A publication of the 502nd Air Base Wing – Joint Base San Antonio

WINGSPREAD

JOINT BASE SAN ANTONIO-RANDOLPH
No. 2 • JANUARY 15, 2016

435TH FTS builds better warfighters

PAGES 8-9

Capt. Chris Umphres (right), 435th Fighter Training Squadron flight commander and instructor pilot, conducts a pre-flight briefing with 1st Lt. Kaleb Jenkins, 435th FTS student pilot, before a training mission Jan. 5 at Joint Base San Antonio-Randolph.

Photo by Tech. Sgt. Beth Anschutz

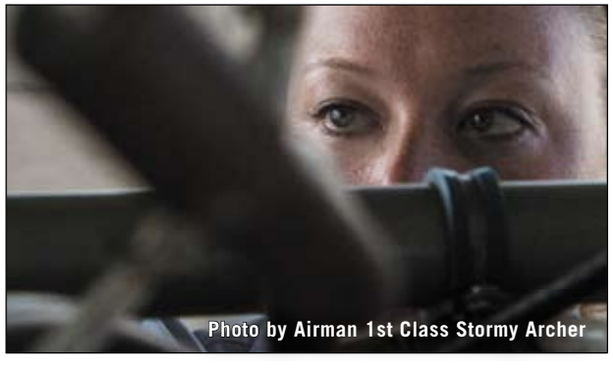


Photo by Airman 1st Class Stormy Archer

JBSA Front and Center, page 4

Photo by Kelly White

Watch that 'toy' drone, page 6

Photo by Senior Airman Alexandria Slade

Human Performance Resource Center, page 11

COMMENTARY

KEY ELEMENT OF SUCCESS

Take time to explain 'why'

By Col. Todd L. Osgood
379th Expeditionary Medical Group
Al Udeid Air Base, Qatar

There's more to effective communication than explaining the "what" and the "how." Explaining the "why" might take more effort, but it can pay big dividends to those you supervise.

Good communication is a key element of successful organizations. As leaders, managers or supervisors, we're sometimes so focused on communicating the "what" or the "how" that we fail to explain why the work someone is doing is so important.

Other times, we make decisions that impact work priorities or cause significant change, but don't explain "why."

There are many reasons why leaders don't explain why. Explaining why takes time, and some leaders may not think that explaining why is important. Sometimes, leaders assume others understand the why, whether it is how day-to-day tasks relate to the larger mission or a decision the leader has made that causes significant change to the status-quo. Whatever the reason, it's worth taking the time to explain "why."

For those who have toddlers, you may notice early in life toddlers begin to ask "why" a lot. No matter how trivial the task, children want to know why you're doing something or why they should do something they've been asked to do. If you don't do a very good job explaining to them why they should do something, they will usually respond with an emphatic no! As children grow older, their intrigue with their surroundings grows, and they ask "why" often. As adults, our desire to know "why" continues, but we're often reluctant to ask. Or, if we know "why," we often don't take time to explain "why" to others.

About a decade ago, I was very fortunate to serve with a commander who ensured his squadron members understood why each person's job was important, and how each person's role was vital to the unit, base and Air Force. It provided each of us with a sense of purpose.

Other times, the commander would make a decision that would cause significant disruption to the status quo. He often met with us in small groups or individually to explain why he made certain decisions. Those who served under his command benefited in several ways.

First, by the commander explaining how he reached a certain decision, he provided us with valuable insight into his decision-making process. It was as if he was preparing us to fill his shoes one day.

Next, by taking time to explain why, we realized that he cared about us, not just the mission. Finally, by explaining why, even if we didn't agree or like the decision, we could better understand his perspective.

There's more to effective communication than explaining the "what" and the "how." Explaining the "why" might take more effort, but it can pay big dividends to those you supervise. It can more clearly explain how their role in the organization makes a difference, and offer a greater sense of purpose. As a mentoring tool, it can help folks develop their own decision-making skills to use as their breadth and depth of responsibility grows. When practical, try it out if you haven't already. You may be surprised how many will appreciate it.

JBSA-Randolph Tax Center appointment line opens

The Joint Base San Antonio-Randolph Tax Center opens for business Feb. 2, with active duty service members and family members able to call for appointments beginning Wednesday at 652-1040. Hours are 8 a.m. to noon Tuesdays and Fridays and 8 a.m. to 2 p.m. Wednesdays and Thursdays. The tax center is located at 10711 W. 2nd St., building 202, across from the Taj Mahal. There will be a limited number of appointments available for military retirees and tax returns involving business or rental properties cannot be processed.

WINGSPREAD

Joint Base San Antonio-Randolph
Editorial Staff
Brig. Gen. Bob LaBrutta
502nd Air Base Wing/JBSA Commander
Todd G. White
502nd ABW/JBSA Public Affairs Director
Karla L. Gonzalez
JBSA-Randolph Public Affairs Chief
Airman 1st Class Stormy Archer
Photojournalist Journeyman
Senior Airman Alexandria Slade
Photojournalist Journeyman
Robert Goetz, David DeKunder
Staff Writers
Maggie Armstrong
Graphic Designer

Wingspread Office
1150 5th Street East
JBSA-Randolph, Texas 78150
Phone: 210-652-4410
Wingspread email
randolphpublicaffairs@us.af.mil
Wingspread Advertisement Office
EN Communities
P.O. Box 2171
San Antonio, Texas 78297
210-250-2052

This newspaper is published by EN Communities, a private firm in no way connected with the U.S. Air Force, under exclusive written contract with Joint Base San Antonio-Randolph, Texas. This commercial enterprise Air Force newspaper is an authorized publication for members of the U.S. military services. Contents of the Wingspread are not necessarily the official views of, or endorsed by, the U.S. government, the Department of Defense, or the Department of the Air Force.

