Sgt. Amy Carr**  
Cargo Courier Assistant Editor

Members of the 123rd Aerial Port Squadron delivered nearly 100 toys and more than 1,000 pounds of clothing to Louisville's Franciscan Shelter House on Dec. 17 for distribution to needy families during the holiday season.

The shelter's director was overwhelmed by the number of items, said Tech. Sgt. Steve Garvey, assistant NCOIC for terminal services.

So many clothes were donated, Garvey said, that some had to be put in storage for later distribution.

Meanwhile, the squadron's effort to collect diapers for The Home of the Innocents will continue through Feb. 12.

The local nonprofit organization, which serves more than 1,000 children each year, has requested medium, large and extra-large disposable diapers. The diapers may be dropped off at the clamshell hangar.



Staff Sgt. Amy Carr/KyANG

**Staff Sgt. Carol Rankin and Senior Airman Reid Morris sort a few of the nearly 100 toys collected for charity by the 123rd Aerial Port Squadron during the December drill.**

# Veterans bringing experience into state's classrooms

**By Staff Sgt. Amy Carr**  
Cargo Courier Assistant Editor

Fifty-five veterans have traded in their combat boots for chalk and erasers to join the Kentucky Troops to Teachers program.

The state program helps qualified veterans find jobs as teachers and teacher's aides, said coordinator June Forbes.

More importantly, it also helps relieve teacher shortages and puts positive role models in Kentucky's public schools, Forbes said.

All applicants must:

- Have six years' active duty service or be Defense Department civilians who have received notice of termination
- Earn a bachelor's degree for teaching positions or an associate degree for teacher's aides within five years of separation
- Agree to work in a state school system for five years

*For more information, contact June Forbes at the Kentucky Department of Education at (502) 573-4606 or (888) 598-7667. ☎*

# National Guard Association works to protect its airmen

**By Jim Drake and Jackie Purdy**  
National Guard Association of Ky.

The National Guard Association of Kentucky and its parent organization, the National Guard Association of the United States, have been hard at work over the past year, ensuring that Guard members' voices are being heard.

One key step made by NAUGUS was to join the Military Coalition, an organization comprised of uniformed services and veterans associations that represent nearly 5 million current and former service members and their families.

The coalition has been involved in lobbying for hundreds of issues that have a profound effect on the uniformed community.

Some of the success stories contained in the recent National Defense Authorization Act include:

- A 4.8 percent pay raise, which went into effect Jan. 1
- A 5.5 percent targeted base pay increase, which will take effect July 1

- Honor details for all veterans' funeral services upon request

- \$644.6 million for Guard and Reserve military construction projects

Here in Kentucky, the NGAKy is working to keep the benefits the state's Guard members already have.

The State Tuition Assistance program, which provides enlisted members with free tuition at state-supported universities, colleges and technical schools, has been a tremendous recruiting and retention tool.

For 2000, the NGAKy hopes to persuade the Kentucky General Assembly to raise the program's funding by \$4.8 million. The association would also like to make officers eligible to participate in the program.

The NGAKy also offers the fastest-paying term life insurance available. This coverage is meant to be of immediate relief to its beneficiaries.

Finally, the NGAKy is working to provide information to members via weekly e-mails. To receive these briefs, e-mail a request to [ngaky@mis.net](mailto:ngaky@mis.net).



# Tops in Blue

Continued from Front Page

recommend action to correct current or potential problems. She also drafts operating instructions and insures that the various branches of supply are in compliance with Air Force regulations.

It's a challenging assignment that carries tremendous responsibility for the proper execution of many logistics functions, but Miller is more than up to the task, said her supervisor, Chief Master Sgt. Joe Paulowski.

"Heather stepped into this job nearly all new and has set it up from scratch," Paulowski said. "She's a real dedicated worker who's extremely professional and conscientious about her job, and that makes her an excellent role model for other young airmen."

In addition to her assigned tasks, Miller serves on the base Honor Guard and is active in Family Support Group activities.

Her sense of duty is evident off base, too. She's served as a local fund-raising coordinator for the March of Dimes and volunteers her time for Dare to Care, an organization that helps feed low-income families.

Tech. Sgt. Mary Decker is services manager for the 123rd Services Flight, which provides dining facilities and billeting.

In the past year, Decker has coordinated services support for more than 650 people involved in Thunder Over Louisville; effectively overhauled the flight's internal training program; directed the expansion of the base fitness center; implemented a search and recovery plan from scratch; and developed a benchmark transition program for Air Force Reserve troops arriving in Germany for Operation Joint Forge.

Decker also has served as the catalyst for a rejuvenated base Honor Guard, directing its training and securing \$35,000 in additional funding from the National Guard Bureau.

