



The Kentucky GUARDSMAN

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Spirit of '76 drive seeks 500 new recruits

The Kentucky Army National Guard has set a 500 enlistment goal for November during "Operation Spirit of '76." A 65 per cent retention rate is also a goal of the drive.

According to the published plan, the operation is designed to increase the strength of the Army Guard by devoting maximum resources and effort during November to an aggressive, comprehensive,

and productive recruiting and retention program.

Each major headquarters has been assigned a specific recruiting goal as well as a target of getting at least half of all enlistments and extensions for a three-year period.

The 149th Armor Brigade has been assigned a goal of 175 enlistments; the XXIII Corps Artillery is aiming for 205; the 201st Engineer Battalion seeks 60 new

members; while Frankfort-based separate units have a goal of 60.

Each unit will be required to maintain detailed records of interviews, people tested, physicals given, prospects in "pending" status, and the number of actual enlistments. Reports will be made to Frankfort weekly.

Lt. Col. Armando J. Alfaro, state recruiting and retention officer, said, "I think a successful month-long drive can be the impetus we need to permanently turn to the upswing again. We've passed many of our problems and we're beginning to see improvement already. One really good month can be just what we need."

He urged all members of the Guard to make a sincere effort to acquaint their friends with the many benefits of the Guard. He particularly cited tuition assistance as a major asset.

"Even though this program has been operating only a few months, we're already seeing positive results in both recruiting and retention. But far too many people still don't completely understand what is available to them.

"For example," he continued, "many people still think you can't get the benefits if they also get benefits from the G.I. Bill, and that just isn't true."

The plan notes that all assets of the state headquarters will be available to support the operation.

Association offers enlisted benefit

The National Guard Association of Kentucky is offering a new enlistment incentive that should be utilized by all Army and Air Guard units.

As of Oct. 1, the association began purchasing a \$5,000 life insurance policy for a six-month period for each new Guard member. The coverage begins immediately for enlistees with prior service and immediately upon return home from basic and advanced training for those without prior service.

The association began the benefit to acquaint all new Guard members with the low-cost insurance program.

In-processing applications for the insurance have been forwarded to each unit and the new form must be included in the enlistment package.



LOOK OUT—Capt. Dick Stoops demonstrates his style as a member of the Kentucky National Guard Parachute Team. For more information, see page 2. (Photo by 1st Lt. Tom Little)

AG, staff define programs of Army Guard

By Maj. Bob Whitaker
133d PID

Maj. Gen. Richard L. Frymire, the Adjutant General, told commanders at their annual conference in Louisville that they should begin information programs in their units.

He revealed that a recent survey at a basic training site showed that a high percentage of Guardsmen did not know the name or mission of the units in which they had enlisted.

"You, as unit commanders, should inform enlistees of your unit's mission and

history, its training guidelines, and what the unit expects to accomplish," he said. He explained this would make enlistees more responsive and better achievers. "They will feel they are part of the total team," the Adjutant General said.

Guard commanders from throughout Kentucky met to hear staff officers report on the status of the Kentucky Army Guard. Many of the staff officers emphasized the assistance they could give commanders on request.

Among staff members reporting was
(see "AG defines..." on page 2)

AG defines programs

(continued from page 1)

Lt. Col. Harold Loy, director of operations and training. He stressed that commanders provide a training environment and challenges that are effective. Colonel Loy said, "Six of every 10 Guardsmen are leaving when their enlistments are up." "Train to retain, is our motto," he said.

Brig. Gen. William Hall, Assistant Adjutant General for Army, said that commanders need to stress improvement in two areas—the planning of training and getting NCOs into the unit's chain of command. "By planning your training to fit the unit's level of readiness, you will make the men's time more meaningful, and the training more effective. For example, if the unit is at the level where only fundamentals should be stressed, plan your training to teach fundamentals," he said.

General Hall noted that when NCOs are utilized in the chain of command, a commander not only makes them more effective, but takes, a lot of "one-on-one" pressure off himself.

Col. Billy G. Wellman, command administrative assistant, stressed that deficiencies among Guard units are being

found in the areas of strength, training, abuse of equivalent training, CBR training, lack of an Equal Opportunity policy, arms security and equipment maintenance. He challenged the commanders to improve in these areas.

"Operation Spirit of '76 - November" was announced as the theme for a recruiting and retention drive planned by Lt. Col. Armando Alfaro, state recruiting and retention officer. He said that the goal of the drive was 500 enlistees and that 65 per cent of the Guardsmen whose date of enlistment arrives in November retained.

He emphasized that commanders should ask people to enlist for three years instead of one under the "Try One" program.

Director of facilities Marshall White said two armories were being designed for construction in Harlan and at Walton in Boone County. White also revealed that another major construction project for Fiscal Years 1977 and 1978, include an OMS facility in Ashland.