The appearance of advertising in this publication, including inserts or supplements, does not constitute endorsement by the Department of Defense, the Department of the Air Force or EN Communities, of the products or services advertised.

Everything advertised in this publication shall be made available for purchase, use or patronage without regard to race, color, religion, sex, national origin, age, marital status, physical handicap, political affiliation, or any other nonmerit factor of the purchaser, user or patron.

Editorial content is edited, prepared and provided by the Public Affairs Office of JBSA-Randolph. All photos, unless otherwise indicated, are U.S. Air Force photos.

The deadline for submissions is noon Wednesday the week prior to publication. All submissions can be emailed to randolphpublicaffairs@us.af.mil.

Green Dot to roll out across the Air Force

Secretary of the Air Force Public Affairs

Airmen will take the first step of a five-year strategy to decrease interpersonal violence across the service in January when 1,500 Airman implementers attend one of 22 Green Dot prep sessions worldwide.

The Air Force contracted the nonprofit Green Dot organization to provide these violence prevention tools to the total Air Force over the next three years.

"As a service, our number one priority has and will continue to be response. However, in order to stop violence before it occurs we must dedicate time to prevention," said Chief Master Sgt. Melanie Noel, Air Force Sexual Assault Prevention and Response senior enlisted advisor. "Helping our Airmen understand what they can do to prevent violence and how they can do it is the first step."

Green Dot prepares organizations to implement a strategy of violence prevention that reduces power-based interpersonal violence, which includes not only sexual violence, but also domestic violence, dating violence, stalking, child abuse, elder abuse and bullying.

"Green Dot is the Air Force's first step in arming Airmen for violence prevention using an evidence based public health model," said Dr. Andra Tharp, Air Force prevention expert. "Although that sounds complicated, really what it means is that we know Airmen are a vital part of the solution and we will use methods like this that have been subjected to rigorous scientific testing and were proven to be effective in reducing violence."

Reflective of Green Dot's wider scope, command-designated Airmen at each installation will conduct 50-minute long sessions across the Air Force. Installation leadership will also have oversight of Green Dot through the Community Action Information Board and Integrated Delivery System and track completion through the Advanced Distributed Learning System.

"It's on all of us to take responsibility to prevent interpersonal violence in our Air Force," said Brig. Gen. Lenny Richoux, Air Force CAIB chair. "There are more good Airmen out there who want to take care of their wingman than there are predators seeking to inflict acts of violence inside our family and I have confidence our Airmen won't let me or each other stand-alone against this criminal behavior."

The 1,500 Airman implementers will complete training by March 2016. They will return to their units to train peer leader Airmen at each base followed by training for all Airmen.

"Taking care of one another requires an integrated approach using the expertise of the medical community, sexual assault prevention and the Profession of Arms Center of Excellence," Richoux said. "Old-school analog leadership from commanders and supervisors and between Airmen is the key to our success."

JOINT BASE SAN ANTONIO FRONT AND CENTER

Crew chief: 'Be yourself, do your best, be the best'

By David DeKunder
Joint Base San Antonio-Randolph Public Affairs

Since she started in the 12th Flying Training Wing Maintenance Directorate at Joint Base San Antonio-Randolph 12 years ago, Nicole Goss has worked her way from intern to crew chief.

Goss, a crew chief on the T-6A Texan II aircraft flight line, inspects and clears T-6A aircraft for takeoff.

Goss began working in the maintenance directorate in the summer of 2003 as an intern in the aviation mechanics program at St. Philip's College in San Antonio. The program allowed her to earn dual credits while she was a student at Churchill High School in San Antonio.

After graduating from high school in 2004, Goss returned to the maintenance directorate in the summer of that year as a full-time maintainer fueling T-38 Talon aircraft. Goss said fueling the aircraft in the summer heat was a hard job, especially since there were no coverings at the time for the aircraft on the flight line.

"I was dragging this 75-pound fuel hose and hooking it on to a belly of a T-38," Goss said. "You are doing that all day, every day in the sun."

In 2008, Goss enlisted in the Army and served two tours of duty in Afghanistan as a helicopter engine mechanic.

After her service in the Army ended, Goss returned to JBSA-Randolph in 2013.

As a crew chief, Goss said she has several responsibilities on the flight line. "Our duty on the flight line is launch and recovery, inspection and then anything else that pops up," she said. "If I have to go tow an airplane, then I have to tow an airplane. If I have light bulbs that are burnt out that I find during the inspection, then I have to change the light bulbs. You have to be qualified on everything and anything and you have to be able to have the astute situational awareness to catch it and not let it go."

The safety of the pilots and maintenance crew is her most important focus on the flight line, Goss said.

This summer Goss halted the launch of a T-6A when she discovered the aircraft was leaking fuel as it was about ready to takeoff.

"I'm the last person who sees the pilots before they take off," Goss said. "It's my job to inspect and keep everybody safe. If that fuel leak would have gotten worse or if something could have ignited it, it would have been me, the crew and everybody around me that was launching. Safety is number one, number one above everything else."

Goss said she grew up wanting to become a mechanic because of her father, a salesman for a tool company.

"I have always been around tools," she said. "I have always been around mechanics."

Goss starts each workday on the flight line at 6:30 a.m. While her shift typically ends at 2:30 p.m., there are some days Goss works until 10 p.m. on the Transit Alert shift, which maintains aircraft from other installations that are flown into JBSA-Randolph. She also worked on aircraft at the 2015 Joint Base San Antonio Air Show and Open House.

When she is not on the flight line, Goss is teaching pilots basic documentation requirements they need to know after going on their cross country sorties and teaching maintainers how to use electronic tools, including tablets, on the job.

