

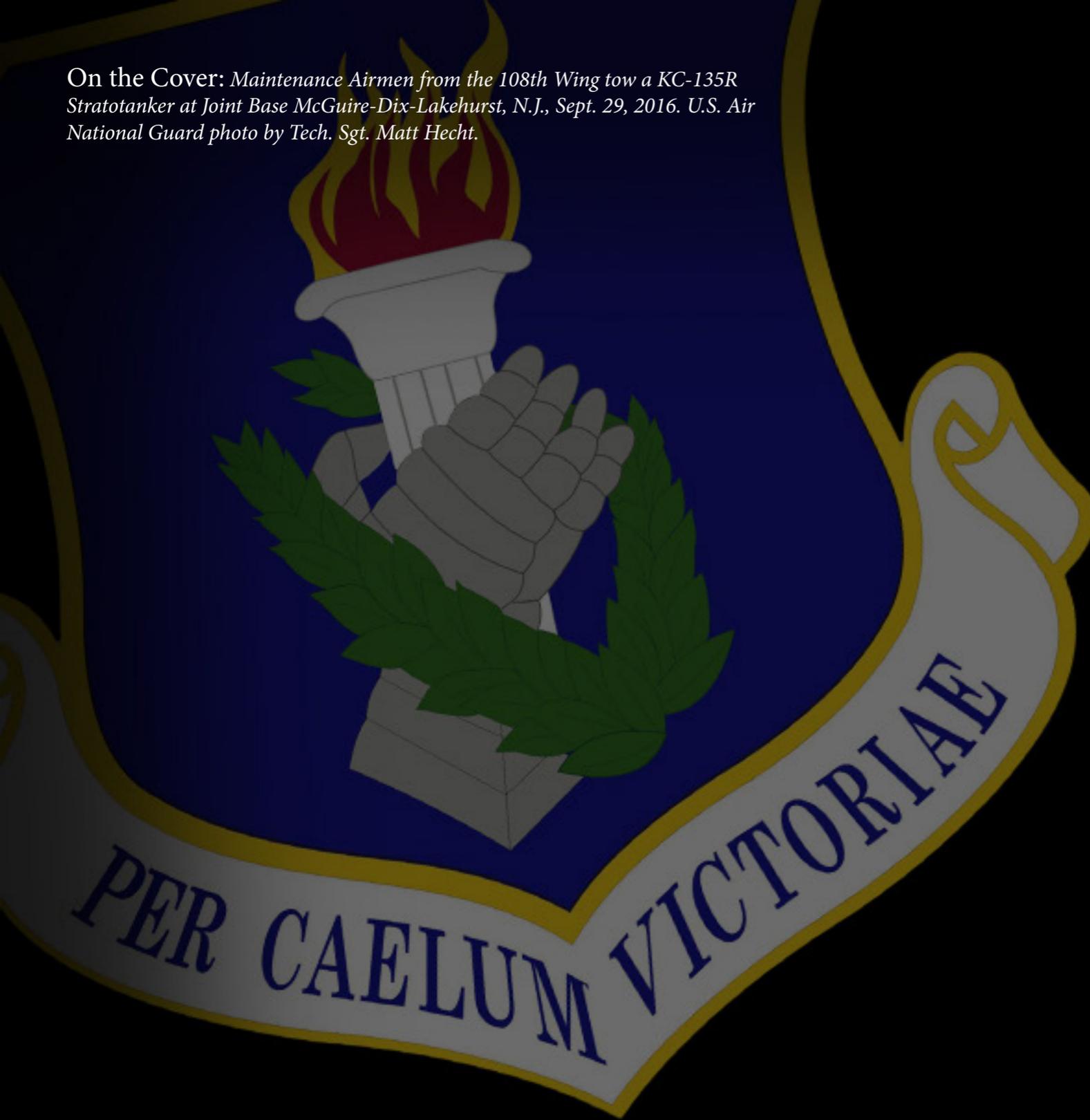
# WINGTIPS

The official magazine of the 108 Wing



Jan. 2017

On the Cover: Maintenance Airmen from the 108th Wing tow a KC-135R Stratotanker at Joint Base McGuire-Dix-Lakehurst, N.J., Sept. 29, 2016. U.S. Air National Guard photo by Tech. Sgt. Matt Hecht.



# WINGTIPS

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**Dr. Richard Porcelli** - Guest Historian

FOR STORY IDEAS OR APPOINTMENTS CALL  
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# IT'S A NEW YEAR!

## LET'S ROLL!



Welcome to 2017! If you're like me, you can't believe another year has passed! I think due to the Ops tempo and hard work that we, as a Wing, have expended last year it certainly made the time pass quickly. I would like to give you my view on what we face in 2017, and what my vision is for the upcoming year under the prism of the "3 M's", MISSION, MANNING, and MORALE.