White emphasized that commanders manage their telephone and utilities more effectively because of budget problems in these areas.



GREAT VIEW—Capt. Dick Stoops looks down on Frankfort during a training jump from UH-1 recently. (Photo by Jim King, Ky. Dept. of Public Information)

Guard organizes parachute team

Kentucky National Guardsmen will soon be falling from the sky to help publicize the Guard, thanks to Capt. Dick Stoops and the recently-organized Kentucky National Guard Parachute Team.

Captain Stoops organized the team, which is now seeking members, to give the Guard a vehicle to attract the public to demonstrations and to represent the Kentucky Guard in competitive parachute meets. The captain and another team member, SP4 Wayne Owens of Lexington's Headquarters and Headquarters Battery, 2nd Battalion, 135th Field Artillery, were well received recently during a demonstration at Carrollton.

Captain Stoops explained that club membership is open to all Kentucky Guard members who are also members in good standing with the U.S. Parachute Association (USPA). Members must also be USPA Class "B" qualified, and must hold a Class "C" or "D" license to jump in demonstrations.

No "first jump" training will be conducted, though the team will conduct considerable training for members. Members will also attend a two-day recruiting and retention course.

Aircraft support for the team will be provided by the Army Aviation Support Facility.

Captain Stoops said that anyone interested in joining the team or having the team perform should contact him at the Lexington armory.

RICH seeks wealth of ideas

With the help of imaginative Kentuckians, all of the Army National Guard can now get RICH.

Unfortunately, there is no money involved in that statement, but there can be a wealth of valuable ideas.

RICH is an acronym for "Readiness Ideas Clearing House" and is a system that will permit locally-developed training and readiness ideas to be spread throughout the Guard.

Col. Thomas J. Murphy, director of the Kentucky Army Guard's Training, Operations and Plans Division, noted that many

fine ideas in the form of written publications, equipment utilization, training aids, training techniques, methods and models are developed each week by Guard members. Many excellent ideas stem from practical civilian experience.

"Project RICH will enable this unique citizen-soldier reservoir of talent to help reduce or eliminate problems faster, cheaper and more efficiently," Colonel Murphy explained.

He said that ideas in the fields of training, readiness, personnel, logistics, installations, and other functional areas are sought.

New pay scale

GRADE/TITLE	1967												1968				
	Under	Over	Over	Over	Over	Over	Over	Over	Over	Over	Over	Over	Over	Over	With	With	
	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	
O-10	105.40	107.38	109.36	111.34	113.32	115.30	117.28	119.26	121.24	123.22	125.20	127.18	129.16	131.14	133.12	135.10	137.08
O-9	99.10	101.08	103.06	105.04	107.02	109.00	110.98	112.96	114.94	116.92	118.90	120.88	122.86	124.84	126.82	128.80	130.78
O-8	92.80	94.78	96.76	98.74	100.72	102.70	104.68	106.66	108.64	110.62	112.60	114.58	116.56	118.54	120.52	122.50	124.48
O-7	86.50	88.48	90.46	92.44	94.42	96.40	98.38	100.36	102.34	104.32	106.30	108.28	110.26	112.24	114.22	116.20	118.18
O-6	80.20	82.18	84.16	86.14	88.12	90.10	92.08	94.06	96.04	98.02	100.00	101.98	103.96	105.94	107.92	109.90	111.88
O-5	73.90	75.88	77.86	79.84	81.82	83.80	85.78	87.76	89.74	91.72	93.70	95.68	97.66	99.64	101.62	103.60	105.58
O-4	67.60	69.58	71.56	73.54	75.52	77.50	79.48	81.46	83.44	85.42	87.40	89.38	91.36	93.34	95.32	97.30	99.28
O-3	61.30	63.28	65.26	67.24	69.22	71.20	73.18	75.16	77.14	79.12	81.10	83.08	85.06	87.04	89.02	91.00	92.98
O-2	55.00	56.98	58.96	60.94	62.92	64.90	66.88	68.86	70.84	72.82	74.80	76.78	78.76	80.74	82.72	84.70	86.68
O-1	48.70	50.68	52.66	54.64	56.62	58.60	60.58	62.56	64.54	66.52	68.50	70.48	72.46	74.44	76.42	78.40	80.38
E-9	105.40	107.38	109.36	111.34	113.32	115.30	117.28	119.26	121.24	123.22	125.20	127.18	129.16	131.14	133.12	135.10	137.08
E-8	99.10	101.08	103.06	105.04	107.02	109.00	110.98	112.96	114.94	116.92	118.90	120.88	122.86	124.84	126.82	128.80	130.78
E-7	92.80	94.78	96.76	98.74	100.72	102.70	104.68	106.66	108.64	110.62	112.60	114.58	116.56	118.54	120.52	122.50	124.48
E-6	86.50	88.48	90.46	92.44	94.42	96.40	98.38	100.36	102.34	104.32	106.30	108.28	110.26	112.24	114.22	116.20	118.18
E-5	80.20	82.18	84.16	86.14	88.12	90.10	92.08	94.06	96.04	98.02	100.00	101.98	103.96	105.94	107.92	109.90	111.88
E-4	73.90	75.88	77.86	79.84	81.82	83.80	85.78	87.76	89.74	91.72	93.70	95.68	97.66	99.64	101.62	103.60	105.58
E-3	67.60	69.58	71.56	73.54	75.52	77.50	79.48	81.46	83.44	85.42	87.40	89.38	91.36	93.34	95.32	97.30	99.28
E-2	61.30	63.28	65.26	67.24	69.22	71.20	73.18	75.16	77.14	79.12	81.10	83.08	85.06	87.04	89.02	91.00	92.98
E-1	55.00	56.98	58.96	60.94	62.92	64.90	66.88	68.86	70.84	72.82	74.80	76.78	78.76	80.74	82.72	84.70	86.68