Goss is working on the flight line while also furthering her education. She has two associate degrees in aircraft maintenance from St. Philip's College and is working towards a master's degree in avia
Aerc
In
her
line
A
said
her
cons
"I
said
D
tena
supe
Goss
"
Mire
fligh
craft
gette
(E

Center is a series of stories highlighting outstanding members of the community while showcasing their impact on the missions that take place at JBSA.)

Photo by Airman 1st Class Stormy Archer

Nicole Goss, 12th Flying Training Maintenance Directorate crew chief, inspects a T-6 Texan II prior to take off Sept. 24, 2015, at Joint Base San Antonio-Randolph.

TRICARE pharmacy copays change Feb. 1

From TRICARE.mil staff

Military pharmacies and TRICARE Pharmacy Home Delivery will remain the lowest cost pharmacy option for TRICARE beneficiaries when some TRICARE pharmacy copays change Feb. 1. Most copays for prescription drugs in the home delivery program and retail network pharmacies will increase slightly.

The 2016 National Defense Authorization Act requires TRICARE to change its prescription copays. All drugs at military pharmacies and generic drugs through home delivery are still available at no cost to beneficiaries. Copays for brand name drugs through home delivery increase from $16 to $20 for up to a 90-day supply. At retail pharmacies, generic drug copays go from $8 to $10 and brand name drug copays go from $20 to $24 for up to a 30-day supply. Copays for non-formulary drugs and for drugs at non-network pharmacies will also change.

Beneficiaries can save up to $208 in 2016 for each brand name prescription drug they switch from retail pharmacy to home delivery. Home delivery offers safe and convenient delivery of your prescription drugs right to your mailbox.

To see the new TRICARE pharmacy copays, learn more about the TRICARE pharmacy benefit, or move your prescription to home delivery, visit http://www.tricare.mil/pharmacy.

Tommy got a toy drone for Christmas, what's next?

By Luana Shafer
Freelance author, editor

The presents have been opened and the wrapping paper placed in the recycling bin. Tommy is anxious to get outside and fly the new "Invader 700" drone, complete with a 10x zoom digital camera that sends immediate videos to your new iPad. Wow, you can't wait to get out there with him and fly this thing. We can get to the instructions and safety rules later. Let's go flying!

Whoa, speed racer! It's probably a good idea to take some time to go over the capabilities of your new aircraft, look at some safety aspects of your operations and understand the responsibilities you have just assumed.

But this is a toy, right? Wrong. The Federal Aviation Administration has stated that unmanned aircraft systems are aircraft, not toys.

The Consumer Electronics Association believes 2015 was a defining year for the drone, with sales expecting to approach 700,000. The industry must be selling all of those drones as FAA statistics show a surge in "close call with drone" reports by pilots of manned aircraft: nearly 700 incidents so far this year, roughly triple the amount recorded in 2014. Also, the military prefers to call drones "small unmanned aircraft" since they do not just wander around aimlessly, but are controlled by an individual who follows or is expected to follow FAA established rules.

Maybe we should review some of these rules before the big day approaches, as you are probably now asking yourself, "Rules? What rules? Do they apply to me? What is my liability?" The FAA has partnered with industry organizations, such as the Academy of Model Aeronautics and American Model Association, to mirror the rules established by the FAA for the remote controlled modelers. In fact, a local R/C club is a great resource to explore.

Photo by Kelly White

Capt. Tommy Ackerman, 72nd Operations Support Squadron Airfield Operations Flight commander at Tinker Air Force Base, Okla., shows an unmanned aerial vehicle March 27, 2015, that was confiscated by the 72nd Security Forces Squadron after it was flown on Tinker Air Force Base.

General rules

• Small unmanned aircraft must give way to all manned aviation activities: airplanes, gliders, parachutists, hang gliders, the Goodyear blimp, etc. If it flies or glides, it has the right of way.

• The operator must remain within visual line of sight of the small unmanned aircraft. You can't control or remain clear of other aircraft when you can't see your own small unmanned aircraft.

• Small unmanned aircraft may not operate over any persons not directly involved in the operation.

The A, B, Cs to start

The FAA divides the national airspace above us into categories: A, B, C, D, E and G. You can read more about these classes here.

• Class A is 18,000 feet and above sea level and you must be communicating with the FAA to operate up there. So just remember, Class A is "above" where small unmanned aircraft should fly.

• Class B/C/D is the airspace around airports and requires two-way communications with the airport's tower, so small unmanned aircraft need to steer clear of these areas. Just remember not to fly within 5 nautical miles of an open airport/airfield/heliport, military or civilian.

• Class G airspace exists around uncontrolled airports (no two-way communications), but small unmanned aircraft must still remain clear by 5 nautical miles.

And then there is special use airspace, or SUA, and military training routes, or MTRs. SUA includes prohibited areas like the White House, restricted areas like military testing ranges, and military operating areas, which is where the military has hazardous or high-speed operations that will get you noticed very quickly. MTRs are "highways" in the sky where the military flies very low and very fast, so it's smart to stay away from them. You can check with the local base operations or airfield manager for information on such activities.

Know before you go

So, where can you fly? A good source of information is your local R/C club. They've studied the rules and scouted the local area for the best locations to fly your small unmanned aircraft.

If you prefer to go it alone, have fun but do it safely. But words of caution before you launch the Invader 700 on its maiden flight. If you become the latest close call and you're not following the rules, you stand not only to lose your $1,000 aircraft, but you may be subject to an FAA fine of up to $27,500 for the most egregious violation.

Military installations

Many military installations have an airport, airfield, or heliport that requires the 5-mile rule, but for national security reasons small unmanned aircraft flights are not authorized on or over military installations unless authorized by the installation commander. Contact base operations, an airfield manager or a security manager to ascertain safe base operating areas and other limitations.