### MISSION

You've demonstrated incredible resiliency and an ability to overcome every obstacle in our nuclear support mission. Our challenge in 2017 will be to not only stay at a high level of proficiency, but to also grow and mature our Wing Inspection Team (WIT). This will enable us to stay razor sharp in the mission, but also allow us to accurately self-assess and target our training to those areas where we have a need. This is our number one job. Our Central Command (CENTCOM) deployments will continue throughout most of the year for Operations and Maintenance. Additionally, we will head



By Col. Andrew P. Keane, 108th Wing Commander

west to the Pacific Command (PACOM) Area of Responsibility (AOR) in 2017. Our Reserve Component Period (RCP) tasking for calendar year 2018 have started to flow so it is imperative that we capitalize on getting our upgrade



Col. Andrew P. Keane, 108th Wing Commander, New Jersey Air National Guard, salutes during the Governor's Review at Sea Girt, N.J., Oct. 30, 2016. (U.S. Air National Guard photo by Master Sgt. Mark C. Olsen)

and pre-deployment training accomplished.

We also need to remember our CAPSTONE is scheduled for August of 2018 so we need to be fixing our deficiencies now as we leverage our Air Force Inspection System (AFIS) program into maturity.

### MANNING

Our strength continues to soar and hovers in the 114% range; our retention numbers are equally impressive. We need to make sure we are doing all we can with our most precious commodity- our people. We need to re-focus on our fighting core,-our flights and squadrons! We need to make sure our airmen are looking for what's next! Skill level, leadership challenge, you name it. We need to make sure we are training our replacements, each and every one of us! The end result should and will be, an overall increase in mission readiness. More green/less red!

### MORALE

I'd like to start with the Defense Equal Opportunity Climate Survey (DEOCS)! You should have gotten an email about participating in our DEOCS unit climate survey, please, please, please, exercise your voice! I read them all, every unit, every comment, no kidding; good/bad/ugly. This survey will run

for three UTA's and I need your input! On the Sexual Assault Prevention and Response (SAPR) side, Major April Doolittle has handed the torch to Captain Jay Thomas our new Wing Sexual Assault Response Coordinator (SARC). Our goal is to eliminate sexual assault entirely – not just achieve a reduction of incidents. Our job is to set and enforce standards of discipline within our unit and create a culture FREE from sexual harassment and assault. WE represent the New Jersey Air National Guard, and the 108th Wing at all times, everywhere! As your Commander, I think it's important you know I support and promote a command climate that fosters cohesion and encourages individuals to reach out for help when needed. Be mindful that we have our Chaplain Corps, Doug Ridgeway, Jill Barrett, as well as our supervisors, first sergeants, commanders, and each other for support.

As we begin a New Year, I'd like to thank you for all the great things you've done, and all the great things I know you'll do in the future. Most important, thank you to your families, because without their support, we wouldn't be able to do what we do. Let's roll!



Airmen from the 108th Wing, New Jersey Air National Guard, stand at attention during the Governor's Review at Sea Girt, N.J., Oct. 30, 2016. (U.S. Air National Guard photo by Master Sgt. Mark C. Olsen)

# Leadership and AFIS

By 108th Wing Inspector General Office

As the Wing continues through the Unit Effectiveness Inspection (UEI) cycle, it is important that we note the roll that leadership plays in the Air Force Inspection System (AFIS) and ultimately our success as a unit. Leadership at all levels from individual shops up to the Wing is the lynchpin in AFIS. It is important to realize that the system is a grassroots program, meant to be internalized by all members. Involving all Wing members and creating a proactive mindset are keys in our overall success. Much like preparation for a PT test, if you constantly prepare and strive for excellence throughout the year, inspections should be a slam dunk.

It is also important to note that Leadership, supervisors and program managers are encouraged not to wait for Air Mobility Command (AMC) or Wing Inspector Generals (IG) to inspect and validate compliance in key areas. They should look to learn from other similar organizations, benchmark processes, share ideas and compare program and process trends. At all levels, leaders should identify sampling strategies to effectively look over areas of greatest concern or non-compliance. In such

cases, leaders should look at “every Airman being a sensor”, getting as many personnel involved as possible.

It is also important at every level that leaders emphasize that the AFIS is not just about Management Internal Control Tool-set (MICT). It’s a way of life. AFIS seeks to identify potential problem areas in your work area, find ways to fix them, and ensure proper measures are in place to mitigate future issues. It is ultimately up to leaders at all levels to encourage their personnel to be proactive in their approach towards process improvement and mission readiness. Creating the right mindset and setting clear goals are things that all non-commissioned officers, senior non-commissioned officers, and officers can do to assist the Wing with the AFIS. This mindset will lead to tremendous strides as the Wing enters 2017 and beyond.