Such exceptional performance prompted the Bureau to place Decker on temporary-duty status for a variety of high-profile assignments in Washington, D.C., last year.

"Mary is the type of person you can rely on if you have to get something done," said her commander, Maj. Chuck Mayfield. "I know that any project I give her, she'll get the job done and I never have to think twice about it."

"She has been key in making a lot of im-

provements in the dining facility, for example. We have a lot of new equipment — a new salad bar, televisions — and there are more changes to come, like new chairs and dishes. All of these initiatives are designed to improve our service, and we've had a number of compliments about them.

"Mary goes above and beyond the call all the time," Mayfield continued. "In fact, sometimes, I have to encourage her to take time for herself."

That personal time is just as productive. Decker is a volunteer at Louisville's Wayside Christian Mission, as well as the state Department of Vocational Rehabilitation, which helps train disabled people so they can find employment.

Senior Master Sgt. Mark Grant is the 123rd Airlift Wing's comptroller, which means he is the unit's top finance official.

In fact, he is the first and only enlisted comptroller in the Air Force or the Air National Guard.

Grant's accomplishments would fill an entire page, but he is perhaps best known here for directing the reorganization of the travel pay office, cutting average voucher reimbursement suspenses from three months to three days.

Grant also received praise for helping establish the wing's best in-house training program and the first ANG financial team dedicated solely to training group commanders and resource advisors.

His expertise has been called upon by other ANG units, as well as the National Guard Bureau, which employed Grant's statistical analysis models to determine repair costs for all C-130 units.

Grant also prepared a finance plan that enhanced unit readiness and secured an additional \$1.6 million for mobility equipment purchases.

He is equally active in the community, teaching Sunday school, coaching girl's basketball and raising funds to purchase clothing for underprivileged children in Bullitt County.

"He knows his stuff, and he's really made our finance section the model for the Guard," said Col. Bill Leslie, wing commander.

"He leads by example, he has integrity, and he represents everything that the Air Force stands for. Take the core values — integrity first, service before self, excellence



Tech Sgt. Mark Rines/KyANG

**Senior Master Sgt. Mark Grant's expertise has been tapped to train other ANG units and assist the National Guard Bureau.**

in all we do — and that's Mark Grant."

Grant shared the sentiments of all three airmen of the year when he praised the quality of the 2000 nominees.

"I feel very fortunate to receive this recognition, because all of the candidates were truly outstanding," he said.

Such a commitment to excellence, Grant added, owes a great deal to those who have come before.

"I've always looked up to Chief Bob Allen, who was the first local recipient of the award. He's been my mentor on some things, and it's an honor for me to follow in his footsteps."

For next year's contenders, Grant offered this advice: "Never focus on your limitations, because those can always be overcome, and you can still go a long way."

Grant, Decker and Miller are now eligible to wear a new state ribbon designed expressly for Airmen and Soldiers of the Year.

The trio will receive their decorations March 4 at Woodhaven Country Club during the Airmen of the Year Banquet.

The event gets underway at 6 p.m. and will feature a speech by Chief Master Sgt. Gary Broadbent, command chief master sergeant of the Air National Guard.

For ticket information, contact Orange at ext. 4444. 📞

# Present Arms

KyANG photos by  
Tech. Sgt. Mark Rines



More than 50 members of the 123rd Airlift Wing participated in the inaugural parade for Gov. Paul Patton and his wife, Judi, (FAR LEFT) on Dec. 7 in Frankfort. In addition to supplying the honor guard (BELOW), the wing performed a C-130 fly-by to honor the Commonwealth's commander-in-chief (LEFT). The parade also featured the ANG's 1999 Airman of the Year for the junior NCO ranks, as well as the ANG first sergeant of the year, both of whom are members of the Kentucky Air Guard.





# All airmen now have chance to make staff sgt.

## Policy change designed to free up 'logjam' that pevented many enlisted promotions

**By Army Master Sgt. Bob Haskell  
National Guard Bureau Public Affairs**

ARLINGTON, Va. — Promotions from staff sergeant to technical sergeant are quietly celebrated in most Air National Guard circles by one's enlisted peers, commander, and perhaps a few members of the family.

The ANG's director and command chief master sergeant rarely make a point of traveling to those ceremonies.

So it was a special occasion indeed that brought Maj. Gen. Paul Weaver Jr., ANG director, and Command Chief Master Sgt. Gary Broadbent to Maryland's 175th Wing at Martin State Airport, outside Baltimore, Jan. 5.

Staff Sgts. Joseph Casal, James Elliott and Michael Jones were each promoted to

technical sergeant during the high-profile ceremony that punctuated the ANG's new pay-grade policy for its 96,000 enlisted people.