Additionally, rethink using Tommy's unmanned aircraft to provide security on your next bivouac. The military cannot operate privately owned small unmanned aircraft during routine business duties.

So, Merry Christmas, Tommy, and we hope you have a great time with your small unmanned aircraft – but do so smartly, safely and within regulations.

JBSA-Randolph Clinic offers advice on managing cold, flu symptoms

By Robert Goetz
Joint Base San Antonio-Randolph Public Affairs

As flu season continues toward its wintertime peak, health care professionals at the Joint Base San Antonio-Randolph Family Care Clinic are reporting a sharp increase in the number of patients complaining of colds and flu-like symptoms.

The good news is that most patients are suffering from colds, not influenza, Capt. (Dr.) John Lax, 359th Medical Operations Squadron family physician, said.

"In the week leading up to Thanksgiving, we started seeing more people with flu-like symptoms, but most of them had colds," he said. "We haven't seen a lot of flu cases so far. Last year there were a lot of flu cases, but the Centers for Disease Control and Prevention said there's been good coverage from this flu season's vaccine."

Lax said colds and influenza share some symptoms, but the flu is distinguished by body aches and a high-spiking fever – 102 degrees or higher for adults 18 and older.

"Without a fever or body aches, it is unlikely you have the flu," he said. "They are the most common symptoms and normally start first."

Other flu symptoms are coughing, runny nose, sinus pressure and headaches.

Lax said many people think they have the flu because of their symptoms, but colds typically start out differently than influenza.

"Colds start with a sore throat and a runny nose," he said.

Other cold symptoms include a low-grade fever, cough, fatigue, sinus pressure, headaches, post-nasal drip, and eye irritation and redness.

Lax said colds and the flu are caused by viruses, but again there is a difference.

"Colds can be caused by more than 100 different types of viruses, but the flu is caused by only two viruses, which is why a vaccine can be made for it," he said.

Patients who have flu-like symptoms should be evaluated if they have underlying heart or lung problems, have recently had an overnight stay in a hospital, have one-sided sinus pain, or their symptoms have continued beyond 10 days, since viral infections typically run their course in seven to 10 days, Lax said.

"There is unfortunately nothing we can do to speed up that course other than recommend resting and allowing yourself to recover," he said. "Regardless if it's a cold or the flu, people will get better over time. Your body will fight infection."

Most people can treat their symptoms accordingly at home, through rest and hydration; the use of decongestants, cough suppressants and pain relievers; and salt-water gargles and cool drinks for sore throat.

Lax said rest and hydration are especially important.

"Hydration thins out secretions and allows them to drain," he said. "Since antibiotics don't work for viruses, you need to allow your body to do the work of fighting the infection for you, and this requires rest."

> *"Without a fever or body aches, it is unlikely you have the flu. They are the most common symptoms and normally start first."*
>
> **Capt. (Dr.) John Lax**
> *359th Medical Operations Squadron family physician*

Photo by Joel Martinez

Airman 1st Class Abby Roetzel (right), 359th Medical Group Immunization Clinic independent vaccine technician, immunizes Airman 1st Class Danny Tjhin July 29, 2015, at the Joint Base San Antonio-Randolph Immunization Clinic.

In some cases, a medication called Tamiflu can be used to treat people with the flu, especially those with medical problems such as heart, lung or kidney disease; the very young; and people 65 and older, Lax said.

"It will shorten your symptoms by about one and a half days, but you will recover from the flu if you take the medicine or not," he said.

Prevention is an important way to avoid colds or the flu, Lax said.

Measures that can slow the spread of viruses include frequent thorough hand washing; keeping countertops, keyboards and other surfaces clean; using tissues when sneezing or coughing; and avoiding contact with people who have a cold or the flu.

For the flu, a yearly immunization is the best measure. According to the CDC, a flu vaccination can keep people from getting sick from the flu, help protect people who are at greater risk of getting seriously ill from the flu, make the illness milder if one becomes sick and reduce the risk of more serious flu outcomes.

Lax said all JBSA clinics are still providing flu immunizations.

The clinic is also expediting the handling of cold and flu cases with a nurse-run section devoted to those cases, he said.

"We're making access available to people who may not have to be seen by a provider," Lax said. "We're able to triage patients and treat them according to the protocol."

435th Fighter Training Squadron builds better leaders, warfighters

By Tech. Sgt. Beth Anschutz
Air Education and Training Command Public Affairs

When the mission is to create better leaders, quantifying success presents a challenge; but for one fighter jet training squadron here, the proof is undeniable.

The pilots of the 435th Fighter Training Squadron have seen a remarkable 85 percent reduction over the last year in both their student dropout rate in the unit's Introduction to Fighter Fundamentals Course and the washout rate for their students' follow-on training.

The Deadly Black Eagles attribute this significant success to their commander's attendance in 2014 at the Profession of Arms Center of Excellence's course "Professionalism – Enhancing Human Capital." The course focuses on generating a foundational understanding of trust, authority and influence to create leaders who recognize how professionalism drives behavior and who can develop environments that build increased commitment to the Air Force core values.

Courtesy graphic

"Success to me would be a group of people who are flourishing in their workplace, in their home lives and in their community. If they make commander, but their marriage is on the rocks, it's not really worth it, right? The desired end state is for them to be thriving in all aspects of life."

Lt. Col. Mark Schmidt
435th Fighter Training Squadron commander

The squadron's transformation began 18 months ago when Lt. Col. Mark Schmidt, 435th FTS commander, attended PACE's course and took the tools he learned back to his team. He knew that deep-seated changes to the unit's culture couldn't be made by individual efforts; rather, he needed to challenge and empower his flight commanders to, in his words, "move the grade book, while also developing the individuals" in the unit.