# The Role You Play

The Air Force Safety Management System (AFSMS)

By Lt. Col. Christian Lawlor, 108th Wing Chief of Safety



You may not be familiar with the Air Force Safety Management System (AFSMS), but every aspect of executing our mission is linked to this system and it includes every airman. This framework is divided into **three** pillars: Policy and Leadership, Promotion and Education, Assurance and Risk Management (RM). By using this framework, the goal is to ensure a highly proactive and effective process for preventing mishaps. It integrates safety into all aspects of our mission, both on and off duty.

Through Policy and Leadership, the wing offers sound mishap prevention programs. Leadership involvement at all levels is crucial in the execution of these programs and enforcement of established policies. Promotion and Education provides continuous safety awareness and training to all wing organizations. In addition to UTAs, Wing Safety Down Days and Wingman Days are key events to get the

unit informed and trained. Wingtips, Facebook, Twitter and emails are also utilized to inform and educate the wing. Assurance is the process in which we evaluate, review and monitor our programs to provide commanders feedback on the status of our wing’s safety culture. Risk Management was highlighted in 2016 and the wing has made exponential improvements in training completion. RM skills should be utilized to the maximum extent possible to identify and mitigate hazards both on and off duty.

Heading into 2017, I challenge all wing members to embrace the responsibility to operate safely in all aspects of your job, abide by established guidelines and remain empowered to call a “TIME OUT” when you see a hazardous condition develop. Remember, the 108th Wing safety office is here to provide assistance and guidance to all wing members in the pursuit of ZERO MISHAPS.

# HOW SLEEP AFFECTS MENTAL ILLNESS

By Jill Barrett, 108th Wing Director of Psychological Health

Imagine yourself in a bubble without alarm clocks and schedules, able to let your body determine how much sleep you get. Most of us would find ourselves sleeping longer than we currently do, most likely leveling out somewhere around eight hours. That's the amount most people need.

If you find yourself "sleep-binging" on the weekend or your days off, that's a sign that you are probably not getting enough sleep during the week. We often sacrifice sleep because of long workdays that spill over into our "leisure time," watching late-night TV, and sometimes because that is the only time that we have to ourselves after we put the kids to bed.

It is a serious sacrifice.

Studies have shown that healthy sleep habits are linked to better cognition, alertness, and emotional well-being. For more information you can visit [www.healthysleep.med.harvard.edu](http://www.healthysleep.med.harvard.edu)

Why is this? During sleep, our brains actually continue to process information from our day and form new connections that stabilize and enhance our memories. We can even find new solutions or insights into problems, all while we are asleep. There is now reliable science behind the advice to "sleep on it" when making a big decision.

And it is not just sleep after learning that is crucial: If you are sleep-deprived and tired, the brain has a much harder time absorbing new information and remaining flexible.

There is a strong reciprocal relationship between sleep and mental health, and it comes as no surprise that sleep problems are common in people dealing with anxiety, depression, bipolar disorder, attention-deficit hyperactivity disorder (ADHD) and post-traumatic stress disorder (PTSD).

While studies have taught us that sleep problems may contribute to the development of some mental health issues, treating a sleep disorder, on the other hand, may help alleviate symptoms of a mental condition.

Unlike treatments for many mental and physical health conditions, sleep does not require out-of-pocket or insurance payments, does not require training or special equipment, does not require doctor/nurse appointments or prescriptions, can be done at home and has no side effects.

So, while we are still far from knowing why we sleep, we know that without a good night's sleep we are sacrificing a lot of our emotional and mental well-being. We also know that we can treat disruptions to our well-being easily by adopting healthier sleep habits. If you are struggling with getting six to eight hours of sleep per night, contact Jill Barrett in the Psychological Health Program for information on improving sleep. 754-2159 or [jill.c.barrett2.civ@mail.mil](mailto:jill.c.barrett2.civ@mail.mil).

# the Power of Sleep

7 side effects of sleep deficiency

1

## Long-term mood disorders

Chronic sleep debt can lead to disorders like depression and anxiety.

3

## Diabetes

Studies suggest people who sleep less than five hours a night have an increased risk of having or developing diabetes.

2

## Sickness

Prolonged lack of sleep can disrupt your immune system, making it harder to fend off bugs. And once you're sick, lack of sleep can make it harder to recover.

4

## Infertility

Sleep disruptions can reduce the secretion of reproductive hormones, resulting in trouble conceiving.

6

## Low libido

Men and women who don't get quality sleep have a decreased interest in sex.