The three sergeants are the first to benefit from a new enlisted grades policy that gives ANG members a few thousand more higher-ranking and higher-paying positions and an equitable rank structure.

It also makes sure that every airman gets the chance to become at least a staff sergeant.

Weaver approved the policy — which was 10 months in the making — in late 1999, during the ANG's Year of the Enlisted Force.

Many more ANG men and women are expected to be promoted this year because of the new program, which is unique to the Air National Guard.

"We need to take care of our people. We need to have our own grades policy that reflects our capabilities, that reflects our great people," Weaver explained.

The three new technical sergeants' pay raises will amount to more than \$40 each for their monthly drill weekends. The extra stripe also means more prestige and the chance for added responsibilities.

Elliott, a C-130 air cargo crewmember,

and Jones, an A-10 crew chief, have each been staff sergeants for a dozen years.

They wondered if they would ever be promoted because their units already had an abundance of E-6s, who were locked into their slots.

"It seemed like it would be a long wait, from the looks of the manning document," acknowledged Jones, who joined the Maryland outfit in 1982 and has been a full-time

**“ Because you are all about ‘service before self,’ it’s high time our enlisted grades policy kept pace with the standards you have all set for our military. ”**

*— Maj. Gen. Paul Weaver Jr.,  
ANG director*



A-10 technician since 1986.

"This will streamline the upward mobility and create more incentives for the younger people. They know they can move up now," said Elliott, 48, a four-year Navy aviation veteran who became a part-time ANG C-130 crewmember in 1984. He works full-time at a Veterans Administration hospital.

"People stay in my unit in the same rank because of the pay and benefits, and because they have the best chance to travel all over the world," Elliott added.

His unit frequently flies cargo to Europe and Southwest Asia.

"It was very hard to get rank under the old system unless someone went away," said Casal. He was a technical sergeant in the New York ANG for eight years before moving to Maryland with his new wife in 1998 to become a full-time trainer on the new, high-tech C-130J airplanes his wing is acquiring.

That's because there was no universal system, Broadbent said.

"The new initiative will correct the functional imbalance that exists within some career fields — too many airmen in some fields, not enough technical sergeants in oth-

ers," Weaver said.

He also vowed that "under no circumstances would we tolerate any further reduction in grade structure — absolutely no reduction."

The ANG's new enlisted grades policy is intended to eliminate a log jam and give enlisted people the chance to make rank, provided they demonstrate potential and meet the requirements for time in service, time in grade, and professional training and education, Broadbent said.

He and James Ware, civilian chief of the Military Requirements Branch in the ANG's manpower office, led the 13-member team that wrote the policy.

Ceilings for the total funded enlisted force are: E-9s, 2 percent; E-8s, 5 percent; E-7s, 18.5 percent; E-6s, 25.5 percent; and a minimum grade of E-5 on all unit manning documents, Broadbent said.

"People who join the Air National Guard will have the chance to make

E-5 at a minimum," he stressed.

The ANG now has additional grade authorizations for 400 E-8 slots and an extra 3,800 E-7 and 3,800 E-6 positions, Broadbent added.

Weaver made it crystal clear why he believes all people who wear stripes deserve the chance to earn promotions and the extra pay that goes with them.

"Our enlisted force is the backbone of the Air National Guard," the director said in Maryland. "You are also an indispensable element of the total force mix, thanks to your maturity, experience and smarter way of doing business.

"Because you are all about 'service before self,' it's high time our enlisted grades policy kept pace with the standards you have all set for our military."

### **Enlisted promotion changes**

- All people who join the Air National Guard will have the chance to make E-5, at a minimum.
- The Air National Guard has added grade authorizations for 400 E-8, 3,800 E-7 and 3,800 E-6 positions.

**Federal law entitles veterans to improved long-term care**

By Jim Garamone  
American Forces Press Service

WASHINGTON — Veterans will be entitled to improved long-term care and other benefits thanks to a new law signed by President Bill Clinton in November.

The comprehensive Veterans Millennium Health Care and Benefit Act directs the Department of Veterans Affairs to improve access to long-term care for disabled veterans. It also provides veterans with other health care benefits, new veterans' cemeteries and educational benefits.

VA will also examine innovative ways to provide nursing home care and ways to help families. Specifically VA will provide geriatric evaluation, nursing home care — either in VA facilities or in community-based facilities, home care services, adult day health care, noninstitutional alternatives to nursing home care and respite care.

The new law includes provisions that:

- Extend the housing loan program for members of the reserve components who serve at least six years to 2007. The current program expires in 2003.

- Permit veterans to use their Montgomery GI Bill money to pay for preparatory courses such as those readying students to take the Scholastic Aptitude Test or the Graduate Record Exam.

- Authorize VA to pay reasonable emergency care costs for veterans who receive their medical care from VA.