"Our mission is to turn pilots into fighter pilots. We've always been able to move the grade book from beginning to end and graduate combat-ready Airmen," Schmidt said.

Schmidt said while unit members were great at forging fighter pilots, it didn't necessarily mean they were creating effective leaders, something fundamental to being an Air Force officer. He knew that if he wanted to grow leaders, he had to empower his flight commanders to sow the seeds.

As a critical layer of leadership, the 435th FTS flight commanders were in a position to help develop the instructor pilots and pilots in training, but also to improve themselves, therefore investing into the future of the force on multiple levels.

Capt. Chris Umphres, a 435th FTS flight commander, joined Schmidt during a recent PACE Professionalism Summit to discuss how EHC worked for the unit and the role flight commanders played in the culture change. He said using the tools Schmidt filtered to him and the other flight commanders, they were able to develop a plan to intentionally develop themselves, as junior commanders and then focus on effecting change within the instructor pilot and student corps. Umphres said the team dedicated themselves to a tailored plan that was creative, ambitious and opportunistic.

One challenge the squadron faced was in-flight instruction.

"We are always working to have better briefs with students before and after flights," Umphres said. "How can we capitalize on the two minutes we have between engagements in the air, when the student has an opportunity to change something and correct for the next run, as opposed to waiting until the debrief?"

That's when the flight commanders got creative to tailor their plan. They looked outside the Air Force to find parallels and what they came up with was coaching.

"If you look at a coach in a basketball game and his team is in transition, he has about two seconds to shout something at the players to fix a mistake, or he has a 30-second time out to communicate something to the team," Umphres said. "So, now that we have this coaching analogy and we know we can learn something, how do we take advantage of this thinking?"

That's when ambition paid off. The flight commanders set their sights on Shaka Smart, head coach of the University of Texas men's basketball team. Smart is renowned for not only his coaching methods, but also mentorship with his players. Smart was quoted in an article for a popular sports news network earlier this year, "I'm about helping the team members become the best versions of themselves." Smart's philosophy was right on target.

With the University of Texas in Austin only two hours up the road from Joint Base San Antonio-Randolph, Umphres and his peers jumped on the opportunity. They hopped on a bus and met with Smart for some full-court discussions.

Capt. Dave Clementi, another flight commander and chief of weapons at the 435 FTS, also joined Schmidt at the PACE summit to share his experience. He spoke about the meeting with Smart and what he took away from their conversation.

"Coach Smart spent the entire first six months of his tenure building relationships. He realized his biggest challenge is the division between players and coaches. We see this in the Air Force. We see it in flying training. There are students and instructors." Clementi said. "Coach Smart talked about how his purpose isn't to win championships, but to bring out the best in each of his people."

Clementi said they use Smart's philosophy to change the way fighter pilots see their role.

"Our focus used to be 'winning championships,' when in fact our job should be to create great leaders," he said. "These students are only going to be fighter wingmen for five or six years and then they are going to be leaders. They may fly later, but they will always be leaders."

It seems a bit out of the ordinary to think of the Air Force's tough fighter jocks concentrating so heavily on the "softer" side of business, but one should not assume this in any way diminishes the fight in these fighter pilots.

"If we were just churning out a bunch of really nice guys and gals, great husbands and wives, that would be admirable. But if our efforts don't make us better warfighters at the end of the day, then we need to reassess what we are doing," Umphres said. "All the data we are getting makes me more confident that we are making better people. By making our team more balanced and intellectually curious and active, we are also making them better fighter pilots."

The meeting with Smart was just one of many things the flight commanders shared with the squadron's instructor pilots and students. According to Umphres, they've reached out and coordinated events with professors, professional speakers, religious and military leaders during the last two years.

"As the beneficiaries of all of the time and effort put into these events, we, as flight commanders, now feel we have an obligation to put what we are learning into practice," Umphres said. "If the members of the squadron are not in a better place at the end of the day, we're failing as commanders."

This thinking is what Schmidt says will solidify a better future for the 435th FTS, the flying community and the Air Force as a whole.

"In four to eight years, these men and women could be sitting in my seat," he said.

When asked what success looks like to him, Schmidt said he wants the men and women under his command to be successful in everything they do.

"Success to me would be a group of people who are flourishing in their workplace, in their home lives and in their community," he said. "If they make commander, but their marriage is on the rocks, it's not really worth it, right? The desired end state is for them to be thriving in all aspects of life."

To learn more about PACE and the courses and tools offered, visit www.airman.af.mil.

Photo by Tech. Sgt. Beth Anschutz

First Lt. Kaleb Jenkins (left), 435th Fighter Training Squadron student pilot, and Capt. Chris Umphres (right), 435th FTS flight commander and instructor pilot, conduct a pre-flight check of a T-38 before a training mission Jan. 5 at Joint Base San Antonio-Randolph.

JBSA Sexual Assault Prevention, Response

To report a sexual assault, call the 24/7 Joint Base San Antonio Sexual Assault Prevention and Response Hotline at 808-7272 or the Department of Defense Safe Helpline at 877-995-5247.

Joint Base San Antonio-Randolph News Briefs

Blue Cross Blue Shield Federal Employee Program

A representative from the Blue Cross Blue Shield Association will be at Joint Base San Antonio-Randolph for a health benefits site visit from 9 a.m. to 2 p.m. Jan. 29 at building 399, Pitsenbarger Hall, in the second floor conference area, room 222.

Union representation

The Labor Relations Statute entitles a bargaining unit employee to representation by the union during an examination by an agency representative in connection with a matter under official investigation if that employee reasonably believes disciplinary action will result. If the employee requests union representation, no further questioning will take place until a representative is present. For more information, call 652-7700.