5

## Weight gain

Studies show people who sleep less than seven hours a day are 30 percent more likely to be obese.

7

## Heart disease

Long-term sleep deprivation is associated with an increased heart rate, blood pressure issues and higher levels of chemicals that are linked to inflammation.

## So, how many hours should you be getting?

Newborns



16-18  
hours a day

Pre-school children



11-12  
hours a day

School-age children



10  
hours a day

Teens



9-10  
hours a day

Adults



7-8  
hours a day



At least **100,000 crashes**, **71,000 injuries** and **1,550 deaths** each year in the United States are related to **falling asleep while driving.**

Sources: American Psychological Association, National Institutes of Health, NHS, Healthline

# The Foreign Disclosure Officer

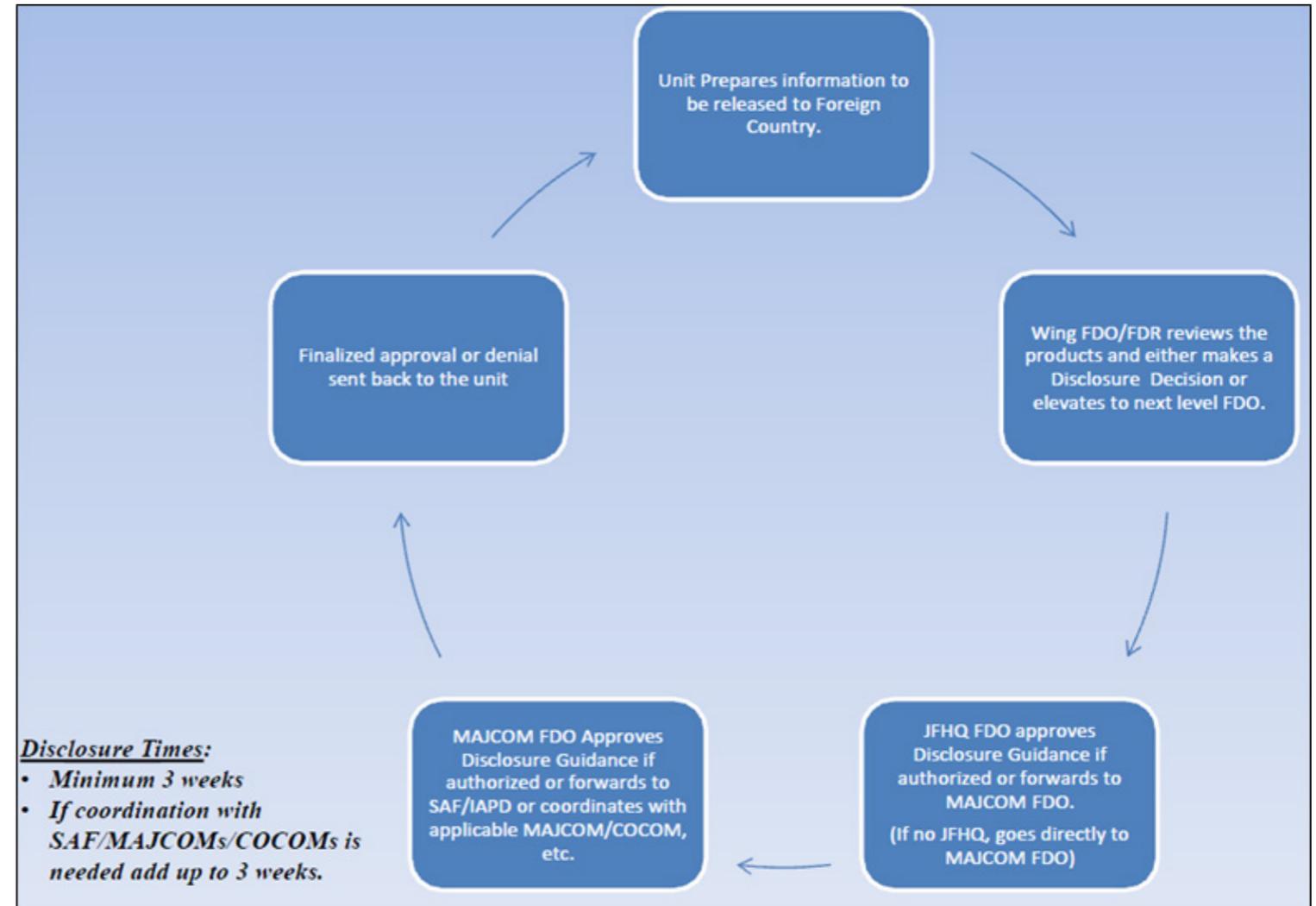
By Maj. Jason C. Neumann  
108th Wing Foreign Disclosure Officer