- Authorize VA to provide care to TRICARE-eligible military retirees and Purple Heart recipients.

- Direct VA to study the need for six new veterans' cemeteries.

**Secretary Cohen expands policy on gays to include 'don't harass'**

By Linda D. Kozaryn and Jim Garamone  
American Forces Press Service

WASHINGTON—Defense Secretary William S. Cohen has expanded the description of the “don’t ask, don’t tell” homosexual policy to “don’t ask, don’t tell, don’t harass.”

Defense leaders are determined to make the “don’t ask, don’t tell” policy on homosexuals in the military work.

“I think it’s an over generalization to say it’s not working,” Cohen said during a recent trip to Italy and the Balkans. “What we need to do is make sure it’s successfully implemented.”

The recent Department of Defense actions are designed to stress the “don’t harass” portion of the policy.

The actions, announced in August, tasked the services to incorporate in their training stronger language against harassment.

“Harassment on the basis of sexual orientation is wrong, just as it’s wrong on the basis of race or religion or whether a person is male or female,” said Pentagon spokesman Ken Bacon during a news conference.

One DoD memo requires that DoD guidance on the homosexual policy be “effectively disseminated to all levels of command” and be made part of training programs for law enforcement personnel, commanders and supervisors.

The memo also requires the instruction be incorporated into recruit training and for service members to attend refresher training thereafter.

A second memo seeks to institute consistent and fair application of the policy.

It recommends installation staff judge advocates consult with senior legal officers prior to the initiation of an investigation into alleged homosexual conduct.

The services were to present their proposals to Rudy de Leon, defense undersecretary for personnel and readiness, on Jan. 17.

De Leon also asked the service leaders to issue strong statements that harassment of service members for any reason, to include alleged or perceived homosexuality, will not be tolerated.

Service leaders will direct commanders to take prompt, appropriate action against individuals involved in such harassment.

These statements, too, were due Jan. 17.

“So once again, it’s an effort to emphasize that the policy should be described as ‘don’t ask, don’t tell, don’t harass,’ and to put some backbone in the ‘don’t harass’ part of the policy,” Bacon said.

The August directions grew out of a 1997 memo on the subject.

Many people had complained that if they come to a commander and say they’re being charged with being homosexual for whatever reason, that the commander has then used this as if they were making a “statement” of their homosexuality.

“The 1997 memo says this is wrong,” Bacon said.

“You cannot take a complaint from a soldier about harassment to be evidence of homosexuality.”

“In fact, what the commander should do is investigate the harasser, the person who is harassing the soldier or making the complaint.”

The “don’t ask, don’t tell” policy resulted from recommendations the Department of Defense made in 1993.

In 1993, Congress passed Title X, Chapter 37, Section 654 — “Policy concerning homosexuality in the armed forces.”

That law is the basis for the “don’t ask, don’t tell” policy.

The addition of “don’t harass” grew from years of military experience.

“You treat all service members with respect,” said a defense official.

“Harassment, for whatever reason, is not conducive to good order and discipline.”

As a result of complaints of harassment and the murder of a soldier thought to be homosexual at Fort Campbell, Ky., Cohen ordered the DoD inspector general to assess the command climate of installations in regard to the “don’t ask, don’t tell” policy.

The IG will also judge the extent to which disparaging speech or expression with respect to sexual orientation occurs or is tolerated by individuals in the chain of command, defense officials said.

In fiscal 1998, the most recent statistics available, the services discharged 1,145 service members under the policy.

More than 85 percent of those discharged were “statement” cases, DoD officials said.

## General orders



Tech. Sgt. Mark Rines/KyANG

Richard W. Ash, Kentucky's assistant adjutant general for air, receives his first stars from wife Mary Ann Forsee and the state's adjutant general, Maj. Gen. John R. Groves Jr., during a pinning ceremony in the base dining hall Dec. 3. The brigadier general's rank was effective Oct. 29.

## Retirements

*The following individuals have retired as members of the Kentucky Air National Guard and reservists of the United States Air Force:*

- **Master Sgt. Rabon Adler,**  
123rd Maintenance Sq.
- **Master Sgt. Bonnie Fink,**  
123rd Logistics Sq.
- **Tech. Sgt. Joseph Garera,**  
123rd Civil Engineer Sq.
- **Senior Master Sgt. Esley Hiser Jr.,**  
123rd Maintenance Sq.
- **Senior Master Sgt. Michael Moore,**  
123rd Airlift Wing
- **Tech. Sgt. William Ritchie,**  
123rd Logistics Support Flt.
- **Tech Sgt. William Slaton,**  
123rd Logistics Sq.
- **Master Sgt. Gregory Smallwood,**  
123rd Civil Engineer Sq.

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