Enlisted commissioning briefing

Enlisted members interested in obtaining a commission while on active duty are invited to attend a brief 2-3:30 p.m. Feb. 16 at building 5612. The brief will provide an overview of available enlisted commissioning programs and their respective application processes. The class is limited to 42 openings. To register, visit the following share point link at https://cs3.eis.af.mil/sites/OO-ED-AE-15/default.aspx.

Street construction planned

The 502nd Civil Engineer Squadron will conduct a repavement project on 5th Street West, including replacement of existing pavement, curbs and sidewalks from F Street West to C Street West. Demolition and construction will occur in various phases and will require street and parking closures on 5th Street West for the time periods below:

- Saturday and Sunday: Asphalt will be milled off the roadway from F Street to C Street.
- Phase I, Monday through Feb. 26: 5th Street West will be closed from F Street to E Street.
- Phase II, Feb. 29 – April 1: 5th Street West will be closed from E Street to D Street.
- Phase III, April 4 – May 13: 5th Street West will be closed from D Street to C Street.
- Repaving, May 21: 5th Street West will be closed from F Street to C Street for paving.

Detour routes will be marked.

For more information, call 652-1224.

Golf Road construction delayed 30 days

A 30-day delay has pushed the estimated completion date of the South Gate/Golf Road crossover project to March 3. All access to the area will continue to be restricted, directing all South Gate traffic to East/West perimeter roads. During this time, motorists are encouraged to use the Main, West and East Gates.

Construction staging for the project is located on the crossover road intersection of Golf Road, North of Taxiway Echo and Delta and South of Taxiway Foxtrot and Delta.

The West Perimeter Road detour for drivers is located on the second left entering the South Gate. Traffic exiting the South Gate will also use West Perimeter Road as a detour route. Traffic to and from Randolph Oaks golf course is accessible from the South Gate and West Perimeter Road. Airfield traffic is not affected by the project.

The outbound lane being used for early morning traffic is closed from 6-8:30 a.m. until construction is completed. The jogging path close to the construction is also closed until the end of the project.

Heroes at Home financial event

The Joint Base San Antonio-Lackland Military & Family Readiness Center is one of 10 military installations selected to host the Heroes at Home financial event tour from 9-11 a.m. Jan. 26 at the JBSA-Lackland Gateway Club. The event is a free entertaining, engaging and educational event that encourages military families toward life changing financial freedom with top level financial advisors.

Special guest speakers, financial experts and award-winning authors include Ellie Kay, with "Living Rich for Less," reviews ways to set up a workable budget, pay less for more, money talk with your family, and stretching dollars for vacation and entertainment; Gerri Detweiler, with "Smart Money: Five Ways to Improve Your Credit" discusses free ways to monitor your credit, pay down debt and improve your FICO score; and Ingrid Burns, with "Saving for the Future You Want", provides strategies to start saving early and ways to stay committed.

Service members, families, retirees, Reservists and JBSA civilian employees are welcomed to attend. To reserve a seat, call 671-3722.

Newly named HPRC remains committed to healthy lifestyles

By Robert Goetz
Joint Base San Antonio-Randolph Public Affairs

Despite a recent transitional period, Joint Base San Antonio-Randolph's newly named Human Performance Resource Center continues to provide Department of Defense beneficiaries with the means to achieve healthy lifestyles through an array of classes and fitness programs.

Formerly known as the Health and Wellness Center, the HPRC supports the Air Force Health Promotion program, which, according to Air Force Instruction 40-101, "drives the Air Force toward a 'Culture of Health' that optimizes Comprehensive Airman Fitness" and "strives to make healthy living become the default lifestyle choice and social norm across the base community."

Aracelis Gonzalez-Anderson, 359th Aerospace-Medicine Squadron health promotion programs coordinator, said her role at the JBSA-Randolph HPRC is to "help provide installation-specific guidance and resources on nutritional and weight status of units, as well as strategies to improve health and mission productivity."

Her other duties include providing support and guidance, and implementing healthy living programs while engaging in the community to satisfy AFI requirements and meeting local mission demands.

"Target areas include tobacco-free living, nutritional fitness, physical activity and healthy weight," Gonzalez-Anderson said.

She said the HAWC's mission was "primarily focused on health and fitness improvement concepts and programs," while the HPRC's mission is to "coordinate, evaluate and promote installation-specific, evidence-based interventions that support healthy behavior change to optimize health and resilience in Air Force communities.

"We will also be marketing healthy living through social media such as Facebook and Twitter to help reach leaders and the community in enforcing healthy lifestyles," Gonzalez-Anderson said.

The HPRC also contributes to the culture of health through human performance improvement.

"There are different types of programs related to human performance improvement throughout the Air Force," said Karl Leonard, 359th AMDS exercise physiologist. "That includes improving Airmen's scores in the Air Force Fitness Test and its components of pushups, sit-ups, running and body composition."

Leonard is based at the JBSA-Randolph HPRC, where he conducts one-on-one gait analysis evaluations that help Airmen and civilians improve their running form, leading to faster times, fewer injuries and a more enjoyable running experience.

"What I do is help Airmen's performance on the fitness test," he said. "The gait analysis has been very successful at capturing Airmen who have failed the test, and those who are at the borderline of failing it, and getting them up and running again."

Leonard, who said gait analyses are the HPRC's most popular appointment, has helped hundreds of runners improve their form since coming to JBSA-Randolph in 2013.

Photo by Senior Airman Alexandria Slade

Karl Leonard, Joint Base San Antonio-Randolph Human Performance Resource Center exercise physiologist, points out the improvements that could be made in a client's running form after an analysis session Dec. 9, at the JBSA-Randolph HPRC.

"The majority are from Randolph, but I see people from all over JBSA," he said.