Military information is a national security asset which must be conserved and protected, and only shared with foreign representatives when there is a clearly defined advantage to the United States. Only a designated and trained Foreign Disclosure Officer (FDO) may approve the disclosure of classified and controlled unclassified information to foreign representatives. The Foreign Disclosure Officer for the 108th Wing is Major Jason Neumann, Chief of Information Protection, and the Foreign Disclosure Officer for New Jersey Air National Guard is Senior Master Sgt. Bobbie Panger, JFHQ Superintendent of Plans and Programs. All requests to disclose classified and controlled unclassified information to foreign representatives must be processed through the Wing Foreign Disclosure Officer and must meet certain minimum criteria contained in the National Disclosure Policy (NDP-1).

The minimum criteria required for disclosure of classified or controlled unclassified information prior to approval by the Foreign Disclosure Officer would be that the disclosure is consistent with U.S. foreign policy and national security objectives concerning the foreign government or international organization, is consistent with U.S. military and security objectives, the foreign recipient will afford U.S. information the same degree of security protection as that is provided by the United States, it will result in a clearly defined benefit for the United States, and that the disclosure is limited to information necessary to the purpose for which disclosure is made. The Foreign Disclosure Officer has been delegated the authority to decide what information may

be disclosed and authorize the disclosure of that information to foreign governments and international organizations. This authority has been re-delegated down to the Wing Foreign Disclosure Officer by the National Guard Bureau Foreign Disclosure Office. Foreign Disclosure Officers make the decision on what information may be disclosed to foreign governments and international organizations in accordance with the National Disclosure Policy and applicable Delegation of Disclosure Authority Letter (DDL).

In addition to authorizing the disclosure of classified and controlled unclassified information to foreign governments and international organizations, the Foreign Disclosure Officer is also responsible for approving foreign visit requests, as well as part of the coordination process for official foreign travel by U.S. military members. All official foreign travelers must have the appropriate foreign disclosure guidance prior to departure, along with the appropriate coordination with any and all MAJCOMs and COCOMs that may be impacted by that member's travels. Also, any official visits by a foreign government representative to a Federal installation requires an approved Foreign Visit Request by the Foreign Disclosure Officer. For the 108th Wing, since we are a tenant unit on Joint Base McGuire-Dix-Lakehurst, an approved Foreign Visit Request would need to be completed by the 108th Wing Foreign Disclosure Officer, as well as the 87th Air Base Wing Foreign Disclosure Officer. The visit request by the 87th ABW would grant the foreign government official access to the installation, whereas the visit request by the 108th would grant the foreign government official access to the



facilities and equipment owned by the 108th Wing. Each visit would require a separate, approved Foreign Visit Request and having a State Partnership with a country does not waive the requirement for these visit requests or the unfiltered access to information, equipment, and technology.

This is just a basic overview of the main responsibilities of the Foreign Disclosure Officer and the information that you need to know as a member of the 108th Wing. As a basic premise, it is important to remember that the only information that is not required to be approved by the Foreign Disclosure Officer would be that information that has already been officially approved for public release and information that is unclassified and not controlled under the International Traffic in Arms Regulations (ITAR) to a foreign government representative or international orga-

nization. Additionally, a minimum of three weeks processing time is required in order to ensure proper coordination and approval is granted; however, if the approval process has to be up channeled to the SAF or DoD level, then the processing time easily doubles up to a minimum of six weeks. Finally, all foreign government officials or international organizations need to be approved prior to visiting this installation and any military member conducting official business overseas should see the Foreign Disclosure Officer for further guidance prior to departing overseas. For any questions about the disclosure of classified or controlled unclassified information, please contact the 108th Wing Foreign Disclosure Officer, Major Jason Neumann, at DSN 650-2672 or the NJANG Foreign Disclosure Officer, Senior Master Sgt. Bobbie Panger, at DSN 562-0922.

# New Jersey Air National Guard History Part 3: Guard Aviation Finally Gets Recognized

By Dr. Richard Porcelli, Aviation Historian



This photo shows the first muster of 119th Aero Squadron officers at Newark Airport on 14 February 1930. Major Kellog Sloan is (far left, 1st row) is shown addressing Captain Ervin Ray and 10 of the squadron's lieutenants. (source: NJ Department of Military and Veterans Affairs)



Captain Raymond S. Miller prepares for the historic flight from St. Paul, Minnesota to Washington, D.C. in a rented Curtiss Oriole biplane, with plans for the first post-World War I National Guard observation unit, 26 September 1920. (source: Minnesota ANG)