*When pay due for COMMISSIONED OFFICERS who have been credited with over 4 years active service as SN.

THE KENTUCKY GUARDIAN
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Hq. Gen. Richard L. Frenn The Adjutant General
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Capt. Larry Hall Chaplain
Brig. Gen. James H. ... V.P., Army
Lt. Col. Jerry Stearns V.P., Air
Lt. Col. Jerry Stearns Executive Director
Mr. Charles E. ... Sr. Advisor

To compute your pay for a normal drill weekend, take the appropriate figure listed here and multiply by 4.

Pay Grade	4	8	12	16	20	24	28	32	36	40	44	48	52	56	60
O-10	40.19	42.11	43.63	45.97	48.26	50.24	52.56	54.56	56.56	58.56	60.56	62.56	64.56	66.56	68.56
O-9	35.94	36.69	37.08	38.32	41.13	41.38	42.38	43.14	43.71	44.13	44.71	45.13	45.71	46.13	46.71
O-8	31.69	32.91	33.08	33.82	35.14	35.38	36.38	37.14	37.41	37.82	38.14	38.41	38.82	39.14	39.41



EXERCISE—Medics from the 470th Medical Det. work with emergency response officials to load "victims" into one of the units UH-1s during a recent disaster simulation in Greensburg. More than 300 people from 20 counties participated. (Photo by 1st Lt. Tom Little)

Breckinridge affirms Guard support

(Editor's note: The Honorable John B. Breckinridge, U.S. Representative from Kentucky's Sixth District, provided the GUARDSMAN with the following item to show his support for a strong national defense and, in particular, for the National Guard.)

On September 9, 1976 I voted with a majority of the Congress, 323 to 45, to support the House-Senate Conference Report on the fiscal year 1977 Department of Defense Appropriations. The bill, H.R. 14262, was subsequently signed into law by the President, and provided for national defense appropriations totaling over \$104 billion, \$5.6 billion of which is directly related to our Reserve and Guard components. I intend to continue to vote for a strong America, second to none.

Well over five percent of the defense budget relates to our Reserve and Guard components. Few in the nation realize that selected reserve units comprise 30 per-

Kentucky efforts change law, aid widow

Mrs. Albert Bailey, widow of a former Kentucky Army Guardsman, is now eligible for a military pension, thanks to the efforts of his Guard friends, Sen. Walter D. Huddleston, and Representatives John Breckinridge and William Natcher.

Bailey was a chief warrant officer upon his retirement at age 60 on Aug. 10, 1965. Eighteen days later, he died and, because of a legal technicality, his survivors were declared ineligible to receive a pension.

Under the existing law, he did not actually become eligible for a pension until the first day of the month after his 60th

cent of the immediately available organized and trained military manpower available to America. All of our services are increasing their reliance on America's citizen-soldiers. The Air Force is placing strategic jet tanker aircraft in reserve units; the Navy is making improved use of its two reserve carrier air wings by increased training and testing; and the Army is assigning reserve brigades to four of the 16 active divisions planned for fiscal year 1977.

Next year, the upcoming 95th Congress will begin consideration of the fiscal year 1978 defense budget. High on my list of priorities is support of our Guard and Reserve and Guard programs including, enlistment and re-enlistment bonuses, tuition support programs and increased training and recruitment projects. I will continue to fight for a strong military posture to meet the various threats confronting our nation from without. Our Reservists and Guardsmen are critical to our efforts to meet these threats.

birthday and he died a week before that date.

After many efforts by friends to have the provision waived failed, Lt. Col. (ret) Marshall White, now director of facilities for the Department of Military Affairs, turned to Senator Huddleston for help. The two Congressmen also assisted and, in September of this year, the law was changed and Mrs. Bailey gained her entitlement.

