



KŪKA'ILIMOKU

154th WING HAWAII AIR NATIONAL GUARD | JOINT BASE PEARL HARBOR-HICKAM



PUERTO RICO RELIEF

Inside KUKA'ILIMOKU

**NOVEMBER
2017**

◆
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Kuka'ilimoku SUBMISSIONS

Articles:

- Articles range from 200 to 2,000 words. All articles should be accompanied by multiple high-resolution images.
- Include first names, last names and military ranks. Always verify spelling.
- Spell out acronyms, abbreviations and full unit designations on first reference.

Photographs:

- Highest resolution possible: MB files, not KB.
- No retouched photos, no special effects.
- Include the photographer's name and rank, and a caption: what is happening in the photo, who is pictured and the date and location.

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Message from COMMAND

RETURNING TO READINESS

by Col. **JOSEPH R. HARRIS**, 154th Maintenance Group Commander

If you have been in the USAF for 30 years or more like I have you remember the readiness mentality during the days of Strategic Air Command. Back then it seemed as though no cumbersome process or preparation was too much effort or too expensive if it could be tied to maximizing readiness. Mind numbing redundancy was SOP and as an enlisted airman it seemed like there were more of us than needed for every task we were given. Being effective meant having more capability than you needed ready for war before you could ever need it.

Once the threat changed and the politics of government waste gained momentum, effectiveness in the military began to mean, at least in part, efficiency. Readiness at all costs now frowned upon, the Quality Movement took hold. The use of lean principles in our processes were at first resisted by most, but eventually the movement that swept the private sector was embraced as necessary common practice in the USAF. Applying information technology and eventually the intranet to create efficiency also became highly encouraged. "Self Serve Air Force" is a common term our airman use to describe the changes from the old face-to-face support processes to the new on line processes. Our Airmen participation in their own support has reduced their time spent working in their AFSCs and reduced readiness. But some degradation to readiness in the name of efficiency has not just become acceptable, it is passively required in our resource constrained environment.

Our new processes that legally require us to inspect ourselves and audit ourselves and document our own progress at making our processes less vulnerable to waste, all reduce time spent training or performing in our AFSCs and therefore reduce readiness. However, these tradeoffs have been universally accepted as necessary to increase fiscal transparency and

accountability. The ORI inspection system fell victim to these trends. Expecting Wings to spend millions and 10% of their year on ORIs that didn't seem to correlate to a real world performance in combat, didn't pass the new efficiency readiness test. This change created even more momentum for the new definition of effectiveness in the USAF as a balance between efficiency and readiness.

Fast forward to today when suddenly our contemporary balance between efficiency and readiness is inappropriate for the threat environment and our MAJCOMs are now forced to demand a quick return in focus to readiness. ORIs are coming back. I certainly understand and appreciate these needed changes. But I hear little discussion about reversing the accepted institutional changes that have marginalized our readiness over the last 25 years or about stopping the adoption of any new readiness tradeoffs for greater efficiency and greater resource accountability. So it seems clear that the job will be left to us, the commanders at the wing, group, and squadron level, to accurately translate our readiness constraints into resource constraints. We are the ones who will need to request waivers to policies that commit resources toward initiatives other than readiness. We are the ones who will need to emphasize that the most precious resource toward readiness we have is our Airmen's time. The connection between how an Airman spends their time, and the readiness of that airman to perform in their AFSC in a combat environment have a direct relationship and we are best suited in the hierarchy to see that relationship and describe what we see to our superiors.

A need for some kind of risk assessment process for readiness may also be needed. Similar to risk assessments in the Safety world, a risk assessment in the realm of readiness could prevent one functional entity's policy change from inadvertently

affecting the readiness of another organization without the involvement of the appropriate level of command. Policy change intent could be compared and considered against that change's documented effect on readiness, just like we do with Safety. We don't allow policy or procedure changes to unacceptably degrade safety and we shouldn't allow policy or procedure that will risk a hit to readiness without fully quantifying that negative effect and obtaining approval from the commander responsible for the readiness of that organization.