## Introduction

In the previous two articles, we related the history of the National Guard, from its beginnings as state Militias, to a more organized reserve force. We also described the early, difficult years of the US Army's Aviation Service that included participation in the First World War. Also, as previously described, an aviation detachment of the New York National Guard was organized in 1915 – the first real National Guard aviation unit. Although called to active duty in July 1916 due to disturbances along the Mexican border, the unit stayed at Mineola, Long Island, New York and more importantly, was not sent to fight in the First World War when America entered the fray in 4 April 1917. Instead New York's first Aero Unit and other Guard units were demobilized at the end of 1916 and individual guardsmen encouraged to volunteer for service as part of the full time Army – and about 100 did so. The concern of the Army brass was that the Guard units lacked depth in personnel, particularly trained mechanics, to support a deployment to the European front as a unit.

Separately, as noted last month, the 5th Avi-

ation School Squadron was established as part of the regular, full-time Army, at Langley AFB on 5 June 1917, and on 2 September 1917, redesignated as the 119th Aero Squadron. Our celebration of the 100th anniversary of the New Jersey National Guard is based on those dates since, as will be related below, the 119th Aero Squadron was to subsequently become a part of the NJANG.

## Post-War Army Turmoil Leads To Development Of National Guard Aviation Units

To understand the significance of the formalized and recognized formation of National Guard aviation units, it is important to consider the state of the US Army Aviation Service at the end of the First World War. That war ended before the American air war contribution became significant. At the time of the Armistice, 11 November 1918, US Army Air Service was contributing only about 10% of the total Allied effort. In terms of strategic bombing, in the 19 months of their involvement in the War, American pilots flew a meager 150 bombing missions dropping 138 tons of bombs. The furthest pen-

etration inside Germany was only 150 miles. In terms of pursuit (i.e., fighter) missions, it was a bit more impressive. American pilots claimed 781 aerial victories but at the loss of 289 aircraft of their own. A total of 237 American airmen, both full time Army personnel and National Guardsmen, were killed in action.

For many Army leaders such as General Billy Mitchell, the unimpressive wartime statistics did not diminish their faith in the dominating role air power would play in future conflicts. They worked towards the creation of a separate "Department of Aeronautics." For others, particularly those whose vision remained focused on the ground (infantry, field artillery, coastal artillery, armor and even horse cavalry!) their desire was to curtail future growth of the Air Service. They had an ally in the Navy, under then Assistant Secretary Franklin D. Roosevelt, who was vehemently opposed to an independent Air Force that would syphon funding from the "senior" service, as the Navy was referred to in those days.

The Air Service's desire for an independent command with a peacetime force of 24,000 was crushed by the National Defense Act of

1920 (the Kahn Act) which kept the Air Service attached to the Army but with a token force of 1,516 officers and 16,000 enlisted men. But funding was so severely limited that even those low, mandated levels were unattainable and more importantly, the 2,800-odd fleet of aircraft were obsolete and rapidly deteriorating, with less than half flyable and still fewer combat ready. And there were no funds to repair or replace them. As a result, there was a drastic demobilization of aircraft, airfields, and squadrons as well as the release of trained aviators and mechanics. This drawdown of the regular Army proved to a boon for the Guard because suddenly, pilots, mechanics and even aircraft (albeit, not in the best condition) were available.

However, in the immediate post-war period, the War Department and the Army Air Service did not desire the formation of National Guard aviation units. Fortunately, influential Guardsmen along with sympathetic congressmen and state governors, and their political allies, put pressure on the War Department; the result was an 180-degree turn in their position. The Director of Military Aeronautics (a

position within the War Department), the Air Service Chief Officer and their staffs forged an agreement, which was forwarded to the Militia Bureau for approval. This agreement dated 9 February 1920 outlined the organization of National Guard aviation units. It stated:

“National Guard divisions should be organized the same as is contemplated for the divisions of the regular Army and authority is hereby granted for including in each National Guard Division one aero unit consisting of the following:

- one observation squadron
- one balloon company
- one photo section and ...
- one branch G-2 (military intelligence)

Each aero squadron, balloon company, photo section and branch G-2 will be organized as are similar units in the regular Army.”

On 1 June 1920 the Militia Bureau responded by issuing what became known as “Circular No. 1” covering the organization of National Guard aero units, requesting the Army Air Service to reserve numbers 101 to 199 for the Guard’s flying squadrons. (This squadron numbering practice largely continues today, but with some spillover into the 200s.) However, contrary to the February agreement, the Air Service decided to limit the National Guard aviation units to just observation squadrons and planned to equip them with the ubiquitous and plentiful Curtiss JN-4 and JN-6 trainers. The Army Air Service also specified that one of its full time officers would be assigned to each Guard squadron to act as an “inspector” and to “assure that each unit would reach the required level of training specified” by the full time Air Service.