For his efforts, Senator Huddleston sent Colonel White one of the pens President Ford used to sign the bill into law. The law affects about 30 people in the nation.

470th takes role in DES 'disaster'

A crew from the Army Guard's 470th Medical Detachment took one of its helicopter ambulances to Greensburg Oct. 16 to take part in a simulated disaster exercise involving about 300 emergency preparedness officials from 20 counties and to explain and demonstrate medical evacuation techniques.

The exercise, sponsored by the state Division of Disaster and Emergency Services, was realistically staged to simulate a commercial aircraft crash into a populated area. Drama students from local schools served as the "victims," complete with "wounds" and "blood."

The trip from Frankfort took 44 minutes, while it took only 25 minutes to get three "seriously injured" patients to the area trauma center in Somerset.

Local and state officials who observed the event had high praise for the Guard crew. They were particularly effective in extracting two victims with back injuries from an over-turned compact car.

Following the trip to Somerset, the UH-1 returned to Greensburg to talk with the local officials and demonstrate some of the rescue equipment on the aircraft.

The crew consisted of CW3 Bill Tomlinson, CW2 Jim Stivers, SP5 Scott Harper, SP5 Phil Miller, and PFC Ralph Oliver.

Guard.. at a glance

Outstanding

Chaplain (1st Lt.) Diana Moore, of the Kentucky Army Guard, has been selected as Kentucky's "Outstanding Woman of the Year" in a contest sponsored by a number of women's organizations. The chaplain, assigned to the 103d Supply and Service Battalion in Richmond, is now eligible to be named one of the 10 outstanding women in America.

Kendall Shoots

Maj. Presley Kendall, of the Army Guard's state headquarters staff, recently participated as a member of several U.S. international marksmanship teams. He was one of the top 20 shooters at a match in Denver, then went on to record the top score for the U.S. in a high power rifle match against a British team in Fresno, Calif. He has also been selected to shoot on an international team at the British National Championships at Bisley, England next August.

Insignia Wear

All enlisted Guardsmen may now wear the branch brass of their primary MOS. This change applies to both men and women, though women will wear the "Pallas Athene" brass during basic training. All units have been provided with a listing of the appropriate brass for each MOS.

Artillery gathers for 'Redleaf'

By PFC Doris Harrigan

Nearly 1,000 Kentucky Army Guardsmen from the XXIII Corps Artillery, 138th Field Artillery, and 623d FA gathered at Fort Knox in October to exercise battalion staffs and systems in "Operation Redleaf."

Units of the 138th Field Artillery's 2nd Battalion from Lexington, Carrollton, Elizabethtown, and Bardstown joined 1st Bn., 623d FA units from Tompkinsville, Campbellsville, Monticello, Springfield, and Glasgow for the event.

The tactical problem was originated by Col. Wendall Robinson, commander of the 138th FA Group, and provided a realistic exercise of the battalion staffs in the field. It also tested tactical control and communications systems.

Lt. Col. William R. Watson, the artillery group's executive officer, noted that the exercise also allowed the staff to test the maneuverability of the command.

Army advisors and senior Army Guard officials, including Brig. Gen. Wilbur R. Buntin, commander of the XXIII CA, took part in the exercise.

It was the second major exercise of its type during the year.



COMMO CHECK—An unidentified member of the 1st Bn., 623d FA checks the communications system during "Operation Redleaf." More than 1,000 artillery troops were involved in the Fort Knox exercise. (Photo by SP4 Ben Hicks)

Officials explain tag plans

Officials of the Kentucky Bureau of Vehicle Regulation have clarified several points about the distinctive Kentucky National Guard license tags that will be available after Jan. 1.

A.A. Flatt, director of the Motor Vehicle Tax Division, said that a new plate will be issued each year. The initial plate will cost \$25, with a \$1 annual renewal fee.

A county clerk will issue the Guard plate upon presentation of a "Statement of Current Service" that will be issued through each Guard unit. Those forms will soon be sent to the units.

An individual who leaves the Guard during a year in which he has already obtained a plate will have 30 days from discharge to return his tag to the county

clerk and obtain a regular Kentucky plate.

O.B. Arnold, commissioner of the Bureau of Vehicle Regulation, said that a few details concerning vehicle sales and title transfers must still be resolved. Specific information will be forwarded to each unit in the near future.

Tab wear decreases

A recent change to Army regs will reduce the number of people authorized to wear the distinctive green tabs identifying combat leaders. The tabs may now be worn only by specified leaders of Category I units with a direct combat mission. Specifically, the cloth loops may be worn by commanders; tank commanders; leaders of platoons, sections, squads and fire teams; command sergeant majors; first sergeants; and platoon sergeants in qualifying units.



"HE WON'T LET US TAKE ANYTHING OUT WITHOUT SIGNING FOR IT... HE'S A SUPPLY SGT!"

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