Whether we institute a formal process to increase visibility of hits to readiness or we as commanders manage it at our level, it needs to happen or the return to readiness will be slow and painful at a time when our nation needs it to be quick. We don't want our time consumed with frustration at the unit level caused by accountability for readiness constraints without control of resource constraints. So I urge all of us not to look past seemingly unchangeable policy and at a minimum make sure your boss knows your constraints accurately and can articulate them up when given the opportunity. Also ensure your readiness reporters are reporting in language that connects readiness limitations to resource limitations such that you are reporting a problem with a solution, not just a problem. And keep in mind that our Airmen's time is our most precious readiness resource. If you read this far thank you for your time.

Aloha,

Col Joe Harris



HAWAII AIR REFUELERS ARRIVE HOME

by Senior Airman **ORLANDO CORPUZ**,
154th Wing Public Affairs



11/10/2017 – JOINT BASE PEARL HARBOR-HICKAM, Hawaii – Airmen from the Hawaii Air National Guard and three KC-135 Stratotankers recently returned home following a six-month deployment to the Middle East in support of Operation Inherent Resolve.

Airmen and aircraft from the 203rd Air Refueling Squadron, along with maintenance and support personnel from the 154th Aircraft Maintenance Squadron and 154th Maintenance Squadron returned over the course of a week with the first group of airmen and aircraft arriving on October 30, and a second group celebrating the homecoming on November 5.

Deployment durations for individual Airmen ranged from more than two months to six months. In all, more than 90 HIANG airmen deployed during the six month period.

While deployed the airmen refueled U.S. and other coalition aircraft striking ISIS targets in Iraq and Syria.

“It’s what we train for every day,” said a returning 203 ARS boom operator. For security purposes the

HIANG is not releasing the names of any of airmen that deployed. “We forward deploy around the world and give gas when needed.”

The aircrews flew more than 300 missions, offloading more than 7 million pounds of fuel to just over 600 aircraft, and in the process logged in over 2100 hours flight time.

Aerial refueling is essential to U.S. air operations around the world. The refueling allows fighter jets and other aircraft to remain over the battlefield longer, which allows greater support to U.S. and coalition forces fighting on the ground.

“Air refueling is one of the most vital portions of the effort over in the Middle East that we are performing,” said a returning 203 ARS pilot. “Without air refueling, basically nothing can get done.”

Just as with all deployments, team work played a vital role in mission success.

“We had great comraderies...there’s lots of great people over there in the Middle East right now serving our country,” a 203 ARS pilot said.





Airmen from the 203rd Air Refueling Squadron are greeted by family, friends, and fellow airmen upon returning home to Joint Base Pearl Harbor-Hickam, Hawaii after a six month deployment to the CENTCOM AOR, Oct. 30, 2017. In total close to 90 airmen and three KC-135 Stratotankers assigned to the Hawaii Air National Guard unit deployed in support Operation Inherent Resolve.
(U.S. Air National Guard photo by Tech. Sgt. Andrew Jackson)



U.S. AIR FORCE



BUILDING PARTNERSHIPS THROUGH EXCHANGE

by Lt. Col. **JAMES FAUMUINA**, 154th Medical Group



11/01/2017 – JOINT BASE PEARL HARBOR-HICKAM, Hawaii – The race to fortify and develop better and enduring strategies in the area of pandemic response got off to running start with the Tentara Nasional Indonesia (TNI)/Hawaii National Guard (HING) Pandemic 2017 Subject Matter Expertise Exchange (SMEE). Five members of a delegation from Hawaii hosted by the HING State Partnership Program (SPP) kicked off what is hoped to evolve into future planned and coordinated events with the government of Indonesia and State of Hawaii.

The field of CBRNE (chemical, biological, radiological, nuclear and explosives) provides the full threat spectrum for man-made disaster whether intentional or accidental. It leads to the concept of an All Hazards response, that through the unique structure and legal capability allows the National Guard to be a force enabler to civil authorities at times that range from a natural disaster crisis or a deliberate attack on the homeland.