### The National Guard “Takes Wing”

Soon after the issuance of “Circular No. 1” a number of states expressed their desire to form aviation units as part of the Guard divisions. Soon after the Circular arrived on his desk, Minnesota state governor Joseph A. A. Burnquist and Adjutant General Walter F. Rhinow set about organizing the 109th Aero Squadron, attached to the 34th Division. They selected recently discharged Air Service pilot



*The Curtiss JN-6H observation/training aircraft was the initial equipment of the newly formed Observation Squadrons assigned to National Guard units. (source: National Guard Heritage)*

Lieutenant Ray Miller as squadron commander with his promotion to captain; their initial air fleet was limited to one, rented Curtiss Oriole three-seat biplane, which was used on a 1,600 mile, eight day trek to Washington, DC, to convince the Army leadership and the Militia Bureau of the need to form an Air National Guard. By coincidence, they bumped into General Mitchell who was somewhat taken aback by this group of Minnesotans in uniform who had just flown into town! He questioned Miller, learning that the unit’s personnel included WW I pilots, mechanics and officers who were spending their own time and money to attempt to give the Minnesota Guard an aviation unit.

As a result of this direct, face-to-face appeal to the military leaders, the 109th Aero Squadron gained the honor of being the first, federally recognized squadron attached to a Guard division. That term federally-recognized is important and is worth explaining. Although a particular squadron may have existed prior as part of the full-time military for example, federal recognition of a unit as part of a state’s National Guard acknowledges that the unit can be called for active duty by the federal government in times of national emergency or need, but would otherwise be under the control of the state government.

The Air Service’s 109th Aero Squadron was formed on 27 August 1917 and it deployed to France during the First World War as a transportation unit; it was not associated with any state and was demobilized after the end of the

war in 1919. The State of Minnesota adopted that squadron’s identity. While the 109th Aero Squadron was federally recognized on 17 January 1921 it could not begin flight operations since they didn’t have any permanent aircraft! The unit failed to meet the federally mandated requirement of having “reasonably permanent hangars, preferably of steel with concrete floors, electric lights, heating and water systems” to care for the aircraft assigned to the National Guard but still property of the federal government! Only after building such facilities at Wold-Chamberlain Field (named after two Minnesota aviators who lost their life serving the Air Service during World War) and what is now Minneapolis-St Paul International Airport, were nine JN-6Hs assigned.

The JN-6H was a development of the original JN-4 and JN-5 series of aircraft. It was powered by a 150 hp Hispano-Suiza 8A V-8 engine, and was used by the National Guard units as an observation aircraft and trainer. Amazingly, more than 1,000 examples of this aircraft were produced from 1918 to 1922, of which fewer than 100 ended up in National Guard aviation units.

Minnesota was soon followed by other states that formed observation squadrons attached to their Guard division in the successive years:

- 1921: Maryland, Indiana, New York, and Tennessee
- 1922: Alabama
- 1923: Massachusetts, Missouri, Colorado,

Texas, and Connecticut

1924: California, Pennsylvania, and Washington

1925: Arkansas

1926: Michigan

1927: Ohio, Illinois

### 1930: New Jersey

New Jersey was the last of the initial batch of states that formed observation squadrons as their Guard’s aviation units. But it is interesting to note, of all the National Guard observation squadrons that were organized either earlier or later than the New Jersey unit, the **119th can trace its ancestry further back to an earlier date than any other Guard unit.**

Then in 1940-41, observation squadrons were formed attached to the Mississippi, Rhode Island, Wisconsin, Oklahoma, Iowa, Louisiana, District of Columbia, Oregon, Georgia and Kansas National Guards. No more would be formed until just prior to the beginning of World War II, and they would last only a short time. However, they and all the other National Guard observation squadrons were inactivated by September 1941 in anticipation of America’s entry into World War II.

Going back to our story of the New Jersey Air National Guard, the original 119th Aero Squadron was demobilized in 1919 after the end of World War I. It was reformed in 1930 as part of the National Guard’s 44th Division, and based at Newark Airport. The 44th Division was formed in 19 October 1920 as a National Guard Division, a result of that same National Defense Act of 1920 that legislated an expansion of the National Guard. The 44th was to be composed of units from New Jersey, New York and Delaware; Delaware never actually assigned a unit to the Division. As a result its components were limited to the **56th Infantry Brigade, New Jersey (Army) NG** and the 87th Infantry Brigade, New York Army NG.

In the next issue of Wing Tips, we will describe the operations of the 119th Observation Squadron in the period from its federal recognition on 30 January 1930 at Newark Airport, to its call to active duty 16 September 1940 and deactivation as a Guard unit.