Gait analyses, which Leonard called one-hour assessments of the whole body, including strength and flexibility, are offered on an appointment basis four days a week.

Leonard also conducts the Air Force Fitness Program courses; "Be Well Aerobic Development and Introduction to Strength Training," and the basic and advanced levels of "Squadron Physical Training Leader."

Be Well and PTL classes are offered on Wednesdays.

Another human performance evaluation tool at the HPRC is the Bod Pod, an egg-shaped chamber that measures a person's body mass index, providing an important baseline measurement that helps gauge individual improvement.

Bod Pod testing is provided by appointment from 8-11 a.m. Monday-Friday.

The HPRC is also the site of a variety of classes provided by the 359th MDOS' Mental Health Flight.

Designed to enhance life skills, they include topics such as parenting, dating, mastering emotions, social media, and stress and time management.

Gonzalez-Anderson said the HPRC is continuing to evolve.

"We are rebranding, reinventing and taking a look at how we can be as effective as possible with the resources we have," she said. "The goal is to get our staff out to the base. We will be scoring units with a scorecard, then targeting health promotions education to meet the units' needs instead of people having to come to the facility for information.

"We are also going to be conducting the Military Nutrition Environmental Assessment program, which will inspect and score bases' eateries based on their support of nutritional options across the base, making sure there are healthy options available while recommending healthier options," Gonzalez-Anderson said.

She said the HPRC "will look to partner with other agencies so we can try and continue as many health programs as possible for our community as we have gone down in personnel."

For more information, call the HPRC at 652-2300.

Photo by Joel Martinez

Technical Sgt. Clarissa Spangler, 359th Aerospace Medicine Squadron laboratory and radiology flight chief, organizes blood samples Monday at Joint Base San Antonio-Randolph.

Diamond Sharp Award

Tech. Sgt. Clarissa Spangler
Unit: 359th Medical Support Squadron
Duty title: Flight chief, clinical lab and radiology
Time in service: 10 years, 11 months
Hometown: Burkburnett, Texas

"Tech. Sgt. Clarissa Spangler is an exceptional leader and manager who consistently goes above and beyond the call of duty to ensure mission success. Her level of dedication to her people fosters a positive work environment where junior enlisted members are comfortable asking questions and learning from their mistakes.

"She recently re-established monthly roll calls within the flight to discuss Air Force leadership thoughts and to address any issues or concerns the NCOs or Airmen may have.

"While leading 18 personnel, she has performed the following duties: coordinating and scheduling training for five new members, training six Airmen on core tasks, realigning lab operations, increasing productivity by 25 percent, co-chair medical group clinic working group and enforcing compliance on third party collections, which contributed to the medical group recouping $178,247 for services rendered."

Submitted by Master Sgt. Robert W. Payne
359th Medical Group

M&FRC hosts Survivor Benefit Plan workshop

By David DeKunder
Joint Base San Antonio-Randolph Public Affairs

Joint Base San Antonio-Randolph service members who are considering utilizing the Survivor Benefit Plan can find out about the plan's options at two briefings Jan. 19 at the Military & Family Readiness Center, building 693, from 8 to 9:30 a.m. and 1 to 2:30 p.m.

Debbie Hall, 802nd Force Support Squadron Military & Family Readiness Center Survivor Benefit Plan manager, said the briefings will contain information on the various options included in the Survivor Benefit Plan. Service members and their spouses only need to attend one of the sessions.

Under the Survivor Benefit Plan, a spouse, child or both of a retired service member is eligible to receive a monthly annuity upon the death of the service member. The amount the beneficiary receives is 55 percent of the service member's estimated retirement pay.

Hall said active duty service members with 20 years of service are automatically enrolled in the Survivor Benefit Plan while on active duty.

"The service member doesn't have to pay for it as long as he or she is on active duty," Hall said. "But once he or she retires, they and their spouse can make a choice as to whether they will keep it or not."

If a service member decides to stay on the Survivor Benefit Plan, Hall said he or she pays the costs for 30 years or until age 70 or a combination of both.

"The service member doesn't have to pay for it as long as he or she is on active-duty. But once he or she retires, they and their spouse can make a choice as to whether they will keep it or not."

Debbie Hall
802nd Force Support Squadron
Military & Family Readiness Center
Survivor Benefit Plan manager

Spouses and children of a service member who dies while on active duty before they reach 20 years of service could be eligible for benefits from the Survivor Benefit Plan, if the service member's death is classified as being in the line of duty.

Reservists with 20 years of active-duty service can also enroll in the Survivor Benefit Plan.

At the briefings, Hall said she will explain the different types of benefits a spouse or child could receive, depending on whether a service member dies while on active-duty or retired.

There are several financial advantages for service members who enroll in the Survivor Benefit Plan, Hall said. Those advantages include pre-tax payroll deductions for the benefits, which decreases the amount of income that is taxed, and yearly cost-of-living increases for the annuities.

Hall said beneficiaries receive the monthly annuities for as long as they live. Social Security does not affect whether a spouse or child receives a Survivor Benefit Plan annuity.

Children who are beneficiaries are covered under the Survivor Benefit Plan until they are 18 years of age, or if they are a full-time college student, until the age of 22.

As of December 2015, Hall said 85 percent of the total retired service members at JBSA-Randolph have decided to take part in the Survivor Benefit Plan, which is more than 200 retirees.

Each month, the Military & Family Readiness Center holds briefings on the Survivor Benefit Plan, with the next briefings Feb. 16 from 8 to 9:30 a.m. and 1 to 2:30 p.m.

For more information on the Survivor Benefit Plan, call 652-3633.