The biological threat of CBRNE is a very complicated element to mitigate for a number of reasons. Primarily it is not automatically identifiable because of the dormant period when the mutation of a virus occurs and it starts to become communicable. Using the process of the SMEE, it allowed for these bilateral countries to develop a framework to cull answers to the questions, “how does this happen”, “how can we prevent it” and what type of response can we provide?” These were all fleshed out through a facilitate discussion and planning process lead by the University of

Hawaii. The necessity to have the university as part of the SMEE was vital to produce the Asia Regional specific issues impacting Hawaii using a social, economic and environmental perspective. As partners working toward the mitigation of this threat, Hawaii employs assets that can educates and if necessary mobilize against a Pandemic.

The time allowed in the SMEE to share the organic military assets was valuable because economies of scale were illustrated between the US and the TNI. As a guard unit the state is able to provide a unique type of deployable medical response. The DET1 based out of Wheeler HI provided an overview of some of the HING Medical Capabilities (MEDCAPS) which included search and rescue, emergency medical response, mass causality triage, and deployed force health protection. These MEDCAPS can be included as part of the sates equation when a response is developed for Hawaii. These distinct and unique MEDCAPS provide response enablers and are ready to be factored into a HING pandemic response.

As a result of three days of presentations, capabilities sharing, and facilitated discussions, a way ahead was developed. This way ahead is essentially the framework for the future of engagements but it also builds the case for a comprehensive strategy for the HING where surveillance, communication and response can evolve to become part of the strategy in the continually shaping environment in the Pacific. According to research conducted by Mr Greg Nakano, Doctoral Student in the UH school of Education the pandemic is most prevalent in the



Pacific where Hawaii is positioned to deal with climate change and end of the Compact of Free Association (COFA) in 2023 in which the state could become a beacon for refugees.

As the world turns its attention on the Anniversary of the 1918 Pandemic, the concentrated partnerships of the TNI and HING have forged a multi-year plan where engagements, training, observations and most important relationship building will aide in the mutual need of both countries to develop better and relevant Biological threat plans. Through open, active, and enduring partnerships can these resources become available to Indonesia and Hawaii best be utilized.

The race is on, where both sides are teamed together in a relay of information, strategy setting and capacity building. The first leg of the race is

building capacity as a means to deter this threat. In the locus of control, herein lie the fruits of the SMEE. After a series of engagements, with both sides aspiring to build capacity, defined Biological MEDCAPS will emerge, experienced and qualified medial planners will exist and assets will be better preposition when or if a pandemic ever occurs. The end state is a little clearer after the SMEE. Through building partnerships the world is safer, and the Pacific-Asia region sustains stability where the societal, economic and government infrastructure become less vulnerable to the threat of a global pandemic catastrophe.

HICKAM AIRMEN ASSIST WITH MARIA RELIEF EFFORTS

by Senior Airman **ORLANDO CORPUZ**,
154th Wing Public Affairs



11/10/2017 – JOINT BASE PEARL HARBOR-HICKAM, Hawaii – When it was looking like Hurricane Maria – a potent Category 5 hurricane packing 150 mph winds – would hit Puerto Rico in September, airmen from the Hawaii Air National Guard knew there was a good chance they would be asked to assist with relief efforts.

Having just returned from relief missions in the Texas area - where Hurricane Harvey had struck just weeks before - the airmen had the experience of disaster relief operations fresh in their minds. So when Hurricane Maria made landfall on September 20, devastating the Caribbean island and U.S.

territory, they knew the request for assistance would not be far behind.

That request came in toward the end of September from the National Guard Bureau. The mission planning commenced shortly thereafter.

A team of 18 Total Force airmen comprised of aircrews and a C-17 Globemaster assigned to the 204th Airlift Squadron along with maintenance and support personnel from the HIANG's 154th Maintenance Group and the active duty's 15th Maintenance Group formed the response package.

The group departed Joint Base Pearl Harbor Hickam on October 2.