# Front & Center

with  
Master Sgt. Marcie Montalvo

*Photo by Senior Airman Julia Santiago, 108th Wing Public Affairs*



N.J. Air National Guard  
Master Sgt. Marcie Montalvo  
is a Human Resource Advisor  
with the 108th Wing.

**Time in Service:**

23 years

**What is your civilian job?**

*"Police Officer."*

**What is your favorite food:**

*"Pizza."*

**What is your favorite music genre?**

*"Classic Rock."*

**What is your favorite TV show?**

*"Blue Bloods."*

**What is your favorite sport?**

*"Softball."*



Senior Master Sgt. Jeremy Maupin, Senior Airman James Hess, Senior Airman Ryan Galante, the Aiman Leadership School distinguished graduate, and Chief Master Sgt. Daryl K. Fortner. (Courtesy photo)

## FINANCE TIP OF THE MONTH

### Travel Pay Tip:

Flat Rate Per Diem (Mandatory) - Travelers performing TDY for more than 30 days in one location, and receive a NON-A for lodging off base, must create their authorization with flat rate per diem. Ensure your authorization is built correctly to avoid overpayment. (Traveler could incur a debt if Flat Rate is circumvented). Both traveler and AO are responsible. Use this link to look up FLAT RATE Per Diem by TDY location. And to learn more about adding Flat rate to your authorization. <http://www.defensetravel.dod.mil/site/perdiemCalc.cfm>

Partial Payments- If you receive Scheduled Partial Payments (SPP) while TDY, you must file a final Voucher at the end of the trip to finalize payment.

### MILPAY Pay Tip:

All Inactive Duty (RUTA, AFTP, PT, & TPPA) and Orders will be submitted for pay through AROWS. There are a lot of folks not getting paid. Your money is waiting. See orderly Room for Details.

-EFT information & Address changes can be updated at any time through the MYPAY Website. <https://mypay.dfas.mil/mypay.aspx>

\*\*Did you get Paid for Duty? If not, check all "Outstanding Orders Listing" (Late 458 & OTO). Located on the 108 Comptroller Flight SharePoint ->Outstanding Orders listing.

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 3327 Charles Blvd  
 Joint Base MDL, NJ 08641

# Martin Luther King, Jr. Day

JANUARY 16, 2017

**Remember! Celebrate! Act!**  
**A Day On, Not A Day Off!**

“Let freedom ring...”

Designed by DEEM - Defense Equal Opportunity Management Institute

# Deployers return home in time for the holidays

Story and photos by Staff Sgt. Ross Whitley, 108th Wing Public Affairs

Over 20 Airmen from the New Jersey Air National Guard, 108th Wing, returned to Joint Base McGuire-Dix-Lakehurst, N.J., Dec. 21, 2016, from an overseas deployment.

Friends and family greeted the re-deployers on the flight line after the last leg of the re-deployers journey home. Tech. Sgt. Carly Balas whose husband Staff Sgt. Jason Balas was returning on the flight said the “family is looking forward to seeing him home again.”

The returning Airmen were KC-135R Stratotanker maintainers and pilots, and supported Operation Inherent Resolve from their deployed location.

Tech. Sgt. Bjorn Fecher, aerospace ground equipment, said he is “relieved to be done, and to be back,” and that this was his “7th or 8th [deployment] over 15 years.”

Over 6,000 108th Airmen have supported overseas operations since 2001.



*The Balas family has their signs ready.*



*Tech. Sgt. Bjorn Fecher, 108th aerospace ground equipment, reunites with his girl friend Jessica Jaquis. This is Fecher's 7th deployment in 15 years.*



*Families and friends of deployed Airmen wait for the KC-135R door to open on the flight line*



*Senior Airmen Rachel Stubbs, fuel systems apprentice, searches the crowd for familiar faces*

# Airman on the Street: "Who do you want to see in the Super Bowl?"



Senior Airman Jacob Coneby  
"Eagles, but it's not going to happen."



1st Lt. Jose Rodriguez  
"Patriots."



Master Sgt. Curtis Thivierge  
"Giants!"



Capt. Jay Thomas  
"Hmm...Let me look at my watch...  
Giants."



## Final Photo

New Jersey Air National Guard Staff Sgt. David Spaeth moves a ladder during a landing gear test on a 108th Wing KC-135 Stratotanker at Joint Base McGuire-Dix-Lakehurst, N.J., Aug. 31, 2016. The KC-135 is celebrating it's 60th Anniversary today, having made it's first flight on Aug. 31, 1956. (U.S. Air National Guard photo by Tech. Sgt. Matt Hecht/Released)