Psychologist gives advice on dealing with depression

By David DeKunder
Joint Base San Antonio-Randolph Public Affairs

"How people view themselves, whether it's through negative or distorted thoughts, can affect how they behave and feel physically To get back on track or to start to feel better, people who are dealing with depression should start by reflecting on their accomplishments, setting attainable goals and starting a new activity."

Capt. Erik Ringdahl
359th Medical Operations Squadron Mental Health Flight clinical psychologist

The period during and after the Christmas holiday season can sometimes be stressful and bring on symptoms of depression.

When dealing with post-holiday depression, active-duty service members, their families and other Joint Base San Antonio members have several coping mechanisms, professional services and resources they can utilize to address their circumstances.

Capt. Erik Ringdahl, 359th Medical Operations Squadron Mental Health Flight clinical psychologist, said there are various circumstances that can trigger or exacerbate symptoms of depression in a person during the holiday season.

Those circumstances could include changes in routines, deviating from healthy habits, being away from family members, or dealing with financial burdens and other factors, Ringdahl said.

"We are led to believe that the holidays are only supposed to be cheery," Ringdahl said. "The holiday season does not alleviate the reasons for feeling down when in reality stressors exist all year round.

"How people view themselves, whether it's through negative or distorted thoughts, can affect how they behave and feel physically," Ringdahl said. "To get back on track or to start to feel better, people who are dealing with depression should start by reflecting on their accomplishments, setting attainable goals and starting a new activity.

"A new year is an opportunity to challenge ourselves and to recognize the positives that we have done, what we can do and what we are capable of," Ringdahl said.

Ringdahl said, it is also important to have structure in one's life, which includes exercising regularly, eating healthy, getting enough sleep and social support.

According to Families for Depression Awareness, a non-profit organization that helps families recognize and cope with depression, one in five Americans will experience symptoms of depression sometime in their lifetime.

Ringdahl said JBSA members who are experiencing depression should get help as soon as possible, including contacting one of the mental health clinics at JBSA-Fort Sam Houston, JBSA-Lackland or JBSA-Randolph or chaplain services.

"There is a wealth of resources and people who are always willing to help," Ringdahl said.

Contact numbers for the mental health clinics include JBSA-Fort Sam Houston, 539-9589; JBSA-Lackland, 292-7361; and JBSA-Randolph, 652-2448. The clinics are open Monday through Friday, from 7:30 a.m. to 4:30 p.m.

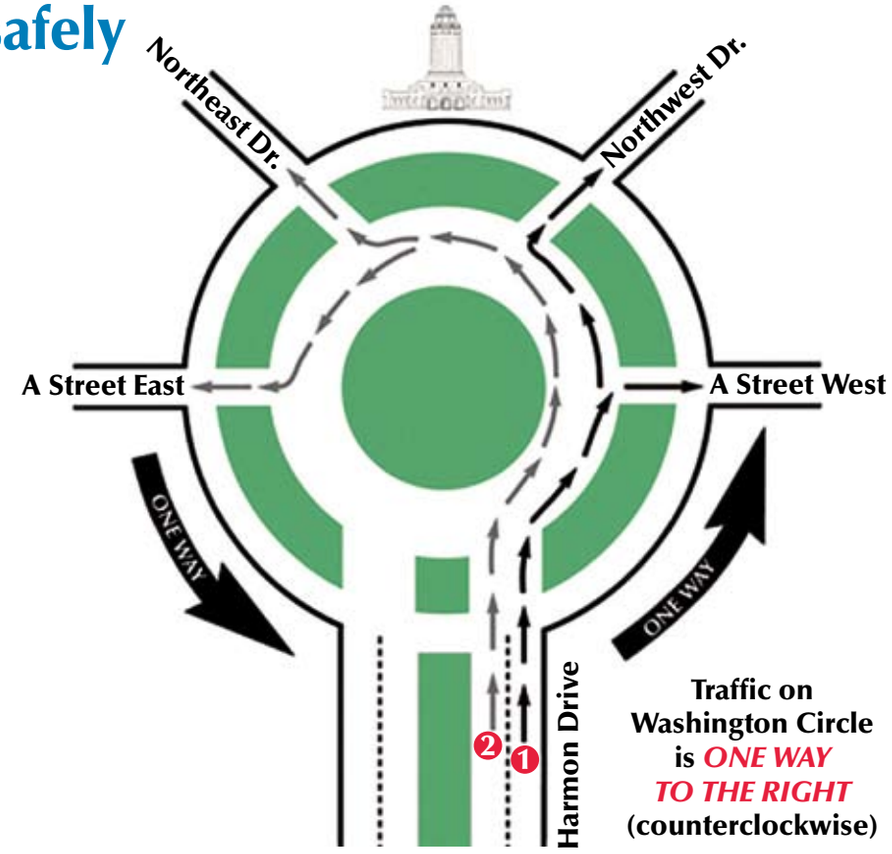
Also, service members can call the Military OneSource line for help at 800-342-9647.

Driving around Washington Circle safely

Base safety and security officials want people to be aware of the procedures for driving in and out of Joint Base San Antonio-Randolph's Washington Circle.

Officials want to ensure motorists know which lanes they should be in when entering and exiting the circle.

The biggest safety issue occurs when vehicles try to directly exit the circle from the left lane instead of moving to the right lane in advance of their exit turn. Officials urge people to drive defensively and use caution in and around Washington Circle.

TRAFFIC RULES FOR WASHINGTON CIRCLE

- Traffic entering the circle must yield to traffic already in the circle.
- When entering the circle:
  - ❶ If you are exiting at the first or second exit, stay in the outside lane or right lane.
  - ❷ If you are exiting at the third exit or beyond, use the inside or left lane until ready to exit
- If two vehicles are side by side, the vehicle in the outside lane has the right or way.
- All traffic must signal for turns when exiting the circle.