A C-17 Globemaster III assigned to the HIANG's 204th Airlift Squadron awaits the day's mission on the tarmac of the San Juan International Airport, Puerto Rico, Oct. 8, 2017. Aircrew, maintenance and support airmen from the HIANG were assisting with Hurricane Maria relief efforts Oct. 2 to Oct. 14. (Courtesy photo)

“Our mission was air transport of life-sustaining equipment such as a Disaster Relief Beddown Set and Load Handling System Compatible Water Tanks,” said Maj. Britton Komine, a pilot with the 204th Airlift Squadron. “We also moved civil-engineers and Virginia Army National Guard soldiers into and out of Puerto Rico.”

The mission required flying to Puerto Rico from multiple locations on the continental U.S.

“Everyone performed great under less than ideal conditions,” said Komine. “Crew duty days were over 22 hours with multiple flying legs.”

According to Komine collaboration and communication was a hallmark of the mission. “The jet never stopped flying...one crew would fly from 1000 to 1000, and the next crew would meet at the jet to continue flying it. The aircraft maintenance team did a superb job of maintaining the health of the aircraft.”

With a firsthand look of the devastation to the island community, the mission was of great significance for the airmen.





“EVERYONE PERFORMED GREAT UNDER LESS THAN IDEAL CONDITIONS, CREW DUTY DAYS WERE 22 HOURS PLUS WITH MULTIPLE FLYING LEGS.”

MAJ. BRITTON KOMINE





Senior Airman Gustavo Rivera-Pomales, second from the left, a flying crew chief assigned to the 15th Maintenance Group is re-united with family members at Puerto Rico's San Juan International Airport. Rivera-Pomales, along with 17 Hawaii Air National Guard airmen were assisting with Hurricane Maria relief operations. Pictured with Rivera-Pomales, is his father on his right, mother and grandfather on his left. (Courtesy photo)



A team of 18 Hickam airmen and a C-17 Globemaster III assigned to the 204th Airlift Squadron assisted with Hurricane Maria relief efforts in Puerto Rico from Oct. 2 to Oct. 14. During the nearly two-week mission, aircrews airlifted personnel and a variety of rescue and relief equipment to and from various locations on the continental U.S. to the storm stricken U.S. territory while maintenance and support personnel kept the jet mission ready 24 hours a day.



"I kept thinking just how easy our community could be in this position," Komine said.

For one team member in particular the relief efforts were of personal importance; Senior Airman Gustavo Rivera-Pomales a Flying Crew Chief assigned to the 15th Aircraft Maintenance Squadron was born and raised in Puerto Rico and still had family in the community.

"When we found out Senior Airman Rivera-Pomales was from Puerto Rico and had family there we said 'we got to get them out here to tour the plane,'" said Komine.

Arrangements were made to have Rivera-Pomales's father and grandparents meet the team plane-side.

"Being able to help Gustavo re-unite with his family was a special experience for us," Komine said.

The group returned home to Joint Base Pearl Harbor-Hickam on October 14.

"We train and perform many missions throughout our career, but there are a few that sit at the top in terms of job satisfaction," Komine said. "This was one of them."



SECRETARY OF DEFENSE
EMPLOYER SUPPORT

FREEDOM



AWARD
2018



September 27, 2017

FREEDOM AWARD NOMINATION SEASON OPENS OCTOBER 1

Does your employer go above and beyond in support of a Guardsmen or Reservist?

WASHINGTON – Do you have a story to tell about how exceptional your employer’s support to Guard and Reserve service members? If your employer goes above and beyond in their support for Guardsmen or Reservists, nominate them for the 2018 Secretary of Defense Employer Support Freedom Award!

Master Sgt. Young Daniel Chambers’ employer provides full pay and benefits to service members for a period of military service up to 12 months. Maj. Thomas Dunn’s employer recognizes service member employees with award ceremonies and public press releases. Ensign Gamaliel Baer’s employer hosts dinners for deployed service member spouses at the firehouse and helps their families with household chores during a deployment.

These are stories from just a few of the employers who received the Department of Defense’s highest employer award – the Secretary of Defense Employer Support Freedom Award. Of the more than 3,000 organizations nominated by their Guard and Reserve employees, just 15 became recipients in 2017. Nomination Season opens Oct. 1, and runs through Dec. 31. For more information about the Freedom Award, or for how to nominate your employer, visit

www.FreedomAward.mil.

Nominations for the Freedom Award must come from a Guard or Reserve service member, or their family members, employed by the organization they are nominating. Service members can nominate large and small employers from a broad cross-section of America, including health, transportation, hospitality, entertainment, banking, service, and security, as well as from federal, state and local government agencies.

History of the Freedom Award

- The Freedom Award began in 1996 and is overseen by Employer Support of the Guard and Reserve, a DoD program.
- The award serves to recognize outstanding employers and draw attention to support from the employer community.
- Only 250 employers have received the award.
- More than 17,000 nominations have been received since 2011.

To learn more about ESGR, visit www.ESGR.mil.



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~ This Month In ~
HIANG History

The Hawaii Air National Guard had sufficient personnel to be federally recognized. The initial roster showed a total of 29 officers and 45 enlisted personnel. The highest ranked officer was a Captain. The highest enlisted rank was Master Sergeant.

04
NOV

1946

The new 154th Fighter Group hangar complex was completed at Hickam AFB. HIANG operations moved from Area 61.

06
NOV

1961

The Royal Guard, under the direction of Lt. Col. Walter F. Judd, was re-created (after an absence of 70 years) at their old home, Iolani Barracks. Requirement for membership in this elite group of HANGmen was that each must have at least one drop of Hawaiian blood.

16
NOV

1963

FAMILY CARE PLAN PROGRAM

AFI 36-2908

BY TECH. SGT. VERONICA KAHANU, 154 FSS/FSMF

The governing Air Force Instruction for the Family Care Plan Program (FCP) is AFI 36-2908. This Program ensures ALL Air Force Service Members with dependent family members arrange family care plans that reasonably cover most situations, both short-term and long-term. Here are the categories of service members that DO require an AF Form 357 be certified and kept on file with their Commander or First Sergeant:

1. Service Members who are single parents with custody of a child(ren) and bear sole or joint responsibility for the care of children under the age of 19 or others unable to care for themselves in the absence of the member.
2. Dual-military couples with dependents.
3. Married Service Members with custody or joint custody of a child(ren) whose non-custodial biological or adoptive parent is not the current spouse of the member, or who otherwise bear sole responsibility for the care of children under the age of 19 or for others unable to care for themselves in the absence of the member.

As part of your overall readiness it is highly recommended that you review AFI 36-2908 to be familiarized with the program and be able to identify those who meet the criteria(s) to have an AF Form 357 (FCP). While you may not be required to have an FCP on file with your unit, it remains a great tool to have in place should the need arise. You are also encouraged to discuss the possibility of this with your spouse to better prepare them for an event that you will need to be separated from your family. Should you have any questions or concerns please contact your First Sergeant, Commander, Command Support Staff (CSS), or the 154th Force Support Squadron (FSS). Another valuable resource for Family Care matters would be the Airman and Family Readiness Coordinator, Mrs. Lorna Souza who may be reached at (808) 341-7608 or via email lorna.souza@us.af.mil.


**154 FSS
Hours of Operation**

Tuesday-Friday 0900-1500
Saturday RSD 0800-1200
Sunday RSD 0800-1500


CAC ISSUANCE:

Tuesday and Thursday
0900-1200
You can also make
appointments at other
RAPIDS/DEERS sites:


**154 FSS
SHAREPOINT:**

<https://cs3.eis.af.mil/sites/OO-DP-AN-43/default.aspx>

NOVEMBER PROMOTIONS



Master Sergeant

Vincent Cole

154 MXS



Technical Sergeant

Bricel Cabel

154 MXS

Bradley Visitacion

154 AMXS

Peter Park

154 AMXS



Staff Sergeant

Anel Data

199 WF

Cynthia Rubio Segovia

154 OSS

Jayson Tsukayama

204 AS

Barbie Jane Cabusao

154 MDG

Louie Gregorio

154 MXS

John Quisano

154 LRS

Garrit Wong

154 LRS

Micah Velasco

154 LRS

Christopher Wong

154 LRS